SKF

Date: 16th July 2026

National Stock Exchange of India Limited, Exchange Plaza, 5th Floor,Plot No. C-1, G Block, Bandra- Kurla Complex, Bandra (East),Mumbai – 400051, Maharashtra, India **NSE Scrip Code – SKFINDIA**	**BSE Limited,** Phiroze Jeejeebhoy Towers,Dalal Street, Fort Mumbai – 400001, Maharashtra, India **BSE Scrip Code -500472**

Subject: **Business Responsibility & Sustainability Report for the year ended 31st March 2026.**

Dear Sir/Ma'am,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10th May 2021, we are **enclosing herewith Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2025-26 as Annexure-1**. The said report also forms part of Annual Report 2025-26 of the Company as **Annexure - M.**

Annual Report of the Company along with the BRSR for the Financial Year 2025-26 is available on website of the company at below-mentioned link:

https://cdn.skfmediahub.skf.com/api/public/09898be1b484d04d/pdf_preview_medium/Annual_Report_2025-26_pdf_preview_medium.pdf

We request you to take the above information on record and disseminate the same on your respective websites.

Thanking you,

Yours faithfully,
For SKF India Limited

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Mayuri Kulkarni
Company Secretary & Compliance Officer

ANNEXURE – M

Business Responsibility Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1 **NSE Symbol***: SKFINDIA

2 **BSE Scrip Code***: 500472

3 **MSEI Symbol***: NOTLISTED

4 **ISIN***: INE640A01023

5 **Corporate Identity Number (CIN) of the Listed Entity**: L29130PN1961PLC213113

6 **Name of the Listed Entity**: SKF INDIA LIMITED

7 **Date of Incorporation**: 12-04-1961

8 **Registered office address**: Chinchwad, Pune 411033, Maharashtra

9 **Corporate address**: Chinchwad, Pune 411033, Maharashtra

10 **E-mail**: InvestorIndia@skf.com

11 **Telephone**: 020 66112500

12 **Website**: https://www.skf.com/in/investors/skf-india-ltd

13

Financial year for which reporting is being done	Start date	End date
Current Financial Year	01-04-2025	31-03-2026
Previous Financial Year	01-04-2024	31-03-2025
Prior to Previous Financial year	01-04-2023	31-03-2024

14 **Name of the Stock Exchange(s) where shares are listed**

Details of the Stock Exchanges

Sr. No.	Name of the Stock exchange	Description of other stock exchange	Name of the Country
1	NSE		
2	BSE		

15 **Paid-up Capital (In Rs)**

494379630.00

16 **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**

Name	Ashwini Mavinkurve
Contact	(+91) 20 66112623
E mail	InvestorIndia@skf.com

17 **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**

Standalone basis

18 **Whether the company has undertaken assessment or assurance of the BRSR Core?**

Yes assurance

19 Name of assessment or assurance provider

Sr. No.	Company / LLP / Firm Name*	Company ID / LLP ID / Firm Registration No.*	Name of assessment or assurance provider	Designation of assessor or assurer	Date of signing
1	TÜV SÜD South Asia Pvt Ltd.		Prosenjit Mitra	General Manager - Verification, Validation and Audit	13th May 2026

20 Type of assessment or assurance obtained

Sr. No.	Particulars	Assessment / Assurance	If "Yes" selected in Partial Assessment / Assurance, please specify the Assessment / Assurance details	Remarks
Type of assessment or assurance obtained		Partial		
Section A : General Disclosures		Partial		
I	Details of the listed entity	Partial		
1	Corporate Identity Number (CIN) of the Listed Entity	No		
2	Name of the Listed Entity	No		
3	Date of Incorporation	No		
4	Registered office address	No		
5	Corporate address	No		
6	E-mail	No		
7	Telephone	No		
8	Website	No		
9	Financial year for which reporting is being done	No		
10	Name of the Stock Exchange(s) where shares are listed	No		
11	Paid-up Capital (In Rs)	No		
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	No		
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).	No		

II Products/services

14 Details of business activities (accounting for 90% of the Turnover)

No

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

No

III Operations

16 Number of locations where plants and/or operations/offices of the entity are situated

No

17 Markets served by the entity

No

IV Employees

18 Details as at the end of Financial Year

No

19 Participation/Inclusion/Representation of women

No

20 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

No

V Holding, Subsidiary and Associate Companies (including joint ventures)

21 Names of holding / subsidiary / associate companies / joint ventures

No

VI CSR Details

22 Whether CSR is applicable as per section 135 of Companies Act, 2013 / Turnover / Networth

No

VII Transparency and Disclosures Compliances

23 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

No

24 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

No

Section B – Management & Process Disclosures

I Policy and management processes

1 Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.

No

2 Whether the entity has translated the policy into procedures.

No

3 Do the enlisted policies extend to your value chain partners?

No

4 Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

No

5 Specific commitments, goals and targets set by the entity with defined timelines, if any

No

6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

No

II Governance, leadership and oversight

7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

No

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)

No

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?

No

10(A) Details of Review of NGRBCs by the Company: Performance against above policies and follow up action

No

10(B) Details of Review of NGRBCs by the Company: Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances

No

11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

No

12 If answer to question 1 above is No i.e. not all principles are covered by a policy reasons to be stated;

No

Section C – Principle Wise Performance Disclosures

Principle 1 – Essential Indicators

1 Percentage coverage by training and awareness programmes on any of the principles during the financial year - BOD/ KMP / Employees / Workers

No

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)

No

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

No

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

No

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

No

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

No

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**

No

8 **Number of days of accounts payables**

Yes - Reasonable

9 **Open-ness of business**

Yes - Reasonable

Principle 1 – Leadership Indicators

1 **Awareness programmes conducted for value chain partners on any of the principles during the financial year**

No

2 **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?**

No

Principle 2 – 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**

No

2 **Does the entity have procedures in place for sustainable sourcing - if Yes, what %?**

No

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 and (d) other waste**

No

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 Boards? If not, provide steps taken to address the same**

No

Principle 2 – Leadership Indicators

1 **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

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**

No

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)**

No

4 **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

No

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

No

Principle 3 – Essential Indicators

1 a. Details of measures for the well-being of employees b. Details of measures for the well-being of workers c. spending on measures towards well-being of employees and workers

Yes - Reasonable

2 **Details of retirement benefits, for Current FY and Previous Financial Year**

No

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**

No

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**

No

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

No

6 **Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief**

No

7 **Membership of employees and worker in association(s) or Unions recognised by the listed entity**

No

8 **Details of training given to employees and workers**

No

9 **Details of performance and career development reviews of employees and worker - Male /Female**

No

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, the coverage such system? b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?**

No

11 Details of safety related incidents, in the following format

Yes - Reasonable

12 Describe the measures taken by the entity to ensure a safe and healthy work place

No

13 Number of Complaints on the following made by employees and workers

No

14 Assessments for the year

No

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 & safety practices and working conditions

No

Principle 3 – Leadership Indicators

1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)

No

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

No

3 Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

No

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?

No

5 Details on assessment of value chain partners

No

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

No

Principle 4 – Essential Indicators

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

No

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

No

Principle 4 – 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**

No

2 **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (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**

No

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

No

Principle 5 – 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:**

No

2 **Details of minimum wages paid to employees and workers, in the following format:**

No

3 **Details of remuneration/salary/wages, in the following format: a. median remuneration /wages b. gross wages paid to females as percentage of total wages**

Yes - Reasonable

4 **Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?**

No

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

No

6 **Number of Complaints on the following made by employees and workers:**

No

7 **Complaints filed under the sexual harassment of women at workplace**

Yes - Reasonable

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

No

9 **Do human rights requirements form part of your business agreements and contracts?**

No

10 **Assessments for the year**

No

11 **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above**

No

Principle 5 – Leadership Indicators

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

No

2 **Details of the scope and coverage of any Human rights due-diligence conducted**

No

3 **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?**

No

4 **Details on assessment of value chain partners:**

No

5 **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from No the assessments at Question 4 above**

No

Principle 6 – Essential Indicators

1 **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Yes - Reasonable

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 No the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any**

No

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

Yes - Reasonable

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

Yes - Reasonable

5 **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and No implementation**

No

6 **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

No

7 **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following No format:**

Yes - Reasonable

8 **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details**

No

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

Yes - Reasonable

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 thepractices adopted to manage such wastes If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife**

No

11 **sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following form**

No

12 **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the**

No

13 **Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N/NA). If not, provide details of all such non-compliances, in the following format:**

No

Principle 6 – Leadership Indicators

1 **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)**

No

2 **Please provide details of total Scope 3 emissions & its intensity, in the following format**

No

3 **With respect to the ecologically sensitive areas reported at Question 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**

No

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, as per the following format**

No

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

No

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**

No

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

No

8 **How many Green Credits have been generated or procured: a. By the listed entity b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

No

Principle 7 – Essential Indicators

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

No

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

No

Principle 7 – Leadership Indicators

1 Details of public policy positions advocated by the entity

No

Principle 8 – Essential Indicators

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

No

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

No

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

No

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

Yes - Reasonable

5 Job creation in smaller towns

Yes - Reasonable

Principle 8 – Leadership Indicators

1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above:

No

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

No

3 (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (b) From which marginalized /vulnerable groups do you procure?

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

No

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

No

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

No

6 **Details of beneficiaries of CSR Projects**

No

Principle 9 – Essential Indicators

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

No

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

No

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

No

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

No

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**

No

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**

No

7 **Provide the following information relating to data breaches: a. Number of instances of data breaches along-with impact b. Percentage of data breaches involving personally identifiable information of customers**

Yes - Reasonable

Principle 9 – Leadership Indicators

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

No

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

No

3 **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services**

No

4 **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?**

No

II. Products/services

21 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 and dealers of Bearings M	Manufacturing and Distribution of bearings, seals, lubrication systems, mechatronics, and related products and services.	100.00%

22 Products/Services sold by the entity (accounting for 90% of the entity's Turnover) 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	Bearing and its components	2814	98.00%

NIC Code list link: https://www.ncs.gov.in/Documents/NIC_Sector.pdf

III. Operations

23 Number of locations where plants and/or operations/offices of the entity are situated

Location	Number of plants	Number of offices	Total
National	3	5	8
International	0	0	0

24 Markets served by the entity

A Number of locations

Locations	Number
National (No. of States)	31
International (No. of Countries)	34

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

7%

C A brief on types of customers

SKF India Limited is a leading provider of technology and solutions in bearings, seals, lubrication systems, condition monitoring, and services. They cater to a diverse range of industries, offering sustainable solutions that enhance friction reduction, energy efficiency, and equipment longevity and reliability. In the automotive sector, their customers include manufacturers of two-wheelers, four-wheelers, heavy vehicles, and aftermarket services. In the industrial sector, their clientele spans the metal industry, railways, wind energy, general machinery, food and beverage industry, aerospace, agriculture, construction, and energy sectors. SKF India Limited's comprehensive solutions support companies in achieving significant advancements in efficiency and reliability across these sectors.

IV. Employees

25 Details as at the end of Financial Year

A. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
	EMPLOYEES							
1	Permanent (D)	372	300	80.65%	72	19.35%	0	0.00%
2	Other than permanent (E)	243	189	77.78%	54	22.22%	0	0.00%
3	Total employees(D + E)	615	489	79.51%	126	20.49%	0	0.00%
	WORKERS							
4	Permanent (F)	598	596	99.67%	2	0.33%	0	0.00%
5	Other than permanent (G)	678	515	75.96%	163	24.04%	0	0.00%
6	Total workers (F + G)	1276	1111	87.07%	165	12.93%	0	0.00%

Note: *Previous year figures (743 Permanent Employees; 958 Permanent Workers) reflect the combined headcount of SKF India Limited and SKF (Industrial) India Limited prior to the demerger. Current year figures (372 Permanent Employees; 598 Permanent Workers) pertain to the continuing operations of SKF India Limited only and are not directly comparable.*

B. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
	DIFFERENTLY ABLED EMPLOYEES							
1	Permanent (D)	1	1	100.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	1	1	100.00%	0	0.00%	0	0.00%
	DIFFERENTLY ABLED WORKERS							
4	Permanent (F)	1	1	100.00%	0	0.00%	0	0.00%
5	Other than Permanent (G)	2	1	50.00%	1	50.00%	0	0.00%
6	Total differently abled workers (F + G)	3	2	66.67%	1	33.33%	0	0.00%

26 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	2	100.00%

27 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	Turnover rate in current FY (2025-26)				Turnover rate in previous FY (2024-25)				Turnover rate in the year prior to the previous FY (2023-24)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	6.90%	6.60%	0.00%	6.90%	8.00%	3.00%	0.00%	11.00%	17.00%	19.00%	0.00%	18.00%
Permanent Workers	270.00%	28.00%	0.00%	5.00%	1.00%	0.00%	0.00%	1.00%	6.40%	0.00%	0.00%	6.40%

FY 2025-26 turnover rates reflect the continuing operations of SKF India Limited. Accordingly, the current year's figures are not directly comparable with previous years due to the change in the reporting boundary.

Business Responsibility Sustainability Report (Contd.)

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

Sr. 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	SKF Interim AB	Holding	52.58%	No
2	Sunstrength Renewables Private Limited	Associate	26.74%	No
3	Cleanmax Taiyo Private Limited	Associate	26.00%	No
4	SKF (Industrial) India Limited till 17th October 2025	Subsidiary	100.00%	No

VI. CSR Details

29

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	35632900000
(iii) Net worth (in Rs.)	13294700000

The turnover reported above has been considered in accordance with the requirements of Section 135 of the Companies Act, 2013. Consequently, it may not be comparable with turnover figures disclosed elsewhere in this report, which are based on the applicable reporting boundary following the business restructuring.

VII. Transparency and Disclosures Compliances

30 Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (If NA, then provide the reason)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2025-26)			PY (2024-25)		
			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	No		0	0	-	0	0	-
Investors (other than shareholders)	Yes	https://www.skf.com/in/investors/skf-india-ltd	0	0	-	0	0	-

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2025-26)			PY (2024-25)		
			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
Shareholders	Yes	https://www.skf.com/in/investors/skf-india-ltd/shareholder-information	39	7	In FY 2025-26,1654 correspondences were received by the Company, out of which 1590 correspondences were replied to the satisfaction of shareholders during the year under review, balance. Of the balance 64 Outstanding correspondences as on 31st March 26 including 7 complaints received through Regulatory Bodies, 39 have been attended by 13th April 2026 and balance 18 are pending for action. For the 7 complaints received through Regulatory Bodies, ATRs have been uploaded and the same are pending for review and closure by SEBI.	14	0	In FY 2024-25, total 1640 correspondences were received by the Company, out of which 1611 correspondences were replied to the satisfaction of shareholders during the year under review and of the total 29 Outstanding correspondences as on March 31, 2025 and same had been replied by 23rd April, 2025 . There are no Outstanding Correspondence as on the date.
Employees and workers	Yes	https://cdn.skfmediahub.skf.com/api/ public/0901d196809a699a/pdf_preview_medium/0901d196809a699a_pdf_preview_medium.pdf	0	0	-	0	0	-

Business Responsibility Sustainability Report (Contd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No/NA)	(If Yes, then provide web-link for grievance redress policy)	FY (2025-26)			PY (2024-25)		
			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
	Yes	https://strapi.skfin.in/uploads/Fair_Practice_Code_and_Grievance_Redressal_Mechanism_English_fab480d296.pdf	298	7	The total number of customer complaints reported includes all categories of complaints, namely technical, delivery, and sales-related complaints, as recorded in the Customer Complaint Management System.	149	16	The total customer complaints considered under all categories namely technical , delivery and sales complaints which were logged in customer complaint management system
	Yes	https://www.skf.com/in/organisation/for-supplier	0	0	-	0	0	-

31 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

Sr. 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 opportunity (Indicate positive or negative implications)
1	Customer performance	O	SKF India remains committed to delivering superior value to its customers by continuously enhancing its product portfolio and offering innovative, technology-driven solutions tailored to evolving market needs.	NA	Positive Implications
2	Economic Performance	O	As a profit-oriented enterprise, SKF India views financial performance as a key indicator of the economic value it creates for its stakeholders — including employees, shareholders, customers, and supply chain partners — and of its broader contribution to the economy.	NA	Positive Implications

Sr. 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 opportunity (Indicate positive or negative implications)
3	Occupational health and safety	R&O	The health, safety, and well-being of employees, contractual workers, agency staff, and visitors is a non-negotiable priority for SKF India. The organisation is committed to maintaining safe working environments that prevent occupational injuries, illnesses, and work-related hazards.	Workplace safety is governed through SKF's "SKF Care" principles for the workforce and "Business Care" for operations. All facilities maintain compliance with ISO 45001 occupational health and safety management standards.	Negative Implications
4	Energy and energy management	R&O	SKF India actively works toward minimising its environmental footprint by driving improvements in energy efficiency and reducing carbon emissions across its operational boundaries.	SKF India has operationalised a range of targeted strategies to reduce its direct and indirect carbon footprint, the details of which are disclosed under Principle 6 of this report.	Positive Implications
5	Supplier ESG (Environmenta, Social & Governance) performance	R&O	Supply chain sustainability is integral to building long-term business resilience. Aligning suppliers with SKF India's sustainability vision is essential for embedding responsible practices across the value chain and creating sustained stakeholder value.	SKF India engages closely with its supplier base to co-develop and monitor sustainability targets. A structured Supplier ESG Improvement Programme is in place, through which supplier-level ESG performance is assessed, tracked, and supported with corrective action plans where required.	Positive Implications
6	Anti-corruption	R&O	SKF India recognises the importance of balancing customer satisfaction, profitability, and shareholder returns while upholding the highest standards of ethical conduct and corporate governance across all business operations.	SKF India has a robust Code of Conduct (CoC) that sets out clear guidelines for transparent, fair, and accountable business practices. This includes adherence to the Fair Competition Directive and the Anti-Bribery and Anti-Corruption Directive, designed to prevent, detect, and mitigate corruption-related risks. All stakeholders are regularly sensitised on the CoC, and the organisation maintains a zero-tolerance policy toward any non-compliance.	Positive Implications

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Sr. 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 opportunity (Indicate positive or negative implications)
7	Water	R&O	Responsible water stewardship is a critical component of SKF India's operational sustainability strategy. Effective management of water-related risks supports both environmental compliance and long-term eco-efficiency across manufacturing and other operations.	SKF India identifies and monitors water-related risks through its integrated Sustainability, EHS, and Plant teams. These teams work collaboratively to assess exposure across energy, water, soil, and air dimensions, and implement appropriate risk mitigation measures at the facility level.	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.skf.com/in/investors/skf-india-ltd/shareholder-information								
2. Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018, OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, Science Based Targets initiative (SBTi), ResponsibleSteel™ Initiative, GRI Standards, NGRBC	ISO 9001:2015, ISO 50001:2018, OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, SteelZero, RE100, Science Based Targets initiative (SBTi), ResponsibleSteel™ Initiative, LEED Certification, GRI Standards, NGRBC	ISO 45001:2018, OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, ResponsibleSteel™ Initiative, LEED Certification, GRI Standards, NGRBC	OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, ResponsibleSteel™ Initiative, GRI Standards, NGRBC	ISO 45001:2018, OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, ResponsibleSteel™ Initiative, GRI Standards, NGRBC	ISO 50001:2018, OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, SteelZero, RE100, Science Based Targets initiative (SBTi), ResponsibleSteel™ Initiative, LEED Certification, GRI Standards, NGRBC	OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, ResponsibleSteel™ Initiative, GRI Standards, NGRBC	OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, ResponsibleSteel™ Initiative, GRI Standards, NGRBC	ISO 9001:2015, OECD Guidelines for Multinational Enterprises, UN Global Compact, UN Sustainable Development Goals, GRI Standards, NGRBC
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.						SKF India is committed to implementing its decarbonization strategy across all manufacturing facilities by 2030. SKF India has committed to achieving Net Zero greenhouse gas emissions across its value chain by 2050. SKF India aims to achieve Water Neutrality across all manufacturing facilities by 2030.			

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.						SKF India has achieved over 95% renewable energy sourcing across its total electricity requirement, demonstrating significant progress towards its decarbonization goals. Bangalore and Haridwar manufacturing facilities have achieved Water Neutrality and have received third-party certification. Critical suppliers have been identified, and supplier engagement programs for GHG emissions assessment and reduction have been initiated to support the Company's Net Zero value chain ambition.			

Business Responsibility Sustainability Report (Contd.)

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Message from Managing Director is included in the section of 'Corporate overview'
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ashwini Mavinkurve, Head - Sustainability & CSR, SKF India (Automotive) Limited
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes
If yes, provide details.	SKF India's sustainability governance is overseen by a cross-functional board structure comprising Directors of Ethics, Legal, Sustainability, and Corporate Affairs, under the strategic supervision of the Managing Director and Executive Director. Executive leaders are responsible for regularly updating the Board on ESG performance and material topic management strategies, ensuring sustainability remains integral to corporate decision-making.

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								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Director	Director	Director	Director	Director	Director	Director	Director	Director
Description of other committee for performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Director	Director	Director	Director	Director	Director	Director	Director	Director
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification									

Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)									
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Any other	Any other	Any other	Any other	Any other	Any other	Any other	Any other	Any other
Description of other committee for performance against above policies and follow up action	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Any other	Any other	Any other	Any other	Any other	Any other	Any other	Any other	Any other

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular	Need based, Regular

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
	No	No	No	No	No	No	No	No	No
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	All nine Principles under the National Guidelines on Responsible Business Conduct (NGRBCs) are covered by the Company's policies. Accordingly, Question 12 is not applicable. Independent third-party evaluation of policy implementation is not currently undertaken; however, internal review mechanisms and Board-level oversight ensure ongoing monitoring of policy adherence across all Principles.								
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)									
Notes									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	%age of persons in respective category covered by the awareness programmes
Board of Directors	Ongoing Multiple trainings throughout the year.	CoC, Anti-Bribery Management System Cultural Leadership	100.00%

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Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Key Managerial Personnel	Ongoing Multiple trainings throughout the year.	CoC, Skill Building, Leadership, Behavioural, Technical Induction	100.00%
Employees other than BoD and KMPs		Behavioural, Cultural Leadership ESG, CoC, Health & Safety, Integrated Waste Management, Anti-corruption and bribery, Export Control, Cyber security etc	100.00%
Workers		CoC, Health & Safety, Energy Efficiency, Integrated Waste Management Improvement, Skill Upgradation	100.00%

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 agencies/ judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
None	None	None	None	
None	None	None	None	
None	None	None	None	
Non- Monetary				
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In INR)**	**Brief of the Case**
Imprisonment	None	None	None	
Punishment	None	None	None	

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

   Not Applicable

4. **Does the entity have anti-corruption or anti-bribery policy?**

   Yes

   If Yes, provide details in brief

   Yes, anti-corruption and anti-bribery have been covered in our Code Of Conduct. We expect all employees to uphold the highest ethical standards in the disbursement of official duty. We actively work to prevent and detect any corruption in relation to external business partners: • Suppliers • Distributors, agents and other intermediaries • Customers

   Provide a web-link if the entity has anti-corruption or anti-bribery policy

   https://cdn.skfmediahub.skf.com/api/public/09e4bced595cf24e/pdf_preview_medium/09e4bced595cf24e_pdf_preview_medium.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)	PY (2024-25)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY (2025-26)		PY (2024-25)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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. None

8. Number of days of accounts payables

	FY (2025-26)	PY (2024-25)
i) Number of days of accounts payables	67	76

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 & investments, with related parties, in the following format

Parameter	Metrics	FY (2025-26)	PY (2024-25)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made	0.00%	0.00%
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	26.32%	33%
	b. Number of dealers / distributors to whom sales are made	450	629
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	21.38%	22%
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	56.25%	64%
	b. Sales (Sales to related parties as % of Total Sales)	17.61	9%
	c. Loans & advances given to related parties as % of Total loans & advances	0%	98%
	d. Investments in related parties as % of Total Investments made	100.00%	100%

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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)	PY (2024-25)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	8.00%	5.00%	NA

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

Yes

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

80.00%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)	SKF India endeavours to minimise plastic usage across its packaging operations by progressively substituting single-use plastics with recyclable and reusable alternatives. Plastic packaging waste generated at facilities and returned through the supply chain is segregated at source and channelled to authorised recyclers in compliance with the Plastic Waste Management Rules, 2016. The organisation is in the process of formalising a structured take-back mechanism for plastic packaging to further strengthen circularity in its packaging value chain.
(b) E-waste	E-waste arising from end-of-life electronic equipment, IT assets, and electrical components at SKF India's facilities is managed in accordance with the E-Waste (Management) Rules, 2022. Such waste is handed over exclusively to registered and authorised E-waste dismantlers and recyclers empanelled under the Extended Producer Responsibility (EPR) framework. Asset disposition follows a defined decommissioning procedure that prioritises reuse and refurbishment before recycling or disposal.
(c) Hazardous waste	Hazardous waste generated during manufacturing operations — including used oils, metal sludge, chemical residues, and contaminated consumables — is managed under the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. All hazardous waste streams are segregated, labelled, and stored in designated areas before being transferred to CPCB/SPCB-authorised treatment, storage, and disposal facilities (TSDFs). SKF India maintains complete documentation and manifests for all hazardous waste consignments to ensure traceability and regulatory compliance. Used process oil from customer sites is reconditioned through SKF's Recond Oil Service, which extends oil lifespan and maintains purity, thereby reducing the volume of hazardous waste requiring disposal.
(d) other waste	Other waste streams, including ferrous and non-ferrous metal scrap, defective components, and general industrial waste, are managed through a circularity-first approach. Defective and rejected bearings and steel components are routed back to authorised steel suppliers for recycling and repurposing, reducing virgin material consumption. SKF India also offers remanufacturing services for select bearing products, which extends product lifespan and significantly reduces material waste. The Rotating Equipment Performance (REP) business vertical further supports waste reduction through predictive maintenance and health monitoring of rotating equipment, preventing premature component failure and associated material waste.

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

Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes

If not, provide steps taken to address the same.

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 (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	300	300	100.00%	300	100.00%			300	100.00%	300	100.00%
Female	72	72	100.00%	72	100.00%	72	100.00%			72	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**372**	**372**	**100.00%**	**372**	**100.00%**	**72**	**100%**	**300**	**100%**	**372**	**100.00%**
Other than permanent employees											
Male	189	189	100.00%	189	100.00%			189	100.00%	189	100.00%
Female	54	54	100.00%	54	100.00%	54	100.00%			54	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**243**	**243**	**100.00%**	**243**	**100.00%**	**54**	**100%**	**189**	**100%**	**243**	**100.00%**

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

Category	% of employees 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	596	596	100.00%	596	100.00%			596	100.00%	596	100.00%
Female	2	2	100.00%	2	100.00%	2	100.00%			2	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**598**	**598**	**100.00%**	**598**	**100.00%**	**2**	**100%**	**596**	**100%**	**598**	**100.00%**
Other than permanent workers											
Male	515	515	100.00%	515	100.00%			515	100.00%	515	100.00%
Female	163	163	100.00%	163	100.00%	163	100.00%			163	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**678**	**678**	**100.00%**	**678**	**100.00%**	**163**	**100%**	**515**	**100%**	**678**	**100.00%**

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

	FY (2025-26)	PY (2024-25)
Cost incurred on wellbeing measures as a % of	0.07%	0.5%

Note: *The FY 2025-26 disclosure reflects the continuing operations of SKF India Limited following the business restructuring. Accordingly, the ratio is not directly comparable with the previous year.*

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2. Details of retirement benefits

Benefits	FY (2025-26)			PY (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	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	NA	100.00%	100.00%	NA
ESI	0.32%	0.50%	Yes	8.83%	16.50%	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?

Yes

If not, Whether any steps are being taken by the entity in this regard.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

Yes, the Code of Conduct affirms the Company's commitment to equal opportunity, inclusivity, and respect for human rights. The Company promotes fair employment practices and prohibits discrimination, harassment, or unequal treatment on any grounds, including disability, race, religion, gender, or other protected characteristics, across its operations and value chain. Code of Conduct - https://cdn.skfmediahub.skf.com/api/public/0901d19680bccd5f/pdf_preview_medium/0901d19680bccd5f_pdf_preview_medium.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	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Other	0.00	0.00	100.00	100.00
Total	**100.00**	**100.00**	**100.00**	**100.00**

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

Yes

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Yes, the Company is committed to maintaining an inclusive workplace that promotes gender equality, respect, and dignity for all employees. Robust grievance redressal and whistleblower mechanisms are in place to enable the reporting and investigation of concerns related to misconduct, discrimination, harassment, or violations of the Code of Conduct. The Company ensures protection against retaliation and takes appropriate corrective and disciplinary actions where required. Additional information on human rights, child labour prevention, and non-discrimination is provided under Principle 5 of this report.

If yes, give details of the mechanism in brief.	Yes/No	(If Yes, then give details of the mechanism in brief)
Other than Permanent Workers	Yes	Yes, the Company is committed to maintaining an inclusive and equitable workplace through robust policies on gender equality, non-discrimination, and employee well-being. Formal grievance redressal and whistleblower mechanisms are in place to facilitate the reporting and investigation of concerns related to misconduct, unethical behaviour, or violations of the Code of Conduct. The Company ensures protection against retaliation and takes appropriate disciplinary action where required. Additional details on human rights, child labour prevention, and anti-discrimination measures are disclosed under Principle 5 of this report.
Permanent Employees	Yes	Yes, the Company promotes an open and inclusive work culture supported by policies on gender equality, non-discrimination, and employee well-being. Grievance redressal and whistleblower mechanisms are available to employees and other stakeholders to report concerns related to misconduct, unethical behaviour, or violations of the Code of Conduct. The Company ensures fair investigation of reported concerns, protection against retaliation, and appropriate disciplinary action where required. Details on child labour prevention and anti-discrimination measures are disclosed under Principle 5 of this Report.
Other than Permanent Employees	No	

7. **Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY (2025-26)			PY (2024-25)		
	Total employees/workers in respective category (A)	No.of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No.of employees / workers in respective category,who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	372	0	0.00%	743	0	0.00%
Male	300	0	0.00%	606	0	0.00%
Female	72	0	0.00%	137	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	598	598	100.00%	958	958	100.00%
Male	596	596	100.00%	955	955	100.00%
Female	2	2	100.00%	3	3	100.00%
Other	0	0	0.00%	0	0	0.00%

Business Responsibility Sustainability Report (Contd.)

8. Details of training given to employees and workers:

Category	FY (2025-26)					PY (2024-25)				
	Total (A)	On Health and safety measures		On Skill up-gradation		Total (D)	On Health and safety measures		On Skill up-gradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	300	191	63.67%	181	60.33%	627	627	100%	347	55.34%
Female	72	48	66.67%	48	66.67%	178	178	100.00%	93	52.25%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	**372**	**239**	**64.25%**	**229**	**61.56%**	**805**	**805**	**100%**	**440**	**54.66%**
Workers										
Male	596	596	100.00%	596	100.00%	919	919	100.00%	919	100.00%
Female	2	2	100.00%	2	100.00%	3	3	100.00%	3	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	**598**	**598**	**100.00%**	**598**	**100.00%**	**922**	**922**	**100.00%**	**922**	**100.00%**

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

Category	FY (2025-26)			PY (2024-25)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	300	282	94.00%	627	584	93.14%
Female	72	60	83.33%	178	149	83.71%
Other	0	0	0.00%	0	0	0.00%
Total	**372**	**342**	**91.94%**	**805**	**733**	**91.06%**
Workers						
Male	596	0	Nil	919	0	Nil
Female	2	0	Nil	3	0	Nil
Other	0	0	0.00%	0	0	0.00%
Total	**598**	**598**	**Nil**	**922**	**0**	**Nil**

*Note: The FY 2025-26 disclosure reflects performance and career development reviews conducted for employees of the continuing operations of SKF India (Automotive) Limited following the business restructuring.*10. Health and safety management system:

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

Yes

If yes, the coverage such system?

The Company is committed to providing a safe, healthy, and secure workplace, with the objective of preventing occupational injuries, illnesses, and work-related incidents. Health and safety considerations are integrated into operational processes through established management systems, controls, and continuous improvement initiatives aimed at mitigating workplace risks and enhancing employee well-being. The Company's Environment, Health, and Safety (EHS) framework is supported by internationally recognized management systems and encompasses the identification, assessment, and mitigation of occupational health and safety risks across operations. Safe work procedures, emergency preparedness measures, periodic risk assessments, and preventive controls are implemented to ensure a safe working environment.

Regular management reviews, internal assessments, compliance evaluations, and safety audits are conducted to monitor performance, identify improvement opportunities, and strengthen the effectiveness of existing controls. The Company also promotes a strong safety culture through employee training, awareness programmes, safety campaigns, and engagement initiatives designed to enhance safety consciousness and encourage proactive risk management. Any workplace incidents are thoroughly investigated to identify root causes and implement corrective and preventive actions. The Company remains focused on continuous improvement in health and safety performance and is dedicated to fostering a workplace where the well-being and safety of all employees are prioritized.

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? The Company adopts a structured risk assessment approach to identify, evaluate, and manage occupational health, safety, and environmental risks across its operations.**

Potential hazards are systematically assessed, and appropriate mitigation measures are implemented to minimize risks and enhance workplace safety. Comprehensive emergency preparedness and response procedures are established to address potential incidents such as fires, chemical spills, workplace accidents, electrical hazards, natural disasters, and other emergency situations. Emergency response plans define preventive controls, response protocols, and roles and responsibilities to ensure effective incident management. To strengthen preparedness and resilience, the Company conducts periodic mock drills, safety inspections, compliance reviews, and internal and external audits to evaluate the effectiveness of emergency response measures and risk controls. Insights from these assessments are utilized to drive continuous improvement in the Company's health, safety, and environmental management practices and to enhance overall operational resilience.

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

Yes

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

Yes

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

Safety Incident/Number	Category*	FY (2025-26)	PY (2024-25)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.53	0.00
	Workers	0.17	0.28
Total recordable work-related injuries	Employees	2	0
	Workers	1	2
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 work place.

The Company recognizes its employees as a key driver of long-term success and is committed to fostering a workplace that supports their health, safety, well-being, and professional development. Employee well-being is embedded within the Company's business practices, with a focus on creating a safe, inclusive, and engaging work environment. To strengthen awareness and promote responsible business conduct, the Company conducts regular training programmes, awareness initiatives, and capacity-building sessions covering health, safety, ethics, compliance, and other relevant workplace topics. Appropriate policies, procedures, and safeguards are implemented to protect employees, support their overall well-being, and ensure a positive work environment while meeting business and stakeholder expectations. Through continuous investment in employee development, engagement, and well-being initiatives, the Company aims to create a workplace that encourages learning, collaboration, and growth, thereby contributing to organizational resilience and sustainable business performance.

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

	FY (2025-26)			PY (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	0	0		0	0	
Health & 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	100.00%
Working Conditions	100.00%

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 & safety practices and working conditions.

None

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.**

The Company has established a structured stakeholder engagement process to identify, understand, and address the expectations and concerns of its key stakeholder groups. The process is designed to foster transparency, mutual trust, and long-term value creation while supporting the Company's sustainability objectives. The stakeholder engagement process includes the following steps: Identification and prioritization of stakeholders based on their influence on, and impact from, the Company's operations and activities. Assessment of stakeholder expectations and material concerns through regular interactions, surveys, meetings, consultations, and feedback mechanisms. Alignment of business practices and sustainability initiatives with stakeholder expectations and applicable regulatory requirements.

Assignment of designated representatives and communication channels to facilitate ongoing engagement and timely resolution of stakeholder concerns. Regular engagement and dialogue with stakeholders through appropriate forums, meetings, reviews, training programs, disclosures, and other communication platforms. Collection and evaluation of stakeholder feedback to identify opportunities for improvement and strengthen business performance. Integration of stakeholder inputs into decision-making processes, risk management, and sustainability strategies to create shared value. Periodic review of stakeholder concerns and engagement outcomes to ensure continuous improvement in stakeholder relationships and sustainability performance.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Local Community around plant	No	Other	Social media	Others – please specify	Regular, NeedBased	Environmental and social impacts of SKF India operations
2	CSR Beneficiaries	Yes	Other	Emails, Feedback Forms, Phone Calls, Physical Visits & Meetings	Others – please specify	Monthly	The Company's community development initiatives are focused on: Enhancing employability and promoting entrepreneurship through skill development and vocational training programmes for youth. Supporting access to higher education for girl students through scholarship and educational assistance programmes. Strengthening analytical, scientific, and problem-solving capabilities among school children through STEM (Science, Technology, Engineering, and Mathematics) education initiatives. Promoting environmental sustainability and public health by supporting responsible waste management practices and initiatives aimed at reducing the adverse impacts of improper disposal of domestic waste on land, air, and water resources.
3	Associate Partners/NGO's	No	Other	Emails, Telecommunication, Team Meetings and Physical Meetings	Others – please specify	Monthly	(i) CSR Programmed Need Assessment, Budgeting, Implementation (ii) Monitoring, Evaluations, Impact Assessment, Reporting and Compliances
4	Union/State Government	No	Other	Email, telecommunication	Annually		(i) Collaboration for project execution (ii) Policy advocacy and sectoral developments
5	Employee and unions	No	Other	Meetings, Email and Newsletters	Quarterly		(i) Aligning with business priorities, Employee health and safety, grievances (ii) Employee engagement and training programmers, Employee well-being

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Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Details of Other Channels of communication	Frequency of engagement	Details of Other Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
6	Shareholders, investors, and analysts	No	Other	Annual General Meetings, Investor Earnings calls, Analyst meets, Presentations before Investor Meets and Earnings Calls,Transcripts/ recordings of investor calls, Public disclosures and reports, including Annual Report, Quarterly Results , BRSR, Media releases, Website of the Company, Social Media.	Others – please specify	Annually/Half yearly/Quarterly/ Need-Based	(i) Appraise about Company's periodic results and disclosures (ii) Improve their understanding of SKF's ESG commitments and performance
7	Customers, dealers, and distributors	No	Other	Emails, Mass emailers and Websites	Quarterly		(i) Customer Relationship Management, Enhancing customer experience (ii) Understanding market conditions and requirements
8	Suppliers and vendors	No	Other	Emails, Mass emailers Websites	Quarterly	(i) Mutual sharing of needs and expectations (ii) Quality, cost, and delivery improvement (iii) Share knowledge and best practices, vendor recognition (iv) Strategic partnerships and value creation	(v) Responsible sourcing (vi) Implementing CoC (Code ofConduct) for suppliers

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)			PY (2024-25)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	372	372	100.00%	805	805	100.00%
Other than permanent	243	243	100.00%	448	448	100.00%
Total Employees	**615**	**615**	**100.00%**	**1253**	**1253**	**100.00%**
Workers						
Permanent	598	598	100.00%	922	922	100.00%
Other than permanent	678	678	100.00%	1219	1219	100.00%
Total Workers	**1276**	**1276**	**100.00%**	**2141**	**2141**	**100.00%**

2. **Details of minimum wages paid to employees and workers, in the following format:**

Category	FY (2025-26)					PY (2024-25)				
	Total (A)	Equal to Minimum Wage		Equal to Minimum Wage		Total (D)	More than Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent	372	0	0.00%	372	100.00%	805	0	0.00%	805	100.00%
Male	300	0	0.00%	300	100.00%	627	0	0.00%	627	100.00%
Female	72	0	0.00%	72	100.00%	178	0	0.00%	178	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	243	0	0.00%	243	100.00%	448	0	0.00%	448	100.00%
Male	189	0	0.00%	189	100.00%	322	0	0.00%	322	100.00%
Female	54	0	0.00%	54	100.00%	126	0	0.00%	126	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	598	0	0.00%	598	100.00%	922	0	0.00%	922	100.00%
Male	596	0	0.00%	596	100.00%	919	0	0.00%	919	100.00%
Female	2	0	0.00%	2	100.00%	3	0	0.00%	3	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	678	0	0.00%	678	100.00%	1219	0	0.00%	1219	100.00%
Male	515	0	0.00%	515	100.00%	947	0	0.00%	947	100.00%
Female	163	0	0.00%	163	100.00%	272	0	0.00%	272	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	9463401	1	2388868	0	0
Key Managerial Personnel	1	18071801	2	5259305	0	0
Employees other than	265	2183173	61	1692989	0	0
BoD and KMP Workers	598	735331	1	505305	0	0

b. Gross wages paid to females:

	FY (2025-26)	PY (2024-25)
Gross wages paid to females (Gross wages paid to females as % of total wages)	8.98%	13.93%

Note: The FY 2025-26 disclosure reflects the continuing operations of SKF India Limited following the business restructuring. Accordingly, the figures are not directly comparable with the previous year.

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

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

The Company has established formal grievance redressal mechanisms to enable employees and other stakeholders to raise concerns related to human rights, workplace practices, discrimination, harassment, and other ethical matters.

Employees may report grievances through designated reporting channels, including Human Resources, plant/site management, employee representatives, and other established communication mechanisms. All reported concerns are reviewed through defined procedures to ensure fair, timely, and confidential resolution. Appropriate corrective and preventive actions are implemented wherever required. The Company also extends its commitment to human rights across its value chain through responsible sourcing practices. Suppliers are expected to comply with the requirements set out in the Supplier Code of Conduct, which covers key human rights aspects including prohibition of child labour and forced labour, non-discrimination, fair treatment, legal wages and benefits, working hours, and occupational health and safety. Supplier assessments, audits, and engagement activities are conducted to identify and address potential human rights risks within the supply chain, and corrective action plans are implemented where necessary to strengthen compliance with the Company's human rights expectations.

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

	FY (2025-26)			PY (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	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0		0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0		0	0	0
Other human rights related issues	0	0	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)	PY (2024-25)
i) Total Complaints reported under Sexual Harassment on of Women at Work-place (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	199	
iii) Complaints on POSH as a % of female employees / workers	0.00%	0.00%
iv) Complaints on POSH upheld	0	0

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

The Company has established mechanisms to ensure that individuals reporting concerns related to discrimination, harassment, human rights violations, unethical conduct, or breaches of the Code of Conduct are protected from retaliation, victimization, or any adverse consequences arising from such reporting. Employees and other stakeholders are encouraged to raise concerns through designated grievance redressal and whistleblower channels. Multiple reporting mechanisms, including confidential and, where permitted, anonymous reporting options, are available to facilitate the reporting of concerns without fear of reprisal. All reported complaints are reviewed and investigated in a fair, impartial, and confidential manner through established procedures. Appropriate governance oversight is maintained through the involvement of relevant management personnel and oversight committees, where applicable. The Company follows a zero-tolerance approach towards retaliation, discrimination, or harassment against individuals who report concerns in good faith. Appropriate corrective and disciplinary actions are taken in accordance with established policies and grievance resolution procedures whenever violations are substantiated.

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%

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

Not Applicable There were no significant risk/concerns identified during the assessments.

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, in the following format:

Whether total energy consumption and energy intensity is applicable to the company?

Yes

Business Responsibility Sustainability Report (Contd.)

Revenue from operations (in Rs.)

Parameter	Units	FY (2025-26)	PY (2024-25)
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	84505.79	159358.00
Total fuel consumption (B)	Gigajoule (GJ)	0.00	0.00
Energy consumption through other sources (C)	Gigajoule (GJ)	60594.89	0.00
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	145100.68	159358.00
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	76372.61	98844.00
Total fuel consumption (E)	Gigajoule (GJ)	4587.4	10410.00
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	80960.01	109254.00
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	226060.69	268612.00
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Mn INR	10.61	5.46
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / Rs.	213	110.29
Energy intensity in terms of physical Output	Gigajoule (GJ)/1000 Bearings	1.91	1.30

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

TÜV SÜD South Asia Pvt Ltd.

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?**

   No

   Note: The revenue from operations for FY 2025-26 used for computing energy intensity ratios represents the standalone revenue of SKF India Limited (continuing operations) post-demerger. The reduction in total energy consumption from 268,612 GJ (FY 2024-25) to 165,391.94 GJ (FY 2025-26) is partly attributable to the demerger of SKF (Industrial) India Limited effective 17th October 2025, resulting in fewer operational facilities within the current year reporting boundary. Intensity values for FY 2025-26 are not directly comparable with prior year figures.

   Note: Purchasing Power Parity (PPP) conversions have been carried out using the World Bank GDP PPP Conversion Factor (Indicator: PA.NUS.PPP). A PPP conversion factor of 20.09 INR per international dollar for 2025 has been applied for all PPP-adjusted calculations.

   Note: Physical output intensity has been calculated based on the total production of bearings across the continuing operations of SKF India Limited during FY 2025-26. Owing to the change in the reporting boundary following the business restructuring, the current year's intensity ratios are not directly comparable with the previous year.

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

Parameter	FY (2025-26)	PY (2024-25)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0.00
(ii) Groundwater	10914.00	18782.00
(iii) Third party water	156564.6	190376.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	167478.6	201958.00
Total volume of water consumption (in kilolitres)	167478.6	201958.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	7.86	4.25
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	148	85.88
Water intensity in terms of physical output	1.41	0.98
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00

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

Yes - TÜV SÜD South Asia Pvt Ltd.

Note: The revenue from operations for FY 2025-26 used for computing water intensity ratios represents the standalone revenue of SKF India Limited (continuing operations) post-demerger. The reduction in total water consumption from 201,958 KL (FY 2024-25) to 157,452.71 KL (FY 2025-26) is partly attributable to the reduced operational boundary following the demerger of SKF (Industrial) India Limited. Prior year intensity values are not directly comparable with current year figures.

Note: Purchasing Power Parity (PPP) conversions have been carried out using the World Bank GDP PPP Conversion Factor (Indicator: PA.NUS.PPP). A PPP conversion factor of 20.09 INR per international dollar for 2025 has been applied for all PPP-adjusted calculations.

Note: Physical output intensity has been calculated based on the total production of bearings across the continuing operations of SKF India Limited during FY 2025-26. Owing to the change in the reporting boundary following the business restructuring, the current year's intensity ratios are not directly comparable with the previous year.

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

Parameter	FY (2025-26)	PY (2024-25)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	**0.00**	**0.00**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes - TÜV SÜD South Asia Pvt Ltd.

If yes, name of the external agency.

5. **Has the entity implemented a mechanism for Zero Liquid Discharge?** If yes, provide details of its coverage and implementation.

   Yes

   SKF India has implemented measures to promote responsible water management and minimize wastewater discharge across its operations. Wastewater generated from manufacturing and domestic activities is treated through dedicated Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) installed at operational locations. The treated water is reused for suitable applications such as gardening and landscaping, thereby reducing freshwater consumption and supporting resource conservation. Through these initiatives, the Company aims to enhance water-use efficiency, reduce environmental impact, and strengthen its commitment to sustainable water stewardship.

6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

   Whether air emissions (other than GHG emissions) by the entity is applicable to the company?

   Yes

Parameter	Please specify unit	FY (2025-26)	PY (2024-25)
NOx	Tonne	0.37	0.48
SOx	Tonne	0.09	0.10
Particulate matter (PM)	Tonne	0.09	7.03
Persistent organic pollutants (POP)	Tonne	0.00	0.00
Volatile organic compounds (VOC)	Tonne	0.00	0.00
Hazardous air pollutants (HAP)	Tonne	0.00	0.00

   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 - TÜV SÜD South Asia Pvt Ltd.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

   Whether greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity is applicable to the company?

   Yes

Parameter	Unit	FY (2025-26)	PY (2024-25)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	$MtCO_2e$	240.02	667.00
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	$MtCO_2e$	0.00	19950.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Mt-CO_2e / Rs.	0.11	0.42
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Mt-CO_2e / Rs.	0.23	8.46
Total Scope 1 and Scope 2 emission intensity in terms of physical output	$MtCO_2e$	0.002	0.097
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

   Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

   Yes

   If yes, name of the external agency.

   TÜV SÜD South Asia Pvt Ltd.

Note: Scope 2 emissions for FY 2025-26 are reported as zero, reflecting the Company's transition to 100% renewable electricity procurement through International Renewable Energy Certificates (I-RECs) and Power Purchase Agreements (PPAs) for the continuing operations during the reporting year. The revenue used for intensity computation represents the standalone revenue of SKF India Limited (continuing operations) post-demerger. The reduction in Scope 1 emissions from 667 $MtCO_2e$ (FY 2024-25) to 240.02 $MtCO_2e$ is attributable to a combination of the demerger effect and the Company's renewable energy transition. Intensity values are not directly comparable with prior year figures.

Note: Purchasing Power Parity (PPP) conversions have been carried out using the World Bank GDP PPP Conversion Factor (Indicator: PA.NUS.PPP). A PPP conversion factor of 20.09 INR per international dollar for 2025 has been applied for all PPP-adjusted calculations.

Note: Physical output intensity has been calculated based on the total production of bearings across the continuing operations of SKF India Limited during FY 2025-26. Owing to the change in the reporting boundary following the business restructuring, the current year's intensity ratios are not directly comparable with the previous year.

8. **Does the entity have any project related to reducing Green House Gas emission?** If Yes, then provide details.

   Yes

   SKF India is committed to reducing its greenhouse gas emissions and advancing its long-term climate objectives through a combination of renewable energy adoption and energy efficiency initiatives. As part of its decarbonization strategy, the Company is increasing the share of renewable energy in its operations through mechanisms such as Power Purchase Agreements (PPAs) and other clean energy sourcing arrangements. In addition, the Company is implementing energy efficiency improvement projects across key operational areas, including utilities, compressed air systems, heat treatment processes, and manufacturing operations, to optimize energy consumption and enhance operational performance. These initiatives support the Company's efforts to reduce its carbon footprint, improve resource efficiency, and contribute to broader sustainability and climate action goals.

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

Parameter	FY (2025-26)	PY (2024-25)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	89.9	84.90
E-waste (B)	9.48	10.10
Bio-medical waste (C)	0.07	0.00
Construction and demolition waste (D)	0	0.00
Battery waste (E)	1.11	0.00
Radioactive waste (F)	0	0.00
Other Hazardous waste. Please specify, if any. (G)	3140.08	3051.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2045.2	2004.00
Total (A+B + C + D + E + F + G + H)	**5285.84**	**5150.00**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.25	0.10
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	4.99	2.11
Waste intensity in terms of physical output	0.045	0.024
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		

Business Responsibility Sustainability Report (Contd.)

Parameter	FY (2025-26)	PY (2024-25)
Category of waste		
(i) Recycled	3138.45	3054.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	**3138.45**	**3054.00**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	1853.00
(ii) Landfilling	0.00	243.00
(iii) Other disposal operations	2064.83	0.00
Total	**2064.83**	**2096.00**

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 - TÜV SÜD South Asia Pvt Ltd.

Note: The revenue from operations for FY 2025-26 used for computing waste intensity ratios represents the standalone revenue of SKF India Limited (continuing operations) post-demerger. Changes in total waste generated reflect the combined effect of the de-merger of SKF (Industrial) India Limited (reduced operational boundary) and the Company's ongoing waste minimization initiatives. Prior year intensity values are not directly comparable with current year figures.

Note: Purchasing Power Parity (PPP) conversions have been carried out using the World Bank GDP PPP Conversion Factor (Indicator: PA.NUS.PPP). A PPP conversion factor of 20.09 INR per international dollar for 2025 has been applied for all PPP-adjusted calculations.

Note: Physical output intensity has been calculated based on the total production of bearings across the continuing operations of SKF India Limited during FY 2025-26. Owing to the change in the reporting boundary following the business restructuring, the current year's intensity ratios are not directly comparable with the previous year.

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.

The Company has implemented a comprehensive waste management framework focused on waste minimization, resource recovery, and responsible disposal practices. Waste generated across operations is segregated at source to facilitate efficient handling, recycling, and recovery. Non-hazardous waste is channelized through authorized recyclers to maximize material recovery and support circular economy principles. Hazardous waste is managed in accordance with applicable regulatory requirements and is disposed of, recycled, co-processed, or recovered through authorized agencies, as appropriate. The Company continuously evaluates opportunities to reduce waste generation, enhance recycling rates, and divert waste from landfills through sustainable waste management practices. The Company is also committed to reducing the environmental impact of its products and operations through responsible material management and continuous improvement initiatives. Efforts are undertaken to optimize resource consumption, improve process efficiency, and promote the use of environmentally preferable alternatives wherever feasible. In addition to managing waste generated from its operations, the Company supports initiatives for the collection and recycling of post-consumer waste associated with its products and packaging.

Through collaboration with authorized recycling partners, significant quantities of plastic waste are recovered and recycled, contributing to resource conservation, waste reduction, and the advancement of a circular economy.

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 (Y/N/NA). If not, provide details of all such non-compliances, in the following format:

Yes

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.**

   10

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Confederation of Indian industry	National
2	Indian Wind Turbine Association	National
3	Textile Machinery Manufacturer Association	National
4	Indian Machine Tools Manufacturers Association	National
5	Swedish Chambers of Commerce	National
6	Condition Monitoring Society of India	National
7	Bangalore Chamber of Industry and Commerce	State
8	Institute of Internal Auditors	National
9	National Safety Council	National
10	Quality Circle Forum of India	National

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

   The Company has established mechanisms to enable community members and beneficiaries to raise concerns, provide feedback, and seek resolution of grievances related to its operations and community development initiatives. Multiple channels including dedicated address, socialconnect@skf.com are available for submitting grievances, including designated email communication platforms and feedback mechanisms deployed at relevant project locations and community engagement centres. All grievances and feedback received through these channels are reviewed through established processes, and appropriate actions are undertaken to address concerns in a timely and transparent manner. These mechanisms support continuous stakeholder engagement and help strengthen the effectiveness and impact of the Company's community initiatives.

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

	FY (2025-26)	PY (2024-25)
Directly sourced from MSMEs/ small producers	39.00%	43.00%
Sourced directly from within the district and neighbouring districts	79.00%	86.59%

Note: The reduction in MSME sourcing (from 43% in FY 2024-25 to 39% in FY 2025-26) and in domestic sourcing (from 86.59% to 79%) reflects changes in the procurement base following the demerger of SKF (Industrial) India Limited effective 17th October 2025. Previous year figures are inclusive of procurement of the subsequently demerged entity and are not directly comparable.

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:**

	FY (2025-26)	PY (2024-25)
1. Rural		
% of Job creation in Rural areas	0.00%	0.00%
2. Semi-urban		
% of Job creation in Semi-Urban areas	4.81%	0.00%
3. Urban		
% of Job creation in Urban areas	0.00%	0.00%
4. Metropolitan		
% of of Job creation in Metropolitan area	95.19%	0.00%

Note: Wage and job creation figures for FY 2025-26 reflect the continuing operations of SKF India Limited post-demerger. Previous year data is reported as nil as location-wise wage data was not tracked separately prior to the demerger for the continuing entity alone.

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.**

   SKF India places significant emphasis on understanding and addressing customer needs and expectations through structured customer feedback and grievance management mechanisms. A formal process is in place to capture, monitor, and resolve customer complaints related to product quality, technical support, sales, and delivery performance. Customers can raise concerns through multiple communication channels, including dedicated customer support functions and digital platforms. All complaints and inquiries are reviewed through established procedures, and appropriate corrective and preventive actions are implemented to ensure timely resolution and continuous improvement. Insights derived from customer feedback are regularly analyzed and utilized to enhance product quality, service delivery, operational efficiency, and overall customer experience, thereby strengthening customer relationships and supporting long-term business growth.

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

   As a percentage to total turnover

   Environmental and social parameters relevant to the product

   100.00%

   Safe and responsible usage

   100.00%

   Recycling and/or safe disposal

   100.00%

3. Number of consumer complaints in respect of the following

	FY (2025-26)		Remark	PY (2024-25)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	SKF India has implemented an information security and cybersecurity governance framework to protect its information assets and digital infrastructure. Appropriate policies, controls, and risk management processes are in place to identify, monitor, and mitigate cybersecurity risks, thereby enhancing data security, operational resilience, and business continuity.	0	0	SKF has strategically merged its Information Security function with Group Infrastructure and Security to drive the implementation of security controls more effectively within SKF. SKF also has implemented a cybersecurity protection framework to manage and mitigate cybersecurity risks.
Advertising	0	0	SKF India has implemented an information security and cybersecurity governance framework to protect its information assets and digital infrastructure. Appropriate policies, controls, and risk management processes are in place to identify, monitor, and mitigate cybersecurity risks, thereby enhancing data security, operational resilience, and business continuity.	0	0	SKF has strategically merged its Information Security function with Group Infrastructure and Security to drive the implementation of security controls more effectively within SKF. SKF also has implemented a cybersecurity protection framework to manage and mitigate cybersecurity risks.
Cyber-security	0	0	SKF India has implemented an information security and cybersecurity governance framework to protect its information assets and digital infrastructure. Appropriate policies, controls, and risk management processes are in place to identify, monitor, and mitigate cybersecurity risks, thereby enhancing data security, operational resilience, and business continuity.	0	0	SKF has strategically merged its Information Security function with Group Infrastructure and Security to drive the implementation of security controls more effectively within SKF. SKF also has implemented a cybersecurity protection framework to manage and mitigate cybersecurity risks.

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	FY (2025-26)		Remark	PY (2024-25)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Delivery of essential services	0	0	SKF India has implemented an information security and cybersecurity governance framework to protect its information assets and digital infrastructure. Appropriate policies, controls, and risk management processes are in place to identify, monitor, and mitigate cybersecurity risks, thereby enhancing data security, operational resilience, and business continuity.	0	0	SKF has strategically merged its Information Security function with Group Infrastructure and Security to drive the implementation of security controls more effectively within SKF. SKF also has implemented a cybersecurity protection framework to manage and mitigate cybersecurity risks.
Restrictive Trade Practices	0	0	SKF India has implemented an information security and cybersecurity governance framework to protect its information assets and digital infrastructure. Appropriate policies, controls, and risk management processes are in place to identify, monitor, and mitigate cybersecurity risks, thereby enhancing data security, operational resilience, and business continuity.	0	0	SKF has strategically merged its Information Security function with Group Infrastructure and Security to drive the implementation of security controls more effectively within SKF. SKF also has implemented a cybersecurity protection framework to manage and mitigate cybersecurity risks.
Unfair Trade Practices	0	0	SKF India has implemented an information security and cybersecurity governance framework to protect its information assets and digital infrastructure. Appropriate policies, controls, and risk management processes are in place to identify, monitor, and mitigate cybersecurity risks, thereby enhancing data security, operational resilience, and business continuity.	0	0	SKF has strategically merged its Information Security function with Group Infrastructure and Security to drive the implementation of security controls more effectively within SKF. SKF also has implemented a cybersecurity protection framework to manage and mitigate cybersecurity risks.

	FY (2025-26)		Remark	PY (2024-25)		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Other	0	0	SKF India has implemented an information security and cybersecurity governance framework to protect its information assets and digital infrastructure. Appropriate policies, controls, and risk management processes are in place to identify, monitor, and mitigate cybersecurity risks, thereby enhancing data security, operational resilience, and business continuity.	0	0	SKF has strategically merged its Information Security function with Group Infrastructure and Security to drive the implementation of security controls more effectively within SKF. SKF also has implemented a cybersecurity protection framework to manage and mitigate cybersecurity risks.

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy?**

   Yes

   If available, provide a web-link of the policy

   https://cdn.skfmediahub.skf.com/api/public/0901d196809a699a/pdf_preview_medium/0901d196809a699a_pdf_preview_medium.pdf

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.**

   There were no such instances recorded during the reporting year.

7. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches along-with impact**

      0

   b. **Percentage of data breaches involving personally identifiable information of customers**

      0.00%

   c. **Impact, if any, of the data breaches**

      Nil

Assurance statement on third-party verification of sustainability information

To

The Management of **SKF India Limited**

Unique identification no.: **3153247737**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by, **SKF India Limited, Chinchwad, Pune, 411033, Maharashtra** (hereinafter "Company") for the period **from 01 April 2025 to 31 March 2026.**

The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by **SKF India Limited** in reference to:

MASTER CIRCULAR- SEBI/HO/CFD/PoD2/CIR/P/0155, dated November 11, 2024, corresponding format of 'BRSR 9 Core Attributes'.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period **Financial Year (FY) 2025-2026** as listed below

Reasonable level of assurance of 'BRSR 9 Core Attributes'

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The Management of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the Management are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

<table>
<tr><th>Sl. No.</th><th>Company Name</th><th>Site Address</th></tr>
<tr><td rowspan="2">1</td><td rowspan="5">SKF India Limited</td><td>Onsite verification</td></tr>
<tr><td>Corporate office-
Chinchwad, Pune, 411033, Maharashtra</td></tr>
<tr><td>2</td><td>Manufacturing Facilities-
Chinchwad, Pune, 411033, Maharashtra</td></tr>
<tr><td rowspan="2">3</td><td>Offsite verification</td></tr>
<tr><td>Manufacturing Facilities-
1. Haridwar- Gata No - 1801, 1802 K, 1803, Tehsil Nawabganj, Dhakauli, Barabanki, Uttar Pradesh, 225123

2. Bengaluru -2, Hosur Rd, Bommasandra Industrial Area, Bengaluru, Karnataka 560099, India</td></tr>
</table>

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 01.04.2026 to 09.05.2026, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-2026 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Date: **Kolkata, 13 May 2026**

Brototi Das

Name: Prosenjit Mitra

General Manager- Verification, Validation and Audit

Management System Assurance

Name: Brototi Das

Verification Team Leader, TÜV SÜD

Management System Assurance

Annexure I

S.No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
1.	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being 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)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent	P8-E4 P8-E5

		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 cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9