N R B B E A R I N G S L I M I T E D
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CIN: L29130MH1965PLC013251

July 06, 2026

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001 **Scrip Code**:**530367**	**National Stock Exchange of India Limited** Exchange Plaza, C-1, Block - G, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051 **Symbol: NRBBEARING**

Subject: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the Financial Year 2025- 26, which forms an integral part of the 61st Annual Report of NRB Bearings Limited for the Financial Year 2025-26.

Kindly take the above information on record.

Thanking you,

For NRB BEARINGS LIMITED

KHYATI HEMANG DANANI
Digitally signed by KHYATI HEMANG DANANI
Date: 2026.07.06 21:32:53 +05'30'

Khyati Danani
Company Secretary & Compliance Officer
Membership no. A21844

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I.	Details of the listed entity	
1	Corporate Identity Number (CIN) of the Listed Entity	L29130MH1965PLC013251
2	Name of the Listed Entity	NRB Bearings Limited
3	Year of incorporation	June 30, 1965
4	Registered office address	Dhannur, 15, Sir P.M. Road, Fort, Mumbai 400 001
5	Corporate address	Dhannur, 15, Sir P.M. Road, Fort, Mumbai 400 001
6	E-mail	investorcare@nrb.co.in
7	Telephone	+91 22 22664570, 22664160, 22664998
8	Website	www.nrbbearings.com
9	Financial year for which reporting is being done	April 1, 2025- March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	1,938 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mrs. Khyati Danani Tel: +91 22 22664570, 22664160, 22664998 Email: investorcare@nrbbearings.co.in
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).	Disclosures made in this report are on a standalone basis and pertain to NRB Bearings Limited. The report also includes specific restatements for some of the key performance indicators. Detailed information of the effects and reasons for these restatements are provided in the respective selections of the report. These restatements would enable consistency and comparability of information for the current year and previous year.
14	Name of assessment or assurance provider	-
15	Type of assessment or assurance obtained	-

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Automotive Components Bearings	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Needle roller bushes & cages	2913	53%
2	Ball & roller bearings	2913	29%
3	Automobile components	2913	17%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	7	12
International	-	-	-

19.	Markets served by the entity:	
a.	**Number of locations**	
	Locations	**Number**
	National (No. of States)	Pan India
	International (No. of Countries)	45
b.	**What is the contribution of exports as a percentage of the total turnover of the entity**?	
	21%	
c.	**A brief on type of customers**	
	We serve a wide and diverse customer base across India, with a primary focus on the automotive sector. A significant portion of our demand, approximately 65-70%, comes from Original Equipment Manufacturers (OEMs) and Tier-1 suppliers. Additionally, 12-15% of our business is driven by the Aftermarket segment, while 20-25% of our products are exported. Notably, our exports are largely directed at OEMs and Tier-1 customers, reflecting our strong global partnerships and quality standards. In addition to the Aftermarket, our vehicle manufacturing clients can be broadly categorised into the following segments: • 2/3 wheelers, encompassing motorcycles, scooters, mopeds, passenger and goods auto rickshaws, and industrial four-stroke engines. • Passenger vehicles, ranging from small cars and hatchbacks to luxury models and utility vehicles. • Commercial vehicles, including light commercial vehicles (LCVs), medium-commercial vehicles (MCVs), heavy commercial vehicles (HCVs), and buses. • Farm equipment and off-highway vehicles, including forklifts, trucks, and construction equipment. • Railway locomotives • Defense vehicles, such as gun carriers and tanks • Aircraft and aerospace applications	

IV.	Employees						
20.	**Details as at the end of Financial Year: FY 2025-26**						
a.	**Employees and workers (including differently abled):**						
S. No.	**Particulars**	**Total (A)**	**Male**		**Female**		
			No. (B)	**% (B/A)**	**No. (C)**	**% (C/A)**	
	EMPLOYEES						
1.	Permanent (D)	450	414	92%	36	8%	
2.	Other than Permanent (E)	48	45	93.75%	3	6.25%	
3.	**Total employees (D + E)**	498	459	92.17%	39	7.83%	
	WORKERS						
4.	Permanent (F)	790	772	97.72%	18	2.28%	
5.	Other than Permanent (G)	2,601	2,292	88.12%	309	11.88%	
6.	**Total workers (F + G)**	3,391	3,064	90.36%	327	9.64%	

*Note: All off-role employees are classified as workers other than permanent

b.	Differently abled Employees and workers:					
S. No	**Particulars**	**Total (A)**	**Male**		**Female**	
			No. (B)	**% (B/A)**	**No. (C)**	**% (C/A)**
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	2	2	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently abled employees (D + E)**	2	2	100%	-	-
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	**Total differently abled workers (F + G)**	-	-	-	-	-

21. Participation/Inclusion/Representation of women			
	Total (A)	**No. and percentage of Females**	
		No. (B)	**% (B / A)**
Board of Directors	6	2	33.33%
Key Management Personnel*	2	1	50.00%

* Excludes Executive director designated as KMP

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
	FY 2025-26 (Turnover rate in current FY)			**FY 2024-25 (Turnover rate in previous FY)**			**FY 2023-24 (Turnover rate in the year prior to the previous FY)**		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Permanent Employees	19.42%	14.71%	19.06%	14.58%	23.88%	15.27%	18.08%	20.9%	18.28%
Permanent Workers	6.03%	-	5.89%	5.52%	-	5.40%	4.69%	-	4.59%

V.	Holding, Subsidiary and Associate Companies (including joint ventures)			
23.	**(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	SNL Bearings Limited	Subsidiary	73.45%	No
2	NRB Bearings (Thailand) Limited	Step Down Subsidiary	100% held by NRB Holdings Limited	No
3	NRB Holdings Limited	Wholly Owned Subsidiary	100%	No
4	NRB Bearings USA Inc	Step Down Subsidiary	100% held by NRB Holdings Limited	No
5	NRB Bearings Europe GMBH	Step Down Subsidiary	100% held by NRB Holdings Limited	No
6	Mahant Tool Room Private Limited	Wholly Owned Subsidiary	100%	No

VI.	CSR Details	Response
24.	**(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)**	Yes
	(ii) Turnover (in Rs.) For the FY: 2025-26	11,67,49,44,767
	(iii) Net worth (in Rs.) For the FY: 2025-26	9,01,68,95,552

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	Current Financial Year (FY 2025-26)			Previous Financial Year (FY 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	Human Resource partners at each location are responsible for resolving community-related grievances.	-	-	-	-	-	-
Investors (other than shareholders)	Investors can register their grievances on investorcare@nrb.co.in	-	-	-	-	-	-
Shareholders	Shareholders can register their grievances on investorcare@ nrb.co.in or rnt.helpdesk@ in.mpms.mufg.com	1	-	All were resolved	2	-	All were resolved
Employees and workers	A strong whistleblower policy with non-retaliation clause is available to all our stakeholders. Our whistleblower policy is available at https://www.nrbbearings.com/resources/investorrelations/NRB_WHISTLE_BLOWER_POLICY.pdf	-	-		-	-	-
Customers	Customers can reach out with the queries or complaints related to our products or services through email. https://www.nrbbearings.com/contact.htm	157	0	All were resolved. No trouble found in 69 cases	148	0	No trouble was found in 41 complaints
Value Chain Partners	Value chain partners can reach out with the queries or complaints related to our products or services through email. https://www.nrbbearings.com/contact.htm	0	0	-	0	0	-

26.	Overview of the entity’s material responsible business conduct issues					
	Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format					
	S. No.	**Material issue identified**	**Indicate whether risk or opportunity (R/O)**	**Rationale for identifying the risk / opportunity**	**In case of risk, approach to adapt or mitigate**	**Financial implications of the risk or opportunity (Indicate positive or negative implications)**
	1	Evolving Customer preferences	Opportunity	The growing demand for two-wheelers, along with the phasing out of certain vehicle models, is expected to significantly impact existing business models, product portfolios, and overall cost structures. Companies will need to adapt swiftly to these shifts to remain competitive and meet evolving market expectations. Changing consumer preferences are reshaping India’s automotive industry.	As part of our strategic response to evolving consumer demands, we have initiated several key measures. These include ongoing process improvements and targeted investments in new product development. We are actively automating our manufacturing processes to enhance efficiency and accelerate the rollout of innovative products. Additionally, we are expanding into new geographies and entering emerging market segments to remain competitive and aligned with the latest technological advancements.	**Positive** The development of new models incorporating the latest technologies and aligned with evolving customer preferences will help attract new customers while retaining the existing base. This strategic approach is expected to drive revenue growth and strengthen our market presence.
	2	Climate change Management	Risk	The growing urgency of climate change poses significant risks, potentially disrupting both the supply side by confining productive capacity and the demand side by dampening consumption and investment activity.	We actively monitor and work to reduce our greenhouse gas (GHG) emissions across all operations. This includes both direct emissions from our facilities and indirect emissions from purchased energy. Through continuous tracking and targeted interventions, we aim to enhance our environmental performance and contribute meaningfully to sustainability efforts. In alignment with our long-standing values of sustainability and social responsibility, NRB has committed to achieving carbon neutrality by 2040.As part of these initiatives, a comprehensive carbon sequestration and biodiversity assessment was undertaken at the Chikalthana and Waluj plants located in Chhatrapati Sambhajinagar, Maharashtra.	**Negative** Complying with increasingly stringent environmental regulations has led to a rise in operating costs. These additional expenses stem from investments in cleaner technologies, enhanced waste management systems, and energy-efficient processes.

	3	Information Security and Privacy Protection	Risk	With today's increasing digital manufacturing environment, cybersecurity threats pose serious risks that can have far-reaching consequences across operational, financial, and reputational dimensions. **Operational Disruptions**: Cyberattacks targeting production systems can lead to significant downtime, halting manufacturing processes and delaying deliveries. Such disruptions not only affect output but also result in substantial financial losses due to idle resources and missed deadlines. **Data Security Breaches**: Unauthorised access to sensitive information including intellectual property, proprietary designs, and customer data can compromise competitive advantage and erode stakeholder trust.	We recognise the growing complexity and importance of cybersecurity in safeguarding our operations, data, and stakeholder trust. To address these challenges, we have implemented a comprehensive, enterprise-wide information security framework that is regularly reviewed by our senior leadership and governance committees. Key components of our cybersecurity program include: • Deployment of advanced tools for **cyber threat prevention, detection, and response**, aligned with industry best practices • **Mandatory information security training** for all employees, covering topics such as phishing awareness, insider threat identification, and secure data handling • Procurement of **cyber liability insurance** to mitigate financial exposure from both internal and external threats • **Regular reporting to the Audit Committee** on cybersecurity trends, threat landscapes, and updates to our information security protocols.	**Negative** Incidents can undermine the company's reputation in the industry, leading to potential financial setbacks.

	4	Occupational health and safety	Risk	Protecting the health and safety of employees, contract workers, and surrounding communities is essential for maintaining regulatory compliance and social license to operate, especially in environments with process-related risks. Every safety incident not only affects individual well-being and morale but also carries reputational consequences that can impact the company's standing and trust within the industry.	We have implemented a comprehensive set of Environmental Health and Safety (EHS) policies aimed at safeguarding our workforce and promoting a culture of well-being. These policies are designed to ensure safe working conditions, provide support systems, and foster a proactive approach to employee health and safety. **Workplace Well-being**: Our focus is on creating an environment that supports physical and mental health through structured policies and responsive support mechanisms. **Training and Awareness**: EHS training is an integral part of our onboarding process and is reinforced through ongoing coaching. This ensures that safety protocols are well understood and consistently applied across all levels of the organisation. **Employee Engagement**: We actively involve our employees in safety risk assessments. Their operational insights and firsthand experience are critical in identifying potential hazards and developing effective mitigation strategies. Through these initiatives, we aim to build a resilient and safety-conscious workforce that contributes to both individual well-being and organisational excellence.	**Negative** Workplace incidents can significantly affect employee morale and damage the company's reputation, often resulting in adverse financial consequences.

	5	Sustainable Supply Chain	Opportunity	The production, transportation, storage, and handling of materials within our operations and across our supply chain contribute to environmental challenges, including greenhouse gas (GHG) emissions. Additionally, the manufacturing of bearing components by our suppliers involves significant consumption of raw materials, oils, and energy, which further intensifies the environmental footprint. Our Company remains committed to identifying and mitigating these impacts through process optimisation, material efficiency, and collaboration with environmentally conscious partners. Adopting environmentally and socially responsible supply chain practices is essential for ensuring long-term business viability and maintaining our social license to operate. Furthermore, reducing Scope 3 emissions not only contributes to climate goals but also enhances our reputation as a responsible and forward-thinking organisation.	To enhance sustainability across our supply chain, we are actively working with value chain partners to promote environmentally and socially responsible practices. We encourage our suppliers to adopt clean energy and prioritise partnerships with those working toward carbon neutrality. Through regular ESG training and assessments, we help value chain partners align with our sustainability goals and close performance gaps.	**Positive** A well-managed supply chain aligned with ESG principles can reduce environmental footprint, enhance transparency, improve supplier relationships, and strengthen brand reputation ultimately contributing to long-term business resilience and profitability.
	6	Water Management (Water Consumption and Effluent Discharge)	Risk	Water plays a vital role in various industrial processes, making its sustainable use essential. However, excessive consumption and contamination are emerging as significant challenges, threatening long-term water availability and ecosystem health.	At NRB Bearings, we place strong emphasis on managing environmental factors such as energy, water, soil, and air quality. Our Sustainability, EHS, and plant operations teams work collaboratively to identify potential environmental risks and implement proactive measures to mitigate them. As part of these efforts, we have initiated a comprehensive water audit at our Chikalthana plant. This audit assesses water usage from intake to discharge, identifies inefficiencies such as leaks and overuse, evaluates treatment systems, and recommends strategies to reduce consumption and enhance efficiency. It also supports the establishment of robust monitoring mechanisms to ensure sustainable water management. This integrated approach helps us maintain compliance, reduce impact, and support long-term ecological balance.	**Negative** Inefficient water management can lead to resource depletion, environmental degradation, and increased operational costs. Overuse and contamination of water sources not only strain local ecosystems but also expose companies to regulatory penalties, reputational damage, and potential disruptions in production due to water scarcity.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Code of Conduct For Directors and Sr. Management (nrbbearings.com) Antibribery-&-Corruption-policy.pdf (nrbbearings.com)	Product-Stewardship-Policy.pdf (nrbbearings.com)	Employee-Well-being-Policy.pdf (nrbbearings.com)	Stakeholder-Engagement-Policy.pdf (nrbbearings.com)	Human-Rights-Policy.pdf (nrbbearings.com) Non-Discrimination-Policy.pdf (nrbbearings.com)	Environment-Policy.pdf (nrbbearings.com)	Public-Advocacy-Policy.pdf (nrbbearings.com)	NRB-CSR-Policy-Final.pdf (nrbbearings.com) Supplier Code of Conduct (nrbbearings.com)	Data-Privacy-Policy.pdf (nrbbearings.com) Consumer-Welfare-Policy.pdf (nrbbearings.com)
2.	**Whether the entity has translated the policy into procedures. (Yes / No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	**Do the enlisted policies extend to your value chain partners? (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	**Name of the national and international codes/ certifications/labels/ standards (e.g., Foresat Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	We follow all mandatory applicable geographical specific Acts, Regulations & Guidelines while formulating policies & procedures. Our locations are also certified for EMS ISO 14001, ISO 26000, ISO 10001, ISO 50000 and OHS ISO 45001. Our products are certified with BIS, IATF16949 and are REACH compliant								
5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	No	No	No	No	No	Yes	No	No	No
6.	**Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**	No	No	No	No	No	We have undertaken several projects aimed at reducing Greenhouse Gas (GHG) emissions during FY 2025-26. These initiatives focused on improving energy efficiency through process optimisation, deployment of energy-efficient equipment, automation, compressed air management, and lighting system upgrades across manufacturing facilities.	No	No	No

	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)**
	With our presence in Indian marketspace for over half a century, we have established ourselves as the pioneers in bearing technology. Guided by our vision and mission, we seek to create a culture that fosters innovation and drive value creation across our business, value chain and for all our stakeholders. Sustainability is embedded in our core business model supporting us in our relentless pursuit for quantum improvements. With an increased focus on minimising our environmental footprint, we ensure optimum resource utilisation with added emphasis on circular economy. Our employees are one strong pillar of our operations, and we ensure to create a safe and healthy workplace, cultivating a sense of ownership and empowering each individual. Further, all our extended relationships with our value chain partners and customers are based on the building blocks of trust, with a focus on supplying and receiving the best-in-class products at the optimum cost point. We have a strong footprint across our communities and believe in creating inclusive growth with our CSR programmes standing as a strong testament to this.

8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	Ms. Harshbeena Zaveri Vice Chairman & Managing Director
9.	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**	Yes- the Risk Management Committee of the Board monitors, assesses and review Sustainability related decision-making aspects along with other enterprise level strategic and business risks each quarter.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Yes- Board member, Department heads and the leadership team examines the Company's Business Responsibility policies on a regular basis or as needed.									Annually or on a need-to basis								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Compliance with statutory requirements of relevance to the principles	Yes- We comply with all applicable laws of the land we operate in.									Quarterly								
Rectification of any non-compliances (if applicable)	NA																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No	No	No	ISO 26000 certification audit	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:

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

SECTION C: Principle wise performance

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	1	POSH Training	100%
Key Management Personnel	1	POSH Training	100%
Employees other than BoD and KMPs	15	First Aid and Life Saving Techniques, Firefighting Training, POSH Training, Fire Fighting Training, Cyber Security Awareness Training, 5S Training, ISMS Awareness Training, AI Awareness Training, BRSR Training, Time Management, MS Project, MS Planner, Product Training, EnMS, Legatrix Training	100%
Workers	107	First Aid and CPR, Firefighting, POSH, Workplace Ethics, Stress Management, Kaizen, Awareness of Energy Management System and its Objectives, Knowledge of Quality Policy, IATF16949, Policy manual, Quality Objectives	75%

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 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					
	NGBRC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (in INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	Principle 1	BSE Limited	75,520	Delay in obtaining the shareholders' approval under Regulation 17 (1) of SEBI (LODR) Regulations, 2015. The Company has made the payment under protest.	No
	Principle 1	Income Tax	50,00,670	The Assessing Officer has enhanced the Annual Lettable Value of the property given on rent by Rs. 9,45,417 and added to the total income. The Assessing Officer has also added an amount of Rs. 2,01,00,257 as long-term capital gains on account of transfer of assets. It is against these additions that the said penalty is levied.	Yes
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

Non-Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	No
Punishment	NIL	NIL	NIL	NIL	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.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
NIL	

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

Yes, we have an anti-bribery and anti-corruption policy covering various aspects of bribery such as gifts, political and charitable donation, etc. Additionally, we also have our Code of Conduct and Ethics complying with the legal requirements of applicable laws and regulations, including anti-bribery and anti-corruption. The policy applies to all the employees and workers. The policy is available at https://www.nrbbearings.com/investorrelations.htm

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 (Current Financial year)	FY 2024-25 (Previous Financial year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest

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

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

Not Applicable since there have been no cases of corruption and conflicts of interest during FY 2025-26

8. Number of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payable	65 days	60 days

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	6.23%	7.86%
	b. Number of trading houses where purchases are made from	167	147
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	82.77%	86.74%
Concentration of sales	a. Sales to dealers/ distributors as % of total sales	9.90%	10.54%
	b. Number of dealers / distributors to whom sales are made	153	139
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	64.20%	69%
Share of RPTs in*	a. Purchases (Purchases with related parties/ Total Purchases)	22.57%	20.87%
	b. Sales (Sales to related parties/ Total Sales)	13.97%	16.03%
	c. Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)	66.12%	52.88%
	d. Investments (Investments in related parties/ Total Investments)	71.44%	82%

The financial figures for the financial year ended March 31, 2026 have been depicted in percentage to maintain consistency in the report.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

Yes- The Code of Conduct for Directors and Senior Management lays down the guidelines for avoiding conflicts of interest. All transactions or interests that have the potential to raise a conflict of interest shall be disclosed to the entity for further necessary actions as may deemed fit. Further, all Directors shall inform the company on an annual basis about the Board and the Committee positions the person occupies in other companies including Chairmanships and notify any changes during the year. The Board members while discharging their duties shall ensure to avoid conflict of interest in the decision-making process.

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	0.008%	-	R&D investment was made to introduce products and processes having less impact on environment.
Capex	6.62%	-	Capex investments were made for new equipment and machinery for process optimisation resulting in energy saving.

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

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

A) Yes, our Company has procedures and policies in place for sustainable sourcing. Our Supplier Code of Conduct lays down the Company's strategy for sustainable sourcing. All suppliers are expected to adhere to the supplier Code of Conduct. Further, supplier assessments are conducted periodically based on defined parameters identified in the supplier assessment checklist. The checklist includes indicators such as consent to operate, safety measures, certifications, material test reports etc. along with ESG factors. We work closely with suppliers ensuring sustainable sourcing practices.

B) 100%

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.**

Plastic waste is mainly generated through our product manufacturing and packaging processes. We recognise the environmental impact of using plastic in packaging and make consistent efforts to track usage. Our internal waste management system ensures proper collection, segregation, storage, and disposal. To enhance product circularity at the end of its life, we are actively working on improvements and are currently progressing toward compliance with EPR (Extended Producer Responsibility) registration requirements.

E-waste: Since our main product category is bearings. This is not applicable. However, as an effort to manage e-waste, we take responsible action when it comes to electronic items and IT equipment that reach end of life. These are disposed of only through authorised recyclers to ensure safe and responsible handling.

Hazardous waste: Since our main product category is bearings, this is not applicable. Hazardous waste generated from manufacturing locations is safely disposed off by an authorised recycler.

Other waste: Since our main product category is bearings, this is not applicable.

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.**

We fall under the 'producer' or 'brand owner' category as defined by the Plastic Waste Management and Handling Rules, 2016 (as amended), making us subject to Extended Producer Responsibility (EPR) regulations. Plastics are used both in packaging our bearings and balls, and in manufacturing specific types of bearings. To comply with EPR guidelines, we are currently working on developing a comprehensive waste collection plan for submission to the Central Pollution Control Board (CPCB).

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?**

NIC Code	Name of the product/ service	% of total turnover contributed	Boundary for which the life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
2913	Needle Bush Bearing	NA	Cradle-to-Gate	Yes	No
2913	Cylindrical Roller Bearing	NA	Cradle-to-Gate	Yes	No

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

Name of product/Services	Description of risk/concern	Action taken
Needle Bush Bearing	Global Warming Potential (GWP)100- fossil Global Warming Potential (GWP): land transformation Global Warming Potential (GWP): Biogenic	As part of our commitment to reducing product-related environmental impacts, we strengthened the integration of renewable energy within its operations and implemented waste reduction initiatives to improve material efficiency. We enhanced our life cycle assessment methodology through improved process-level data collection and the use of supplier-specific emissions data, enabling more accurate measurement of environmental impacts. To support responsible sourcing, we introduced sustainable procurement measures that encouraged the adoption of low-carbon and recycled-content materials. The Company also progressed efforts towards developing Environmental Product Declarations (EPDs) and expanded life cycle assessments across its major product portfolio to better understand environmental hotspots and identify opportunities for improvement.
Cylindrical Roller Bearing	Global Warming Potential (GWP)100- fossil Global Warming Potential (GWP): land transformation Global Warming Potential (GWP): Biogenic	As part of our commitment to reducing product-related environmental impacts, we strengthened the integration of renewable energy within its operations and implemented waste reduction initiatives to improve material efficiency. We enhanced our life cycle assessment methodology through improved process-level data collection and the use of supplier-specific emissions data, enabling more accurate measurement of environmental impacts. To support responsible sourcing, we introduced sustainable procurement measures that encouraged the adoption of low-carbon and recycled-content materials. The Company also progressed efforts towards developing Environmental Product Declarations (EPDs) and expanded life cycle assessments across its major product portfolio to better understand environmental hotspots and identify opportunities for improvement.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25
Needle Bush Bearing	32.79%	32.79%
Cylindrical Roller Bearing	96.5%	96.5%
FS Cage	60.42%	60.42%

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	414	414	100%	414	100%	NA	NA	-	-	414	100%
Female	36	36	100%	36	100%	36	100%	-	-	36	100%
Total	450	450	100%	450	100%	36	8.00 %	-	-	450	100%
Other than Permanent Employees											
Male	45	30	66.67%	30	66.67%	NA	NA	-	-	30	66.67%
Female	3	2	66.67%	2	66.67%	2	46.67%	-	-	2	66.67%
Total	48	32	66.67%	32	66.67%	2	4.17 %	-	-	32	66.67%

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

Category	% Of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	772	772	100%	772	100%	NA	NA	-	-	-	-
Female	18	18	100%	18	100%	18	100%	-	-	-	-
Total	790	790	100%	790	100%	18	2.28 %	-	-	-	-
Other than Permanent Workers											
Male	2,292	-	-	1,006	43.89%	NA	NA	-	-	-	-
Female	309	-	-	199	64.40%	-	-	-	-	-	-
Total	2,601	-	-	1,205	46.33%	-	-	-	-	-	-

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.65%	0.55%

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

Benefits	FY 2025-26			FY 2024-25*		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	97%	52.55%	YES	97%	61%	YES
Gratuity	97%	36.66%	YES	97%	28%	YES
ESI	0.80%	41.32%	YES	0.20%	35.76%	YES
Others- please specify	-	-	-	-	-	-

** In FY 2025-26, the methodology of reporting the retirement benefits data has been regularised to ensure accurate monitoring. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.*

3. **Accessibility of workplaces**

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

Yes, some of our facilities are accessible to employees and workers with disabilities. Moreover, we are consistently enhancing our infrastructure to eliminate accessibility barriers and foster inclusivity across our premises

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

Yes, our Company's Non-Discrimination Policy lays down the guidelines to ensure equal employment opportunities to all irrespective of any differentiating factors including physical disability as per the Rights of Persons with Disabilities Act, 2016. Further, the entity is committed to protecting human rights across all locations of operations. Weblink: https://www.nrbbearings.com/investorrelations.htm

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male*	NA	NA	NA	NA
Female	1	100%	1	100%
Total	1	100%	1	100%

*- We do not provide male employees with the paternity leave.

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

	Yes/ No (If yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	Yes, we have a whistleblower policy in place available to all employees and workers. The objective of the policy is to facilitate open and structured employees' work-related grievances redressal mechanism with the intent of ensuring that the grievance is dealt with in a fair and just manner whilst being in compliance with the Company's policies.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of associations or Union (D)	% (D/C)
Total Permanent Employees	450	-	-	442	-	-
Male	414	-	-	32	-	-
Female	36	-	-	410	-	-
Total Permanent Workers	790	790	100%	839	839	100%
Male	772	772	100%	821	821	100%
Female	18	18	100%	18	18	100%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/A)
Employees										
Male	459	440	95.86%	393	85.62%	454	454	100%	454	100%
Female	39	38	97.44%	32	82.05%	40	40	100%	40	100%
Total	498	478	95.98%	425	85.34%	494	494	100%	494	100%
Workers										
Male	3,064	2,995	97.75%	2,429	79.28%	2,801	1,830	65%	1,479	53%
Female	327	229	70.03%	197	60.24%	258	258	100%	200	78%
Total	3,391	3,224	95.08%	2,626	77.44%	3,059	2,088	68%	1,679	55%

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	459	397	86.49%	454	384	84.58%
Female	39	28	71.79%	40	24	60.0%
Total	498	425	85.34%	494	408	82.59%
Workers						
Male	3,064	772	25.20%	2,801	984	35.13%
Female	327	18	5.50%	258	140	54.26%
Total	3,391	790	23.30%	3,059	1,124	36.74%

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?**

Yes, we are deeply committed to ensuring safe and healthy working conditions for all employees and workers. We believe that a well-maintained work environment is essential for employee well-being and a foundation for achieving business excellence. Our Environment, Health, and Safety (EHS) systems are fully certified to ISO 14001:2015, ISO 45001:2018, and IATF 16949:2016, covering 100% of our operational sites across India. Additionally, we have a comprehensive Occupational Health and Safety Policy that guides our efforts in managing key health, safety, and environmental aspects.

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

We have implemented an EHS management system designed to proactively identify occupational health and safety risks including those linked to routine and non-routine activities. To support this, we follow a structured Hazard Identification and Risk Assessment (HIRA) framework that enables our employees and workers to recognise and control potential workplace hazards.

Once risks are assessed, they are thoroughly documented, including their sources, possible outcomes, and the recommended mitigation strategies. In addition, each plant site has a dedicated safety committee led by the plant head, responsible for identifying and managing health and safety-related risks. Our Health and Safety Committee plays a key role in ensuring the effective setup, execution, continuous monitoring, and improvement of processes aimed at eliminating hazards and reducing actual and potential risks.

d. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, we encourage workers to proactively report any work-related hazards through well-defined systems in place at each plant. To strengthen our safety culture, we have installed drop box systems across all locations. These boxes allow employees and workers to report incidents, hazards, or near misses that could result in unsafe conditions. All reported incidents are reviewed, investigated, and addressed with appropriate corrective actions.

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

Yes, we provide medical facilities and first-aid services to both our employees and workers. Each plant is equipped with occupational health centre, that is staffed and prepared to manage non-occupational health issues. We have a tie-up with nearest hospital to the plant premises for emergency support and extended care. Further, all our employees and workers are covered under the company's health insurance and personal insurance policy ensuring comprehensive healthcare protection.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25**
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0	0
	Workers	0	0.29
Total recordable work-related injuries	**Employees**	0	0
	Workers	0	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

**Including the contractual workforce*

*** In FY 2025-26, reporting of the safety related data has been regularised on account of refinement in monitoring of manhours worked. Hence, the data has been restated for the previous financial year to ensure consistency and comparability of information for the current year and previous year.*

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

A safe and healthy workplace is of utmost priority to our operations. All the plants and office premises are carefully designed to minimise the risk of health hazards. We make every effort to integrate safety into all business processes. Policy and Procedure: We have an Occupational Health and Safety Policy which acts as a guideline to prevent work related injury, ill health, and harm to people from work-related activities. The policy is updated and reviewed on a regular basis. We also maintain SOP with a clearly written set of instructions to help workers perform complex tasks in a safe manner. In order to ensure that the Health and Safety Management System is appropriately and effectively maintained, we conduct internal audit on annual basis. Risk Identification and Management: We identify occupational health and safety risks proactively, for all existing/ new/modified activities, process, products or services using HIRA framework. In addition to it, risk assessment also includes quarterly evaluation of incidents that have occurred. Incident Management: We have an established process for Incident Risk Management for all employees and workers at all levels, which includes Incident reporting, investigation and implementation of appropriate correction and corrective measures. At each plant/office, we have established OH&S committees, chaired by respective department heads with representations from employees, senior management and cross-functional teams. Training and Education: We ensure awareness amongst employees and workers through continuous training, communication and performance measurement of HSE criteria. Training includes awareness-building, mock drills, and periodic demonstrations. It also forms a part of employee induction program. Training modules are updated annually, basis the need assessment and evolving regulatory requirements.

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

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

14. Assessments for the year:

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

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.

We treat every safety-related incident with utmost seriousness and respond swiftly with corrective actions to mitigate risks. Our unwavering commitment to maintaining a safe and healthy work environment drives us to continuously evaluate and enhance our safety protocols.

To ensure our safety measures remain effective and relevant, we conduct regular evaluations of our health and safety systems and workplace conditions. These assessments have helped us identify critical risks, which we are proactively addressing through targeted interventions.

Our Environment, Health, and Safety (EHS) Policy is displayed at key locations, including the main gate and medical facilities, reinforcing our dedication to transparency and compliance. All safety measures are implemented in strict accordance with statutory guidelines.

We have established a strong safety committee that convenes regularly to review incidents, discuss concerns, and recommend improvements. Additionally, we prioritise employee awareness by offering comprehensive training programmes, including hands-on sessions on firefighting equipment usage.

To further ensure regulatory compliance, we conduct routine noise level monitoring and other environmental checks.

To further enhance our safety posture, we have implemented various measures such as:

- Providing all necessary personal protective equipment (PPE) to employees
- Preparing an onsite emergency preparedness plan
- Installing fire hydrant systems, sprinklers, smoke detection systems, and fire extinguishers

Our process and activity review are conducted on a yearly basis to ensure that our safety measures are effective and aligned with industry best practices. We also follow up on the same on a yearly basis to ensure that all corrective actions are implemented and effective.

Through these measures, we strive to create a safe working environment for all employees and ensure that any significant risks or concerns identified through our assessments are mitigated.

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).

Yes, we have robust life insurance coverage for all employees and workers across all operational sites under our employee wellbeing programmes.

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

We have defined internal processes to ensure that statutory dues have been deducted and deposited by the value chain partners on a timely basis. We have established regular communication with service providers about payment of PF/ESI/GST/wages and proper coverage of terms to comply with the agreements. While clearing the bills, compliance checking is carried out with the agency and follow ups are done if required. This ensures that the vendors are compliant with the provisions of the labour laws.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	**FY 2024-25**	**FY 2025-26**	**FY 2024-25**
Employees	Not applicable	Not applicable	Not applicable	Not applicable
Workers	Not applicable	Not applicable	Not applicable	Not applicable

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

No, currently we do not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. However, the training programs and modules are designed in a way that encourage all the employees and workers, irrespective of positions, to learn new skills and promotes career advancement post-retirement.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	17%
Working Conditions	17%

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

During the reporting period, no significant adverse impacts were identified through supplier assessments. We have established an EHS audit checklist to enhance due diligence across the value chain. As part of our supplier onboarding process, EHS assessments are carried out to evaluate compliance with applicable requirements. In addition, annual QMS and EHS audits are conducted for suppliers to monitor ongoing performance, strengthen accountability and support continual improvement.

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

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

Stakeholders are identified through a structured process outlined in our Company's internal Manual for Guidance on Social Responsibility – Section 5.3: Stakeholder Identification and Engagement. The process considers stakeholders based on their legal or contractual relationship with the Company, their ability to influence business activities, and the extent to which they may be impacted by the Company's decisions, operations or value chain.

We also evaluate stakeholder concerns, past engagement, potential positive or negative impacts, and whether any group may be disadvantaged if excluded from engagement. Based on this assessment, we have identified seven key stakeholder groups: Investors, Employees and Workers, Business Partners, Suppliers, Customers, Government and the Community. Dedicated engagement mechanisms are established for each group to ensure regular, meaningful and business-aligned engagement.

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

Stakeholder Group	Whether identified as vulnerable and marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually, half yearly, quarterly, others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulators	No	• Annual reports • Communications with regulatory bodies through various chambers of commerce and industry	As per defined government frequency	• Understand areas for sustainable development. • Share and contribute to thought leadership and insight into public and business concerns; Work in partnership to develop • Solutions to global challenges
International Bodies (ISO, IATF, etc.)	No	• Audits	Annually	• Access to global and domestic markets, compliance with trade/ export standards.
Supply Chain Partners (logistics, distributors, recyclers)	Yes	• Emails	Ad hoc	• To identify supplier business challenges and ensure uninterrupted raw material supply
Industry Associations	No	• Meetings and events	Ad hoc	• Sectoral governance frameworks, best practices, lobbying.
Suppliers & Contractors	No	• Supplier meets • Regular interaction through phone, e-mail and in person • Supplier Audits	Annually	• Strengthening business partnerships • Improve Company's credit worthiness • Promote ethical behavior and fair business practices and governance

Customers	No	• Direct consumer calls and meetings • Customer satisfaction surveys • Complaint handling & feedback • Marketing and Advertising • Electronic Communication	Continuous (NRB website and social media including LinkedIn, Twitter, Facebook, Instagram, YouTube)	• Understanding customer expectations, • Understanding industry and business challenges • Understanding client's data privacy and security requirements
Auditors	No	• Meetings	Ad hoc	• Prevent fraud, misstatements, corruption and non-adherence to defined requirements
Rating Agencies / ESG Analysts	No	• Reports	Annually	• Affect investor confidence and market reputation
Communities around Manufacturing Sites	No	• CSR Outreach programmes	Continuous: NRB Website	• Engage with community to understand their aspirations and contribute to inclusive growth.
Media & Public Opinion	No	• Meetings	Ad hoc	• To avoid reputational risk, loss of trust due to bad press releases
Legal Advisors	No	• Meetings	Ad hoc	• Reduce litigation, penalties, compliance risk.
Board of Directors	No	• Meeting and Periodic Reporting	Quarterly	• Set governance tone
Executive Management (CEO, CFO, COO, etc.)	No	• Meeting and Periodic Reporting	Ad hoc	• Ensure proper daily execution of corporate governance framework.
Employees & Unions	No	• Intranet Portal • Employee Welfare events • Training and performance management system • Functional and cross-functional committees Emails, written communication	Daily	• To engage with employees and understand their aspirations including the following: • Career management and growth prospects • Learning opportunities • Building a safety culture and inculcating safe working practices among employees • Flexible working hours
Shareholders / Investors	No	• Annual shareholding meeting • Quarterly investor presentations • Investor conferences and meets • Press releases	Annually	• To update investors on the financial performance of the company

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.**

We follow a structured and transparent process for stakeholder consultation across economic, environmental, and social topics, combining formal engagement mechanisms with continuous communication channels. Stakeholders, including shareholders, investors, employees, customers, suppliers, regulators, and communities, are engaged through investor meets, Annual General Meetings, audits, workshops, periodic reporting, emails, and grievance redressal systems at defined frequencies. Shareholders and investors interact through regular disclosures, meetings, and direct engagement with the Board during the AGM, while interactions with government and regulatory authorities are conducted by authorised representatives in compliance with applicable laws. Employees are actively engaged through ongoing communication initiatives sharing the Company's vision, strategy, achievements, and updates, fostering alignment and participation. Where consultations are managed by Executive Management, auditors, or other designated functions, feedback is systematically consolidated into governance, ESG, and compliance reports and presented to the Board through quarterly meetings, periodic updates, and formal reporting frameworks, enabling informed decision-making and effective oversight of stakeholder concerns and sustainability priorities

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.**

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. NRB engages with various stakeholders including community on a regular basis to address their needs and concerns their relevant inputs are considered in strategy formulation. Additionally, investors and shareholders' concerns are taken into account while formulating goals and targets. This is translated into business decision making.

Principle 5: Businesses should respect and promote human rights.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	450	410	91.11%	442	442	100%
Other than permanent	48	45	93.75%	52	52	100%
Total Employees	498	455	91.37%	494	494	100%
Workers						
Permanent	790	735	93.04%	839	190	22.64%
Other than permanent	2,601	1,974	75.89%	2,220	1,250	56.31%
Total Workers	3,391	2,709	79.89%	3,059	1,440	47.07%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	450	-	-	450	100%	442	-	-	442	100%
Male	414	-	-	414	100%	410	-	-	410	100%
Female	36	-	-	36	100%	32	-	-	32	100%
Other than Permanent	48	-	-	48	100%	52	-	-	52	100%
Male	45	-	-	45	100%	44	-	-	44	100%
Female	3	-	-	3	100%	8	-	-	8	100%
Workers										
Permanent	790	2	0.25%	788	99.75%	839	29	3.46%	810	96.54%
Male	772	2	0.26%	770	99.74%	821	29	3.53%	792	96.47%
Female	18	-	-	18	100.00%	18	-	-	18	100.00%
Other than Permanent	2,601	2,553	98.15%	48	1.85%	2,220	2,091	94.19%	129	5.81%
Male	2,292	2,248	98.08%	44	1.92%	1,980	1,867	94.29%	113	5.71%
Female	309	305	98.71%	4	1.29%	240	224	93.33%	16	6.66%

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

   a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	₹ 16,00,000	2	₹ 5,12,43,042
Key Management Personnel	1	₹ 16,00,000	1	₹ 27,60,000
Employees other than BoD and KMP	458	₹ 76,56,64,389	37	₹ 4,65,53,374
Workers	772	₹ 31,22,95,090	18	₹ 1,00,49,806

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	4.99%	6.44%

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

Yes

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

At NRB Bearings Limited, respect for human rights is deeply embedded in our core values and operational practices. We uphold these principles through a range of policies, including our Human Rights Policy, Business Conduct Guidelines and Ethics, Policy on Prevention of Sexual Harassment at the Workplace, and CSR Policy. We implement strong safeguards to prevent any human rights violations across our operations and expect the same level of commitment from our partners, suppliers, employees, workers, and contractors. All stakeholders impacted by our business activities are granted full access to grievance redressal mechanisms, as outlined in our Whistleblower Policy. Concerns can be raised through department heads at the corporate level or plant heads at the respective locations, and may also be reported directly to the HR department to ensure swift action. Every issue brought forward is treated with urgency and resolved in a timely and responsible manner, reinforcing our commitment to ethical conduct and fair treatment.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary	-	-	-	-	-	-
Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

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

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

We are committed to providing a safe, respectful, and inclusive working environment, free from any form of discrimination, harassment, or retaliation. Our policies are designed to prevent such occurrences and ensure that individuals who report concerns face no adverse consequences. We have a robust POSH (Prevention of Sexual Harassment) policy in place, reflecting our zero-tolerance stance on sexual harassment at the workplace.

Additionally, our Human Rights policies apply to all employees, suppliers, and service providers, reinforcing our commitment to ethical and respectful conduct across our operations. We actively encourage employees and workers to report any concerns related to harassment or inappropriate behavior and ensure a responsive and confidential grievance redressal process.

To foster awareness and understanding, we conduct regular training and sensitisation programmes, helping employees stay informed about what constitutes harassment and redressal mechanism available for reporting and resolution. During the FY 2025-26, we received zero cases of discrimination of sexual harassment.

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

Yes, our suppliers are compliant with the supplier code of conduct (SCOC) and mandatorily adhere to all the terms and conditions as laid down in SCOC, which comprises aspects of human rights as well. New as well existing suppliers undergo the supplier assessment on the basis of various parameters including human rights issues such as child labour, forced labour, wages, etc.

10. Assessments for the year:

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

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

There was no third-party evaluation conducted during the FY 2025-26.

Leadership Indicators

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

Human rights are integrated in our core business values. All business activities are performed ensuring there are no human rights violations, and owing to the concerted efforts, there were no business process modifications because of addressing human rights grievances.

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

We, currently, do not conduct human rights due diligence. However, the entity ensures human rights are adhered to and respected for all employees and workers. There are no instances of violations in business activities and in the extended value chain.

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?

Yes, some of our establishments are accessible to the differently abled employees and workers. In addition, we are continuously working towards improving our infrastructure for eliminating barriers to accessibility and making our premises more inclusive.

4. Details on assessments of value chain partners:

	% value chain partner (by value of business done with such partners) that were assessed
Sexual harassment	31%
Discrimination at workplace	31%
Child labour	31%
Forced/involuntary labour	31%
Wages	31%
Others- please specify	31%

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No Significant risk

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:**

Parameter	FY 2025-26 (In GJ)	FY 2024-25 (In GJ)
From renewable sources		
Total electricity consumption (A)	45,124.72	1.90
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	45,124.72	1.90
From non-renewable sources		
Total electricity consumption (D)	1,01,607.32	1,86,482.29
Total fuel consumption (E)	7,867.17	19,082.76
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,09,474.49	2,05,565.05
Total energy consumed (A+B+C+D+E+F)	1,54,599.21	2,05,566.95
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations)	0.00001324	0.00001943
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ revenue from operations adjusted for PPP)	0.00002693	0.0004015
Energy intensity in terms of physical output *	-*	-*

-The revenue from operations has been adjusted for PPP based on the latest IMF PPP conversion factor for India. The PPP conversion factor is 20.662 for 2025 and 20.34 for 2026 (Indian Rupees per international dollar.

*- We have more than 2,000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

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

No, we have conducted a thorough review of our operations and have not identified any sites or facilities that are designated as Designated Consumers (DCs) under the Performance, Achieve, and Trade (PAT) scheme of the Government of India. Therefore, we do not have any targets set under this scheme to report on. Since we do not have any designated consumers, we do not have any targets to achieve or report on the achievement of those targets.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,01,694	33,347
(ii) Groundwater	25,444.46	24,308.89
(iii) Third party water	4,819	59,647
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	131,957.46	1,17,302.89

Total volume of water consumption (in kilolitres)	68,408.50	102,754.47
Water intensity per rupee of turnover (Water consumed / revenue from operations)	0.00000586	0.00000971
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed / revenue from operations adjusted for PPP)	0.00011	0.00020
Water intensity in terms of physical output*	-*	-*

-The revenue from operations has been adjusted for PPP based on the latest IMF PPP conversion factor for India. The PPP conversion factor is 20.662 for 2025 and 20.34 for 2026 (Indian Rupees per international dollar).

*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	2,248
- No treatment	-	-
- With treatment – Sent to CETP after primary, secondary and tertiary treatment	-	2,248
(iv) Sent to third-parties	20,469.96	12,300.42
- No treatment	-	-
- With treatment – Sent to CETP after primary, secondary and tertiary treatment	20,469.96	12,300.42
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	20,469.96	14,548.42

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. - N

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

To promote sustainable water management and environmental stewardship, we have successfully implemented a Zero Liquid Discharge (ZLD) mechanism at our Jalna facility. This advanced system ensures that no industrial wastewater is released into the environment, aligning with our commitment to water conservation and pollution control.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	MT	0.004*	0.04
SOx	MT	0.693*	21.13
Particulate matter (PM)	MT	4.031*	59.42
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA

Hazardous air pollutants (HAP)	MT	NA	NA
Others – please specify	MT	NA	NA

*Reduction in NOx, SOx and PM emissions in FY 2025-26 is due to the installation of RECD technology on all DG sets, resulting in improved emission control and lower air emissions.

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. – N

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

Parameter	Unit	FY 2025-26	FY 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)	Metric tonnes of CO_2 equivalent	1,136.77	2,111.70
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	20,067.45	28,500.27
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ revenue from operations)	-	0.00000182	0.00000288
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total scope 1 and scope 2 GHG emissions/ revenue from operations adjusted for PPP)	-	0.00003694	0.00005948
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	-	-*	-*

[#] - The revenue from operations has been adjusted for PPP based on the latest IMF PPP conversion factor for India. The PPP conversion factor is 20.662 for 2025 and 20.34 for 2026 (Indian Rupees per international dollar.

*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

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

Yes, we have undertaken several projects aimed at reducing Greenhouse Gas (GHG) emissions during FY 2025-26. These initiatives focused on improving energy efficiency through process optimisation, deployment of energy-efficient equipment, automation, compressed air management, and lighting system upgrades across manufacturing facilities. Key projects include:

1. **Process Optimisation and Equipment Efficiency (Chikalthana)**

   Several energy conservation initiatives were implemented at the Chikalthana plant, including reduction of cycle time on TRR-05, installation of a 50 HP IE3 energy-efficient motor on the hammering barrel, installation of transparent sheets to improve natural lighting, remote push-button control for DM water pumps, and VFD-based control of HB-30 operations. These projects improved equipment efficiency and reduced electricity consumption while maintaining production performance.

2. **Lighting and Utility Optimisation (Pantnagar)**

   The Pantanagar facility replaced conventional 36W CFL tube lights with 18W LED lighting across the shop floor, leading to significant energy savings. Additional measures included reducing compressed air leakage in assembly lines, installing interlock systems to automatically stop hydraulic machines during product changeovers, conveyor interlocks to prevent idle running during breaks, and adoption of a common coolant system for multiple machines. These initiatives collectively enhanced operational efficiency and reduced energy wastage.

3. **Energy-Efficient Pumping and Process Controls (Jalna)**

   At the Jalna facility, conventional conveyor spray pumps were replaced with lower-capacity energy-efficient submersible pumps for mesh belt furnaces. Air consumption during component ejection was reduced through the installation of innovative low-consumption air nozzles. Further energy savings were achieved by optimising loader hydraulic motor operations through circuit modifications, ensuring motor operation only when required. These interventions significantly lowered electricity consumption and associated emissions.

4. **Hydraulic System Optimisation (Waluj)**

   A selector switch was installed on grinding machine operator panels to enable hydraulic motors to operate only when dressing operations are required. This eliminated unnecessary motor operation during grinding cycles and reduced electricity consumption.

5. **High-Efficiency Motors and Smart Energy Controls (Hyderabad)**

   The Hyderabad plant implemented several energy-saving initiatives, including replacement of conventional fans with energy-efficient BLDC fans, installation of motion-sensor-controlled lighting systems, and replacement of existing motors with high-efficiency IE4 motors. These measures substantially improved energy performance and reduced Scope 2 emissions.

6. **Energy Kaizen Program Across Manufacturing Locations**

   As part of our organisation's continuous process improvement and Energy Kaizen programme, 18 energy-saving projects were implemented across Chikalthana, Pantanagar, Jalna, Waluj, and Hyderabad facilities. These projects focused on eliminating idle energy consumption, improving motor efficiency, optimizing compressed air usage, upgrading lighting systems, and enhancing process controls.

   Collectively, these initiatives resulted in annual energy savings of approximately 231.06 MWh, generated cost savings of about ₹22.54 lakh, and avoided an estimated 166.36 tCO_2e of Scope 2 emissions. These projects demonstrate our ongoing commitment to energy efficiency, operational excellence, and reduction of its greenhouse gas footprint in alignment with our sustainability and climate objectives.

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

Parameter	**FY 2025-26**	**FY 2024-25**
Total Waste generated (in metric tonnes)		
Plastic waste (A)	172.65	74.49
E-waste (B)	2.12	1.32
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	867.10	1,119.15
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	5,008.31	7,665.16
Total (A+B + C + D + E + F + G + H)	6,050.18	8,860.13
Waste intensity per rupee of turnover (Total waste generated / revenue from operations)	0.00000052	0.00000084
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ revenue from operations adjusted for PPP)	0.00001054	0.00001731
Waste intensity in terms of physical output*	-*	-*
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled *	5,208.72	483.81
(ii) Re-used	-	-
(iii) Other recovery operations	30.73	6,384.68
Total	5,239.45	6,868.49

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	74.78	124.995
(ii) Landfilling	24.54	40.57
(iii) Other disposal operations	27.08	1,572.21
Total	126.40	1,737.78

 # - The revenue from operations has been adjusted for PPP based on the latest IMF PPP conversion factor for India. The PPP conversion factor is 20.662 for 2025 and 20.34 for 2026 (Indian Rupees per international dollar.

**- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.*

**During the reporting year, our metal scrap waste generation has increased considerably, which has led to increased the quantity of waste recycled.*

11. 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.

We have implemented a robust waste management system for proper collection, segregation, and disposal of waste generated from each department. We have designated areas for different types of waste, including hazardous and non-hazardous waste, such as used oil, paper, corrugated materials, plastics, and wood waste. The waste is stored at these designated sites until it is disposed of in accordance with the legal procedures and environmentally sound techniques. Hazardous waste is disposed of in a manner that meets the requirements of the MPCB/CPCB, while non-hazardous waste is sold to authorized recyclers or vendors. Our company prioritises environmentally responsible disposal practices and works with authorised recyclers/processors to ensure that all waste is handled and disposed of in a responsible and sustainable manner.

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

Sr No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None of our operations are located near notified ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During the current financial year, our operations did not trigger the need for an EIA, as no new developments or expansions were undertaken. However, to ensure preparedness and compliance in future undertakings, we intend to establish a Standard Operating Procedure (SOP) that clearly defines what constitutes a project under the EIA framework and outlines the criteria for determining when an assessment is required.					

14. 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). If not, provide details of all such non-compliances, in the following format:

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
We are compliant with all the statutory requirements.				

Leadership Indicators

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

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

   (i) Name of the area

   (ii) Nature of operations

   (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) To Surface water	None of our operations fall under water stress region as per CGWA	
(ii) To Groundwater		
(iii) To Seawater		
(iv) Sent to third-parties		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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. - N

2. **With respect to the ecologically sensitive areas reported at Question 11 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.**

None of our Operations are located near notified ecologically sensitive areas.

3. **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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative (Energy saved in KWh/year)
1	Cycle time reduced on TRR-05	Cycle time reduced by 10 minutes on TRR-05 at Chikalthana location	19,636
2	Installation of IE3 motor	Installation of 50 HP IE3 motor on 2.5 m hammering barrel HB-16 at Chikalthana	14,500
3	Transparent sheet installation	Installation of transparent sheets in HB and LE/ LEM at Chikalthana	6,882
4	Remote pump control	Remote push button installed for Tohshin DM water pump for better ON/OFF control at Chikalthana	3,823
5	VFD control panel installation	Installed VFD-based control panel for HB-30 at Chikalthana	11,000
6	LED lighting replacement	Replaced 40 CFL tube lights (36W) with 18W LED lights in Pantnagar shopfloor	5,388
7	Compressed air optimisation	Reduced unnecessary wastage of compressed air in assembly line at Pantnagar	9,952.8
8	Door interlock system	Installed door interlock sensor to stop hydraulic machine automatically when opened at Pantnagar	1,372.8
9	Conveyor interlock system	Installed emergency-based conveyor interlock to stop idle running during breaks at Pantnagar	343.2
10	Common coolant system	Installed common coolant machine for Cimatic 46 and 89 machines at Pantnagar	4,114
11	Energy-efficient pump (F/C-01)	Replaced 5 HP pump with 3 HP submersible energy-efficient pump in Jalna	6,804
12	Air-saving nozzle	Reduced air consumption in job ejection using low-consumption compressed air nozzle at Jalna	225
13	Energy-efficient pump (F/C-02)	Replaced 4 kW (5.4 HP) pump with 2.2 kW (3 HP) energy-efficient pump at Jalna	8,640
14	Loader hydraulic motor optimisation	Modified hydraulic motor circuit so it runs only when loader button is pressed	23,476.5
15	Selector switch installation	Installed selector switch to operate hydraulic motor only when needed during grinding at Waluj	2,490
16	BLDC fan installation	Replaced conventional fans with 24-inch wall-mounted BLDC fans at Hyderabad	48,232
17	Motion sensor lighting	Installed motion-controlled lights replacing conventional tube lights at Hyderabad	8,504
18	IE4 motor replacement	Replaced old motors with IE4 energy-efficient motors at Hyderabad	55,672
Total Energy savings (KWh/year)			2,31,055.3

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

Yes, we have a business continuity plan in place to ensure operational resilience and Long-term sustenance of the Company. The business continuity plan covers all the business risks including but not limited to fire hazards, natural calamities, and strikes. We have an established Emergency Preparedness plan with a detailed SOP for each plant.

5. **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 significant adverse impacts were identified during supplier assessments. To strengthen EHS oversight across the value chain, we have developed an EHS audit checklist. EHS assessments are conducted during supplier onboarding, and annual QMS and EHS audits are undertaken to monitor supplier compliance and drive continual improvement.

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

All direct material suppliers and packaging suppliers (31%)

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.**

5

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)
1	Confederation of Indian Industry (CII)	National
2	The Automotive Component Manufacturers Association of India (ACMA)	National
3	The Indo German Chambers of Commerce (IGCC)	National
4	Bombay Chamber of Commerce & Industry	National
5	Indo French Chambers of Commerce and Industry (IFCCI)	National

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

Name of Authority	Brief of the case	Corrective action taken
During the current financial year, our company did not receive any adverse orders from regulatory authorities regarding anti-competitive conduct. As a result, there is no corrective action required or underway.		

Leadership Indicators

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

Sr No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Others -please specify)	Web link if available
Nil					

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

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
In the current financial year, we did not have any projects that required the conduct of Social Impact Assessments (SIA) as per applicable laws and regulations. As a result, we did not undertake any SIAs during this period.					

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

Sr No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-						

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

We have established a grievance mechanism to effectively receive, and address concerns raised by the community. At each location, HR and administrative personnel are responsible for managing community-related grievances. They ensure that all concerns are acknowledged promptly and resolved in a fair, transparent, and timely manner. The process includes receiving and investigating complaints, conducting root cause analyses, and implementing corrective actions to prevent recurrence of similar issues.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	14.47%	10.01%
Directly from within India	39.23%	37.34%

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

Location	FY 2025-26	FY 2024-25
Rural	0.60%	0.97%
Semi urban	15.4%	27.30%
Urban	27.09%	12.50%
Metropolitan	56.91%	59.23%

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

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):

Details of negative social impact identified	Corrective action taken
Not applicable as we were not required to conduct any social impact assessment in the current financial year	

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

Sr No	State	Aspirational District	Amount Spent (in INR)
Recognising the critical need to support underserved and indigenous populations, we are currently formulating a strategic plan aimed at expanding our outreach and delivering meaningful, sustainable impact in these priority areas. Our Company remains deeply committed to fostering positive social impact through a range of Corporate Social Responsibility (CSR) initiatives and inclusive business projects. We view inclusive business as a catalyst for socioeconomic development, primarily through employment generation and skill enhancement. To ensure our efforts are aligned with community needs, we regularly engage with stakeholders and conduct comprehensive needs assessments. To date, we have collaborated with various NGOs to implement CSR projects across multiple regions, including Haryana, Mumbai, Hyderabad, Bangalore, and New Delhi. However, we acknowledge that these initiatives have not yet extended to the government-designated Aspirational Districts.			

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

B. From which marginalized/ vulnerable groups do you procure?

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

A. Yes

B. N/A

C. N/A.

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:

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

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

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

6. **Details of beneficiaries of CSR Projects:**

Sr. no	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promotion of Education Scholarship Support - National Capital Region - Ashoka University	04 Students	100%
2	Promotion of Education - Mumbai - Indian Institute of Technology (IIT) Bombay	90	45%
3	Promotion of Education - Mumbai - through implementing Agency - Aseema Charitable Trust	131	100%
4	Promotion of Education - Hyderabad, Maharashtra - through implementing Agency - 321 Education Foundation	Students - 2000 Teachers -55	100%
5	Vocational Development Projects - Mumbai - through implementing Agency - The Apprenticeship Project (TAP)	1000 Girls	100%
6	Promotion of Education - Jalna - through implementing Agency - Gyan Prakash Foundation	Students – 11,464 Teachers - 436	52%
7	Promoting health care - Villages across India - Goonj	4,111 Families	100%
8	Health Care - Talwada - Rotary Club of Bombay Charities Trust No. 3	18,233 patients	90%
9	Health care - Mumbai - Indian Cancer Society	38 Cancer survivors Counsellors at 2 ACT clinic locations in India -100	100%
10	Promotion of Education - Mumbai - The Akanksha Foundation	3,615	100%
11	Protection of Environment, Flora and Fauna and Animal Welfare - WWF India*	NA	NA

*****This initiative is undertaken with the objective of protecting the environment, flora, and fauna, with animals being the primary beneficiaries.

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.**

At NRB Bearings Limited, we are deeply committed to delivering high-quality products and services that align with our customers' expectations, and we have implemented a comprehensive system to manage consumer complaints and feedback effectively. Customers can reach us through multiple channels, including email and a dedicated helpline listed on our website. Every complaint or feedback received is centrally logged and routed to the appropriate plant based on the product category, where it is thoroughly investigated and addressed in a timely manner. We ensure that each case is tracked from receipt to resolution, providing customers with prompt responses and closure. To maintain transparency and accountability, we regularly disclose key statistics such as the number of complaints received, resolved, and under investigation. This data-driven approach not only reinforces our commitment to customer satisfaction but also helps us identify trends and areas for improvement. By continuously analysing feedback, we are able to refine our products, enhance our services, and elevate the overall customer experience. At NRB Bearings, we view customer feedback as a vital driver of continuous improvement and remain dedicated to a responsive, transparent, and customer-focused approach.

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	Not Available
Safe and responsible usage	Not Available
Recycling and/or safe disposal	100%

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	157	-	All were resolved. No trouble found in 69 cases	148	-	No trouble was found in 41 complaints

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes, we have a comprehensive framework in place to ensure the security and privacy of our customers' data. We have a dedicated Information Security Policy (https://www.nrbbearings.com/resources/investorrelations/policy/Information-Security-Policy.pdf) that outlines our approach to managing and protecting our information assets, including customer data. This policy sets out the principles and procedures for ensuring the confidentiality, integrity, and availability of our information systems and data.

In addition, we have a Data Privacy Policy (https://www.nrbbearings.com/resources/investorrelations/policy/Data-Privacy-Policy.pdf) that outlines our commitment to protecting the personal data of our customers, employees, and other stakeholders. This policy sets out the principles and procedures for collecting, storing, using, and disclosing personal data under applicable laws and regulations.

Our policies are designed to protect our customers' personal data from unauthorized access, use, or disclosure..

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.**

We did not experience any issues related to advertising, delivery of essential services, cyber security and data privacy of customers, product recalls, or regulatory actions on product safety during the current financial year. We received no complaints or incidents that compromised our advertising, delivery, cyber security, or data privacy, and did not recall any products or face regulatory penalties. As a result, no corrective actions were taken in these areas.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches **b. Percentage of data breaches involving personally identifiable information of customers** **c. Impact, if any, of the data breaches** For data breaches, we did not experience any instances of unauthorized access, theft, loss, or destruction of customer data during the current financial year. As a result, there were no instances of data breaches involving personally identifiable information of customers. Therefore, there was no impact from any data breaches on our operations or reputation.

Leadership Indicators

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

The information on our products and services can be accessed through our Company website, "https://www.nrbbearings.com/productfinder.htm"Product Finder - NRB Bearing (nrbbearings.com), specifically through our Product Finder section. This platform provides customers with detailed information on our product range, features, and specifications, allowing them to easily find the suitable products for their needs.

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

Ensuring the safe and responsible use of our products is a top priority at NRB Bearings Limited. To support this commitment, we are actively working to enhance customer awareness through a variety of informative channels. These include detailed product catalogs, comprehensive usage manuals, and other educational resources designed to guide users in the correct handling and application of our products. Our objective is to provide clear, accurate, and accessible information that empowers customers to use our products safely and effectively, minimizing the risk of misuse or accidents. Through these efforts, we aim to foster a culture of safety and responsibility across our customer base.

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

At NRB Bearings Limited, we place a strong emphasis on keeping our customers informed and prepared in the face of any potential service disruptions or product discontinuations. To uphold transparency and reduce inconvenience, we have developed a comprehensive communication strategy that ensures timely updates through various channels, such as email and phone outreach. Each of our products is supported by a well-defined contingency plan that outlines the steps to be taken in case of any interruption. This proactive approach enables us to notify customers promptly, allowing them to take necessary precautions and make informed decisions. By maintaining open lines of communication and clear protocols, we aim to build trust and ensure continuity in our customer relationships. To ensure transparency and minmise inconvenience to our customers, we have established a robust communication mechanism to inform consumers of any risk of disruption or discontinuation of our essential services. Our contingency plan is in place for each product, outlining the necessary steps to take in the event of a disruption or discontinuation. We utilise multiple modes of communication, including email and telecommunications, to reach our customers and keep them informed about any potential issues. This ensures that our customers are well-prepared and can make informed decisions to mitigate any potential impacts.

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? (Yes/No)

We uphold transparency by ensuring that all our products carry clear and accurate information in compliance with applicable local laws and regulations. Beyond meeting these legal standards, we also provide additional product details to help customers gain a deeper understanding of our offerings. Our commitment to customer satisfaction drives us to actively seek insights into their needs and expectations. To this end, we regularly conduct customer satisfaction surveys as a key tool for gathering feedback. While a survey was not conducted during the current financial year, we plan to resume this initiative shortly. These surveys play a vital role in identifying areas for improvement and guiding data-driven decisions that enhance our products, services, and overall customer experience.