



Date: 09th July 2025

National Stock Exchange of India Limited, Exchange Plaza, 5 th Floor, Plot No. C-1, G Block, Bandra- Kurla Complex, Bandra (East), Mumbai – 400051, Maharashtra, India NSE Scrip Code – SKFINDIA	BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort Mumbai – 400001, Maharashtra, India BSE Scrip Code -500472
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Subject: Business Responsibility & Sustainability Report for the year ended 31st March 2025.

Dear Sir/Mam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with SEBI Circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10th May 2021, we are enclosing herewith Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25 as **Annexure-1**. The said report also forms part of Annual Report 2024-25 of the Company as Annexure M.

[Annual Report of the Company along with the BRSR for the Financial Year 2024-25](https://cdn.skfmediahub.skf.com/api/public/099b2532e4232b46/pdf_preview_medium/099b2532e4232b46_pdf_preview_medium.pdf) is available on website of the company at below-mentioned link:

https://cdn.skfmediahub.skf.com/api/public/099b2532e4232b46/pdf_preview_medium/099b2532e4232b46_pdf_preview_medium.pdf

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

Thanking you,

Yours faithfully,
For SKF India Limited

Ranjan Kumar
Company Secretary & Compliance Officer

SKF India Limited

Registered office: Chinchwad, Pune 411 033, Maharashtra, India

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CIN: L29130PN1961PLC213113



ANNEXURE – M

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L29130PN1961PLC213113
2. **Name of the Listed Entity:** SKF INDIA LIMITED
3. **Year of incorporation:** 1961
4. **Registered office address:** Chinchwad, Pune, 411033, Maharashtra
5. **Corporate address:** Chinchwad, Pune 411033, Maharashtra
6. **E-mail:** InvestorIndia@skf.com
7. **Telephone:** 020 66112500
8. **Website:** <https://www.skf.com/in/investors>
9. **Financial year for which reporting is being done:** FY 2024-25
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited ("BSE") and the National Stock Exchange of India Limited ("NSE")
11. **Paid-up Capital:** 49,43,79,630 INR
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:** Ranjan Kumar
Contact: (+91) 20 66112623
Email: InvestorIndia@skf.com
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): Standalone basis
14. **Name of assurance provider:** -- NA
15. **Type of assurance obtained:** -- NA

II. Product/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and dealers of Bearings	Manufacturing and Distribution of bearings, seals, lubrication systems, mechatronics, and related products and services.	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Bearing and its components	2814	98%

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	3	5	8
International	0	0	0

19. Markets served by the entity

a. Number of locations

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

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

c. A brief on types of customers

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

IV. Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent(D)	805	627	78%	178	22%
2.	Other than Permanent (E)	448	322	72%	126	28%
3.	Total employees (D+E)	1253	949	76%	304	24%
WORKERS						
4.	Permanent(F)	922	919	99.7%	3	0.3%
5.	Other than Permanent (G)	1219	947	77.7%	272	22.3%
6.	Total workers (F+G)	2141	1866	87.2%	275	12.8%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	0	0	0	0	0
2.	Other than Permanent (E)	1	1	100%	0	0
3.	Total employees (D+E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	1	1	100%	0	0
5.	Other than Permanent (G)	6	3	50%	3	50%
6.	Total workers (F+G)	7	4	57%	3	43%

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

21. Participation/Inclusion/Representation of women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33%
Key Management Personnel	4	0	0%

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8%	3%	11%	17%	19%	18%	15.8%	18.8%	16.3 %
Permanent Workers	1%	0%	1%	6.4%	0%	6.4%	5.9%	0.0%	5.9 %

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	AB SKF	Holding Company	*45.85%	No
2.	Sunstrength Renewables Private Limited	Associate	26.74%	No
3.	Cleanmax Taiyo Private Limited	Associate	26%	No
4.	SKF India (Industrial) Limited	Wholly Owned Subsidiary	100%	No

Note: * AB SKF Holds 45.85% in SKF India Limited as Holding company and promoter group holds 6.73%

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No):

Yes

(ii) Turnover (in INR.): 49,199.2 Mn

(iii) Net worth (in INR.): 25,979.7 Mn

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	YES	0	0	-	1	1	We have recently received feedback from the community near our factory. We have already made significant investments in improvement projects aimed at addressing this concern
Investors (other than shareholders)	Yes https://www.skf.com/in/investors	0	0	-	0	0	-
Shareholders	Yes https://www.skf.com/in/investors/shareholder-information	14	0	In FY 2024-25, total 1640 correspondences were received by the Company, out of which 1611 correspondences were replied to the satisfaction of shareholders during the year under review and of the total 29 Outstanding correspondences as on 31 st March, 2025 and same had been replied by 23 rd April, 2025. There are no Outstanding Correspondence as on the date	23	**2	In FY 2023-24, total 1960 correspondences were received by the Company, out of which 1876 correspondences were replied to the satisfaction of shareholders during the year under review, remaining 84 were carried forward and resolved by 29 th April, 2024
Employees and workers	Yes https://cdn.skfmediahub.skf.com/api/public/0901d196809a699a/pdf_preview_medium/0901d196809a699a_pdf_preview_medium.pdf	0	0		0	0	-



BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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
Customers	Yes https://www.emarketplace.in/skf.com/privacy-policy	149	16	To ensure we address our customers' concerns effectively, we have established a variety of communication channels, including the Complaint Handling System (covering both administrative and technical matters), Customer Care, and our official website. Throughout the reporting year, we received a total of 49 administrative complaints and 100 technical complaints. As of March 31, 2025, we acknowledge that 4 administrative complaints (8%) and 12 technical complaints (12%) remain open and we are committed to resolving them promptly.	467	56	To effectively manage our customers' concerns, we have established multiple communication channels, namely the Complaint Handling System (both administrative and technical), Customer Care, and our official website. Over the course of the reporting year, we received 329 administrative complaints and 138 technical complaints. As of 31 st March, 2025, 45 (14%) administrative complaint and 11 (8%) of technical complaints remain unresolved
Suppliers and Distributors	Yes https://www.skf.com/in/organisation/for-supplier	0	0		0	0	Suppliers can register their grievances through dedicated E-Mail Id
Other (please specify) CSR Beneficiaries and community development partners	Yes Community partners are expected to adhere to Code of Conduct (CoC) and any breaches/deviations from the code is expected to be reported as outlined in the Code of Conduct https://www.skf.com/in/organisation/for-supplier	0	0		0	0	We have conducted impact studies for our CSR programmes through third party. In association with CSR partners, we take up counselling and workshop sessions for beneficiaries

**Last year we had mentioned pending as 21 but same was replied to shareholder, only 2 were pending at close of the year.

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	Customer performance	Opportunity	SKF India strives to meet the needs of its customers through innovative products and solutions	-	Positive Implications
2	Economic Performance	Opportunity	SKF is a profit-driven organisation. The financial performance is the overall indicator of the economic impact SKF has on society, as an employer, a member of the stock market and a customer and supplier to other companies	-	Positive Implications
3	Occupational health and safety	Risk and opportunity	SKF gives top priority to the health and safety of employees, contractors, agency workers and visitors and is committed to providing safe and healthy working conditions to prevent work-related injury and ill health as well as to assure well-being in the work environment	Workplace Safety at SKF India is guided by "SKF Care" principles for employees and "Business Care" and our operations are compliant with ISO 45001 standards	Negative Implications
4	Energy and energy management	Opportunity and risk	We work towards positively impacting environment by focusing on reducing energy consumption and carbon footprint	SKF India is adopting various strategies for reducing its own operational carbon footprint as detailed in Principle 6	Positive and Negative Implications
5	Supplier ESG (Environmental, Social & Governance) performance	Opportunity and risk	Supply chain sustainability is very significant for resilient businesses. It is imperative to align the suppliers with the organisation's sustainability vision for creating long-term value	SKF India works closely with its suppliers for meeting the Sustainability targets. We also run a supplier ESG improvement programme wherein the ESG performance of the suppliers is mapped and measures are taken for implementing key actions	Positive and Negative Implications

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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)
6.	Anti-corruption	Opportunity and risk	Businesses care about meeting the customer expectations along with profitability and shareholder returns while adhering to the highest standards of ethical behaviour	The Company has a strong code of conduct (CoC) in place outlining the strategies for transparent and accountable operations including Fair Competition Directive and Anti-Bribery and Anti-Corruption Directive to prevent, reduce and mitigate risk related to anti-corruption. All stakeholders are sensitised on our CoC and the Company has zero tolerance towards the non-compliance of CoC	Positive and Negative Implications
7.	Water	Opportunity and risk	Water stewardship in operations is essential for managing water related impacts and ensuring operational eco-efficiency	SKF India focuses on environmental aspects like energy, water, soil, and air. The risks are identified through our Sustainability, EHS and plant teams for taking necessary steps to mitigate the probable risks	Positive and Negative Implications

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available.	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	The Company is aligning with various certification and frameworks as listed below <ul style="list-style-type: none"> • ISO 9001:2015 • ISO 14001:2001:2015/ISO45001:2018 • ISO 50001:2018 • OECD guidelines for multinational enterprises, • UN Global Compact Ten principle, Sustainable development Goals, • Steel Zero, • RE100 and SBTi, • Responsible Steel Initiatives • LEED certification • GRI • NGRBC Principle 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<ul style="list-style-type: none"> • By 2030, the facilities of SKF India would be operating with decarbonization strategy • By 2050, SKF India will achieve Net-Zero emissions across the value chain • By 2030, the facilities of SKF India would be achieving Water Neutrality • SKF India has taken the target of achieving 35% Diversity in Leadership by 2025 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<ul style="list-style-type: none"> • SKF India has achieved renewable energy sourcing >95% of it's total requirement • Our Bangalore factory has already achieved the water neutrality and got provisionally certified by 3rd party • Critical Suppliers identified and GHG emission programs for suppliers are been identified and implementation started • Focused Approach in diversity ratio improvement, which is clearly visible in both our permanent & other than permanent employees & workers 								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): Message from Managing Director is included in the section of 'Corporate overview'									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Ranjan Kumar, Director-People Experience, Legal, Sustainability & CA (Industrial Region ISEA)								
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	The responsibility for overseeing material topics is shared among the directors of Ethics, Legal, Sustainability, and Corporate Affairs. The Managing Director (MD) and Executive Director provide oversight in this area. Executive leaders ensure that the board is regularly informed about the performance and management strategies related to these material topics								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other-please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Need based, Regular								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y									

**BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)****11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No) If yes provide name of the agency.**

P1	P2	P3	P4	P5	P6	P7	P8	P9
N	N	N	N	N	N	N	N	N

The links for SKF India's policies relating to NGRBC principles are listed below

- Code of Conduct
- Vigil Mechanism Policy
- EHS Policy
- CSR Policy
- SKF Group Quality Policy

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)									
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)									

Not Applicable

SECTION C: PRINCIPAL WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year.**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	Ongoing-Multiple trainings throughout the year.	CoC, Anti-Bribery Management System Cultural Leadership	100%
Key Managerial Personnel		CoC, Skill Building, Leadership, Behavioural, Technical Induction	100%
Employees other than BoD and KMPs		Behavioural, Cultural Leadership ESG, CoC, Health & Safety, Integrated Waste Management, Anti-corruption and bribery, Export Control, Cyber security etc.	100%
Workers		CoC, Health & Safety, Energy Efficiency, Integrated Waste Management Improvement, Skill Upgradation	100%

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

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

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

Not Applicable

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

Yes, anti-corruption and anti-bribery have been covered in our Code Of Conduct, which is shared in Section B.

We expect all employees to uphold the highest ethical standards in the discharge of official duty. We actively work to prevent and detect any corruption in relation to external business partners:

- Suppliers
- Distributors, agents and other intermediaries
- Customers

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 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

None

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	76	94

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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0%	0%
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	33%	34%
	b. Number of dealers distributors to whom sales are made	629	599
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	22%	31%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	64%	58%
	b. Sales (Sales to related parties/Total Sales)	9%	9%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	98%	100%
	d. Investments (Investments in related parties/Total Investments made)	100%	100%

PRINCIPLE 2: Business 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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D		Nil	-
Capex	5%	9%	Various capital investments targeting the improvement in social and environmental performance have been taken up in FY 2024-25 which includes Solar Captive Energy, Waste recycling plant, Oil recycling, water management

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

YES

The sustainable sourcing at SKF is guided by "Supplier Sustainability Policy-India & Southeast Asia". The Policy sets the guidelines for suppliers to collaborate for our shared sustainability goals and maintain transparency with ESG standards and engage in fair and ethical business practices. Supplier sustainability assessments were conducted to ensure the engagements with ESG compliant suppliers. We have implemented green procurement guidelines which includes the prioritization of local procurement, energy efficient devices and adherence to supplier CoC.

Our Green Supply Chain Policy (Group Environmental, Energy, Health & Safety Policy) guides to systematically work to understand the sustainability impacts of our supply chain. In addition, Supplier CoC and Sustainability Standard for Suppliers mandates the compliance towards social standards including human rights. Trainings are provided to new suppliers on CoC compliance and corrective actions are suggested and necessary guidance is provided for non-compliers.

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

All critical suppliers have been sourced sustainably.

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.**

At SKF India, we actively promote circularity by recycling defective items through repurposing with steel suppliers. We are establishing procedures for reclaiming products to facilitate recycling and reuse. In line with our commitment to sustainability and the principle of reuse, we offer remanufacturing services for select bearings, extending their lifespan and significantly reducing material consumption. Additionally, our "Rotating Equipment Performance" business vertical provides comprehensive services for health monitoring of rotating equipment and predictive maintenance, helping prevent unplanned breakdowns and leading to substantial energy and resource savings. Furthermore, our Recond oil service enables customers to reuse their process oil by increasing its lifespan and maintaining its purity, contributing to overall resource efficiency.

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.**

Yes, Extended Producer Responsibility (EPR) is applicable to SKF India's activities. We have registered for Plastic, Battery, and Used Oil EPR and are complying with the requirements by timely fulfilling the targets and filing annual returns. Our waste collection plan is in line with the EPR plan submitted to the Pollution Control Boards, ensuring that we meet all regulatory standards and contribute to sustainable waste management practices.

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

PRINCIPLE 3: Business 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	627	627	100%	627	100%	NA	0	627	100%	627	100%
Female	178	178	100%	178	100%	178	100%	NA	NA	178	100%
Total	805	805	100%	805	100%	178	100 %	606	100%	805	100%
Other than Permanent employees											
Male	322	322	100%	322	100%	NA	NA	NA	NA	NA	NA
Female	126	126	100%	126	100%	126	100%	NA	NA	NA	NA
Total	448	448	100%	448	100%	126	100%	NA	NA	NA	NA

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	919	919	100%	919	100%	NA	NA	919	100%	919	100%
Female	3	3	100%	3	100%	3	100%	NA	NA	3	100%
Total	922	922	100%	922	100%	3	100%	919	100%	922	100%
Other than Permanent workers											
Male	947	947	100%	947	100%	NA	NA	NA	NA	NA	NA
Female	271	271	100%	271	100%	271	100%	NA	NA	NA	NA
Total	1219	1219	100%	1219	100%	271	100%	NA	NA	NA	NA

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.5%	0.93%

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	YES	100 %	100 %	YES
Gratuity	100%	100%	NA	100 %	100 %	NA
ESI	8.83%	16.50%	YES	0 %	22 %	YES
Others – please specify	-	-	-	-	-	-

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.

SKF India is dedicated to fostering an inclusive work environment. The Company is actively enhancing accessibility across its premises to accommodate individuals with disabilities. Comprehensive accessibility assessments have been conducted, and plans for infrastructure changes are being prepared. At our corporate office, we have installed disabled-friendly toilets to ensure inclusivity and convenience for all. These efforts reflect our commitment to creating a workplace that is accessible and welcoming to everyone.

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, the Code of Conduct reflects our commitment to providing equal opportunities for individuals with disabilities, ensuring inclusivity and non-discrimination in all aspects of employment and participation. Ensuring human rights and labour standards, both within our organization and across our value chain, is a key focus at SKF. We prioritise inclusive development through fair employment practices and unequivocally prohibit discrimination or harassment based on any grounds, including race, religion, gender, physical ability, or any other factor.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, SKF prioritizes open communication and upholds gender equality through a comprehensive policy. All facilities have Internal Complaint Committees as mandated by the Prevention of Sexual Harassment Act. Our Whistleblower policy is designed to thoroughly investigate any breaches related to ethics outlined in our Code of Conduct, while also ensuring protection for the individuals who report such breaches. In addition to the option for employees or other stakeholders to approach the HR Manager, Director HR, or even the Managing Director directly, we provide a dedicated phone line and email address for reporting grievances. Individuals can send direct mails to the MD or even to the Group CEO. In cases where violations of the Code of Conduct are confirmed, disciplinary action has been taken against employees. Further details on child labour prevention and anti-discrimination measures can be found in Principle 5 of this report.

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	805	0	0%	743	0	0%
Male	627	0	0%	606	0	0%
Female	178	0	0%	137	0	0%
Total Permanent Worker	922	922	100%	958	958	100%
Male	919	919	100%	955	955	100%
Female	3	3	100%	3	3	100%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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/D)
Employees										
Male	627	627	100%	347	55%	606	606	100%	481	79%
Female	178	178	100%	93	52%	137	137	100%	101	74%
Total	805	805	100%	440	55%	743	743	100%	582	78%
Workers										
Male	919	919	100%	919	100%	955	955	100%	955	100%
Female	3	3	100%	3	100%	3	3	100%	3	100%
Total	922	922	100%	922	100%	958	958	100%	958	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	627	584	93%	606	577	95%
Female	178	149	83%	137	119	87%
Total	805	733	91%**	743	696	93%
Workers						
Male	919	0	Nil	955	0	Nil
Female	3	0	Nil	3	0	Nil
Total	922	0	Nil	958	0	Nil

**Performance reviews do not apply to employees who joined in the last quarter of the year. Consequently, the performance metrics for applicable employees will likely be below 100%.

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?**

SKF is unwavering in its commitment to achieving zero work-related accidents, prioritising safety with the belief that all incidents are preventable. Our core objectives focus on preventing injuries and safeguarding employee health in the workplace.

SKF's robust internal systems and controls are aligned with strategic goals to minimise waste, safety risks, environmental impact, and operational costs. As an ISO 14001:2015 and ISO 45001:2018 certified company, SKF India strictly adheres to Environmental Management Systems (EMS) and Environmental, Health & Safety (EHS) protocols for managing occupational hazards. This includes the proactive identification and management of potential hazards across our manufacturing processes. We have established clear guidelines for safe work practices and protocols for handling emergencies.

The Company conducts annual Management Review meetings to address safety and environmental concerns, including legal compliance, internal and external audits, and safety observations. These audits, along with Group EHS audits and observations, help identify hazards and continuously improve the effectiveness of existing controls.

SKF prioritises occupant safety through comprehensive training programs. We offer third-party seminars, in-house sensitisation programs, and distribute learning modules, publications, and regular safety newsletters. Additionally, we celebrate National Safety Month and World Environment Day to raise awareness.

Despite experiencing Two recordable accidents this year, we have taken corrective actions to prevent future occurrences. SKF is intensifying its efforts towards achieving our zero-accident vision through ongoing engagement and awareness programs. These initiatives reflect our dedication to creating a safe and healthy work environment for all employees.

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

SKF India leverages a comprehensive Hazard Identification and Risk Assessment (HIRA) methodology, aligned with our Environmental Management System (EMS), to proactively identify potential safety hazards. This qualitative assessment allows us to develop effective mitigation plans for managing these risks.

We have identified and ensured preparedness for a wide range of emergencies, including fire, spills, accidents, food poisoning, vehicular incidents, electrical hazards, and natural disasters. SKF's Emergency Response Plan (ERP) outlines comprehensive precautionary controls for these eventualities.

SKF India is committed to continuous improvement. We conduct regular mock drills to ensure preparedness and effectiveness of the ERP. Detailed plans and reports associated with the ERP and mock drills are readily available at our plant facilities. We also conduct various third-party and compliance audits, further strengthening our risk management framework.

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

SKF India has established a well-defined procedure for managing unsafe conditions throughout its operational boundaries. This procedure actively encourages employee participation in identifying work-related hazards.

Employees, supervisors, and managers are empowered to participate in structured Hazard Identification and Risk Assessments (HIRA) preparations, safety walks, and share valuable feedback. At SKF India, health and safety committees are operated at the factory or unit level. These committees bring together worker and management representatives to discuss and agree upon essential measures for improving overall health and safety performance.

We provide trainings to employees and workers to equip them with the knowledge and skills to take necessary precautionary measures and remove themselves from any hazardous situations.

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

YES

We prioritise employee health and well-being by offering comprehensive medical support across all our locations. This includes:

- o On-site dispensaries with doctor consultations: Employees have access to medical professionals for consultations at all SKF India locations
- o 24/7 ambulance service: We provide a round-the-clock ambulance service to address emergency medical needs
- o Hospital partnerships: SKF India has established partnerships with hospitals to ensure access to emergency services, healthcare provisions, and treatment for work-related injuries
- o Periodic health checkups: Employees and their families undergo regular health checkups at reputable hospitals to promote preventive care
- o Internal and external medical schemes: SKF India offers separate medical schemes for workers (internal) and staff employees (external) to address non-occupational healthcare needs
- o Need-based vaccination camps: The Company organizes vaccination drives to ensure employees are up-to-date on essential vaccinations
- o Healthcare/awareness programs: In collaboration with hospitals, SKF India conducts regular programs to educate employees on various health topics, including first aid, emergency response, women's health, chronic disease management, and mental well-being
- o Employee wellness programs: SKF India offers online or in-person training sessions on topics like work-life balance, healthy habits, sleep hygiene, cancer awareness, and stress management. These programs promote overall employee well-being, encompassing both physical and emotional health

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.28	0.453
Total recordable work-related injuries	Employees	0	0
	Workers	2	3
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 in the contract workforce

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

SKF India acknowledges that the experience and skills of its employees are the Company's most valuable asset. Promoting a culture of employee well-being is integral to our business practices. Throughout FY24, SKF India conducted regular training programs and awareness sessions to enhance employee health, safety, and responsible business practices across all operations. This commitment to a safe and healthy work environment included implementing additional safeguards and policies to protect employees while ensuring the fulfilment of customer needs, as outlined in Principles 3 and 5.

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

Our dedication to employee well-being is reflected in our proactive approach to training and awareness, fostering a workplace where health and safety are paramount. By continuously investing in our employees' development and well-being, we strive to create an environment that supports both personal and professional growth, ultimately contributing to the overall success of SKF India.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessment 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.

None

PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

SKF India recognises the importance of trust and engagement with all stakeholder groups. This collaborative approach supports progress towards business goals while aligning with sustainable development for all. We have adopted corporate sustainability as our core business practice focusing on long-term value creation for stakeholders. SKF India has identified key stakeholders, both internal and external. A systematic engagement process fosters mutual trust and growth. The stakeholder engagement plan incorporates the following steps:

- Aligning business practices with stakeholder needs and expectations
- Identifying key individuals for ongoing dialogue
- Maintaining engagement through dedicated SKF India counterparts
- Utilizing stakeholder interactions to gather valuable feedback for mutual benefit
- Addressing specific stakeholder concerns within a sustainability framework, considering potential implications for SKF's business and stakeholder groups
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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 & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Local Community around plant.	No	Social media	Regular, Need-Based	(i) Environmental and social impacts of SKF India operations
CSR Beneficiaries	Yes	Emails, Feedback Forms, Phone Calls, Physical Visits & Meetings	Monthly	(i) To enhance employability and entrepreneurship skills among youths (skilling) (ii) To support completion of higher education by girl students (scholarships) (iii) To develop analytical skills among school children (STEM education) (iv) To reduce the environmental and health hazards from indiscriminate dumping of domestic waste to pollute natural resources like land, air, ground water etc.
Associate Partners/NGO's	No	Emails, Telecommunication, Team Meetings and Physical Meetings	Monthly	(i) CSR Programmed Need Assessment, Budgeting, Implementation (ii) Monitoring, Evaluations, Impact Assessment, Reporting and Compliances
Union/State Government	No	Email, telecommunication	Yearly	(i) Collaboration for project execution (ii) Policy advocacy and sectoral developments
Employee and unions	No	Meetings, Email and Newsletters	Quarterly	(i) Aligning with business priorities, Employee health and safety, grievances (ii) Employee engagement and training programmers, Employee well-being
Shareholders, investors, and analysts	No	Annual General Meetings, Investor Earnings calls, Analyst meets, Presentations before Investor Meets and Earnings Calls, Transcripts/ recordings of investor calls, Public disclosures and reports, including Annual Report, Quarterly Results, BRSR, Media releases, Website of the Company, Social Media.	Annually/Half yearly/Quarterly/ Need-Based	(i) Appraise about Company's periodic results and disclosures (ii) Improve their understanding of SKF's ESG commitments and performance

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers, dealers, and distributors	No	Emails, Mass emailers and Websites	Quarterly	(i) Customer Relationship Management, Enhancing customer experience (ii) Understanding market conditions and requirements
Suppliers and vendors	No	Emails, Mass emailers Websites	Quarterly	(i) Mutual sharing of needs and expectations (ii) Quality, cost, and delivery improvement (iii) Share knowledge and best practices, vendor recognition (iv) Strategic partnerships and value creation (v) Responsible sourcing (vi) Implementing CoC (Code of Conduct) for suppliers

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	805	805	100%	743	743	100%
Other than permanent	448	448	100%	459	459	100%
Total Employees	1253	1253	100%	1202	1202	100%
Workers						
Permanent	922	922	100%	958	958	100%
Other than permanent	1219	1219	100%	2184	2184	100%
Total Workers	2141	2141	100%	3142	3142	100%

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

Category	FY 2024-25					FY 2023-24				
	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	805	0	0%	805	100%	743	0	0%	743	100%
Male	627	0	0%	627	100%	606	0	0%	606	100%
Female	178	0	0%	178	100%	137	0	0%	137	100%
Other than Permanent	448	0	0%	448	100%	459	0	0%	459	100%
Male	322	0	0%	322	100%	347	0	0%	347	100%
Female	126	0	0%	126	100%	112	0	0%	112	100%
Workers										
Permanent	922	0	0%	922	100%	958	0	0%	958	100%
Male	919	0	0%	919	100%	955	0	0%	955	100%
Female	3	0	0%	3	100%	3	0	0%	3	100%
Other than Permanent	1219	0	0%	1219	100%	2184	0	0%	2184	100%
Male	947	0	0%	947	100%	1980	0	0%	1980	100%
Female	272	0	0%	272	100%	204	0	0%	204	100%

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)	4	2,53,23,658	2	20,20,706
Key Managerial Personnel	4	1,38,59,797	0	-
Employees other than BoD and KMP	624	19,94,646	177	14,58,997
Workers	918	7,61,503	3	3,11,775

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	13.93%	*17.0%

*Figures for FY 2023-24 have been restated due to a change in methodology.

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)

SKF India's Sustainability team manages disclosures related to human rights due diligence. They also actively engage with suppliers through meetings to raise awareness of human rights issues within their supply chain. SKF endorses both the Global Compact and the Universal Declaration of Human Rights, highlighting its dedication to upholding fundamental human rights principles. Additionally, SKF adheres to the International Labour Organization's (ILO) Declaration concerning multinational companies and works to comply with the OECD Guidelines for Multinational Enterprises. These frameworks serve as guiding principles for SKF in its efforts to mitigate human rights risks and promote responsible business practices across its operations. Employees are empowered to raise concerns regarding human rights through various established channels, as detailed in Section A, Principle 3 of this report.

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

SKF India offers multiple channels for employees to raise grievances related to discrimination. Employees can approach the HR Manager, Factory Manager, or Director HR individually or through the union. The Company’s responsible sourcing team proactively mitigates social risks within the supply chain through CoC audits, supplier sustainability assessments, identifying issues such as missing employment contracts, gender-based wage disparities, unpaid overtime wages, and withheld employee benefits like leave pay.

SKF India is committed to fostering a value chain that respects human rights across all employee categories, including direct, indirect, payroll, and contractual workers.

SKF India requires its suppliers to uphold ethical standards as outlined in the Supplier Code of Conduct. This code addresses critical aspects such as child labour, forced labour, discrimination, disciplinary practices, working hours, legal compensation, and worker health and safety practices.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	2

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

SKF India cultivates a workplace culture grounded in fairness and equal opportunity, with a strong emphasis on promoting gender parity. We encourage employees at all levels to report any grievances or potential social risks, including breaches of the code of conduct or unethical behaviour. SKF India prioritizes whistleblower protection and maintains a zero-tolerance policy against retaliation or harassment of individuals who report concerns.

To facilitate reporting, multiple channels are available, including email access and anonymous reporting mechanisms. Reported concerns are escalated to senior executives, including the audit committee, for preliminary investigations. Appropriate actions are taken in accordance with the grievance resolution process guidelines.

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

Yes.

SKF India recognises our responsibility to respect human rights. This commitment translates into a safe and healthy work environment, free from discrimination, and promotes diversity across the organization. We have integrated human rights clauses into its business agreements and contracts. Signing of CoC is a prerequisite for all the contracts which takes care of the human rights issues. This collaborative approach enables active efforts to combat child and forced labour, as well as all forms of harassment.

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

10. Assessment 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%
Others-please specify	100%

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

Not Applicable

There were no significant risk/concerns identified during the assessments.

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

Essential Indicators

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

Parameter	Unit	FY 25	FY 24
From renewable sources			
Total electricity consumption (A)	GJ	159358	109008
Total fuel consumption (B)	GJ		0
Energy consumption through other sources (C)			0
Total energy consumed from renewable sources (A+B+C)	GJ	159358	109008
From non-renewable sources			
Total electricity consumption (D)	GJ	98844	134964
Total fuel consumption (E)	GJ	10410	9684
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	109255	144648
Total energy consumed (A+B+C+D+E+F)	GJ	268613	253656
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	GJ/Mn INR	5.46	5.55
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/Mn INR	110.29	116.33
Energy intensity in terms of physical output (per thousand bearings)	GJ/1000 bearings	1.3	1.60
Energy intensity (optional)- the relevant metric may be selected by the entity		-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: No

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	18782	9535
(iii) Third Party Water	190376	267805
(iv) Seawater/desalinated water	0	0
(v) Others		0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	209158	277340
Total volume of water consumption (in kilolitres)	209158	277340
Water intensity per rupee of turnover (Total Water consumption/ Revenue from operations)	4.25	6.07
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	85.88	127.22
Water intensity in terms of physical output (per 1000 bearings)	0.98	1.75
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
ii) To Groundwater	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
v) Others	NA	NA
- No treatment	NA	NA
- With treatment-please specify level of treatment	NA	NA
Total water discharge (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: NO

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

Yes, SKF has implemented a mechanism for Zero Liquid Discharge (ZLD) as part of our commitment to prioritising environmental sustainability. Zero Liquid Discharge (ZLD) is a water treatment process aimed at eliminating all liquid waste from a system. Its primary objective is to economically minimize wastewater and produce reusable clean water. At all of our units, we have installed Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to treat wastewater effectively. The treated water from these plants is then repurposed for gardening purposes.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Metric tonnes	0.48	0.50*
Sox	Metric tonnes	0.10	0.13
Particulate matter (PM)	Metric tonnes	7.03	7.99*
Persistent organic compounds (POP)	Metric tonnes	Nil	NIL
Volatile organic compounds (VOC)	Metric tonnes	Nil	NIL
Hazardous air pollutants (HAP)	Metric tonnes	Nil	NIL
Others-please specify	NA	NA	NA

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: No

*Figures for FY 2023-24 have been restated due to change in methodology.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	667	2176
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	19950	26805
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	tCO ₂ /Rupee of turnover	0.42	0.63
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO ₂ /Rupee of turnover adjusted to PPP	8.46	13.20
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ /1000 bearings	0.097	0.18
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: No

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

We are committed to achieving Net Zero emissions for our manufacturing sites by 2030. To reach this ambitious goal, we have implemented several initiatives aimed at transitioning from thermal energy sources to renewable energy. Key among these initiatives is our adoption of Power Purchase Agreements (PPA), which enable us to purchase renewable energy from off-site sources. We are also working on several energy efficiency projects like compressors, heat treatment, central utility systems & grinding operations efficiency improvement. These strategic measures are critical in reducing our carbon footprint and supporting global sustainability efforts

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

Share of Renewable Energy by 31st March, 2025:

Year	FY 2024-25
Pune	52%
Bangalore	98%
Haridwar	22%

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	84.9	74.03
E-waste (B)	10.1	5.52
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3051	3562.43
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2004	2024.70
Total (A+B + C + D + E + F + G + H)	5150.1	5666.68
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	0.10	0.12
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	2.11	2.51
Waste intensity in terms of physical output (per 1000 bearings)	0.024	0.035
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i) Recycled	3054	3442.34
ii) Re-used		0
iii) Other recovery operations		0
Total	3054	3442.34
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	1853	1918.98
ii) Landfilling	243	305.35
iii) Other disposal operations		0
Total	2096	2,224.33

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.20

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.

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

- a. We are deeply committed to waste management and sustainability, beginning with rigorous waste segregation at the source to maximize diversion from landfills. For non-hazardous waste, we ensure 100% recycling through partnerships with authorized recyclers, guaranteeing that these materials are reprocessed and reintroduced into the supply chain. In the case of hazardous waste, we strictly adhere to all government regulations and guidelines. Our approach prioritises diverting as much of this waste as possible from landfills by either recycling or repurposing it through waste-to-energy initiatives. These efforts demonstrate our dedication to minimising environmental impact and promoting a circular economy.
- b. Our commitment to sustainability extends beyond managing waste generated within our campus to actively recovering waste from the broader environment that results from our business activities. Last year, we successfully collected and recycled over 750 metric tons of plastic waste associated with our product packaging. This significant effort underscores our dedication to environmental stewardship and our proactive approach to addressing plastic pollution. By recovering and recycling post-consumer plastic waste, we not only mitigate the environmental impact of our products but also contribute to a cleaner and more sustainable planet.

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

SKF does not have any operations in ecologically sensitive areas.

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

Not Applicable

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, SKF is compliant with Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environmental protection act and rules.

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.

13

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.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Confederation of Indian industry	National
2	Indian Wind Turbine Association	National
3	Textile Machinery Manufacturer Association	National
4	Indian Machine Tools Manufacturers Association	National
5	Swedish Chambers of Commerce	National
6	Condition Monitoring Society of India	National

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
7	Bangalore Chamber of Industry and Commerce	State
8	Institute of Internal Auditors	National
9	National Safety Council	National
10	Quality Circle Forum of India	National
11	International Chamber of Commerce	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.

Not Applicable

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

Not Applicable

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

Not Applicable

S. 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)
Not Applicable						

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

At SKF, we have implemented several ways for the community to voice and resolve their grievances. Beneficiaries can easily submit their concerns by sending an email to our dedicated address, socialconnect@skf.com. In addition, we have placed feedback and suggestion boxes at various offices, schools, and centers to ensure an accessible and convenient way for individuals to share their grievances.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	43%	40.94%
Directly from within India	86.59%	84.56%

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 2024-25	FY 2023-24
Rural		0
Semi-urban	0.2%	0
Urban	3.8%	0.25%
Metropolitan	96%	99.75%

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

BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT FY 2025 (Contd.)

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

Essential indicator

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

SKF India is dedicated to actively incorporating customer feedback to improve our products and services continuously. We have developed a robust system for gathering customer complaints concerning Technical issues, Sales, and Delivery. Our customer care team and user-friendly website provide convenient channels for customers to share their concerns. We are committed to ensuring that all customer complaints and inquiries are addressed promptly, as we believe this is essential for fostering strong relationships and driving our growth.

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

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL		SKF has strategically merged its Information Security function with Group Infrastructure and Security to drive the implementation of security controls more effectively within SKF. SKF also has implemented a cybersecurity protection framework to manage and mitigate cybersecurity risks.	NIL		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

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

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

The increasing prevalence of information security threats, heightened customer awareness, and evolving regulatory requirements for data protection have led SKF India to prioritise robust due diligence practices aimed at preventing customer data loss.

SKF India employs a comprehensive Risk Management Policy that assesses and identifies potential risks across various areas, including financial, operational, sectoral, sustainability, information security, cyber security, and any other emerging threats. The Risk Management Committee actively identifies additional potential risks. Furthermore, Risk and Security Assessments connected to integrated security architecture facilitate the management of cyber risks. These assessments are also extended to suppliers and partners.

To mitigate information security, cyber security, and data privacy risks, SKF India is dedicated to the ongoing implementation of its Information Security Program. This program encompasses a set of controls outlined in SKF's Information Security Management System (ISMS). In 2023, the information security function was merged with Group Infrastructure & Security to enhance the effective implementation of these controls. We have established security platforms for monitoring workplace security, on-premise/cloud server environments, network security, and identity management within SKF's ecosystem. This includes event and alert monitoring, data collection for the asset management repository, and enabling security resolution across SKF environments. The program team has implemented a Security Information and Event Management (SIEM) system and a Security Incident Response for SKF to cover the entire organisation's security needs.

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

There were no such instances recorded during the reporting year.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

0

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

Nil

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

Nil