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BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

FY 2025–26

National Engineering Industries Limited
(NBC Bearings)

SECTION A: GENERAL DISCLOSURE

I. Company details

1.	**Corporate Identity Number (CIN) of the Listed Entity**	U29130WB1946PLC013643
2.	**Name of the Listed Entity**	National Engineering Industries Limited
3.	**Year of incorporation**	1946
4.	**Registered office address**	9/1, R.N. Mukherjee Road, Kolkata, West Bengal, 700001, India
5.	**Corporate address**	National Engineering Industries, Station Road, Kamala Nehru Nagar, Hasanpura, Jaipur, Rajasthan, 302006, India
6.	**E-mail id**	neical@nbcbearings.in
7.	**Telephone**	03322430383
8.	**Website**	https://www.nbcbearings.com/
9.	**Financial year for which reporting is being done**	1st April 2025 - 31st March 2026 (FY 2025-26)
10.	**Name of the Stock Exchange(s) where shares are listed**	Not listed
11.	**Paid-up Capital**	INR 80,00,000
12.	**Name and contact details** *(telephone, email address)* **of the person who may be contacted in case of any queries on the BRSR report**	Rajan Jain, Chief Sustainability Officer Contact: (+91) 9327593752 Email: rajan.jain@nbcbearings.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):*	Standalone basis
14.	**Name of assessment or assurance provide**	TÜV SÜD South Asia Private Limited
15.	**Type of assessment or assurance obtained**	Reasonable Assurance (for BRSR core indicators) and Limited Assurance (for other indicators)

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	Bearing Manufacturing	Manufacture of wide variety and range of Bearings, such as Ball Bearings, Steel Balls, Taper Roller Bearings, Cylindrical Roller Bearings and Axle Boxes for Railway Rolling Stock including Spherical Roller Bearings, Cartridge Taper Roller Bearings, Needle roller bearing and Large Diameter Special Bearings.	97.39

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	Bearings and its components	28140	97.39

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	4	7	11
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	28

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

12.89%

c. A brief on types of customers

Automotive OEMs, Industrial OEMs, Indian Railways, Replacement market (Dealers & Distributors)

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	1,921	1,794	93.39	127	6.61
2	Other than Permanent (E)	65	60	92.31	5	7.69
3	Total employees (D + E)	1,986	1,854	93.35	132	6.65
Workers						
4	Permanent (F)	1,505	1,476	98.07	29	1.93
5	Other than Permanent (G)	1,563	1,411	90.28	152	9.72
6	Total workers (F + G)	3,068	2,887	94.10	181	5.90

b. Differently abled employees and workers:

S. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled Employees						
1.	Permanent (D)	9	9	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	9	9	100	0	0
Differently abled Workers						
4.	Permanent (F)	7	7	100	0	0
5.	Other than permanent (G)	5	5	100	0	0

6.	Total workers (F + G)	12	12	100	0	0

21. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	5	1	20%
Key Management Personnel	3	0	0

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

	Turnover rate in FY 2025-26 (%)			Turnover rate in FY 2024-25 (%)			Turnover rate FY 2023-24 (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.29	23.04	17.64	13.80	28.79	14.65	10.33	20.00	10.86
Permanent Workers	4.31	15.87	4.55	0.13	0	0.13	1.76	0.68	1.74

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?
1	National Bearing Company	Subsidiary	100	No
2	NEI Properties Limited (NEIP)	Subsidiary	100	No
3	NEI Amsted Seals & Forming Limited (NASFL)	Joint Venture	51	No
4	NBC Global AG	Subsidiary	100	No
5	Kinex Bearings a.s. (Kinex)	Subsidiary	99.73	No
6	Global Supply a.s. (Global Supply)	Subsidiary	100	No
7	NBC Global (Germany) GmbH (NBC Global Germany)	Subsidiary	100	No
8	NBC Global Inc.	Subsidiary	100	No
9	NBC Kaili (Ningbo) Precision Bearings Co. Ltd. (NBC Kaili)	Subsidiary	76	No
10	Kinex Strojaren s.r.o	Subsidiary	100	No
11	Kinex Trading (Shanghai) Co. Ltd. (Kinex China)	Subsidiary	100	No
12	Birlasoft Limited (Birlasoft)	Associate	38.55	Yes
13	Birla GTM Entrepose Private Limited (BGTME)	Associate	42.66	No
14	Ahamani EV Technology India Private Limited (Ahamani)	Associate	35	No

VI. CSR Details

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

ii. Turnover (in INR lakhs) (FY 2025-26): 3,57,056.75

iii. Net worth (in INR lakhs) (FY 2025-26): 3,65,762.39

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 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	-	0	0	-
Investors *(other than shareholders)*	Not applicable	-	-	-	-	-	-
Shareholders	No	0	0	-	0	0	-
Employees and workers	Yes	11	0	-	8	0	-
Customers	Yes	60	0	-	63	0	-
Value Chain Partners	No	0	0	-	0	0	-
Other (Channel partners)	Yes	0	0	-	7	-	-

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	Climate change and emissions management	Risk	Failure to reduce the carbon footprint of operations could jeopardise alignment with India's Net Zero by 2070 commitment, exposing the company to	NEIL is scaling up its use of alternative energy sources to lower emissions intensity, having increased its procurement of renewable energy through Power	Negative

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)
			regulatory action and reputational damage	Purchase Agreements (PPAs); an in-house solar facility is also operational under an OPEX model.	
2	Energy management	Risk	Bearing manufacturing is energy-intensive, and rising energy costs alongside tightening regulatory and customer expectations on renewable adoption affect NEIL's operating costs and ESG standing	Energy efficiency enhancements across plants, including: sensor-based air gauges to cut air consumption in manual bore-checking units; motion sensors in general office areas; pressure-drop optimisation at compressors for power savings; replacement of pre-heaters with a new blower at T3 Chugairo; power-saving mode on the G-14 grinding line, with hydraulics and grinding wheels switched off during idle/waiting conditions; and timer-based lighting control in the BB office area to switch off lights during non-working hours	Negative
3	Water and effluent management	Risk	Increase in water consumption beyond allowed limit	Conduct water audits to assess consumption and discharge patterns across operations; retrofit existing fixtures with water-efficient alternatives	Negative

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)
				(e.g., substituting high-volume spray hoses with conservation-oriented models)	
4	Waste management	Risk and opportunity	Manufacturing generates both hazardous and non-hazardous waste streams, and regulatory as well as customer ESG expectations make effective management essential.	Segregating waste at source, recycling scrap material, ensuring authorised disposal, and optimising processes to minimise waste generation	**Positive:** Cost savings, improved ESG performance. **Negative:** Compliance costs and reputational risk.
5	Material sourcing and efficiency	Risk and opportunity	Bearing manufacturing is material-intensive, and volatile raw material prices combined with responsible sourcing expectations influence cost, quality, and sustainability outcomes	Supplier assessments, responsible sourcing practices, material optimisation, recycling, and process efficiency improvements	**Positive:** Cost optimisation, supply reliability, improved ESG profile. **Negative (if unmanaged):** Cost volatility and supply disruptions.
6	Employee well-being	Opportunity	Robust employee well-being drives higher productivity, engagement, and retention across manufacturing operations	Health & safety initiatives, welfare programs, training and employee engagement.	**Positive:** Higher productivity, lower attrition and improved operational performance.
7	Workforce training and development	Opportunity	Ongoing skill development builds operational efficiency, quality, and future-ready capability in a technology-driven manufacturing environment	Structured training programs, skill upgradation, leadership development and continuous learning initiatives.	**Positive:** Improved productivity, quality, innovation and long-term business competitiveness.

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)
8	Occupational health and safety	Risk	Manufacturing operations carry inherent safety hazards; inadequate controls can result in injuries, operational disruption, and legal non-compliance	Robust OHS management systems, safety training, hazard identification, audits and preventive controls.	**Negative:** Medical, legal and downtime costs if incidents occur.
9	Diversity and equal opportunity	Opportunity	Inclusive and equitable workplace practices strengthen talent attraction, engagement, and organisational culture	Equal opportunity policies, non-discrimination practices, inclusive hiring and sensitisation programs.	**Positive:** Improved talent retention, productivity and employer brand.
11	Human rights and labour management	Risk	A stable workforce underpins manufacturing operations, and manufacturing and supply chain activities carry inherent exposure to labour and worker-rights risks; weak labour practices or non-compliance can lead to disputes, disruptions, reputational damage, legal exposure, and regulatory non-compliance	Compliance with labour laws, fair wages, worker engagement, grievance redressal, and regular audits; human rights policy, supplier due diligence, and employee training	**Negative:** Reputational damage, legal exposure and supply chain disruptions
12	Community development	Opportunity	Meaningful community engagement supports the social licence to operate and strengthens relationships around manufacturing locations	CSR initiatives, local community programs, education, health and livelihood development activities.	**Positive:** Enhanced social licence, reduced operational disruptions and improved brand reputation.

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	N	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
c. Web Link of the Policies, if available	Link	-	Link		Link				
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	-	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	-	N	N
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	ISO 45001	-	-	ISO 14001	-	-	ISO 27001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	-	-	-	-	-	-	-	-	-
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and	Refer to 'President & CEO's message' in the ESG report for FY 2025-26								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
achievements (*listed entity has flexibility regarding the placement of this disclosure)*:									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The President & CEO is the highest authority responsible for implementation and oversight of the Business Responsibility policies.								
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 company operates a well-structured, three-tier ESG governance framework. At the apex sits the Management Committee, led by the President and CEO, with members including the Chief Financial Officer, Chief Operating Officer (who also serves as Chief Sustainability Officer), Chief Technical Officer, Chief Sales & Marketing Officer, and other senior leaders. The next tier is the Steering Committee, chaired by the Chief Sustainability Officer and made up of sustainability leads and SPOCs drawn from all central functions and plants across NEI. At the base is the Core Committee, comprising sustainability leads and SPOCs at the plant level.								

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)								
Principle	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
Performance against above policies and follow up action	Y	-	-	-	-	-	-	-	-	Q	-	-	-	-	-	-	-	-
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	-	Y	Y	A	A	A	A	A	A	-	A	A

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	P 8	P9
	N	N	N	N	N	N	-	N	N

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)							N		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							Y		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							Y		
It is planned to be done in the next financial year (Yes/No)							N		
Any other reason (please specify)							-		

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Code of Conduct	100
Key Managerial Personnel	1	Code of Conduct	100
Employees other than BoD and KMPs	18	ESG, Employee wellbeing, POSH, Occupational Health & Safety (OHAS), IT Security, Anti-corruption & bribery	100
Workers	708	Safety, Health & Environment, Ethics, Human Rights (Child Labour, Forced Labour), Code of conduct and ESG	95.50

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:**

   NIL

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.**

   NA

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.**

   NEI has instituted a comprehensive Anti-Bribery Policy designed to prevent corruption and bribery across all business interactions, while upholding the highest standards of integrity, fairness, and transparency. The Policy is made readily accessible to all employees via the Company's internal web portal across all plant locations, ensuring organization-wide awareness and consistent adherence.

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

NIL

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

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.**

NA

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	61.52	62

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	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	-	-
	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	12.82%	13.69%
	b. Number of dealers / distributors to whom sales are made	569	590
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	79.57%	73.47%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	18.56%	14.61%
	b. Sales (Sales related parties / Total Sales)	9.20%	11.59%
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	-	0.01%
	d. Investments (Investments in related parties / Total Investments made)	79.41%	97.37%

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
7	SG, 5S & Total Productive Maintenance, First Article Inspection,	25.47

	IATF and Awareness session on SOC and IMDS	

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.

NEI's Code of Conduct encompasses provisions to identify and address potential conflicts of interest involving Directors and employees. Any actual or perceived conflict of interest is required to be disclosed promptly to the Board of Directors, thereby ensuring transparency, accountability, and sound ethical decision-making across the organization.

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	0.17%	2.5%	Investment in advanced testing infrastructure including Spherical Plain Bearing Life Testing Machine for Liner & Electrical Pitting Testing Machine to enhance product reliability, reduce premature failures, and support sustainable product development. Major initiatives and R&D expenditure has been completed last year.
Capex	6%	5%	-

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

   NEI has established robust sustainable sourcing procedures that systematically integrate ESG criteria into its supplier quality assessment framework. All suppliers are mandated to comply with NEI's Supplier Code of Conduct, which articulates clear expectations pertaining to environmental, social, and ethical business practices. During FY 2025-26, 100% of new suppliers underwent ESG screening as an integral component of the onboarding process, reinforcing the Company's commitment to responsible procurement.

   In alignment with the Company's broader environmental commitments and policies, NEI accords preference to biodegradable and eco-friendly packaging materials, including paper, cardboard, and paper cuttings. This approach supports the adoption of sustainable inputs across the supply chain while actively contributing to the reduction of overall environmental impact.

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

   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.**

   NEI has instituted a comprehensive waste management system across all its manufacturing facilities, ensuring the safe handling, systematic segregation, and compliant disposal of plastic waste, e-waste, hazardous waste, and other waste categories. Currently, NEI does not undertake reclamation of its products for reuse or recycling at the end of their life cycle. All waste generated at its facilities is channelled to authorized third-party vendors holding requisite licenses for waste management in accordance with applicable statutory norms. These vendors are responsible for the subsequent recycling, reuse, or safe disposal of such waste, thereby minimizing environmental risks and ensuring full compliance with prevailing regulatory requirements.

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.**

Extended Producer Responsibility (EPR) obligations are applicable to the Company. In fulfilment of its EPR targets as mandated by the Central Pollution Control Board (CPCB), the Company procures EPR Credits on an annual basis. Furthermore, in alignment with its EPR plan, the Company submits a waste collection plan to the Central Pollution Control Board of India each year, ensuring continued regulatory compliance and responsible management of post-consumer waste.

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 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.
2814	Taper Roller Bearing	29	Cradle-to-grave	Yes	Yes https://www.nbcbearings.com/sustainability/
2814	Cylindrical Roller Bearing	2	Cradle-to-grave	Yes	
2814	Deep groove ball bearing	41	Cradle-to-grave	Yes	
2814	Unitised tapered roller bearing	-	Cradle-to-grave	Yes	
2814	Double row angular contact ball bearing	2	Cradle-to-grave	Yes	
2814	Cartridge Tapered roller bearing	-	Cradle-to-grave	Yes	

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

   No risks identified

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
Steel	35%	35%

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

   NIL

Note: NEI is the primary manufacturers of bearings for various industrial and automotive applications. The company does not reclaim any plastics, e-waste hazardous or other waste at end of life of products. All wastes are safely disposed off through authorised vendors.

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

NIL

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	Total (A)	% of employees covered by									
		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	1,794	1,794	100	1,794	100	-	-	1,794	100	1,472	82.05
Female	127	127	100	127	100	127	100	-	-	92	72.44
Total	1,921	1,921	100	1,921	100	127	100	1,794	100	1,564	81.42
Other than Permanent employees											
Male	60	60	100	-	-	-	-	60	100	55	91.67
Female	5	5	100	-	-	5	100	-	-	5	100
Total	65	65	100	-	-	5	100	60	100	60	92.31

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

Category	Total (A)	% of workers covered by									
		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	1,476	1,476	100	1,476	100	-	-	1,476	100	1,234	83.60
Female	29	29	100	29	100	29	100	-	-	11	37.93
Total	1,505	1,505	100	1,505	100	29	100	1,476	100	1,245	82.72
Other than Permanent workers*											
Male	1,411	-	-	-	-	-	-	-	-	-	-
Female	152	-	-	-	-	-	-	-	-	-	-
Total	1,563	-	-	-	-	-	-	-	-	-	-

**All the other than permanent workers are provided with benefits through ESI scheme.*

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.12%	0.10%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Current Financial Year)		
	No. of employees covered as	No. of workers covered as	Deducted and deposited with the	No. of employees covered as a % of total	No. of workers covered as	Deducted and deposited with the

	a % of total employees	a % of total workers	authority (Y/N/N.A.)	employees	a % of total workers	authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others- (please specify) Bonus*	100	100	Y	100	100	Y

**The bonus considered is statutory bonus as per the Payment of Bonus Act, 1965.*

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.

NEI is an equal opportunity employer, committed to fostering an inclusive and barrier-free workplace in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. Across all its manufacturing plants and offices, NEI has undertaken progressive upgrades to improve accessibility for differently abled employees and workers, including the installation of ramps and accessible entry pathways to enable seamless movement.

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, NEI has an Equal Opportunity Policy framed in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The policy underscores our commitment to maintaining a workplace that is inclusive, non-discriminatory, and supportive of persons with disabilities. To ensure transparency and ease of access, the policy has been published on our official website, making it available to all stakeholders, including employees and the general public.

https://www.nbcbearings.com/Equal-Opportunity-Employer-2023.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	73.96%	100%	100%
Female	100%	83.33%	NA*	NA*
Total	100%	74.51%	100%	100%

**No permanent worker (female) availed parental leave in previous financial year i.e. FY 2024-25 and current financial year i.e. FY 2025-26, hence return to work and retention rate is not applicable.*

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.**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. A Standard Operating Instruction (SOI) has been established that defines the way grievances raised by permanent workers are recorded, reviewed, and resolved. This process ensures fairness and the timely closure of concerns.

Other than Permanent Workers	Yes. Grievances raised by contract and non-permanent workers are addressed through regular interactions with supervisors and the HR team. These engagements enable early identification of issues and their prompt resolution.
Permanent Employees	Yes. Permanent employees may raise their concerns through the Company's formal Grievance Redressal Mechanism, as documented under NEI's Grievance Redressal Policy. The mechanism is designed to ensure confidentiality, transparency, and a structured approach to resolution.
Other than Permanent Employees	Yes. A grievance redressal mechanism is in place for other than permanent employees through a Grievance Committee. It offers a direct platform for engagement between employees and management, enabling grievances to be raised and resolved in a fair and timely manner.

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

	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)*	% (D/C)
Total Permanent Employees	**1,921**	**-**	**-**	**1,650**	**-**	**-**
Male	1,794	-	-	1,560	-	-
Female	127	-	-	90	-	-
Total Permanent Workers	**1,505**	**1,402**	**93.16**	**1,530**	**1,431**	**93.52**
Male	1,476	1,373	93.02	1,496	1,397	93.38
Female	29	29	100	34	34	100

8. Details of training given to employees and workers

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	1,794	1,794	100	1,695	94.48	1,560	1,560	100	1,482	95
Female	127	127	100	122	96.06	90	90	100	86	95.56
Total	**1,921**	**1,921**	**100**	**1,817**	**Iti**	**1,650**	**1,650**	**100**	**1,568**	**95.03**
Workers										
Male	2,887	2,887	100	2,396	83	1,496	1,496	100	1,197	80.01
Female	181	181	100	155	85.50	34	34	100	27	79.41

Total	**3,068**	**3,068**	**100**	**2,551**	**83.15**	**1,530**	**1,530**	**100**	**1,224**	**80**

**Only permanent employees have received these trainings*

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,794	1,704	94.98	1,560	1,452	93.07
Female	127	121	95.27	90	84	93.33
Total	**1,921**	**1,825**	**95**	**1,650**	**1,536**	**93.09**
Workers**						
Male	1,476	98	6.64	1,496	222	14.8
Female	29	0	0	34	0	0
Total	**1,505**	**98**	**6.51**	**1,530**	**222**	**14.5**

**Only permanent employees and permanent workers are eligible for performance reviews.*
***Performance and career development reviews are conducted annually for permanent workers not covered by collective bargaining agreements. For unionised workers, terms of employment are governed by collective bargaining agreements, which are renegotiated on a triennial basis.*

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?

NEI maintains a robust occupational health and safety management framework covering all employees and workers. Existing plants, Jaipur, Newai, and Vadodara are certified under ISO 45001, reflecting strong alignment with internationally recognised health and safety standards. The Bagru plant operates under structured health and safety management systems aligned with NEI's EHS policy and supporting processes, with ongoing efforts underway to further strengthen these systems and pursue ISO 45001 certification.

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

NEI follows a structured approach to identify work-related hazards and assess risks on both routine and non-routine activities. All safety-related KPIs, including first aid cases, lost time injury frequency rate, near misses, unsafe acts, incidents, and fatalities, are regularly monitored across all plants. Hazard Identification and Risk Assessment (HIRA) exercises are conducted to detect potential risks that could lead to accidents or injuries. Additionally, NEI has established Safety Committees at each plant to facilitate consultation and participation, with periodic meetings focused on specific environment, health, and safety matters to ensure proactive risk management and continuous improvement in workplace safety.

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

Yes, NEI has a safety incident reporting and management process in place that enables workers to report work-related hazards, including accidents, near misses, unsafe conditions, and unsafe acts. All reported issues are addressed through timely corrective actions.

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

Yes, NEI provides access to non-occupational medical and healthcare services for all employees and workers through dedicated Occupational Health Service Centres set up at all plant locations, thereby safeguarding their overall health, safety, and well-being.

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 (per one million-person hours worked)	Employees	0	0
	Workers	0.12	0.27
Total recordable work-related injuries	Employees	0	0
	Workers	1	2
Number of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

NEI is committed to providing a safe and healthy workplace for all employees and workers. Its facilities are ISO 45001 certified, reflecting adherence to the highest standards of occupational health and safety management. NEI carries out regular safety audits with the support of third-party specialists to continually strengthen its safety measures. The Company also invests in comprehensive training programmes to enhance employees' awareness and skills in managing health and safety risks. Together, these initiatives demonstrate NEI's ongoing commitment to fostering a work environment that prioritises the well-being, safety, and protection of its workforce.

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		0			0	
Health & Safety		0			0	

14. Assessments for the year:

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

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.

During the year, one reportable accident occurred in the TRB section, involving contract manpower. Appropriate corrective actions were taken, including the installation of a guard on the machine concerned and the display of safety instructions on all similar machines to prevent recurrence.

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).**

   Employees – Yes

   Workers – Yes

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

   NEI has defined guidelines for supply chain partners as part of its Supplier Code of Conduct for them to pay remuneration to their employees in compliance with the applicable laws and regulations which includes minimum wages, deduction from wages, overtime hours and associated applicable benefits.

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	Nil	Nil	NA	NA
Workers	Nil	Nil	NA	NA

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

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	-
Working Conditions	

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.**

   There were no significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

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

Essential Indicators

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

   NEI maintains a structured, ongoing process for engaging with its stakeholders. From a wider stakeholder universe, the Company narrows down its key groups by evaluating both the degree to which each group shapes NEI's value-creation ability and the extent to which NEI's operations affect them in turn. Applying this lens, NEI currently recognises five principal stakeholder groups, spanning internal and external constituencies: employees and workers, shareholders, suppliers, customers, and channel partners.

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 & 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
Employees & workers	No	Email, SMS, Internal web portal, newspapers	Regular	Learning & development, employee recognition and engagement, performance review and career development, employee well-being and safety
Shareholders	No	Email and annual general meetings	As per schedule	Business strategy, risks and opportunity
Suppliers	No	Email, phone, supplier conferences, monthly meetings with various suppliers, supplier visits	Monthly	Supply related issues, new product development, corrective actions etc.
Customers	No	Email, phone, customer portals, customer conferences etc.	Monthly	Issues related to supply, new market developments, resolution of queries
Channel Partners	No	Telephone, Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, social media, Website	Monthly Meeting, Quarterly, Half Yearly (Chief Dealer & stockists) Quarterly meeting (Chief Dealer & stockists), Annual Meet (Leading & Emerging stockists), Annual Conference (Chief Dealers)	Discussion on Targets, payment outstanding, appointment of new stockists/retailers, mechanic registration, BTL activities, competitor feedback Rewarding & recognizing the performance of

				stockists, target setting and annual review

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.**

   NEI (National Engineering Industries Limited) is committed to maintaining high standards of environmental, social, and governance (ESG) performance. Its ESG governance is anchored in the values of integrity, transparency, and sustainability, which are central to the Company's long-term success and the creation of stakeholder value.

   NEI has put in place a robust, three-tiered ESG governance framework. At the apex is the Management Committee, chaired by the President and CEO at the Board level; this is supported by a Steering Committee led by the CSO at the Head of Plants level; and at the base, a Core Committee headed by the Sustainability Lead at the Functional level. This well-defined structure reinforces the Company's commitment to environmental, social, and governance excellence.

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

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

   Not applicable

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of Employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1,921	1,921	100	1,650	1,650	100
Other than permanent	65	65	100	64	64	100
Total	**1,986**	**1,986**	**100**	**1,714**	**1,714**	**100**
Workers						
Permanent	1,505	1,435	95.37	1,530	1,414	92.41
Other than permanent	1,563	1,563	100	1,452	1,452	100
Total	**3,068**	**2,998**	**97.73**	**2,982**	**2,866**	**96.11**

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

Category	Current FY (2025-26)					Previous 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	**1,921**	**-**	**-**	**1,921**	**100**	**1,650**	**-**	**-**	**1,650**	**100**
Male	1,794	-	-	1,794	100	1,560	-	-	1,560	100
Female	127	-	-	127	100	90	-	-	90	100
Other than Permanent	**65**	**-**	**-**	**65**	**100**	**64**	**-**	**-**	**64**	**100**
Male	60	-	-	60	100	59	-	-	59	100
Female	5	-	-	5	100	5	-	-	5	100
Workers										
Permanent	**1,505**	**-**	**-**	**1,505**	**100**	**1,530**	**-**	**-**	**1,530**	**100**
Male	1,476	-	-	1,476	100	1,496	-	-	1496	100
Female	29	-	-	29	100	34	-	-	34	100
Other than Permanent	**1,563**	**762**	**48.75**	**801**	**51.25**	**1,452**	**-**	**-**	**1,452**	**100**
Male	1,411	667	47.27	744	52.73	1,316	-	-	1,316	100
Female	152	95	62.50	57	37.50	136	-	-	136	100

3. **Details of remuneration/salary/wages**

a. Median remuneration/wages:

	Male	Female

	Number	Median remuneration/salary/ wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)	4	None of the BoD are executive members. Hence, they receive only sitting fee and commission.	1	-
Key Managerial Personnel	3	Not estimated	0	-
Employees other than BoD and KMP*	1,794	15,22,000	127	5,00,000
Workers*	1,476	8,00,000	29	8,00,000

**Permanent employees and workers have been considered.*

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*	7.53%	7.28%

**Permanent employees and workers have been considered.*

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, NEI has designated a focal point to oversee human rights–related impacts and issues. The Chief Human Resources Officer (CHRO) acts as the nodal officer, with responsibility for monitoring human rights matters, ensuring that concerns raised are reviewed in a timely manner, and directing appropriate remedial action consistent with NEI's commitment to ethical and responsible business conduct.

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

NEI maintains an internal grievance redressal mechanism for human rights–related concerns, as set out in its Human Rights Policy. Any employee or worker may report a suspected human rights violation directly to the Chief Human Resources Officer (CHRO), who serves as the nodal officer for such matters. On receiving a complaint, the CHRO may constitute a committee to investigate the matter, examine the facts, engage with the parties concerned, and ensure that a fair and appropriate remedy is provided. Where necessary, the committee may consult senior management to arrive at a thorough and responsible resolution. This process supports transparency and the timely redressal of all human rights–related concerns across the organization.

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	0	0	-	0	0	-

Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	NA	NA
Complaints on POSH upheld	NA	NA

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

NEI has robust mechanisms in place to protect complainants and to ensure that no adverse action is taken against anyone who reports discrimination or harassment. The company adheres to a strict non-retaliation policy and takes all necessary measures to safeguard individuals who raise concerns. Under this policy, any form of discrimination, harassment, victimization, or unfair treatment of whistle-blowers is strictly prohibited. Protection is extended against retaliatory actions such as threats, intimidation, termination, suspension, disciplinary action, transfer, demotion, denial of promotion, or any indirect misuse of authority. NEI further ensures that whistle-blowers experience minimal hardship during and after the disclosure process, reaffirming its commitment to a safe, fair, and transparent working environment.

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

Yes, Human rights requirements are embedded in NEI's business agreements and contracts with its business partners. All suppliers are required to comply with the Supplier Quality Manual, which clearly defines expectations regarding the prohibition of child labor and forced labor, as well as adherence to statutory wage requirements reinforcing NEI's commitment to responsible and ethical business practices throughout its value chain.

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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Since no risks were identified during the assessments, hence, no corrective action is required.

Leadership Indicators

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

   NEI upholds the fundamental principles of human rights across all its operations, guided by the company's Human Rights Policy. Human rights–related grievances are reviewed and addressed by the Chief Human Resources Officer, who acts as the nodal authority for such matters. Based on the cases reported and resolved to date, no modifications or new business processes have been required specifically to address human rights grievances, as the existing systems and policies have proven adequate and effective in managing such matters.

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

   No human rights due diligence has been conducted at NEI.

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, all NEI plants and corporate offices are accessible to differently abled visitors, in line with the requirements of the Rights of Persons with Disabilities Act, 2016, and the company continues to make improvements to ensure a welcoming and barrier-free experience for all visitors.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others- please specify	

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

   NIL

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

Essential Indicators

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources (GJ)		
Total electricity consumption (A)	1,02,189	39,912
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,02,189	39,912
From non-renewable sources (GJ)		
Total electricity consumption (D)	3,96,222	4,26,202
Total fuel consumption (E)	1,19,957	1,19,976
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	5,16,179	5,46,178
Total energy consumed (A+B+C+D+E+F)	**6,18,368**	**5,86,090**
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) (GJ/INR Lakh)	1.73	1.78
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/USD Lakh)	35.23	36.73
Energy intensity in terms of physical output (GJ/number of bearings produced)	0.0024	0.0025

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. Reasonable assurance by TÜV SÜD South Asia Private Limited.

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.**

   PAT scheme is not applicable for NEI.

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	5,204	4,500
(ii) Groundwater	1,80,640	1,81,730
(iii) Third party water	36,139	41,212
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**2,21,983**	**2,27,442**
Total volume of water consumption(in kilolitres)	**2,21,983**	**2,27,442**
Water intensity per rupee of turnover (Total water consumed/ Revenue from operations) (KL/INR Lakh)	0.61	0.69
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/USD Lakh)	12.65	14.25
Water intensity in terms of physical output Total water consumed (KL/ number of bearings produced)	0.0009	0.0010

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. Reasonable assurance by TÜV SÜD South Asia Private Limited

4. Provided 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	-	-
- 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. Reasonable assurance by TÜV SÜD South Asia Private Limited.

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

NEI is committed to the responsible consumption of water across all its sites. The Jaipur plant operates as a Zero Liquid Discharge (ZLD) facility and is equipped with a Mechanical Vapour Recompression Evaporator (MVRE) for effective treatment and reuse of wastewater. The Newai, Bagru, and Vadodara plants do not discharge any wastewater beyond their respective premises. At these locations, NEI has established adequate wastewater treatment and management systems to ensure responsible water use and compliance with applicable environmental norms.

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/Annum	2.59	1.138
SOx	MT/ Annum	3.28	0.040
Particulate Matter (PM)	MT/ Annum	4.75	0.147
Persistent organic pollutants (POP)	-		-
Volatile organic compounds (VOC)	-		-
Hazardous air pollutants (HAP)	-		-
Others- please specify	-		-

**The air emissions have increased since FY 2024-25 as we have enhanced reporting by including process stack 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. Limited assurance by TÜV SÜD South Asia Private Limited.

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

Parameter (tCO_2e)	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	8,139	8,190
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	78,144	86,069
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (tCO_2e /INR Lakh)	0.24	0.29
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_2e /USD Lakh)	4.92	5.91
Total Scope 1 and Scope 2 emission intensity in terms of physical output (tCO_2e / number of bearings produced)	0.0003	0.0004

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. Reasonable assurance by TÜV SÜD South Asia Private Limited.

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

Jaipur

Jaipur's initiatives are centered on energy-efficiency upgrades. Sensors were adopted on manual air-gauge bore-checking units across 25 machines to cut compressed-air and energy consumption, saving 33,337 kWh/year. Motion sensors installed in the general office area auto-switch lighting and load, saving 2,160 kWh/year. Pressure drop across compressors was optimised to reduce power draw, saving 286,171 kWh/year. At T3 Chugairo, pre-water heaters were removed and a new blower installed, cutting the baseline from 188,496 to 42,840 kWh and saving 145,656 kWh/year. On the G-14 grinding line, hydraulic and grinding-wheel units are now switched off automatically when idle, saving 8,221 kWh/year. Timers were also installed to switch off BB office lighting during non-working hours, saving 59,976 kWh/year.

Newai

At Newai, AC plant power was reduced by around 15% against the FY24-25 baseline through operational optimisation, bringing monthly consumption down from 1.66 to 1.44 lakh units, a 12% reduction. A switch to an alternative LPG vendor supplying 45 kg cylinders in place of 33 kg cut leftover gas and reduced consumption from 40,993 to 39,072 kg. The Six Sigma compressor plant project targeted a ~10% cut in compressor-plant power consumption, bringing usage down from 3,471,324 to 3,221,256 kWh/year.

Vadodara

Vadodara's initiatives span emissions control, renewable energy and efficiency upgrades. A 125 kVA DG set was retrofitted for emission control, targeting reductions in CO, HC and PM rather than energy savings. Server-room CO2 fire suppression was replaced with FK-5-1-12 (Novec 1230), using a 76 kg charge of the low-impact agent in place of CO2-based suppression. On the efficiency side, around 50 desktop PCs are being replaced with laptops (200 W to 50 W average draw, used roughly 10 hours/day, 250 days/year), and the Wienstroth furnace's heat-treatment cycle time was cut from 10 to 8 minutes, a 20% reduction, on an assumed base of 50 kW and 2,000 cycles/year.

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)	87	35
E-waste (B)	3	6
Bio-medical waste (C)	0.04	0.02
Construction and demolition waste (D)	-	-
Battery waste (E)	1	7
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	3,516	3,033
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	3,569	1,860
Total (A+B + C + D + E + F + G + H)	**7,176**	**4,941**

Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR Lakh)	0.02	0.01
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/USD Lakh)	0.41	0.31
Waste intensity in terms of physical output (MT/number of bearings produced)	0.00003	0.00002
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	6,920	4,404
(ii) Re-used	6	29
(iii) Other recovery operations	136	445
Total	**7,062**	**4,878**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	17	-
(ii) Landfilling	96	59
(iii) Other disposal operations	-	5
Total	**113**	**65**

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. Reasonable assurance by TÜV SÜD South Asia Private Limited.

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.**

    NEI has established a structured waste management system in accordance with its SOP on Waste Recycling, guided by the principles of Reduce, Reuse, and Recycle (3R). All hazardous waste generated across NEI plants, including used or spent oil, oil-contaminated residues, ETP chemical sludge, spent hardening salts, phosphate sludge, oil and grease skimming waste, contaminated cotton rags and gloves, and empty containers contaminated with hazardous substances, is identified, segregated at source, collected, and stored at designated scrap yard locations with prescribed fluorescent yellow labeling. Hazardous waste authorization is obtained from the respective State Pollution Control Boards, and waste quantities are monitored and recorded using statutory formats. Disposal is undertaken solely through MoEF-authorized recyclers using the prescribed manifest system and Transport Emergency (TREM) cards, ensuring that hazardous waste is dispatched for disposal at least once every 90 days. To minimize the use and impact of hazardous and toxic chemicals, NEI emphasizes improved process controls, enhanced effluent treatment and ZLD systems, and stringent handling and storage practices, thereby reducing waste generation, enabling recycling wherever feasible, and ensuring full regulatory compliance across its operations.

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:**

    The Company does not have any manufacturing facility in an ecologically sensitive area.

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, NEI is compliant with Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules.

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: Jaipur, Newai & Bagru

(ii) Nature of operations: Bearing manufacturing

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,204	4,500
(ii) Groundwater	1,80,640	1,81,730
(iii) Third party water	-	27
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kilolitres)	1,85,844	1,86,257
Total volume of water consumption* (In kilolitres)	1,85,844	1,86,257
Water intensity per rupee of turnover *(Water consumed / turnover)* (KL/INR Lakh)	0.52	0.56
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	-	-
- 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. Limited assurance TÜV SÜD South Asia Private Limited.

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

Parameter	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	2,19,157	1,76,042
Total Scope 3 emissions per rupee of turnover (tCO_2e/INR Lakh)	0.61	0.53
Total Scope 3 emission intensity in terms of physical output (tCO2e/ number of bearings produced)	0.00085	0.00076

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. Limited assurance by TÜV SÜD South Asia Private Limited.

3. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

   None of the sites of the company are in ecologically sensitive areas.

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

   NEI recognizes the critical importance of business continuity planning in ensuring the smooth running of business operations during times of crisis. Business continuity and disaster management are integrated into the planning stage of every new project. The company's Strategy & General Management function is responsible for conducting a risk assessment for each project before it is finalized for execution. All potential emergencies that may arise during a project are identified at the planning stage, and appropriate response measures are prepared accordingly. The company also maintains a robust enterprise risk management framework, supported by a risk governance structure, to address risks relating to both business operations and sustainability.

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.**

   NEI continues to strengthen its sustainable value chain practices to ensure that its supplier ecosystem does not give rise to any significant adverse environmental impact. As part of enhanced due diligence during the year, NEI identified its critical suppliers from an ESG risk perspective and carried out a detailed assessment covering environmental, social, and governance parameters. The assessment confirmed that no significant adverse environmental impacts are attributable to these suppliers. NEI continues to engage with its suppliers through regular monitoring and capability-building initiatives to sustain responsible and resilient value chain practices.

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

7. How many Green credits have been generated or procured.

a. By the listed entity	-
b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners	-

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:

4

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 Industries (CII)	National
2	Automotive Component Manufacturers Association (ACMA)	National
3	Society for Indian Automobile Manufacturers (SIAM)	National
4	Indian Chamber of Commerce	National

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

NIL

Leadership Indicators

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

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.**

   NIL

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

   The majority of NEI's manufacturing plants are located in government-approved industrial areas, ensuring that operations are carried out in compliance with applicable land-use regulations without any adverse impact on local communities.

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

   The company is conscious of the impact of its operations on the community surrounding its plants and offices. The CSR programs are designed keeping in mind the needs of the community members. Any grievance raised by the community can be raised with the CSR representative of the company and adequate action is taken in a timely manner to resolve the grievance.

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	41.91%	38.68%
Directly from within India	81.01%	82.07%

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	16.32%	15.26%
Semi-urban	-	-
Urban	-	-
Metropolitan	83.68%	84.74%

**Permanent employees and workers have been considered.*

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):**

   Not applicable

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

   NIL

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

   As per the NEI Supplier Quality manual and supplier code of conduct, the company encourages procurement from women led enterprises and MSMEs. The company procures from MSMEs, though they have not been classified as marginalised/vulnerable.

   b. From which marginalised / vulnerable groups do you procure? NIL
   c. What percentage of total procurement (by value) does it constitute? NIL

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.**

   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.**

   Not applicable

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

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Maintenance of gardens and roads at Police Commissionerate Office, SMS Stadium gate and its nearby. Parks in shubham enclave. Garden in front of Railway Station, Garden at Collectorate Office Bani Park and Jawahar Circle to Jaipur Airport	Community at large	-
2	Donation to Mohan Foundation Jaipur Citizen Forum (MFJCF) for organ and tissue donation	Community at large	-
3	Payment to Anurag Sangeet Sansthan for providing musical training to specially abled children	Unknown	100
4	Payment to Naya Sawera Society for supporting construction of Sarthak Old Age Home	Community at large	-

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.**

   Customers are among NEI's most important stakeholders, and their feedback and concerns are taken very seriously. The company has a structured process in place to manage customer grievances, wherein every complaint is logged by the Customer Cell and promptly routed to the concerned department for resolution. Grievances are addressed in a transparent, timely, and efficient manner, with a strong focus on minimizing inconvenience and ensuring customer satisfaction.

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	The product is manufactured as per the design specifications of the customer. Hence this is not relevant for the company.
Safe and responsible usage	Customers are adequately informed of the correct usage of the bearings.
Recycling and/or safe disposal	Since all products are manufactured as per OEM's specifications and finally assembled by the OEM in their respective machinery, the recycling or disposal of the products does not fall under the purview of the company.

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

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

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

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

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, the company has an Information security policy that covers cybersecurity issues. The organization is also ISO 27001 (Information security, cybersecurity and privacy protection) certified. The policy is uploaded on the internal company web portal.

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.**

   Since no complaints related to advertising, cybersecurity and data privacy of customers were registered against the company during the reporting period, therefore no corrective actions had to be undertaken. The company is a manufacturer of general-purpose machinery and hence, does not provide any essential services as per the Essential Services Maintenance Act, 1981.

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

   a. **Number of instances of data breaches along-with impact:** 0

   b. **Percentage of data breaches involving personally identifiable information of customers:** 0

   c. Impact, if any, of the data breaches: None

Leadership Indicators

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

   Product related information can be found on company website.

   https://www.nbcbearings.com/products/

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

   NEI manufactures products strictly in line with the specifications provided by its OEM customers, who integrate these products directly into their final offerings for end consumers. As a result, NEI has limited direct interaction with end users and limited scope to educate them on the safe and responsible use of the products. However, for select large customers, such as Indian Railways, NEI provides detailed user manuals and technical guidance to support safe assembly and proper integration of the products into the final product at the customer's end.

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

    The company is a manufacturer of general-purpose machinery such as bearings. It is not in the business of providing essential services to consumers as per the Essential Services Maintenance Act, 1981.

11. **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)**

NEI ensures that customer expectations are met at every stage of product development by manufacturing products strictly in line with customer specifications. All relevant information required by customers and applicable regulations is clearly provided on the products. This typically includes details such as the manufacturing plant, plant division, batch number, and date of manufacture, which are laser coded on each product to ensure traceability, transparency, and regulatory compliance.

Independent Assurance statement on third-party verification of sustainability information

To

The Directors and Management, **National Engineering Industries Limited**

Khatipura Road, Jaipur, Rajasthan- 302006, India

Unique identification no.: **3153258901**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **National Engineering Industries Limited**, to perform an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR') of **National Engineering Industries Limited** for the period from 01-04-2025 to 31-03-2026. The verification was carried out according to the steps and methods described below.

Scope of the verification

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

Reporting standard/framework

The disclosures have been prepared by National Engineering Industries Limited in reference to:

BRSR and BRSR Core – Framework for ESG disclosures and assurance as per SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, including Annexure 16 and Annexure 17A.

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023.

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-26 as listed below

Reasonable level of assurance of 'BRSR 9 Core Attributes (Annexure 1- Format of BRSR Core)

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

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

Responsibility of the Company

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

Verification methodology and procedures performed

The verification engagement was planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group, based on ISAE 3000 (Revised), ISO 17029, and International Organization for Standardization (ISO) 14064-3:2019 for GHG emissions as applicable to the engagement.

Level of Assurance

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

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

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

Sr. No.	Company Name	On-site/Offsite	Detail of Audited Sites
1	National Engineering Industries Limited	Onsite Review	National Engineering Industries Limited Khatipura Road Jaipur- 302006, Rajasthan India
2			National Engineering Industries Limited Plot No. 2 – 7/3, Alindra Estate, Manjusar GIDC Savli, Vadodara- 391775, Gujarat India
3			National Engineering Industries Limited

Sr. No.	Company Name	On-site/Offsite	Detail of Audited Sites
			A-190-191, Phase – II, Bagru Industrial area extension, Bagru Jaipur- 303007, Rajasthan India
4		remote verification	National Engineering Industries Limited Village Gunsi, Newai-304021 Dist. Tonk (Rajasthan) India

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 13-07-2026 to 14-07-2026 and 20-07-2026 to 22-07-2026 the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-2026 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limitations

The assurance process was subject to the following limitations:

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

Use of this Statement

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

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

Independence and competence of the verifier

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

Place, Date: Kolkata, 09-09-2026





Prosenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance

Sanjeev Sharma
Verification Team Leader, TÜV SÜD
Management System Assurance

Annexure I

Sr. No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/E- Essential Indicator)
1.	Green-house gas (GHG) footprint Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Proto-col: Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Other Hazardous waste. Please specify, if any. (G) Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	P6-E9

		Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or no permanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9



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