

We, NRB Bearings Limited (“NRB”) recognize that stakeholder engagement is an integral part of business operations. We strive to provide long-term sustainable value to our stakeholders viz. as investors, employees, customers, business partners, suppliers, government and communities. Therefore, it is vital for us to develop an understanding of our stakeholders’ needs, interests and expectations and we endeavor to achieve this through collaboration and regular interaction with all our stakeholder groups.

We aim to achieve this by:

1. Maintaining positive legal compliance to applicable stakeholder engagement and disclosure regulations;
2. Identifying all stakeholders based on factors such as impact, influence, interest, legitimacy, urgency, etc. and define the purpose, scope, frequency of engagement.
3. Communicating with identified stakeholders on a regular basis according as may be needed.
4. Assigning adequate resources and responsibilities and clear accountability for effective stakeholder engagement, striving to imbibe the principles of inclusiveness and transparency at all times;
5. Establishing clear responsibility about the impact of NRB’s policies, products, services and associated operations on the stakeholders;
6. Considering potential stakeholder engagement risks prior to selecting the level or method of engagement, and devise ways and means to address them. Proper planning and preparation are undertaken to understand the stakeholder profile and facilitate the stakeholder to have an open and credible dialogue;
7. Allowing stakeholders to provide feedback and engage positively in business operations;
8. Proactively engaging with and respond to those that are disadvantaged, vulnerable and marginalized. Additionally, NRB gives special attention and develops special initiatives in relation to stakeholders in areas that are underdeveloped;
9. Ensuring settlement of stakeholder grievances in a fair, equitable and timely manner;
10. Communicating and reporting the outcome of the stakeholder engagement to internal and external stakeholder groups through various modes as appropriate, including but not limited to the annual report, notices on our official website, one-to-one meetings etc.

**11. Common Modes of Engagement with Key Stakeholders:**

<b>Stakeholder Group</b>	<b>Engagement Channel</b>
Investors	<ul style="list-style-type: none"> <li>• Annual shareholder meeting</li> <li>• Annual Report</li> <li>• Quarterly investor presentations</li> <li>• Investor conferences and meets</li> <li>• Press releases</li> </ul>
Employees	<ul style="list-style-type: none"> <li>• Intranet Portal</li> <li>• Employee Welfare events</li> <li>• Trainings and performance management system</li> <li>• Functional and cross-functional committees</li> <li>• Emails, written communication</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Direct consumer calls and meetings</li> <li>• Customer satisfaction surveys</li> <li>• Complaint handling &amp; feedback</li> <li>• Marketing and Advertising</li> <li>• Electronic Communication</li> </ul>
Business Partners	<ul style="list-style-type: none"> <li>• Conferences</li> <li>• Written Communication audio &amp; visual communication</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Supplier meets</li> <li>• Regular interaction through phone, e-mail and in person</li> <li>• Supplier Audits</li> </ul>
Government	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Communications with regulatory bodies Through various chambers of commerce and industry</li> </ul>
Community	<ul style="list-style-type: none"> <li>• CSR Outreach programs</li> </ul>

**Amendment Record:**

<b>Revision No.</b>	<b>Revision Date</b>	<b>Details of Change</b>	<b>Approved By</b>