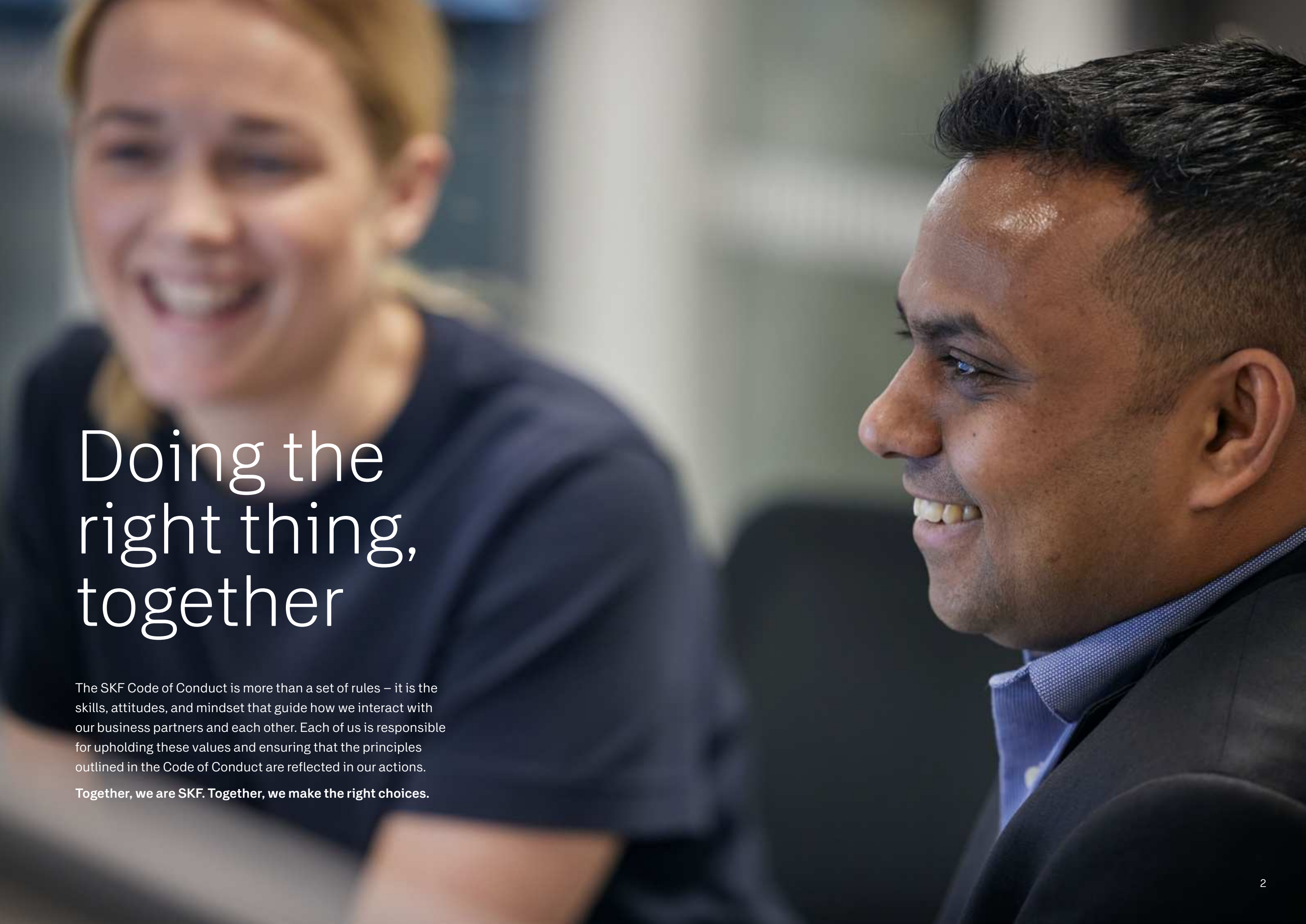


The SKF Code of Conduct

We are SKF – we do the right thing



Doing the right thing, together

The SKF Code of Conduct is more than a set of rules – it is the skills, attitudes, and mindset that guide how we interact with our business partners and each other. Each of us is responsible for upholding these values and ensuring that the principles outlined in the Code of Conduct are reflected in our actions.

Together, we are SKF. Together, we make the right choices.

Our purpose

Together, we re-imagine rotation for a better tomorrow

We are a responsible company. We are aware of the impact of our operations and products on the environment, climate, communities and people, and we are committed to running our business responsibly towards all stakeholders.

Our Code of Conduct, embodying the SKF purpose, serves as a compass for our behaviour and decision-making, promoting a culture of integrity and trust, and helping our employees stay true to our core values: collaboration, curiosity, courage, and care.

Our values

COLLABORATION

Alone, we achieve milestones; together, we transform industries. Through collaboration we build a bond within our global community; wherever we come from, we achieve progress together.

CURIOSITY

The entrepreneurial spirit is deeply rooted in our history and curiosity keeps SKF an innovative and learning organization. By staying curious, we aim to provide solutions that are better for the planet and more reliable for our customers.

COURAGE

We embrace the courage to stand up for what is right and to challenge the norms for the sake of improvement. We should not fear failure while our hearts are in the right place, we practice boldness with integrity. Courage drives SKF towards openness and progress.

CARE

We genuinely care about our colleagues, suppliers, customers, communities, and the environment. We prioritize empathy, reliability, and the ethical practice that is rooted in doing what is right for people and the planet. The well-being, health, and safety of our employees is what leads us to success.

Our responsibility

We recognize a strong responsibility towards our people and business partners, the society and communities we operate in, the environment and the climate. We comply with all applicable laws and regulations in each country where we are present, and adhere to important international standards and guidelines, such as International Labour Organization (ILO) Core Conventions, Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct and United Nations Guiding Principles for Business and Human Rights.

In line with our purpose, we believe in setting higher standards for ourselves in innovation, transparency and integrity. We aspire to make a positive impact on the future and contribute to a more sustainable and ethical business landscape.

This Code of Conduct guides us in taking this responsibility. It helps us to make the right decisions – no matter how big or small they may be.



Easy to find what you're looking for

We have structured our Code of Conduct to be simple and intuitive. Whether you are seeking specific guidance or a broader understanding, everything is organized for quick access.

Commitment aligned with ESG

We are committed to ethical operations, transparency, and accountability. We aim to align with global movements for standardization of ethical practices and contribute to broader societal objectives.

We have integrated the Environmental, Social and Governance (ESG) criteria into our corporate Code of Conduct. All our principles presented in this Code of Conduct are categorized according to these criteria and reflect our goal to foster an open and ethical business culture and perform our duties with care, honesty and integrity.

At SKF, we believe that an ESG approach starts with having a strong Governance, hence we inverted the order to GSE.

Governance

→ **Governance, ethics and compliance**

- Fair business and competition
- Anti-corruption and ethical behaviour
- International trade compliance
- Secure use of company information, assets and resources
- Innovation and responsible use of technologies

Social

→ **People, social and human rights**

- Care for people
- Diversity, equity and inclusion
- Health and safety
- Privacy, integrity and security

Environmental

→ **Environment, climate and resources**

- Environmental sustainability and integrity
- Circularity and environment
- Use of resources



Governance, ethics and compliance

Our principle: We keep an efficient governance to assure adherence to applicable rules and legislations. At the same time, adherence to our Code of Conduct, laws and regulations is the responsibility of each employee in SKF. We conduct our business with integrity and transparency. Our actions and decisions are economically, socially, and ethically responsible.



Fair business and competition

How we create value

We gain and maintain business by creating value for our stakeholders.

How we prioritize shareholders

We strive for a sustainable and improving return for our shareholders. We always consider our shareholders' interests when determining strategies and activities.

How we build business relationships

Our business relationships are built on professionalism, high ethics, and mutual respect. We are open and approachable. The information we provide is factual, correct, and consistent. We provide a fair view of the SKF business and information about SKF's strategies, results, financial position, and development essential to stakeholders in a timely manner, and in accordance with applicable stock exchange rules and applicable legislation.

How we ensure ethical marketing

Marketing shall be respectful and not demeaning or misleading, and adhere to fair competition. This also applies to our social media channels.

How we comply with regulations

All our decisions and activities are compliant with applicable fair trade, competition, and antitrust regulations. We advocate for free and fair trade, striving for an open market and ethical conditions within the legal framework.

How we engage with governments

We establish and maintain relationships with relevant local governments and authorities which are based on trust, transparency, and mutual respect.

How we handle political neutrality

We do not contribute financially to political parties or politicians and do not participate in politics. The Group President and CEO – in person or through explicit delegation – is the only person authorized to express political statements on behalf of SKF.

How we engage with associations

We do not engage with associations where the agenda is not in line with the SKF Code of Conduct or that work against the international standards and guidelines that SKF adheres to.

COLLABORATION | CURIOSITY | COURAGE | CARE

Anti-corruption and ethical behaviour

How we manage contracts and agreements

We honour contracts and agreements, always acting in good faith at every stage of the contract, as we recognize the importance of the reliability and the work of all our business partners.

How we view corruption and criminal activity

We do not participate in any kind of corrupt or other criminal activity. This includes but is not limited to bribes, kickbacks, facilitation payments, money laundering, and terrorism financing. All transactions shall be made in relation to justified compensation for products and services and shall be transparently documented.

How we view fraudulent or dishonest behaviour

We have zero tolerance for any type of fraudulent or dishonest behaviour, including but not limited to insider trading, faked or tampered declarations, certificates, and other relevant documents, or sharing insider or otherwise confidential information in relation to SKF.

How we handle gifts

The value of gifts, favours, and hospitality given to and accepted by representatives of business partners must adhere to the local SKF gift policy, remain moderate, and not exceed local customs or violate local laws or regulations.

How we manage conflict of interest

We do not tolerate any conflict between private, economic, or personal interests and those of SKF. We avoid situations which could suggest such conflicts and aim to be transparent.

How we engage with partners

We do not engage with distributors, agents, and other intermediaries whose ownership structure is not transparent, or which ultimate owner(s) are involved in criminal activities. We advocate for transparency and traceability throughout our complete value chain.

COLLABORATION | CURIOSITY | COURAGE | CARE

International trade compliance

How we manage import and export

We comply with all applicable import and export control laws, regulations, sanctions and embargoes.

How we manage trade authorization and information

We obtain and provide the necessary authorization and correct information when importing and exporting goods, data, know-how and technology.

How we conduct trade due diligence

We conduct due diligence to safeguard that we or our partners are not circumventing any rules.

COLLABORATION | CURIOSITY | COURAGE | CARE

Secure use of company information, assets and resources

How we safeguard company assets

We safeguard company assets from loss, theft, and misuse.

How we protect information

We protect the confidentiality, integrity and availability of information and we ensure that technical and organizational security measures are applied.

How we use company assets

We use company assets, including equipment, infrastructure, and information for business purposes, and not for personal gain, illegal or fraudulent purposes, or in any other inappropriate manner.

How we handle intellectual assets

We ensure the security and protection of valuable intellectual assets.

How we manage stakeholder data

We respect and protect our stakeholders' data and intellectual property rights by the same principles as we protect our own.

COLLABORATION | CURIOSITY | COURAGE | CARE

Innovation and responsible use of technologies

How we utilize technology

We develop and invest in new technologies, digital solutions, and artificial intelligence, which allow us to deliver according to our ambitions and this Code of Conduct.

How we manage product safety

We design, produce, and deliver products and solutions that are safe with relevant safety information, and safe for their intended use. We obtain the necessary certificates and assessments as proof of conforming to industry standards.

COLLABORATION | CURIOSITY | COURAGE | CARE





People, social and human rights

Our principle: We care for people and respect human rights. We ensure a healthy and safe workplace where diversity, equity and inclusion are promoted and where integrity is protected.

Care for people

How we work with human rights

We are committed to respecting internationally recognized human rights and labour standards. Our commitment is based on the International Bill of Human Rights and ILO's Declaration on Fundamental Principles and Rights at Work that include the five fundamental ILO principles. We work systematically to conduct human rights due diligence in our own operations and beyond.

How we take action against harassment

We do not tolerate any forms of sexual or other kinds of harassment, violence, physical or psychological abuse, threats, or intimidation.

How we take action against forced labour

We do not engage in, and we actively work against, the use of forced, compulsory or bonded labour, human trafficking, slavery, or any similar practices. This means, inter alia, that nobody shall be required to lodge "deposits" or identity papers when commencing employment with SKF – for the purpose of restricting freedom – and that all employees shall have a right to terminate their employment with reasonable notice to SKF.

How we take action against child labour

We do not engage in, and we actively work against, the use of child labour. We adhere to ILO's Convention concerning the minimum age for admission to Care for people employment (No. 138, 1973) which sets the

general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions), and shall comply with local laws on minimum age where local laws are incorporating the convention, and otherwise apply the general requirements of the ILO convention.

How we work with fair compensation

We ensure that wages and other related benefits meet at least the legal or industry minimum standard in the country of employment, but always the highest applicable requirement. SKF shall strive for paying a living wage to all employees. Wages and benefits are rendered in full compliance with laws and collective agreements.

How we view union affiliation

We respect the right of all employees to form and join trade unions of their choice and to bargain collectively and individually. We strive to facilitate these rights when freedom of association and collective bargaining are restricted. We ensure that official representatives of such trade unions are not subject to discrimination and that such representatives have access to union members and their workplace. We respect the rights of an employee not to join a trade union.

COLLABORATION | CURIOSITY | COURAGE | CARE





Diversity, equity and inclusion

How we view equal treatment

We have zero-tolerance for discrimination. All employees shall be treated equally, fairly, and with respect, regardless of race, colour, ethnicity, gender, sex, sexual orientation, age, civil or social status, national origin or nationality, disability or diverse abilities, medical conditions (including pregnancy), genetic information, caste, religion, union membership, political affiliation, or any other unique or ordinary trait.

How we promote a good work environment

We recognize diversity as the engine of innovation and growth. We promote a work environment that embraces inclusion, equity, diversity, and well-being for all.

How we promote a fair hiring process

All candidates shall be given a fair chance to compete for job opportunities. Unless overridden by national legislation, only relevant skills and competencies shall be the differentiating factors in selecting the right person for the job. We consider equity and fairness in our hiring processes.

How we work with employee equality

All employees are provided with equal opportunities and remuneration for work of equal value.

How we work with employee development

We provide employees with good opportunities to train for job enrichment and wider responsibility. Employees are entitled to regular performance reviews and competency management reviews.

How we work with learning

We strive to keep our workforce competitive and ensure that their knowledge and skills will remain relevant for SKF. We take pride in being a learning organization.

How we work with social responsibility

We take social responsibility in the local communities where we operate and participate in activities aimed at personal development for less privileged people, supporting education and vocational training, supporting local sports and health initiatives, and stimulating other voluntary work. We respect minorities and indigenous people.

COLLABORATION | CURIOSITY | **COURAGE** | CARE

Health and safety

How we comply

We comply with all occupational health and safety legislation and regulations.

How we work with safe and healthy workplaces

We always offer safe and healthy workplaces for all employees, and for contractors and visitors while on SKF premises. This includes sufficient safety standards in the provision and maintenance of the workplace, workstations and work equipment, appropriate protective measures to avoid exposure to chemical, physical or biological substances, and adequate recorded training and instructions for employees.

How we provide an adequate working environment

We strive to provide an adequate working environment for all our employees, including access to food, clothing, and potable clean water and sanitation at the workplace, and access to adequate housing (if provided). We establish plans and procedures regarding emergency preparedness and response.

How we manage working hours

We comply with applicable laws and industry standards on working hours in every country where we operate. In addition to local legislations, we shall ensure that safety is not compromised through excessive working hours, and we take measures to prevent excessive physical and mental fatigue through appropriate work organization in terms of working hours and rest breaks.

How we encourage work-life balance

We support our employees to establish a healthy work-life balance with special regard to family and we offer flexible working arrangements when possible. We aim to provide proper support for a healthy workforce and to facilitate psychological safety at the workplace.

How we view alcohol and drug use

We shall ensure a safe and sober work environment and not tolerate the use of alcohol, illegal drugs or substances when working at SKF.

COLLABORATION | CURIOSITY | COURAGE | CARE



Privacy, integrity and security

How we handle personal information

We acknowledge privacy, integrity, and personal security. We believe that privacy is an integral part of human rights and helps us conduct our business securely. We only process personal information by the need-to-know principle and ensure that personal data is handled with care and duly protected.

How we work with data privacy and information security

We comply with applicable data privacy and information security legislation when processing personal data and protect them in accordance with contractual obligations.

How we use different technologies

The use of technologies – including artificial intelligence – shall be conducted in an ethical and secure manner.

COLLABORATION | CURIOSITY | COURAGE | CARE



Environment, climate and resources

Our principle: We strive to improve the environmental performance by applying circular business models, focusing on ecological balance, resource and energy efficiency, to reduce the carbon footprint of our operations and products. We comply with environmental laws and promote waste reduction, recycling, and the use of renewable energy sources.

Environmental sustainability and integrity

How we manage environmental compliance

We comply with all applicable environmental legislations and continuously improve our performance and strive to minimize our adverse environmental impact. We obtain and maintain all required environmental permits and other approvals for our operations and conduct environmental due diligence to identify and assess the environmental impact associated with our operations and beyond.

How we share our sustainability progress

We are committed to sharing transparent, accurate and verifiable information about our progress towards becoming a more sustainable company.

How we take individual responsibility for the environment

We as individuals educate ourselves on the impact that our day-to-day professional actions have on the environment to contribute to SKF's ambition to save energy, reduce waste and emissions.

COLLABORATION | CURIOSITY | COURAGE | CARE



Circularity and environment

How we work towards circularity

We work towards a circular economy model by improving our operations, our business model, and the material efficiency of our products and solutions.

How we work towards net-zero

We are committed to measuring and reducing our greenhouse gas (GHG) impact along the entire value chain. At SKF, we have set science-based targets to decarbonize our operations by 2030 and reach net-zero emissions throughout the supply chain by 2050. We expect our suppliers and sub-contractors to join us in this process and implement the necessary measures within their own scope.

How we handle hazardous waste

We aim to reduce the amount of hazardous waste generated in our operations; we look for ways to reuse as much as possible and recycle the rest.

How we view our environmental impact

We acknowledge that SKF has an impact on our environment and that the environment has an impact on SKF. To protect our employees and our operations, we regularly review our emergency and disaster management plans.

COLLABORATION | CURIOSITY | COURAGE | CARE



Use of resources

How we work with responsible sourcing

We are committed to responsible sourcing of raw materials. We conduct appropriate due diligence and obtain and prepare proper documentation.

How we work with our impact throughout the value chain

We closely monitor the environmental and climate effects throughout our entire value chain, from sourcing raw materials to customer use and waste disposal. Our goal is to find practical ways to systematically reduce environmental impacts, including risks and costs associated with soil change, chemicals, hazardous and regular waste, air pollution, harmful noise emissions, and water management.

How we view misappropriation of natural resources

We prohibit the misappropriation of land, forests, and waters. This includes illegal deforestation and the exploitation of water reserves and the oceans.

How we view conflict minerals

We are committed to manufacturing products that are free from “conflict minerals,” as defined by the Responsible Mining Initiative, and complying with related legal obligations.

How we view green steel

We strive to use steel that is produced with low or zero-carbon emission technology (e.g., green steel).

How we manage energy

We globally strive for energy efficiency and promote the use of renewable resources.

COLLABORATION | **CURIOSITY** | COURAGE | **CARE**





It all starts with you

We depend on our employees and stakeholders to ensure that the highest standards of ethical conduct are maintained. Adherence is based on mutual trust, and we shall all be active in preventing, detecting, and reporting misconduct. We inform and invite all employees, suppliers and customers, to report any ethical concerns or complaints.

Here's how you report a concern

We encourage you to report, if you suspect or become aware of decisions, behaviours or other activities that are not in line with the Code of Conduct or if you have any complaints regarding the same. Report the matter to your immediate manager, your manager's manager or to other managers. You may also approach personnel in People Experience, Legal or Compliance with your concerns.



If you feel you cannot report your concern to the line organization, you may report to SKF's whistleblowing channels. You may be anonymous, and your report will be handled as strictly confidential.

All reports are investigated and handled confidentially. SKF's Whistleblowing policy does not allow any retaliation towards anyone raising concerns in good faith.

No exceptions allowed

All SKF employees and individuals working at or on behalf of SKF, are obliged to follow the Code of Conduct. No one in the organization has the mandate to authorize exceptions to it.

Employees are encouraged to raise their concerns and report suspected breaches of the Code of Conduct. They may choose to report concerns to the line organization, or to reporting channels provided by the Group or by the SKF local legal entities.

Managers shall act as role models for the Code of Conduct. They shall actively support employees within their responsibility to understand and adhere to the Code of Conduct and shall promote an open working environment where employees may raise concerns without fear.

Management shall ensure the Code of Conduct is communicated globally and locally, is made available and provided in digital or physical form to all employees in the appropriate local languages.

All employees shall be offered frequent awareness training of the Code of Conduct, as well as training on demand within specific topics related to their responsibilities. On a regular basis, employees shall confirm their commitment to the Code of Conduct.

Compliance with the Code of Conduct shall regularly be followed up and reported to SKF Group Management and Board of Directors.

The implementation shall adhere to local labour rules or union agreements. In case this Code of Conduct conflicts with local laws or regulations, the stricter requirements shall apply.

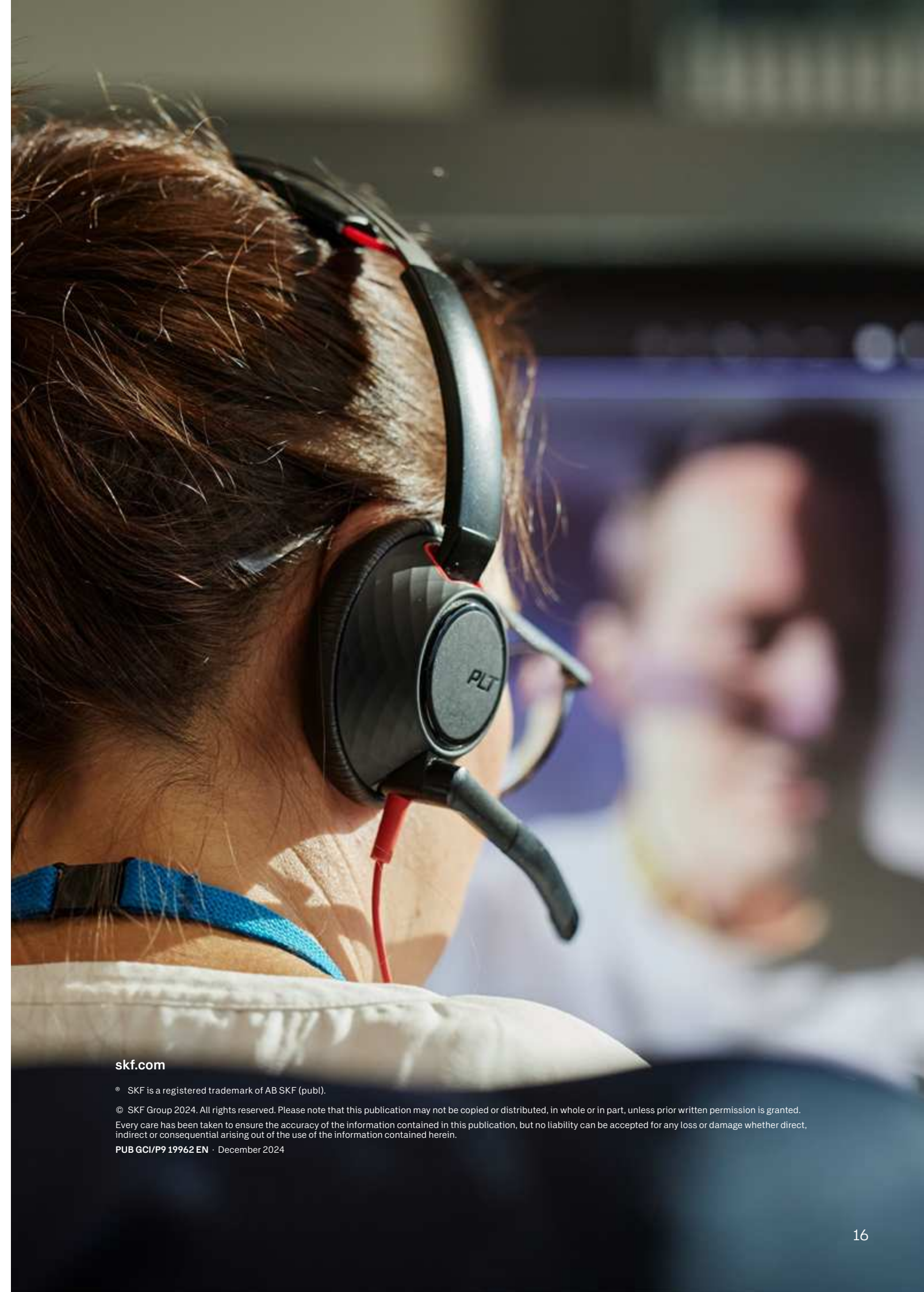
We shall investigate all suspected violations or misconduct and take necessary and appropriate measures in case of breach of the Code of Conduct.

The Code of Conduct in our value chain

We aim to assess and minimize the risks in our full value chain. We shall only engage with business partners sharing similar principles of high ethics and collaborating to protect the reputation of the company and work in accordance with this Code of Conduct.

We provide Codes of Conduct for suppliers and subcontractors as well as for distributors,

agents, and other intermediaries. We trust our business partners to ensure that the highest standards of ethical conduct are maintained, and we monitor them and may use various methods to assess their performance in the compliance areas, including requests for information and audits, and take corrective actions when necessary.



skf.com

® SKF is a registered trademark of AB SKF (publ).

© SKF Group 2024. All rights reserved. Please note that this publication may not be copied or distributed, in whole or in part, unless prior written permission is granted. Every care has been taken to ensure the accuracy of the information contained in this publication, but no liability can be accepted for any loss or damage whether direct, indirect or consequential arising out of the use of the information contained herein.

PUB GCI/P9 19962 EN · December 2024