BIODIVERSITY POLICY

SKIPPER
Limited

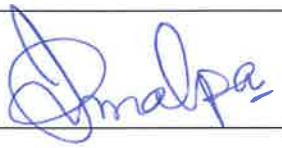
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1. Introduction

Skipper Limited (hereinafter referred to as "Skipper") recognizes biodiversity management as a significant environmental and business risk that requires proactive and structured management. As a diversified manufacturer, we are conscious of the impacts on ecosystem associated with our operations, resource use, and value chain activities.

This Biodiversity Policy outlines our approach to identifying, managing, and mitigating biodiversity and ecosystem-related risks and opportunities across all business segments. It aligns with applicable national and international standards, including the UN SDGs, IFRS-S2 requirements, ISO standards, and India's NGRBC Principles. It is subject to applicable laws such as the Companies Act, 2013 and SEBI Listing Regulations, which will take precedence in case of any conflict.

2. Purpose

This policy aims to:

- Define and reinforce Skipper's ESG commitments.
- Embed sustainability into culture and decision-making.
- Integrate ESG goals into Skipper's business strategy, operations and projects.
- Establish targets, track performance and continuously improve ESG outcomes

3. Scope

This policy is applicable to all operations of Skipper including its EPC business, all its subsidiaries, employees, contract workers, business partners, downstream partners, new acquisitions & mergers, and others with whom Skipper does business.

4. Policy Statement & Commitment

Skipper is committed to integrating biodiversity considerations into its operations to preserve ecosystems and strengthen the resilience of both business and the environment by:

- Work toward achieving 'No Net Loss' of biodiversity by assessing risks, protecting local ecosystems, and managing impacts using the Mitigation Hierarchy - avoid, reduce, regenerate, restore, and transform, especially at sites linked to engineering and infrastructure operations in ecologically sensitive areas.
- Monitor and manage natural resources around project and manufacturing sites to prevent habitat degradation and support ecosystem
- Integrate biodiversity protection and ecosystem awareness into broader environmental impact assessments and compliance processes.
- Encourage restoration initiatives such as greenbelt development, native tree plantation, and landscape-level interventions where feasible.
- Build awareness among employees, value chain partners, and local communities to support biodiversity-positive outcomes in our regions of operations.

5. Accountability & Review

- The Board-level ESG Committee provides strategic oversight and guidance on Skipper's environmental initiatives. The Committee is responsible for monitoring and managing key ESG issues and will review this policy annually, recommending revisions to the Board as considered necessary aligned with Skipper's business.
- The Board shall oversee the implementation of this Policy and review this Policy and allied management systems annually to ensure their continuing applicability and relevance to its operation and evolving stakeholder expectations.

- The Board reserves any right to alter, modify, add, delete or amend any of the provisions of this Policy subject to Applicable Laws.
- The Internal Audit Function conducts periodic assessments and due diligence reviews, while an independent third-party assurance provider is engaged annually to verify key biodiversity-related data and disclosures, ensuring transparency and accountability.