CLIMATE CHANGE POLICY

SKIPPER Limited

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1. Introduction

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

This Climate Change Policy outlines our approach to identifying, managing, and mitigating climate-related risks and opportunities across all business segments. It aligns with applicable national and international standards, including the UN SDGs, Paris Agreement, 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 managing climate impacts responsibly by reducing emissions, improving energy efficiency, and advancing low-carbon solutions. This policy outlines key objectives to guide climate action across our operations and value chain:

- Achieve net-zero emissions by 2050
- Adopt and progressively align with recognised global practices in climate change and energy management, with a focus on reducing greenhouse gas emissions across operations aligned with Paris Agreement
- Monitor direct energy consumption and carbon emissions and pursue continuous improvements in energy efficiency and emissions performance
- Explore process improvements and technological advancements that support the goals of the Paris Agreement, including efforts to limit global warming to 1.5°C
- Increase the use of clean and renewable energy sources, including opportunities for waste energy recovery
- Consider carbon emissions reduction opportunities in project planning and research and development investments, where relevant
- Integrate climate change considerations into strategic and investment decision-making, including the use of internal carbon pricing or similar mechanisms, where appropriate.
- Strengthen energy monitoring systems across manufacturing units to improve visibility of consumption patterns and support data-driven efficiency improvements
- Conduct regular employee training and awareness programmes on energy conservation, responsible energy use and clean technology adoption
- Review annual energy consumption trends to track progress in improving energy intensity and increasing the use of clean energy sources

- Collaborate with employees, value chain partners, and local communities to support collective efforts toward energy efficiency and emissions reduction
- Regularly monitor and review performance against this Policy to ensure energy management remains aligned with our objectives and communicate progress across the organisation and to relevant stakeholders

5. Accountability & Review

- The Board-level ESG Committee provides strategic oversight and guidance on Skipper's climate-related initiatives. The Committee is responsible for monitoring and managing key climate change 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 climate-related data and disclosures, ensuring transparency and accountability.

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