

Vedanta recognised as Kincentric Best Employer 2022

Delhi/Mumbai, 24 February 2023: Vedanta Ltd. today announced that it has been conferred with Kincentric Best Employer Award – India 2022, one of the most prestigious recognitions globally. The award comes as part of Kincentric’s robust assessment that measures and identifies organizations who have transformed their people practices driving better business outcomes.

Vedanta's people-first approach is geared towards fostering a culture that is engaging and empowering. The core values of the organization nurture innovation, creativity and diversity. The company’s top class people practices make for an enriching experience for its employees. Vedanta’s HR philosophy encompasses an inclusive approach to become an industry leading employer across all businesses.

Receiving the award on behalf of the company at an award ceremony held in Mumbai, **Mr. Sunil Duggal, Group CEO, Vedanta Ltd.** said, *“We are humbled on being conferred the prestigious Kincentric Best Employer award. This recognition by Kincentric is a testament of our people first approach. At Vedanta, people are our greatest asset, and we are very proud of our globally benchmarked people practices.”*

Speaking on this recognition, **Ms. Madhu Srivastava, CHRO, Vedanta** said, *“It is a matter of pride to have been recognized as a Kincentric Best Employer, that demonstrates our commitment to people and our continued focus on creating an engaging and agile environment built on trust and shared values.”*

Mr. Praveen Purohit, Dy CHRO, Vedanta Ltd, added, *“The recognition is a testimony of our progressive HR programs, continuously setting benchmarks in best global people practices, creating a strong pipeline of leaders and sustaining Vedanta as an employer of choice through some of the industry leading key initiatives.”*

Kincentric, a global HR Advisory firm performs a study of Best Employers across geographies. The study involves a four step rigorous selection process comprising of individual employee-experience

questionnaires, CXO-experience questionnaires, and extensive auditing of HR Processes by industry experts.

With over 50 years of employee research and decades of experience and specialist expertise in culture and engagement, leadership assessment and development, HR and talent advisory, and diversity, equity and inclusion, Kincentric partners with organizations to improve their health from the inside, transform at scale and achieve Best Employer levels of performance.

Earlier in 2022, Vedanta was also certified as Great Place to Work, for the second consecutive year, an endorsement of its industry-leading people practices making it an employer of choice.

About Vedanta Limited:

Vedanta Limited, a subsidiary of Vedanta Resources Limited, is a diversified global natural resources company with significant operations in Oil & Gas, Zinc, Lead, Silver, Copper, Iron Ore, Steel, and Aluminium & Power across India, South Africa and Namibia. For two decades, Vedanta has been contributing significantly to nation building. Governance and sustainable development are at the core of Vedanta's strategy, with a strong focus on health, safety, and environment. Vedanta has put in place a comprehensive framework to be the ESG leader in the natural resources sector. Vedanta is committed to reducing carbon emissions to zero by 2050 or sooner and has pledged \$5 billion over the next 10 years to accelerate the transition to net zero operations. Giving back is in the DNA of Vedanta, which is focused on enhancing the lives of local communities. The company's flagship social impact program, Nand Ghars, have been set up as model anganwadis focused on eradicating child malnutrition, providing education, healthcare, and empowering women with skill development. Under the aegis of the Anil Agarwal Foundation, the umbrella entity for Vedanta's social initiatives, the Vedanta group has pledged Rs 5000 crore over the next five years on social impact programs with a thrust on nutrition, women & child development, healthcare, animal welfare, and grass-root level sports. Vedanta has been listed on the Dow Jones Sustainability World Index 2022, conferred Golden Peacock Award for excellence in Corporate Governance 2022 and certified as a Great Place to Work 2022. Vedanta Limited is listed on the Bombay Stock Exchange and the National Stock Exchange.

For more information, please visit www.vedantalimited.com

Disclaimer

This press release contains "forward-looking statements" – that is, statements related to future, not past, events. In this context, forward-looking statements often address our expected future business and financial performance, and often contain words such as "expects," "anticipates," "intends," "plans," "believes," "seeks," "should" or "will." Forward-looking statements by their nature address matters that are, to different degrees, uncertain. For us, uncertainties arise from the behaviour of financial and metals markets including the London Metal Exchange, fluctuations in interest and or exchange rates and metal prices; from future integration of acquired businesses; and

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from numerous other matters of national, regional, and global scale, including those of a political, economic, business, competitive or regulatory nature. These uncertainties may cause our actual future results to be materially different than those expressed in our forward-looking statements. We do not undertake to update our forward-looking statements.

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