

Vedanta Rolls Out Largest-Ever FY25 Stock Options Worth ₹450 Cr

- *Allocation jumps 80% in 5 years; setting a new benchmark in employee stock options*

New Delhi, September 1, 2025: Vedanta Group (NSE: VEDL), India's leading critical minerals, energy transition metals, oil and gas, and technology conglomerate, has set a new benchmark in inclusive wealth creation by awarding **Employee Stock Options Scheme (ESOS)** worth over INR 450 crore in FY25. The ESOS grant includes top management and entry-level professionals, making it one of the most democratized stock options programs in corporate India.

In an industry where stock options are largely reserved for CXOs and senior executives, Vedanta's approach is radically inclusive. While global tech giants and some Indian unicorns have started experimenting with broader employee stock options distribution, most of them have limited or no such offerings for freshers. Even in cases where such options are extended, they are typically offered as a one-time grant rather than a sustained, year-on-year benefit.

Vedanta has administered its employee stock option scheme for over 20 years, demonstrating the company's long-term commitment to instilling ownership mindset among employees. The equity awards have increased by over 80% in a period of just 5 years.

Employee stock options are a form of employee benefit plan that allows them the right to purchase company shares at a deep-discounted price (Re1), rewarding their role in organisational growth. This is deemed as a performance incentive and aids in wealth-creation.

Mukesh Sharaf, a mid-career HR professional at Vedanta's BALCO, said, "The stock options scheme played a pivotal role in helping me secure a home for my family. It's more than a financial benefit - it's a symbol of trust and long-term partnership that Vedanta offers to its employees."

"Thanks to the stock options scheme, I was able to fund the education of my younger brother in one of the best engineering colleges in India, invest in my own professional growth, and support my parents. It has not only provided financial empowerment but also a deep sense of ownership and belonging to the Vedanta family," said Shivam Kumar, Lead Project Safety, Cairn Oil & Gas, Barmer.

Vedanta is the first major natural resources company in India to implement such a wide-reaching stock option plan. This inclusive policy extends participation even to early career professionals, distinctly setting it apart in the corporate landscape. From engineers at plant sites to executives at the beginning of their careers, Vedanta's employee stock options policy ensures that every employee has skin in the game and a share in the organisation's success. For freshers, the program is particularly rewarding, with ESOS grants equivalent to nearly 30% of their fixed pay, offered in addition to their compensation. This translates into wealth creation potential of several lakhs as early as three years of joining.

The organization is driven by its Founder and Chairman Anil Agarwal's vision to empower women and youths and to fast-track their career growth in terms of leadership opportunities as well as greater financial independence in a fast-growing organisation like Vedanta.

Vedanta has not only empowered its workforce but also redefined how industry leaders can drive employee motivation, retention, and long-term loyalty.

Mamta Bhagat, Head - Business Partner Management at Vedanta Aluminium, Jharsuguda, secured her family's future with a land investment. "I utilized my stock options to purchase a plot of land near my mother's home. The employee stock options scheme gave me not just a financial cushion but the confidence to dream bigger. I feel proud to be part of an organization that truly empowers its people."

Similarly, Neha Guha, Deputy General Counsel - Legal at Vedanta's Cairn Oil & Gas, a working mother is carefully building a corpus for her child's education. "Being a working mother, the stock options scheme gave me the confidence that I'm building something valuable for my child's future. It's a thoughtful initiative that turns loyalty into long-term wealth creation."

About Vedanta Limited

Vedanta Group is a global leader in critical minerals, transition metals, energy, and technology, with operations spanning India, South Africa, Namibia, Liberia, UAE, Saudi Arabia, Korea, Taiwan, and Japan. As the world's largest integrated producer of zinc, the fourth-largest global producer of silver, and one of the top producers of aluminium globally, Vedanta plays a pivotal role in the global supply of essential materials for the energy transition. The Company is also India's only private oil and gas producer and one of the largest private power producers. A global ESG champion, Vedanta is committed to achieving net-zero emissions by 2050 or sooner. Through its transformative social impact initiatives, the company has improved the lives of nearly 7 million people in underserved regions. For more information, please visit www.vedantalimited.com.

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