

BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street, Fort  
Mumbai – 400 001

National Stock Exchange of India Limited  
“Exchange Plaza”  
Bandra-Kurla Complex, Bandra (East),  
Mumbai – 400 051

**Scrip Code: 500295**

**Scrip Code: VEDL**

**Sub: Grant and Vesting of Stock Options under Vedanta Limited Employee Stock Option Scheme**

Dear Sir(s),

Pursuant to Regulation 30 of the Securities and Exchange Board of India (“SEBI”) (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, we hereby notify that the Nomination and Remuneration Committee (“NRC”) of Vedanta Limited (the “Company”), in its meeting held on October 31, 2025, has approved the following:

**1. Vesting of the Employee Stock Option Grants 2022 under Vedanta Limited Employee Stock Option Scheme to the eligible employees of the Company and its Subsidiary Companies**

The general terms and conditions of the said vesting are as follows:

| S. No. | Particulars                                                                                                               | Details                                                                                                                                                                                                                                                       |
|--------|---------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Brief details of options granted                                                                                          | The present instance is vesting of options granted in 2022, on completion of the performance period and subject to achievement of performance conditions.                                                                                                     |
| 2      | Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (if applicable) | Yes                                                                                                                                                                                                                                                           |
| 3      | Total number of shares covered by these options                                                                           | <u>Options Granted</u> - 1,47,66,707 equity shares (each option is convertible into 1 equity share of face value ₹ 1/- each)<br><br><u>Options Vested</u> – 46,91,300 equity shares (each option is convertible into 1 equity share of face value ₹ 1/- each) |
| 4      | Pricing Formula/Exercise Price                                                                                            | ₹ 1 (Par value)                                                                                                                                                                                                                                               |
| 5      | Options Vested                                                                                                            | 46,91,300                                                                                                                                                                                                                                                     |
| 6      | Time within which option may be exercised                                                                                 | 8 months or such other time period as may be approved by NRC of the Company.                                                                                                                                                                                  |
| 7      | Options exercised                                                                                                         | The exact options exercised will be determined post the exercise period is closed.                                                                                                                                                                            |
| 8      | Money realized by exercise of options                                                                                     | The money realized by exercise of options will be determined post the exercise period is closed.                                                                                                                                                              |
| 9      | The total number of shares arising as a result of exercise of option                                                      | The total number of shares arising as a result of exercise of option will be determined post the exercise period is closed.                                                                                                                                   |
| 10     | Options lapsed                                                                                                            | The options lapsed will be determined post the exercise period is closed.                                                                                                                                                                                     |

**VEDANTA LIMITED**

**REGISTERED OFFICE:** Vedanta Limited, 1<sup>st</sup> Floor, ‘C’ wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai – 400093, Maharashtra, India | T +91 22 6643 4500 | F +91 22 6643 4530  
Email: comp.sect@vedanta.co.in | Website: www.vedantalimited.com

CIN: L132O9MH1965PLC291394

| S. No. | Particulars                                                                          | Details                                                                                                                                         |
|--------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| 11     | Variation of terms of options                                                        | NA                                                                                                                                              |
| 12     | Brief details of significant terms                                                   | Options are vested based on a combination of business and individual performance over a sustained period, after approval of NRC of the Company. |
| 13     | Subsequent changes or cancellation or exercise of such options                       | No changes                                                                                                                                      |
| 14     | Diluted earnings per share pursuant to issue of equity shares on exercise of options | Diluted earnings per share pursuant to issue of equity shares on exercise of options will be determined post the exercise period is closed.     |

## 2. Performance based grants under the Vedanta Limited Employee Stock Option Scheme to eligible employees of the Company including Key Managerial Personnel and Senior Management

The general terms and conditions of the said grant are as follows:

| S. No. | Particulars                                                                                                               | Details                                                                                                                                                                                               |
|--------|---------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Brief details of options granted                                                                                          | Grant of 97,80,400 stock options (The options shall vest on completion of the performance period subject to achievement of performance conditions and includes the allotment assumed for new joiners) |
| 2      | Whether the scheme is in terms of SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (if applicable) | Yes                                                                                                                                                                                                   |
| 3      | Total number of shares covered by these options                                                                           | 97,80,400 equity shares (each option is convertible into 1 equity share of face value ₹ 1 each)                                                                                                       |
| 4      | Pricing Formula/Exercise Price                                                                                            | ₹ 1 (Par Value)                                                                                                                                                                                       |
| 5      | Option Vested/Vesting Schedule                                                                                            | 36 months from the grant date                                                                                                                                                                         |
| 6      | Time within which option may be exercised                                                                                 | 8 months from the date of vesting                                                                                                                                                                     |

The meeting of the members of the NRC of the Company commenced at 12:35 p.m. IST and concluded at 12:55 p.m. IST.

We request you to kindly take the above information on record.

Thanking you.

Yours sincerely,

**For Vedanta Limited**

**Prerna Halwasiya**

**Company Secretary and Compliance Officer**

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