



Vedanta grants ₹2,500-crore stock options over 5 years

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VEDANTA LIMITED HAS rolled out India's largest employee equity grant in the manufacturing sector, creating a cumulative wealth of nearly ₹2,500 crore for its workforce through sustained Employee Stock Option (ESOP) allocations over the past five years.

Under its latest initiative, ESOP 2025, the diversified metals-to-energy conglomerate extended stock options worth over ₹500 crore to nearly 1,200 first-time recipients, including freshers — part of one of India's most extensive employee ownership programmes.

Vedanta's ESOP framework covers almost 40% of its total workforce across plants, functions, and seniority levels.

The company has maintained a continuous ESOP culture for over two decades, embedding shared ownership into its compensation philosophy. Remarkably, Vedanta is among the few conglomerates offering ESOPs to freshers and early-career professionals, with allocations amounting to nearly 30% of fixed pay over a three-year vesting cycle.

Shares are allotted at a deeply discounted price of ₹1, enabling employees to participate in the firm's growth with minimal investment. With Vedanta's stock trading near record highs, employees have unlocked significant value — often using the proceeds to buy homes, fund education, or meet family goals.

The most recent ESOP 2022 vesting cycle delivered over 80% share value appreciation, generating more than ₹300 crore in wealth for employees.

Chairman Anil Agarwal's vision, the firm said, is to democratise wealth creation and promote equitable financial opportunities, particularly for young professionals and women.