Vedanta Targets 50% Women in its Workforce, with 35% in STEM

New Delhi, 10 February 2026: On the occasion of the International Day of Women and Girls in Science (11 February), Vedanta Limited announced that women now account for over 35% of its STEM fresher hiring, rising to 45% with leadership and management roles combined. Building on this momentum, the company is targeting over 50% women hiring in STEM roles starting this year.

The milestone marks one of the most significant gender shifts in India's metals, mining, manufacturing and energy sector, industries that have historically been among the most male-dominated globally.

Aligned with the United Nations' 2026 International Day of Women and Girls in Science theme, which calls for accelerating gender equality in scientific education, innovation and leadership, the announcement comes at a critical juncture for India. While women constitute nearly 40–45% of India's STEM graduates, they represent less than 30% of the global STEM workforce, according to the UNESCO Institute for Statistics, with participation historically even lower in sectors such as metals and mining, where **representation has often remained in the single digits globally**.

Vedanta's progress demonstrates how sustained, industry-led action can help bridge the gap between education and long-term scientific and technical careers.

Redefining Women's Participation in Metals and Mining

Over the past few years, Vedanta has emerged as a sectoral outlier by redefining women's participation in core industrial roles. Its initiatives across operations reflect women's growing presence across the metals and manufacturing value chain.

Priya Agarwal Hebbar, Non-Executive Director, Vedanta Ltd. and Chairperson, Hindustan Zinc Ltd., said, "Science and technology will shape India's journey towards a truly *Atmanirbhar* and *Viksit Bharat*. At Vedanta, we believe this future is built when talent grows together. From being the first in India to send women miners underground and enable night shifts in mines, to building all-women aluminium production line (potlines) and locomotives, we are demonstrating what is possible. When girls see these pathways, they don't just choose STEM, they choose to lead."

Digital Transformation as an Equaliser

A key enabler of this shift has been the adoption of advanced digital technologies across Vedanta's operations. Increased automation, real-time monitoring, standardised operating procedures and digital safety systems have made metals and mining workplaces safer, more predictable and inclusive. These advancements have also enabled night shifts for women across operations, reinforcing Vedanta's commitment to equal opportunity and operational parity in core industrial roles.

Across Vedanta's businesses, women scientists, engineers and technologists are increasingly shaping outcomes in mining, metallurgy, process engineering, environmental sciences, digitalisation and energy systems. Their work supports India's self-reliance in critical minerals, metals and oil & gas, strengthens domestic value chains, and contributes to the global energy transition through innovation-led efficiency, decarbonisation and responsible resource development.

Talent Strategy Across Life Stages

This progress is underpinned by a **multi-pronged talent strategy** spanning early career entry, progression and long-term retention. Vedanta partners with all-women engineering colleges for full-time and internship roles, offers transparent career growth pathways, and runs leadership platforms that amplify women role models in science and technology.

Supporting women across different life stages, the company has introduced progressive policies such as **spouse hiring** to enable talent mobility, **a year-long childcare sabbatical** for caregiving needs, and a **'No-Questions-Asked' work-from-home day each month** focused on mental and physical well-being. **Integrated townships** near plant locations further enable long-term careers through access to schools, hospitals, daycare centres, recreational facilities and a vibrant social ecosystem.

As part of its focus on long-term retention and leadership continuity, **Vedanta has extended stock option grants to women leaders across its businesses**. By enabling equity participation, the Group is strengthening a sense of ownership, deeper alignment with value creation, and sustained leadership commitment over the long term.

Success Stories from the Field

Women scientists at Vedanta are already translating this vision into measurable impact. At **Vedanta Aluminium's Jamkhani and Ghogharapalli coal mines in Odisha**, geologists **Koyel Chatterjee, Bidisha Das and Pallavi Konch** play critical roles across exploration, geological modelling, mine planning and coal quality management, strengthening both productivity and sustainability. Alongside technical delivery, they have also driven environmental initiatives such as plantation programmes and digital integration.

At **Vedanta's Cairn Oil & Gas, Sulaxna, Geology & Geophysics Head for Rajasthan North**, is driving data-led decisions for optimal well placement across the Mangala, Bhagyam and Aishwariya assets in Rajasthan's Barmer Basin. Through advanced reservoir characterisation and proactive risk management, her team enabled real-time drilling decisions that shortened well depths by around 80 metres, delivering cost and time savings. Her work also helped mature four out of six side-track well targets in the Mangala field, adding nearly 800 barrels of oil and supporting production stability.

Strengthening the Future Pipeline Through Social Impact

Complementing its workforce initiatives, Vedanta is strengthening the pipeline of future women in science, engineering and technology through targeted social impact programmes across underserved communities in its operational regions. Since 2021, **STEM-focused initiatives have reached over 50,000 women and girls, aligned with SDG 4 (Quality Education) and SDG 5 (Gender Equality)**.

Programmes such as Unchi Udaan in Rajasthan have enabled first-generation learners like **Nirma Kunwar from Debari, Udaipur**, to secure admission to MNIT Jaipur in Civil Engineering, illustrating the transformative impact of sustained STEM interventions for girls.

Through inclusive hiring, digital transformation, progressive workplace policies and deep-rooted community investment, Vedanta is building an ecosystem where women in science are central to India's industrial growth, resource security and clean energy transition.

About Vedanta Limited

Vedanta Limited (NSE: VEDL; BSE: 500295) is the world's leading producer of metals, oil & gas, critical minerals, power and technology. The company supplies essential materials that power the global energy transition, emerging technologies and the green economy of the future. Its diversified portfolio supports

industrial growth, energy security and technological advancement across global value chains. With operations spanning India, Africa, the Middle East and East Asia, Vedanta is embedded in high-growth geographies shaping the next era of global development. Sustainability anchors the Company's strategy, guided by strong ESG governance, people-first workplaces, and a commitment to achieving net-zero emissions by 2050 or sooner. By operating at the intersection of resources, technology and human potential, Vedanta is strengthening economies, empowering communities, and creating enduring value for all stakeholders. For more information, please visit www.vedantalimited.com.

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