Vedanta Ranked Among India's Top 100 Workplaces by Great Place to Work®

• *23% women representation, ~100 transgender employees, and nearly ₹2,500 crore in employee wealth created through ESOPs over the last 5 years*

New Delhi, June 25, 2026: Vedanta Group, one of the world's leading natural resources, critical minerals, energy and technology companies, has been recognized among India's Top 100 Best Companies to Work For 2026 by Great Place to Work® India. The recognition reflects Vedanta's continued focus on building a high-trust, high-performance and inclusive workplace where employees are empowered to grow, innovate and create impact.

Over the last five years, Vedanta has enabled nearly ₹2,500 crore in employee wealth creation through its broad-based ESOP (Employee Stock Option) programme, while building one of India's youngest and increasingly diverse workforces. Today, 40% of its employees are under the age of 30, women account for 23% of the workforce, and nearly 100 transgender professionals are employed across its businesses — marking a significant shift in workforce composition within the industrial sector.

Great Place to Work® is the global authority on workplace culture, assessing organizations based on employee trust, workplace experience and people practices. Since 1992, it has been enabling organizations to create exceptional workplaces through a rigorous, research-driven methodology and has surveyed more than 100 million employees around the world.

Commenting on the achievement, Neha Sharma, CHRO, Vedanta Group, said, "This recognition reflects a deliberate shift in how we are building Vedanta for the future — where performance, inclusion and ownership go hand in hand. In a sector traditionally seen as rigid, we are reimagining the workplace by empowering a young workforce, expanding opportunities for women and underrepresented groups, and enabling employees to directly participate in value creation. Our focus is not just on attracting talent, but on building an ecosystem where people can grow with the business, share in its success, and shape the next phase of industrial transformation in India."

Vedanta's businesses are integral to India's growth story, spanning sectors critical to the nation's future — from metals and critical minerals to energy and technology. With operations of immense scale and complexity, Vedanta offers employees the opportunity to be part of high-growth businesses that are looking at doubling capacity in near term, creating pathways for steep career trajectories.

The richness of job content, exposure to diverse business environments and the opportunity to solve real-world challenges make Vedanta an attractive destination for professionals seeking future-ready careers. As the world transitions towards a net-zero future and industries evolve rapidly, employees get the opportunity to work on global-scale initiatives, build deep expertise and contribute to businesses that are shaping India's industrial transformation.

The scale of Vedanta's operations is powered by a strong focus on innovation and technology. By leveraging digital capabilities, automation, artificial intelligence and data-led solutions, Vedanta is building more efficient, sustainable and future-forward operations. This creates an environment where employees work at the intersection of industry, technology and innovation, solving complex problems that have a long-lasting impact.

What makes Vedanta truly unique is that it brings together the expertise and stability of a global conglomerate with the agility of a startup. This unique combination enables employees to take ownership, innovate and create impact while growing alongside businesses that are continuously evolving.

Vedanta has built one of corporate India's most democratized ESOP programmes, extending ownership opportunities from entry-level professionals to senior leadership. This approach fosters an ownership mindset and reinforces a shared culture of growth, value creation and excellence across the organization.

Alongside career opportunities, Vedanta continues to provide a wholesome quality of life through integrated world-class townships offering quality housing, healthcare, education, sports infrastructure and community living.

Diversity, equity and inclusion remain central to Vedanta's people strategy. The company supports women through different life stages with structured return-to-work programmes post maternity leave. These efforts are complemented by a flexible and progressive workplace environment, including inclusive shift policies that enable women to take up night-shift roles across operations, supported by robust security frameworks.

The recognition by Great Place to Work® reinforces Vedanta's ongoing transformation into a high-performing, people-centric organization — one that is not only creating business value, but also setting new benchmarks in inclusive growth, employee ownership and people practices across India's industrial sector.

About Vedanta
Vedanta Group 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.

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