

Vedanta Bets on Engineering Talent as Industrial Skills Demand Rises, Engineers Form 42% Workforce

New Delhi, September 15, 2026: On National Engineers' Day, Vedanta Group, India's leading metals, oil & gas, critical minerals, power and technology conglomerate, highlighted the strength and diversity of its engineering workforce, with **engineers comprising 42% of its workforce** across its businesses.

With **engineers** spanning traditional sectors such as electronics, chemical, petroleum, electrical, metallurgical, mining and thermal engineering to emerging specializations like environment, design, artificial intelligence, data science, renewable energy and robotics, Vedanta brings together technical talent across some of the most complex industrial environments in the country. Its engineers work across world-class underground mines, large-scale smelters, refineries, oil and gas assets, power plants and mineral processing facilities, applying their expertise to topics ranging from productivity, resource efficiency and process optimisation to safety and reliability.

The diversity of Vedanta's engineering talent is reflected in the way it builds its talent pipeline. The Group hires young professionals from **premier institutions including IITs, NITs and leading private universities**, alongside experienced professionals with specialised expertise. Through structured development programmes, cross-functional assignments, mentorship and frontline exposure, engineers have opportunities to build careers across businesses and functions, gaining both technical depth and a wider understanding of large-scale industrial operations.

"As a Computer Science Engineer, stepping into metal production and digitalisation took me beyond my comfort zone and challenged me to understand how technology can work alongside people, processes and the realities of the field. The experience at Vedanta has taught me the importance of experimentation, asking the right questions, learning from failures and, most importantly, bringing people along in the journey of transformation. Moreover, I get a ringside view of global best practices. It has reinforced my belief that the true impact of engineering lies in using innovation to make operations safer, smarter and more productive.", said **Priya Singh, an engineer from Vedanta Aluminium** who recently won Chairman Anil Agarwal's Digitalisation & AI Award for an AI-enabled drone project at one of the operational sites.

For Vedanta's engineers, the scale of the organisation translates into opportunities to work on challenges that go well beyond individual functions. Across Vedanta's businesses, engineers work at different points of the industrial value chain, from exploration and processing, to manufacturing and power generation. At **Hindustan Zinc (NSE: HINDZINC)**, engineers work across some of the world's largest underground zinc mining operations and zinc-lead smelting facilities, applying engineering and technology to enhance safety, productivity and resource recovery. At **Vedanta Aluminium (NSE: VAML)**, engineering teams operate across mining, developing emerging new alloys, refining and large-scale aluminium smelting, working on process optimisation, automation, energy efficiency and manufacturing performance.

At **Vedanta Oil and Gas (NSE: VOGL)**, petroleum and mechanical engineers contribute across exploration, production and asset management, applying technologies such as digital twins and predictive and prescriptive maintenance to improve operational reliability and resource recovery. At **Vedanta Power (NSE: VEDPOWER)**, engineers work across power generation, control and instrumentation and plant reliability, supporting the continuous supply of power to state grids.

At **Vedanta Iron and Steel (NSE: VISL)**, engineers contribute across the iron ore value chain, while at **Vedanta Limited's (VEDL) FACOR**, engineering expertise spans mining, captive power and charge chrome operations, bringing together disciplines including metallurgical, mechanical, electrical and civil engineering.

Vedanta's scale also creates an engineering environment where professionals can work across established industrial systems while being encouraged to explore new approaches. Engineers collaborate with technology providers, start-ups, academic institutions and internal teams to identify solutions to operational challenges and take them from concept to implementation. Vedanta's combination of **large-scale industrial capability and entrepreneurial agility** gives engineers the opportunity to work on cutting-edge established operations while also helping shape how those operations evolve. It enables young professionals to learn from experienced technical teams, take on high-impact assignments and develop capabilities beyond their core specialisations. The Group also enables **internal talent mobility**, giving engineers opportunities to move across businesses, functions and operating environments, broaden their exposure and build diverse career paths within Vedanta.

Vedanta's engineering talent pipeline is designed to build capabilities for the industries of the future. As the Group expands into digitalisation, AI, sustainability, advanced manufacturing, critical minerals and energy, engineers are combining core technical expertise with emerging skills.

With India's ambitions across manufacturing, energy, critical minerals and technology growing, Vedanta remains focused on enabling its diverse engineering workforce to learn, innovate and take on complex challenges that will shape India's next phase of industrial growth.

About Vedanta Group

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.

For any media queries, please contact:

Sonal Choithani

Chief Brand & Communications Officer, Vedanta Group

Sonal.Choithani@vedanta.co.in

gc@vedanta.co.in

Disclaimer: This press release contains "forward-looking statements" – that is, statements related to future, not past, events. In this context, forward-looking statements often address our expected future business and financial performance, and often contain words such as "expects," "anticipates," "intends," "plans," "believes," "seeks," "should" or "will." Forward-looking statements by their nature address matters that are, to different degrees, uncertain. For us, uncertainties arise from the behaviour of financial and metals markets including the London Metal Exchange, fluctuations in interest and or exchange rates and metal prices; from future integration of acquired businesses; and from numerous other matters of national, regional, and global scale, including those of a political, economic, business, competitive or regulatory nature. These uncertainties may cause our actual future results to be materially different than those expressed in our forward-looking statements. We do not undertake to update our forward-looking statements.