

Familiarization Program for Directors

Purpose and Objective

- To implement a structured and comprehensive orientation and training programme for Independent and Non-Executive Directors upon their appointment, enabling them to gain an in-depth understanding of the Company, its operations, business model, industry dynamics, and the environment in which it operates;
- To continuously update Directors on significant changes so that they are equipped to take informed and timely decisions.

Orientation Program upon induction of New Directors

- A comprehensive familiarisation pack is provided to newly inducted Directors, which includes the Company's Corporate Profile, Mission, Vision and Values Statement, organisational structure, corporate history and key milestones, Memorandum and Articles of Association, Annual Report, Policy on Prohibition of Insider Trading, Investor Presentation, and the latest Annual Reporting Suite comprising the Sustainability Report (SR), Transparency Report (TTR), Climate Action Report, and Taskforce on Nature-related Financial Disclosures (TNFD) Report. It also contains the charters and policies of various Board Committees, the schedule of upcoming Board and Committee Meetings, extracts of previous Board minutes, and CEO and CFO reports for the preceding quarters.
- A detailed Appointment Letter is issued to the Director for acceptance, clearly setting out the role, duties and responsibilities, terms of remuneration, performance evaluation process, insurance coverage, the Vedanta Code of Conduct, and disclosure-related obligations.
- Separate interactive orientation sessions are arranged with senior management and key business and functional heads, generally spanning 30–40 minutes per session. These sessions cover the Company's financial performance and operations, key functions, risk management framework, and internal audit processes. Relevant business and functional presentations are made during these interactions.
- Periodic visits to the Company's plants and business locations are also organised to provide Directors with first-hand exposure to and deeper insight into the Company's operations.

Other initiatives to update the Directors on a continual basis

- The Board maintains an active communication channel with the executive management, facilitating a free flow of information and enabling Directors to raise queries and seek clarifications to develop a comprehensive understanding of the Company and its operations.
- Presentations made by senior management at Board and Committee Meetings provide regular updates on the regulatory and business environment, business plans, risk management framework, internal audit and internal controls, cyber security, health, safety and environment (HSE), compliance status, tax and treasury matters, key accounting issues, CSR initiatives, human resources updates, digitalisation and technology initiatives, Company policies, and other relevant matters.
- The Directors are also kept abreast of the Company's and its subsidiaries performance/operations/ updates/ major developments affecting the business by various reports on quarterly basis;
- Detailed updates on significant statutory and regulatory amendments, judicial pronouncements relating to industry-specific laws, together with their implications and the Company's action plans, are regularly circulated to the Directors.
- Directors are periodically given opportunities to visit the Company's plants and business locations, where they are apprised of operational and sustainability aspects, including initiatives relating to safety, quality, CSR, and sustainability, enabling a deeper understanding of the Company's activities.
- Separate meetings of Independent Directors are convened to facilitate discussions on the performance of the Company and the Board, key risks, competitive landscape, strategy, leadership strengths and areas of improvement, governance and compliance matters, and Board evaluation processes, allowing them to exchange views and make recommendations

to the Chairman and other Board members.

- The Company also facilitates dedicated interactions between Independent Directors and credit rating agencies, enabling discussions on the Company's credit profile, financial strength, governance practices, industry-wide risks, and the rationale underlying rating assessments.
- One-on-one meetings with the Statutory Auditors are organised to facilitate focused discussions on internal audit effectiveness and the internal control environment.

In addition, the Company provides real-time access to relevant information and documents to Board Members through a secure digital application accessible on laptops and iPads.

Disclosures

The Policy shall be uploaded on the Company's website for public information and a web link for the same shall also be provided in the Annual Report of the Company.

Further, details of familiarization programs imparted to Independent Directors including the following details shall be made available on the website:-

- Number of programs attended by independent directors (during the year and on a cumulative basis till date),
- Number of hours spent by independent directors in such programs (during the year and on cumulative basis till date);
- And other relevant details

Review of the Program

The Board will review this Program and make revisions as may be required.

DETAILS OF FAMILIARISATION PROGRAMMES TO INDEPENDENT DIRECTORS DURING THE FINANCIAL YEAR 2025-26

[Pursuant to Regulation 25(7) and 46 (2) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015]

Sr. No.	Area	Topics	Delivered by	Mode
1.	Business and Industry	<ul style="list-style-type: none"> ▪ Business and Operational Performance of the Company along with its Subsidiaries ▪ Industry developments, emerging trends, and market outlook 	Business	Board / Committee Meeting, Periodical updates
2.	Finance and Treasury	<ul style="list-style-type: none"> ▪ Financial Results and Performance ▪ Borrowing & liquidity position ▪ Investment, loans & guarantee 	CFO	Board / Committee Meeting
3.	Environment, Social and Governance (ESG)	<ul style="list-style-type: none"> ▪ CSR and ESG Initiatives and their impact ▪ ESG Aims / Commitments ▪ Vedanta Sustainability Framework ▪ Human Resource updates, Diversity & Inclusion ▪ Corporate Governance Framework ▪ Cyber Security 	Departmental	Board / Committee Meeting, Periodical updates. The CSR and ESG Committee oversees these initiatives.
4.	Risk Management Framework	<ul style="list-style-type: none"> ▪ Internal Audit Plans and findings ▪ Internal financial controls ▪ Risk Management Systems 	Departmental	Committee Meeting, Periodical updates. Audit & Risk Management Committee oversees these functions.
5.	Legal and Regulatory Compliance	<ul style="list-style-type: none"> ▪ Update on Regulatory Framework and subsequent amendments ▪ Compliances with all applicable laws and regulatory requirements ▪ Compliance Management System ▪ Status of material litigations and key legal matters ▪ Investor Engagement and Shareholder's update 	Group General Counsel / CFO / CS	Board / Committee Meeting
6.	Company Purpose and Key Drivers	<ul style="list-style-type: none"> ▪ Company's vision and mission ▪ Core Values ▪ 7 pillars of Vedanta ▪ Key Leadership positions ▪ Key Programs 	Chairman / CHRO	Board / Committee Meeting
7.	Cybersecurity and Data Governance	<ul style="list-style-type: none"> ▪ Annual Training of the Board and Senior Leadership ▪ Collaboration with Technical experts 	Third Party Collaborating Agency/IT Department	Virtual Training Sessions

Summary of the familiarisation programmes undertaken for Directors through Board and Committee Meetings during FY 2025-26 is given below:

1. Comprehensive presentations were made to the Board and Committee Members, providing an in-depth overview of the Company's operations, strategic priorities, risk and compliance framework, internal control environment, CSR and sustainability/ESG initiatives, and cybersecurity preparedness.
2. Independent Directors have attended Training on Cyber security during the year spending approximately 2 hours. There have been approx. 10 sessions (Approx 20 hours) covering various topics on a Cumulative Basis till date.