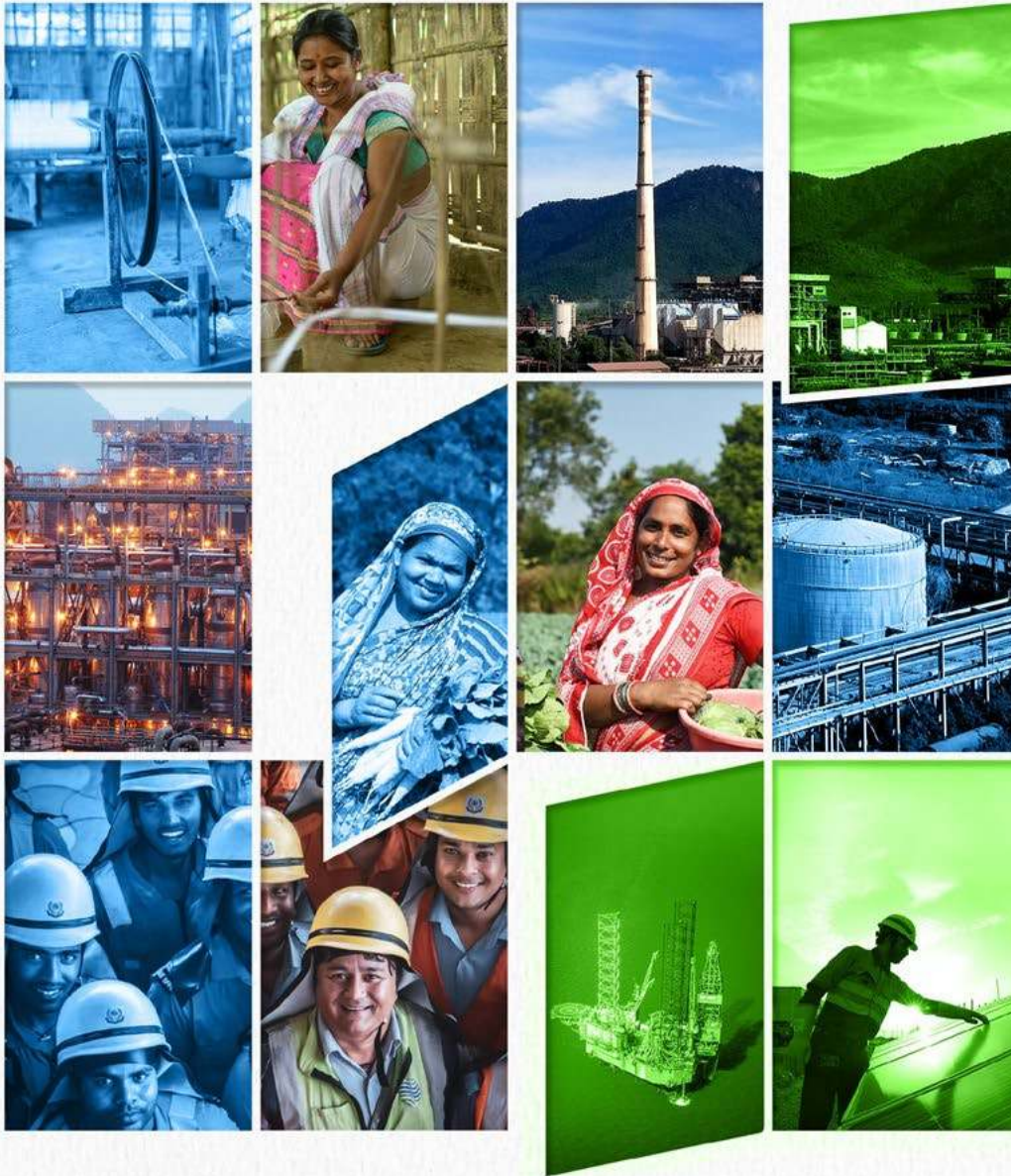




Building Lasting Impacts

Sustainability Report FY 2025



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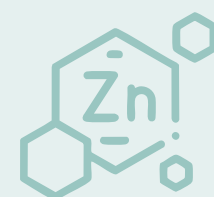


Business units covered in the boundary

Zinc

Business Unit

- Hindustan Zinc Limited
- Vedanta Zinc International



Entities

- Rampura Agucha Mine
- Zawar Mines
- Rajpura Dariba Mine (RDM)
- Sindesar Khurd Mine (SKM)
- Dariba Smelter Complex (DSC)
- Chandaria Smelters
- Kayad Mines
- Debari
- Pantnagar
- Gamsberg
- Black Mountain Mines

Locations

- Rajasthan, India
- Uttarakhand, India
- South Africa



Oil & Gas



Business Unit

- Cairn Oil & Gas

Entities

- RJ North
- RJ South
- RJ North Midstream
- Ravva
- Suvali
- Jaya
- Assam Operations

Locations

- Barmer, Rajasthan
- Raggeswari, Rajasthan
- Viramgam, Gujarat
- Surasaniyanam, Andhra Pradesh
- Suvali, Gujarat
- Jaya, Cambay
- Hazarigaon, Assam



Nickel

Business Unit

- MALCO Energy Limited ("MEL")

Locations

- Goa

Entities

- Nicomet



Aluminium

Business Unit

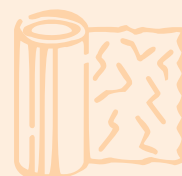
- Bharat Aluminium Company Limited ("BALCO")
- Vedanta Aluminium Metal Limited
- Vizag General Cargo Berth Private Limited

Locations

- Korba, Chhattisgarh
- Jharsuguda, Odisha
- Lanjigarh, Odisha
- Visakhapatnam, Andhra Pradesh

Entities

- BALCO Smelters & Power Plants
- VAL - Jharsuguda
- VAL - Lanjigarh
- Chotia Mines
- Jamkhani Mines



Power



Business Unit

- Talwandi Sabo Power Limited ("TSPL")
- Athena Power
- Meenakshi Energy Limited
- Locations
- Mansa, Punjab
- Jhanjgir Champa, Chattisgarh
- Nellore, Andhra Pradesh

Copper

Business Unit

- Sterlite Copper
- Fujairah Gold FZE

Locations

- Silvasa, Maharashtra
- Tuticorin, Tamil Nadu
- UAE



Steel

Business Unit

- ESL Steel Limited

Entities

- ESL Plant
- Iron Ore Odisha

Locations

- Bokaro, Jharkhand
- Odisha



Iron Ore

Business Unit

- SESA Iron Ore

Entities

- Sesa Coke Vazare
- Value Added Business
- Karnataka Iron Ore Mines (IOK)
- Iron Ore Goa (IOG)

Locations

- Vazare, Maharashtra
- Goa
- Chitra Durga, Karnataka



Ferro Chrome

Business Unit

- Ferro Alloy Corporation Limited ("FACOR")

Entities

- FACOR CCP & Power Plant
- Ostapal Mines
- Kalarangiatta Mines

Locations

- FACOR CCP & Power plant
- Ostapal mines
- Kalarangiatta mines

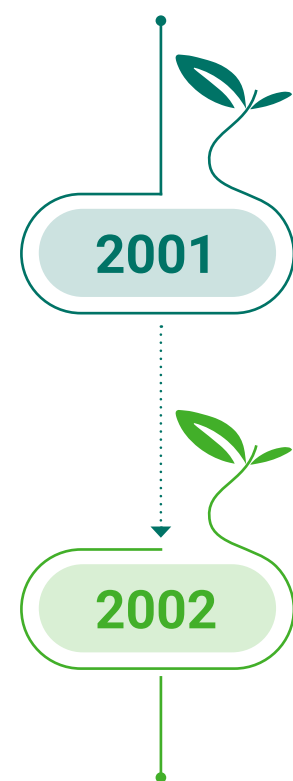


Vedanta's Milestones

Acquired 26% stake in Hindustan Zinc Limited (HZL) and Acquired 51% stake in Bharat Aluminium Company (BALCO)

Entry into zinc and lead sector; HZL becomes a global leader in zinc production. Along with Entry into aluminium sector, expanding Vedanta's metals portfolio.

2001



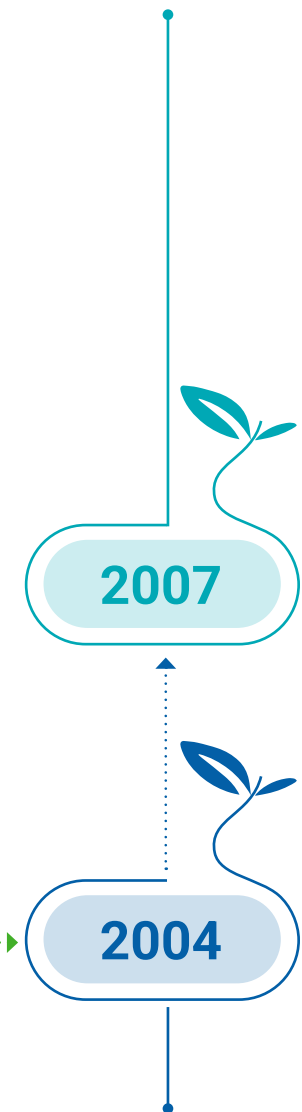
Listed on London Stock Exchange (LSE)

First Indian company to list on LSE, enhancing global visibility and governance standards.

Acquired 51% stake in Sesa Goa

Expanded into iron ore mining, diversifying beyond base metals.

2007



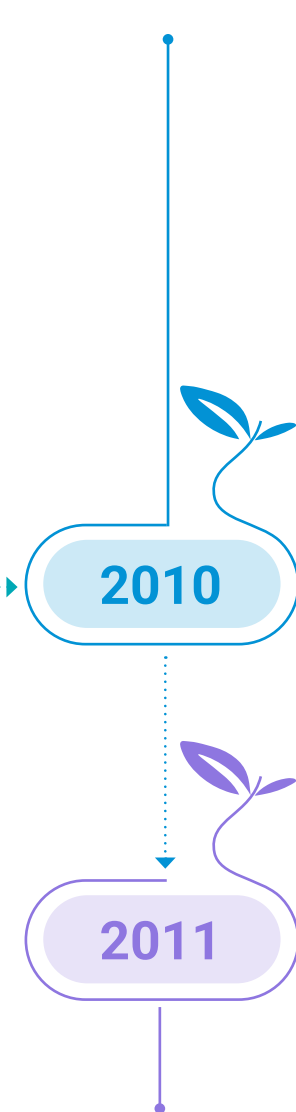
IPO on NYSE

Largest IPO by a non-US company at the time, increasing access to global capital.

Acquired Cairn India (58.5% stake)

Entry into oil and gas sector, diversifying from metals/mining.

2010



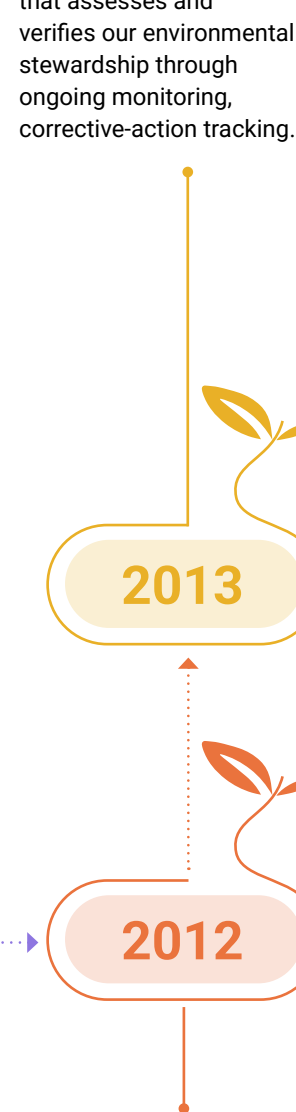
Acquired Vedanta Zinc International (VZI)

VZI is our global zinc, lead, and silver business.

Launch of Vedanta Sustainability Assurance Process (VSAP)

The VSAP is a framework that assesses and verifies our environmental stewardship through ongoing monitoring, corrective-action tracking.

2013



Launch of Vedanta Sustainability Framework (VSF)

VSF integrates our policies, standards, and guidance into a unified system.

Launch of Nand Ghar Initiative

Flagship CSR program for women and children, now 2,300+ centers in 11 states.

2017



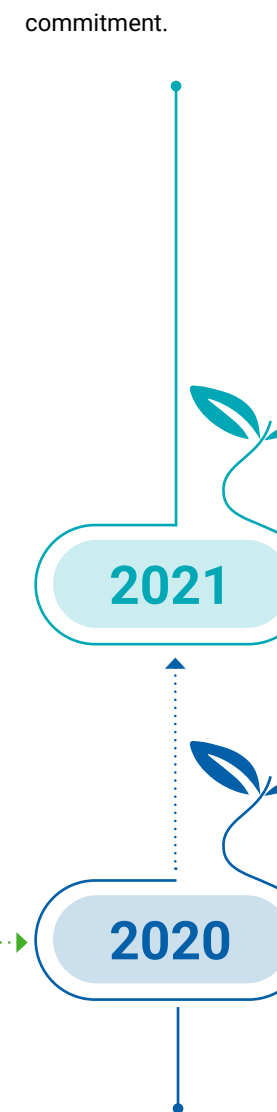
Acquired FACOR & ESL

We entered the steel sector to expand our metals portfolio and diversified into ferroalloys to support our steel and alloy operations.

Net Zero by 2050 Commitment

Announced target to decarbonize operations by 2050. Progressing towards the NET ZERO commitment.

2021



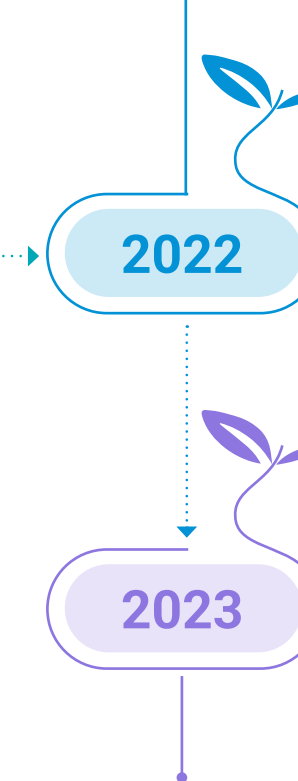
Largest Green Power Purchaser (Aluminium Business)

Aluminium business became India's largest buyer of renewable energy.

Re-imagined ESG Ambitions

'Transforming Elements' to 'Transforming for good'. Introduced- 3 Pillars- Transforming communities, Transforming the planet, Transforming the workplace. Board ESG Committee established- Extended Board Sustainability Committee to Board ESG Committee.

2022



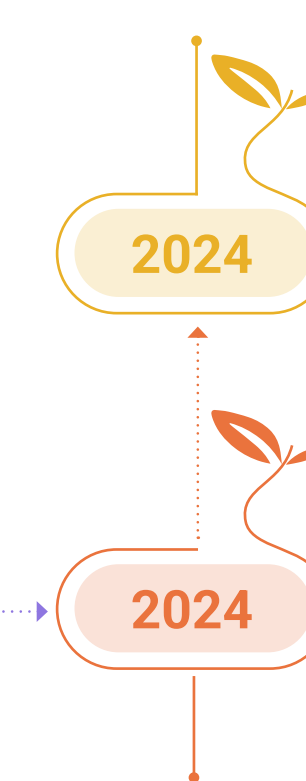
Social Performance Steering Committees at All Sites

Strengthened social governance and stakeholder engagement.

Launch of 1.03 GW RE RTC Capacity Construction along with Announcement of \$6 billion investment across verticals, incl. new demerger

Construction underway to meet 2030 renewable energy goals. Major investment in aluminium, zinc, iron ore, steel, oil & gas; plan for vertical split and new listed firms.

2024



Launch of VEDAS (Vedanta Academy for Sustainability) with AXA Climate

Upskilling 100,000+ employees and partners for ESG leadership.



Building Lasting Impacts

At Vedanta, we recognize that our true impact is measured not only by the resources we extract, but by the value we create for society and the environment. As a global natural resources company, our purpose goes beyond financial performance—we are committed to contributing meaningfully to the communities we serve and to the stewardship of the planet's resources.

This year's theme, **"Building Lasting Impacts,"** reflects our intention to focus on progress that endures, even as we navigate a complex and evolving sustainability landscape.

Our vision is to be sustainable use of the earth's resources for development, balancing economic growth with environmental protection and social responsibility. This year we made gradual yet measurable strides to set a realistic tone for the enduring contributions we strive to make in this

decade.

Our approach is grounded in the three pillars of our sustainability strategy: transforming communities, transforming the planet, and transforming the workplace.

Over the past year, we have continued to invest in skill development, education, and healthcare, while also working to improve gender diversity and inclusion within our workforce. We remain focused on supporting local communities and have expanded initiatives to enhance our water stewardship, as seen in our recycling of our Internal water to be 29% in FY 2025. On the environmental front, we are advancing our journey toward net zero carbon emissions by 2050, with ongoing investments in renewable energy, waste reduction, and low-carbon technologies. Our efforts are aligned with India's climate goals and the United Nations Sustainable Development Goals, though we recognize that progress has been steady rather than rapid. We continue to strengthen our biodiversity management, guided by a "do no harm" approach and science-based assessments.

We recognize that the journey toward lasting change is not always

straightforward. While FY 2025 presented its challenges, it also offered important insights. We have made progress in several areas, and although some aspects of our sustainability performance have remained steady, we are focused on enhancing our efforts and continuing to build on these accomplishments moving forward. This reality underscores the importance of resilience, continuous improvement, and transparent reporting.

As a company central to the supply of minerals vital for the energy transition, we remain mindful of our responsibilities and the expectations of our stakeholders. Our focus is on building a foundation for long-term value creation—one that is rooted in accountability, partnership, and a commitment to shared prosperity.

"Building Lasting Impacts" is not just a theme for this year's report; it reflects our ongoing journey. We are committed to learning from our experiences, adapting to new challenges, and working collaboratively to ensure that Vedanta's legacy is defined by positive and enduring contributions to people and the planet.



Chairman's Statement



“As we navigate a rapidly changing global landscape, we are committed to fostering a culture that embraces new technologies, nurtures creative solutions, and builds strong partnerships across industries and communities. This future-ready mindset empowers us to not only adapt but lead the way in creating sustainable value — transforming challenges into opportunities for growth, resilience, and shared prosperity. Together, We Build Vedanta's Future.”

Dear Stakeholders,

Our company shares its name with our revered ancient texts. It also shares their philosophy of oneness and harmony between humans and nature. Preserving our environment and caring for the planet is India's civilizational ethos. In the modern world, we call it sustainability. And it is at Vedanta's core.

There is no conflict between profit and a sense of responsibility towards our people, communities, and the environment. At Vedanta, these are two sides of the same coin. Our approach is not to view sustainability as a separate initiative but as an integral part of how we conduct business — influencing everything from capital allocation and operational efficiency to stakeholder engagement and community development.

The fiscal year 2025 was a significant period for Vedanta. The world is in a period of churn whether geopolitics, geoeconomics or technology. There are challenges but we like to view them as opportunities.

In many ways, the future economy of the world is being increasingly determined by the forces of the energy transition and the advance of technology, particularly AI. The energy transition is quite obviously in the interest of sustainability. But it requires large amounts of minerals and metals to sustain it. The transition will truly happen if the materials that underly it is available and affordable. This puts companies such as ours at the forefront. The adoption of AI, among other things, requires intensive energy, as much of it “clean” as is possible. Again, this positions

Vedanta very well in terms of what is required. As grow to meet these demands, we have to be continuously aware of our own footprint. To keep this low, technology is our best friend. The game is already changing. Modern mining is a technology-intensive and environment-sensitive industry.

One of the key areas of focus during the year was our ongoing commitment to reducing our environmental footprint. To this end, we have made meaningful progress in advancing our decarbonisation roadmap. This includes securing renewable energy capacity of nearly 299 MW, which is a significant step towards reducing our reliance on fossil fuels and lowering greenhouse gas emissions across our operations. In addition, we have invested in low-

carbon technologies, particularly in our aluminium and zinc businesses, where energy consumption and emissions are substantial. Our focus on environment goes beyond carbon reduction. Water management remains a critical priority. We have implemented water conservation and recycling initiatives to optimize usage and minimize discharge, ensuring that we contribute to the sustainable management of water resources in the regions where we operate. Biodiversity management is another area where we are making steady progress, with programs designed to protect and restore local ecosystems, working closely with environmental experts and community stakeholders.

Sustainability at Vedanta is a holistic concept that encompasses environmental, social, and governance (ESG) dimensions. While environmental goals are vital, we also recognize that true sustainability requires addressing social impact and governance with equal rigor. Over the past year, we have continued to deepen our engagement with the communities around our operations. Initiatives such as the Nand Ghar program, which focuses on early childhood development and women's empowerment, exemplify our commitment to social upliftment. We believe that investing in education, health, and livelihoods is essential to building resilient communities and fostering inclusive growth.

Gender diversity and inclusion remain important priorities for Vedanta. We have made steady progress in

increasing women's representation across our workforce and leadership ranks, recognizing that diverse perspectives and inclusive cultures drive better decision-making and innovation. Our policies support equal opportunities, workplace safety, and employee well-being, creating an environment where all employees can thrive. We continue to invest in leadership development programs and talent pipelines that nurture future leaders from diverse backgrounds.

Governance is a cornerstone of our sustainability framework. Vedanta is committed to maintaining high standards of transparency, accountability, and ethical conduct. Our governance practices are designed to ensure that decisions are made responsibly and that risks are managed effectively. We continue to strengthen our compliance frameworks, risk management systems, and stakeholder engagement processes to uphold the trust placed in us by investors, regulators, employees, and communities.

Looking ahead, one of the most significant developments for Vedanta is the planned demerger of the company into focused, sector-specific entities. This strategic move is intended to provide each business with greater clarity of purpose, sharper governance, and the ability to pursue growth strategies tailored to their unique markets and operational contexts. By creating distinct entities focused on metals, oil and gas, and other sectors, we aim to enhance operational efficiency, improve

capital allocation, and foster stronger investor confidence. This structural realignment is an important step in positioning Vedanta for long-term sustainable value creation.

The demerger also aligns with our broader vision of becoming a future-ready, impact-driven organization. To remain relevant and competitive, Vedanta must continue to evolve — embracing digitalization, enhancing operational agility, and deepening our commitment to sustainability.

As we embark on this next phase, our guiding purpose remains unchanged: to build lasting impact for our stakeholders, our country, and our planet.

Today, despite what seem like multiple challenges, I am more optimistic about the future of our planet, country and indeed company than ever before. We will prove that we can all prosper while also staying “green”. I am confident that Vedanta is well-positioned to grow with purpose, integrity, and a clear vision. We will continue to focus on delivering sustainable growth, enhancing our environmental and social performance, and strengthening governance to build a resilient and responsible organization.

Thank you once again for your partnership and belief in Vedanta's future.

Anil Agarwal
Chairman

Our Product Portfolio

Vedanta's diverse business portfolio spans across three core segments—metals & mining, oil & gas, and power—each playing a crucial role in shaping India's industrial and economic landscape. As a key driver of the nation's resource security, we take pride in leading this transformative journey.

Our mining segment encompasses both metal mining and critical minerals, which serve as key components in emerging energy technologies such as wind turbines, electricity networks, and electric vehicles. With the growing global demand for critical minerals, we are

actively contributing to the energy transition by expanding into nickel and ferrochrome, reinforcing our commitment to securing India's future in sustainable resource development.

Oil and gas are critical drivers of energy security and economic growth, powering industries, infrastructure, and daily life. As a key player, Vedanta aims to enhance domestic production and innovation, reducing import dependency and strengthening India's energy future.

Power is the backbone of industrial growth and economic development, driving progress across sectors. Vedanta's power subsidiaries focus on efficient, energy generation, ensuring reliable supply, operational excellence, and a lower environmental footprint to support India's energy needs.

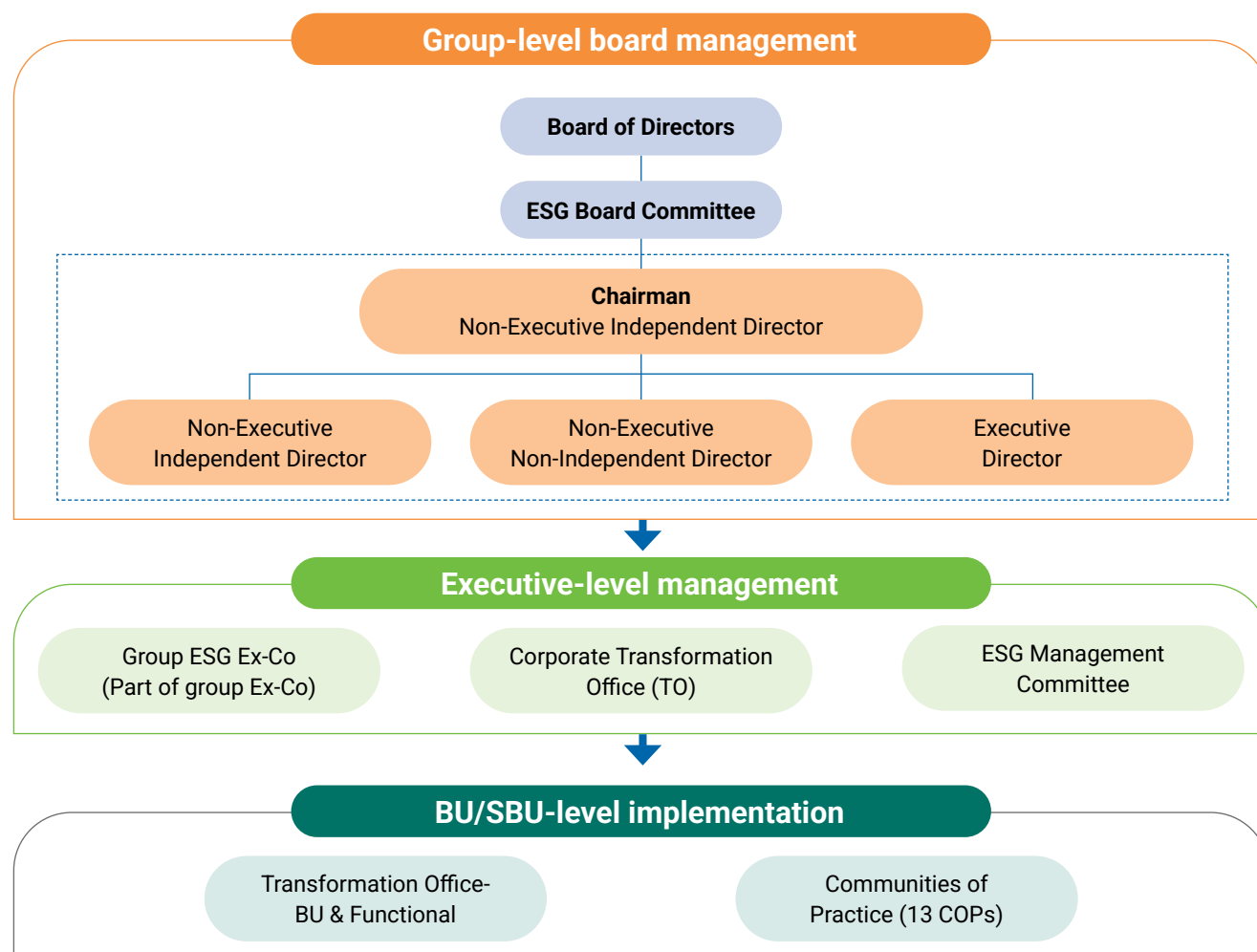


Sustainability Governance

As a diverse and networked organization with multi-tiered operations and management across geographies, we recognize the need for a robust and structured governance framework to drive our ESG commitments effectively. Our three-tier sustainability governance structure ensures seamless implementation, monitoring, and strategic decision-making, reinforcing our commitment to responsible business practices.

This structure is further strengthened by the Vedanta Sustainability Framework (VSF), which establishes policies and guidelines for sustainable operations, and the Vedanta Sustainability Assurance Process (VSAP), which enables rigorous evaluation and accountability across all business units. Through this comprehensive governance model, we ensure that ESG principles remain deeply embedded in our operations, fostering transparency, resilience, and long-term value creation.

Structure



Vedanta's three-tier governance structure enables active participation at all levels, ensuring detailed oversight in framing, managing, and implementing initiatives. With clearly defined roles and stakeholder engagement at regular intervals, we effectively track progress, enhance accountability, and drive timely execution of our sustainability commitments.



Group-level board management

At the highest level, our Group Board provides strategic oversight and approves key business-level initiatives that drive our sustainability agenda. Within this structure, the Board ESG Committee, which meets bi-annually, plays a critical role in reviewing ESG performance, assessing how key material issues are being managed, and identifying areas where actions need to be refined and converted into executable solutions.

The Board remains proactive in ensuring that global best practices and industry developments are integrated into our ESG strategy, keeping Vedanta competitive, forward-thinking, and aligned with evolving sustainability benchmarks.



Executive-level management

Serving as the crucial link between strategy formulation and on-ground execution, the management group plays a pivotal role in steering Vedanta's ESG agenda. This level is led by the Group ESG Executive Committee, which provides monthly updates during Ex-Com meetings, ensuring continuous alignment with business priorities.

The Deputy Head HSE & Chief Sustainability Officer anchors and directs efforts toward the granular management of accepted initiatives, engaging both internal and external stakeholders to drive meaningful progress. Supporting this effort is the Corporate Transformation Office (TO) and the ESG Management Committee, which meet weekly with the Group Executive Director for higher transparency and hold fortnightly internal meetings to assess the performance of each AIM respectively.

Throughout the process, ongoing communication between the ESG team and the Management Committee ensures the seamless flow of directives and efficient execution. These committees serve as key custodians of Vedanta's ambitious ESG roadmap, holding the responsibility to translate strategic goals into actionable, high-impact initiatives.



BU/SBU-level implementation

At the Business Unit (BU) and Strategic Business Unit (SBU) levels, dedicated ESG teams are responsible for executing Vedanta's sustainability initiatives at the grassroots level, ensuring collaboration, we have established function-specific "Communities of Practice", bringing together representatives from all BUs and SBUs across 13 COPs to drive the ESG agenda within their respective domains.

Vedanta has also set up nine Transformation Offices (TOs) at the functional level and one dedicated Reporting & Disclosure TO, which are responsible for reviewing, monitoring, and reporting the progress of strategic implementation. These TOs conduct weekly or fortnightly reviews, ensuring real-time tracking of ESG performance and alignment with Vedanta's broader sustainability vision. Through this structured governance approach, we drive consistent adoption, accountability, and impact across all levels of the organization.

Vedanta Sustainability Assurance Process

The Vedanta Sustainability Assurance Process (VSAP) is a performance monitoring and risk management tool that ensures all business units adhere to the Vedanta Sustainability Framework (VSF). By embedding sustainability into decision-making, VSAP drives continuous improvement and accountability across our operations.

To uphold world-class standards in safety, environmental stewardship, and sustainability, ESG criteria are mandatory Key Performance Indicators (KPIs) for leadership evaluations, directly linked to annual

appraisals and increments.

VSAP is built on thirteen pillars that assesses environmental stewardship, health and safety, supplier management, human rights etc, ensuring compliance across our diverse business portfolio. It involves systematic monitoring, corrective action tracking, and periodic external audits by subject matter experts.

Operating on an annual cycle, VSAP is overseen by the Sustainability and Executive Committees, which monitor progress and report to the Board. Also, under the VSAP operations Business Ethics Policy Audit is conducted

annually where all our policies such as anti-bribery, anti-corruption, whistleblowing mechanisms, and human rights is reviewed and audited.

Any identified gaps lead to management plans and corrective measures, with continuous evaluation to enhance performance.

By capturing insights from both successes and challenges, VSAP fosters organization-wide learning and best practice sharing, ensuring Vedanta remains a leader in responsible and sustainable business operations.



Sustainability Linked Compensation

Leaders driving the ESG agenda within the Group play a key role in these assessments, shaping compensation components such as fixed pay, benefits, annual bonuses, and the

Long-Term Incentive Plan (LTIP) while also prioritizing holistic employee development and well-being. By integrating sustainability-linked metrics into compensation, we ensure that

ESG performance remains a tangible priority, driving measurable progress in environmental stewardship, social responsibility, and governance excellence.

Compensation topics	Brief summary	Impact	Details	Employee level
ESG Component in annual performance bonus	Sustainability scorecards have a 15% weightage VSAP Audit has a total of 70 guidance factors	Annual bonus pay-out	A minimum score of 70% is needed in VSAP audit as a threshold for pay-out under this component. Assurance Models (Compliance, New Projects, Process Safety) etc. Safety Focus Works (Work at Height, Confined Space, etc)	All employees
Integration of fatalities into annual bonus	Fatalities are a negative multiplier on the overall performance (not just the ESG component)		10% reduction on one fatality – leading to potential 25% reduction overall, in case of multiple fatalities	
Focus on long term sustenance (ESG framework in LTIP)	Integration of ESG into long-term strategic KPIs	Long-term incentive payout	Long term strategic sustainable objectives have a weightage of 1/3 in LTIP	All employees
	Carbon footprint and fatalities integrated into long-term incentive plan		The options are granted based on the sustained business (40%) and individual performance (60%) against the predetermined performance criterion. Performance against the Carbon target makes up to 15% weight of the business performance. Carbon target includes reduction of GHG emissions intensity until 2025 and absolute GHG emissions reduction by 2030. We have integrated fatalities into our LTIP to reinforce our commitment to safety. Any fatality in the group impacts the annual bonus of all the employees including ED associated with the entity as a negative multiplier. On the other hand, as a reinforcer, positive multiplier is added in vesting under LTIP to reward efforts towards ensuring nil fatality.	

Together for Tomorrow: Partnerships That Last

Our stakeholder engagement framework is designed to deliver transparent, constructive, and purpose-driven interactions.

Employees & Workers

Engagement Objectives

At Vedanta, we are committed to creating a safe, inclusive, and growth-oriented workplace.

- **Performance & Feedback:** Structured management and open feedback drive continuous improvement.
- **Workplace Safety:** Focused training in health, safety, and sustainability ensures a secure environment.
- **Career Growth:** Talent recognition and skill development enable clear advancement pathways.
- **Diversity & Inclusion:** We champion workforce diversity, fostering an equitable workplace for all.
- **Technology & Innovation:** Leveraging to enhance efficiency, upskill employees, and creating better work opportunities.

Modes of Communication

- Leadership interactions through Chairman's workshops and CEO/Chairman's town hall meetings
- Structured feedback sessions and performance management systems
- Regular plant-level meetings for operational engagement
- Employee development via the V-Connect mentor program
- Inclusive initiatives such as the Event Management Committee, Welfare Committee, and Women's Club

Stakeholder Expectation

Our Employees expect

- **Safety & Well-being:** A secure workplace with strong risk management and continuous safety training.
- **Growth & Inclusion:** Greater career opportunities and a diverse, inclusive workforce with increased gender representation.

Complaints

488 out of 514 complaints resolved

Investors, Shareholders and Lenders

Engagement Objectives

We value shareholder insights, ensuring transparency, accountability, and meaningful communication.

- **Governance & Management:** Feedback shapes our governance framework and strategic decisions.
- **Investor Communication:** We maintain open, transparent dialogue with shareholders and investors.
- **ESG Priorities:** Addressing sustainability concerns and reinforcing responsible business practices.
- **Stakeholder Awareness:** Keeping investors well-informed about operations and performance.
- **Performance & Growth:** Shareholder insights help refine financial and operational strategies.
- **Project Execution:** Transparent updates build confidence in project efficiency and impact.

Modes of Communication

- Investor presentations and general meetings
- Annual General Meetings (AGM)
- Quarterly result calls for financial updates
- Direct engagement through dedicated contact channels- vedantaltd.ir@vedanta.co.in and esg@vedanta.co.in

Stakeholder Expectation

Our Stakeholder and Lenders expect us to

- **Transparency & Disclosure:** Clear and consistent reporting on economic, social, and environmental performance.
- **Open Communication:** Regular updates on business operations to ensure clarity and accountability.

Complaints

282 out of 285 complaints filed were resolved

Industry Forums, Suppliers, Customers, Business Partners

Engagement Objectives

We prioritize ethical business practices, innovation, and operational efficiency to meet customer expectations.

- **Ethical Practices & Trust:** Strengthening relationships through integrity and customer-focused strategies.
- **Innovation & Product Development:** Aligning with customer needs to ensure relevance and excellence.
- **Sustainable Operations:** Optimizing logistics, streamlining processes, and ensuring timely deliveries.
- **Social & Indigenous Engagement:** Implementing best practices for inclusive growth and community partnerships.
- **Business Competitiveness:** Driving innovation and efficiency to maintain industry leadership.

Modes of Communication

- Customer satisfaction surveys for feedback and improvement
- Vendor scorecards to assess and enhance partnerships
- Direct engagement through in-person visits and meetings with customers, suppliers, and vendors

Stakeholder Expectation

- **Ethical Conduct:** Strict adherence to the Code of Business Conduct and Ethics to ensure integrity and accountability.
- **Transparency & Compliance:** Fulfilling contractual obligations with openness and responsibility.
- **Data Privacy & Security:** Protecting sensitive information and maintaining confidentiality.

Complaints

269 out of 284 complaints resolved

Regulators

Engagement Objectives

Collaborating with Regulators for National Progress:

We engage with regulators through compliance, collaboration, and contribution, ensuring responsible business practices and national growth.

- **Supporting Government Initiatives:** Driving CSR efforts, economic contributions, and nation-building through our products, taxes, and royalties.
- **Policy Advocacy & Local Engagement:** Working with authorities to propose impactful projects and optimize DMFT fund utilization for mining community development.
- **Taxation Policy:** Ensuring compliance and contributing to economic growth through transparent tax practices.
- **International Trade:** Aligning with global trade policies to enhance market access and competitiveness.

Modes of Communication

- Participation in government consultation programmes
- Engagement with national, state, and regional authorities at business and operational levels

Stakeholder Expectation

Complying with all the legal & regulatory requirements

Complaints

-



Community

Engagement Objectives

We engage with communities to foster trust, shared value, and long-term development, ensuring a positive social impact.

- **Understanding Community Needs:** Addressing concerns, aspirations, and expectations for inclusive growth.
- **Supporting Local Development:** Enhancing livelihoods and driving social and economic progress.
- **Risk Mitigation & Collaboration:** Reducing disruptions through meaningful engagement and partnerships.
- **Local Procurement & Employment:** Prioritizing local hiring and sourcing to boost economic growth.
- **Cultural Heritage:** Respecting and preserving local traditions through responsible operations.

Modes of Communication

- Community and village council meetings for direct engagement
- Social impact assessments and public hearings to understand community needs
- Grievance mechanisms to address concerns transparently
- Participation in cultural events to strengthen community bonds
- Community development initiatives through Vedanta Foundation

Stakeholder Expectation

The community expects

- **Infrastructure Development:** Implementing need-based projects to enhance local facilities.
- **Livelihood Opportunities:** Creating jobs and supporting entrepreneurship for economic growth.
- **Transparency & Grievance Redressal:** Strengthening mechanisms for responsiveness and accountability.

Complaints

174 out of 194 complaints resolved

NGO & Civil Society

Engagement Objectives

We value shareholder insights, ensuring transparency, accountability, and meaningful communication.

We collaborate with NGOs and civil society organizations to enhance CSR impact and drive meaningful social change.

- **Impact Assessment & Development:** Partnering with NGOs to evaluate CSR initiatives and explore new opportunities.
- **Global & National Engagements:** Strengthening memberships with UNGC, CII, and IBBI for broader impact.
- **Commitment to Ethics & Responsibility:** Aligning with SDGs, the Modern Slavery Act, and the National Alliance for People to uphold responsible business practices.
- **Public Health Partnerships:** Supporting healthcare programs for community well-being.

Modes of Communication

- Partnerships and memberships with global organisations
- Collaborations on project-specific initiatives
- Engagement with international, national, and local NGOs
- Participation in conferences and workshops
- Dedicated communication channels for seamless coordination

Stakeholder Expectation

The NGO's & Society expects

- **Global Sustainability Alignment:** Integrating responsible practices across all operations.
- **Human Rights Commitment:** Upholding ethical conduct and ensuring fair treatment for all

Complaints

-

Public Policy Advocacy

At Vedanta, our sustainability initiatives are driven by our unwavering commitment to the 'Nation-First' philosophy, ensuring that our advocacy efforts contribute meaningfully to India's resource security and economic growth. We take pride in supporting the nation's transition towards green energy, electric vehicles, and world-class infrastructure by aligning our operations with global value chain regulations and national economic

reforms. Our policy advocacy is backed by rigorous research and extensive stakeholder consultations, ensuring alignment with India's future development agenda. To create a broader impact, we actively collaborate with think tanks, academia, industry associations, and media to strengthen our position in policy discussions. Within our mining sector operations, Hindustan Zinc Limited (HZL) plays a pivotal role as a member of the FIMI-

Sustainable Mining Initiative (SMI), demonstrating our dedication to sustainable mining practices, environmental stewardship, and socioeconomic development. We continuously track our progress against the 10 Sustainable Mining Principles, leveraging partnerships with NGOs, international institutions, and governments to advance our biodiversity agenda and integrate expert insights into our sustainability strategy

Materiality Assessment

In FY 2025, Vedanta conducted its double materiality assessment in alignment with international standards, reinforcing our commitment to a comprehensive and globally benchmarked ESG strategy. As part of our Annual Materiality Assessment review, we undertook a meticulous re-evaluation of material topics, incorporating insights from international frameworks, industry best practices, and peer benchmarks.

This evaluation encompassed Vedanta Limited, Hindustan Zinc Limited, Cairn India, and Vedanta Aluminium, ensuring a holistic understanding of ESG impacts, risks and opportunities across our key businesses.

A thorough analysis of both impact materiality—assessing the influence of our operations on stakeholders—and financial materiality—evaluating the potential impact of societal

and environmental factors on our business—was undertaken. This dual-lens approach enabled us to refine our risk assessment, strengthen our ESG strategy, and align our sustainability priorities with long-term value creation. Through this comprehensive exercise, we aim to enhance our resilience, adaptability, and commitment to responsible business practices.

Our assessment is anchored in nine transformative AIMs across three powerful pillars—Transforming Communities, Transforming the Planet, and Transforming the Workplace—driving measurable and lasting impact. These AIMs define our Key Performance Indicators (KPIs), which are rigorously tracked and refined each year, ensuring continuous progress toward a more sustainable and responsible future.



Integrating materiality into risk framework

Integrating the materiality assessment with Vedanta's ERM framework ensures a structured evaluation of ESG risks and opportunities by leveraging internal sources such as annual reports, ESG strategy, and sustainability questionnaires, alongside external references like

CDP, TNFD, and TCFD. This alignment enhances decision-making by incorporating a comprehensive set of risk metrics, including regulatory impact, financial exposure, and operational resilience, ensuring that sustainability strategy is closely linked with business risks. Governance

of this integration establishes a transparent and well-regulated process, guiding strategic initiatives while reinforcing Vedanta's long-term resilience and sustainability commitments.

For high material topics

Health, Safety, and Well-being			Risk
Impact on Stakeholder & Environment	Category of Impact-Financial Implication	Business Strategy for mitigation	
Fatalities cause legal fees, production loss, compensation; sulphur dioxide leakage affects surrounding	Actual Negative	Strengthen occupational health and safety systems; enhance emissions monitoring and emergency response protocols.	
Air Emissions and Quality			Risk
Impact on Stakeholder & Environment	Category of Impact-Financial Implication	Business Strategy for mitigation	
Dust, graphite emissions affect health; air pollution reduction through purification systems offers benefit	Actual Negative and Positive	Deploy advanced air purification and emission control tech; maintain community air quality transparency.	
Climate Change and Energy Transition			Risk
Impact on Stakeholder & Environment	Category of Impact-Financial Implication	Business Strategy for mitigation	
Rising GHG emissions; vulnerability to climate-related risks impacting environment and social license	Potential Negative	Implement a decarbonization roadmap: increase renewable energy use, conduct climate scenario analysis, enhance disclosures.	
Water and Wastewater Management			Risk
Impact on Stakeholder & Environment	Category of Impact-Financial Implication	Business Strategy for mitigation	
Drinking water contamination and overuse of local water leads to supply shortage for communities. Chromate leakage poses safety risks	Actual Negative	Adopt water recycling systems, improve effluent treatment, and monitor hazardous substance handling near water sources.	

For high material topics

Community Engagement and Development			Risk & Opportunity
Impact on Stakeholder & Environment	Category of Impact-Financial Implication	Business Strategy for mitigation	
CSR programs improved community well-being; dust causes health issues; fly ash impacts crops	Actual Positive	Scale community engagement via CSR; invest in dust suppression and agricultural impact mitigation projects.	
Business Ethics and Corporate Governance			Risk, Opportunity
Impact on Stakeholder & Environment	Category of Impact-Financial Implication	Business Strategy for mitigation	
Politically motivated NGO litigation, inconsistent KPI weighting, demerger-related governance risks. ESG performance tracking needs tighter linkage to budgets	Actual Negative and Positive	Deploy advanced air purification and emission control tech; maintain community air quality transparency.	
Risk Management and Controls			Risk
Impact on Stakeholder & Environment	Category of Impact-Financial Implication	Business Strategy for mitigation	
Inadequate frameworks and legacy infrastructure risks	Actual Negative	Modernize risk management systems; conduct third-party risk reviews and invest in pipeline and asset upgrades.	
Tailings Management			Risk
Impact on Stakeholder & Environment	Category of Impact-Financial Implication	Business Strategy for mitigation	
Collapse of tailing dams causes reputational damage; reuse of tailings has economic potential. Community fears tailing dam collapse, impacting safety and health	Actual Negative (collapse), Potential Positive (reuse)	Strengthen dam safety protocols; perform regular audits; explore circular economy opportunities for tailing reuse.	

Top material topics for the board



Climate Change and Energy Transition

Business Case

Vedanta's operations face exposure to carbon border taxes like CBAM, which could restrict access to key export markets. Extreme weather events threaten infrastructure and supply chain continuity. High capital investments in technologies like CCUS and green hydrogen, along with rising stakeholder pressure, demand a proactive approach. To mitigate these risks, we are accelerating decarbonization through renewable energy adoption, electrification of operations, energy efficiency improvements, and engaging suppliers to reduce Scope 3 emissions, thereby future-proofing its growth and maintaining global competitiveness.



Business Strategies

Our climate change strategy and roadmap prioritize net-zero emissions by aligning our financial capital allocation framework and social values with the goals of the Paris Agreement. Refer to AIM 4 for more details

Executive Compensation

To promote and reward sustainable business practices, 15% of the annual bonus is tied to ESG performance. This ESG component is evaluated using our annual VSAP score, which measures progress on climate and social criteria.

Long Term Incentive Plan (LTIP): The options are granted based on the sustained business (40%) and individual performance (60%) against the predetermined performance criterion. Performance against the Carbon target makes up to 15% weight of the business performance. Carbon target includes reduction of GHG emissions intensity until 2025 and absolute GHG emissions reduction by 2030.



Air Emissions and Quality

Business Case

Non-compliance with air emission norms poses significant risks for Vedanta, including regulatory fines, potential shutdowns at mining and smelting units, reputational damage, and the phasing out of outdated technologies. In response, Vedanta is implementing advanced dust suppression systems across mining operations, real-time stack and ambient air monitoring at smelters, and innovative emission control technologies. Vehicle movement is being optimized to reduce road dust and fuel consumption. These initiatives support compliance, improve efficiency, and reinforce Vedanta's social license to operate.



Business Strategies

Our focus to reduce air emissions through monitoring, dust control, cleaner tech, and route optimization.

Refer to AIM 6 for more details

Impact



Revenue



Cost



Risk



Opportunity

Top material topics for the board



Health, Safety, and Wellbeing

Business Case

Vedanta is deeply committed to providing a safe work environment across our diverse, high-risk mining operations. A robust safety record safeguards our people, prevents operational disruptions, and builds confidence among employees, communities, and industry partners. In FY 2025, despite the tragic loss of Seven colleagues, we reinforced our health and safety systems—intensifying training, upgrading equipment, and strengthening our incident-response protocols. By putting well-being first, we not only honour our responsibility as an employer but also enhance our reputation, making Vedanta a preferred destination for professionals who value safety and care.



Business Strategies

We have established robust processes and checks to identify and mitigate hazards within our operations.

Refer AIM 7 for more details

Executive Compensation

Culture of safety and sustainability to achieve our ultimate vision of "Zero Harm", "Zero Waste" and "Zero Discharge": The safety and sustainability scorecards under the VSAP form an integral component. Within the plan, HSE/ ESG performance constitutes 15% of employees', including Executive Director's (ED) performance pay.

LTIP: We have integrated fatalities into our LTIP to reinforce our commitment to safety. Any fatality in the group impacts the annual bonus of all the employees including ED associated with the entity as a negative multiplier. On the other hand, as a reinforcer, positive multiplier is added in vesting under LTIP to reward efforts towards ensuring nil fatality.

Top material topics for external stakeholder



Community Engagement and Development

Impact on Value Chain

- Operations
- Supply Chain

External Stakeholder Impacted

Community/ Society

Impact (Positive/Negative)

POSITIVE

Output Metric: Number of women and children uplifted- 10,76,449

Impact Valuation- Access to product/service with positive impact provided

Impact Metrics- Women and children uplifted through Education, Nutrition, Healthcare and Welfare



Climate Change and Energy Transition

Impact on Value Chain

- Operation

External Stakeholder Impacted

- Local communities
- Customers
- Investors

Impact (Positive/Negative)

POSITIVE

Output Metric:

- Renewable energy consumption – 1,00,78,113 GJ.
- Percentage increase compared to FY 2024: 18%

Impact Valuation- Environmental Value gained

Impact Metrics- Renewable energy

Our Sustainability Strategy

As a global industrial leader, we continue to chart new frontiers expanding responsibly, innovating relentlessly, and deepening our positive impact on society and the planet, while delivering best-in-class products to a diverse and expanding customer base. With a meticulously crafted sustainability roadmap, we are committed to driving excellence today while shaping a resilient and thriving tomorrow.

At Vedanta, we believe that growth is a continuous journey—one that evolves through every moment of our operations. Our commitment to sustainability is deeply rooted in this philosophy, allowing us to adapt, innovate, and refine our approach to responsible business practices. The knowledge we gain from our systems, processes, customers, and competitors not only enhances our operations but also empowers our employees, workers, and communities to foster a socially equitable culture

and make environmentally conscious decisions.

Beyond business, our responsibility extends to the people and communities we serve. We are committed to nurturing communities with respect, integrity, and care, ensuring that we give back as much as possible. By embedding sustainability, inclusivity, and social responsibility into every aspect of our operations, we aim to create a lasting, positive impact—one that transforms lives,

protects the planet, and strengthens our collective future.

“Building Lasting Impacts” is more than just a theme—it is our commitment to delivering the highest quality products today while fostering a nurturing environment for generations to come. Through innovation, responsibility, and sustainable growth, we aim to redefine industry benchmarks and contribute meaningfully to a better, more sustainable world.

Pillars That Strengthen, Impact That Lasts.

At Vedanta, our sustainability strategy is built on a three-pillar approach—Transforming Communities, Transforming the Planet, and Transforming the Workplace—allowing us to strategically address environmental, social, and workplace priorities with focused attention. Under each of these pillars, we have

established three aims, ensuring that our sustainability efforts are measurable, structured, and impactful.

Given the diverse nature of our businesses, each with its own operational and external constraints, this structured approach enables us to categorize our focus areas effectively

and accelerate progress toward our sustainability goals. These pillars serve as the unifying framework across our widespread operations, ensuring that our ESG performance remains robust, balanced, and continuously monitored.

Vedanta planted **2.9 Million** trees in FY 2025 under the World Economic Forum’s **1T.Org** initiative. As part of this global effort to restore a trillion trees by 2030, we’ve set an ambitious target of planting **7 million** trees across our operations. This commitment underscores our dedication to large-scale ecological restoration and lasting environmental impact.

Our Pillar’s and AIM’s

Pillar 1



Transforming Communities



At Vedanta, we know that genuine progress transcends profit—it lives in stronger villages, skilled youth, and thriving local enterprises uplifted by our presence. By embedding these AIMS in every project, we channel resources, partnerships, and expertise into community programmes that secure lasting livelihoods and shared prosperity.



Aim 1

Keep community welfare as the guiding principle for our business decisions.



Aim 2

Empower 2.5 million individuals with enhanced skillsets.



Aim 3

Uplift 100 million women and children via social welfare interventions.

Pillar 2



Transforming the Planet



We are committed to leading the charge for global decarbonization, ensuring water security, advancing waste management, and embedding circular economy practices while integrating advanced technologies to make our operations more environmentally sustainable.



Aim 4

Net Zero Carbon by 2050 or sooner



Aim 5

Achieving net water positivity by 2030



Aim 6

Enhance our business model by incorporating innovative green practices

Pillar 3



Transforming the Workplace



At Vedanta, we are committed to ensuring a safe and healthy work environment, fostering gender parity and diversity, and upholding the highest global standards of corporate governance. By empowering our workforce and embedding a culture of integrity and inclusivity, we create a strong, future-ready organization.



Aim 7

Prioritise the safety and health of our workforce



Aim 8

Promote gender parity, diversity, and inclusivity



Aim 9

Align with global standards of corporate governance



ESG Scorecard

Transforming Communities

KPIs	FY 2025 Goal	FY 2030 Goal	Baseline	FY 2025 Progress	Material Issues	UN SDGs	Review Frequency
AIM 1: Keep community welfare as the guiding principle for our business decisions							
Impact Management	Zero social incidents category 4 and above	-	-	Category 4 - 7 incidents Category 5 - 1 incident	Community Engagement Development	8.3	Determined by Site Teams
Transparency & Trust	Signatories and participants in VPSHR	-	-	Application for VPSHR membership submitted to the VPI Secretariat*		-	
	Set up an external Social Performance advisory body	-	-	A “Social Performance CoP” has been set up in Dec 2024		-	
	assessment across all the businesses	-	-	Planning phase completed. Work to be undertaken in FY 2024-25*		-	
AIM 2: Empower 2.5 million individuals with enhanced skill sets							
Skilling (Number of individuals to be impacted through skill development and training)	1.5 million	2.5 million individuals	0.6 million individuals (2016 baseline)	1.46 Million	Community Engagement Development	2.3 2.4 4.4 8.3	Monthly
AIM 3: Uplift 100 million women and children via social welfare interventions							
Skilling (Nand Ghar (Number of Nand Ghars to be completed)	~9000	29,000	-	8045 Operational Nand Ghars	Community Engagement Development	2.1 2.2 2.3 2.4 4.1 4.2 4.4 8.3	Monthly
Education, Nutrition, Healthcare, and Welfare (Number of women and children to be uplifted by Nand Ghar initiatives)	48 million	-	6.46 million (2021 Baseline)	26.02 Million			

Transforming The Planet

KPIs	FY 2025 Goal	FY 2030 Goal	Baseline	FY 2025 Progress	Material Issues	UN SDGs	Review Frequency
AIM 4: Net-zero carbon by 2050 or sooner							
Absolute GHG emissions (% reduction from FY 2020-21 baseline)	-	25% reduction by 2030	60.24 million tCO2 e	11% increase from baseline emissions	Climate change and decarbonisation	7.2 12.2 13.2	Monthly
GHG Emissions Intensity (% reduction from FY 2020-21 baseline)	20% reduction by 2025 (across the metals businesses)	-	6.44 tCO2 e/mt	6.83%reduction			
Renewable Energy	500 MW RE RTC or equivalent	2.5 GW of RE RTC or equivalent	67 MW	299 MW			
LMV Decarbonisation (% LMVs)	50%	100%	-	6%			
Capital Allocation for transition to net zero	-	US\$ 5 billion	-	US\$ 0.17 billion			
Hydrogen as Fuel	-	Commitment to accelerate the adoption of hydrogen as a fuel and seek to diversify into H2 fuel or related businesses	-	Remains open for future exploration			
AIM 5: Achieving net water positivity by 2030							
Net Water Positivity	-	>1 Ratio	0.52 (FY 21 Baseline)	0.63	Water Management	6.3 6.4 6.5 6.b	Monthly
Freshwater consumption (% reduction from FY 2020-21 baseline)	15%	-	-	3% Decrease		-	
Water Related Incidents	Zero category 4 and 5 incidents related to water	-	-	1 “Category 5” related incident*		-	
Water Recycling (%)	33%	-	-	35%		-	



KPIs	FY 2025 Goal	FY 2030 Goal	Baseline	FY 2025 Progress	Material Issues	UN SDGs	Review Frequency
AIM 6: Enhance our business model by incorporating innovative green practices							
Fly Ash Utilization	Sustain 100% Utilization	-	-	114% ash utilization (including fly ash)	Solid Waste Management	12.5	Monthly
Legacy Fly Ash	-	Zero Legacy Ash	-	9.5 million metric tonnes			
Waste Utilisation (High volume, low toxicity)	100%	100%	-	96%			
Tailings dam audit and findings closure	All tailing facilities were audited, and actions were closed with real-time monitoring		-	All facilities audited by third party. Implementation of conformance is 73% as per GISTM standards	Tailing Dam Management		
Biodiversity risk	Review of site biodiversity risk across all our locations		-	100% sites have been re-assessed for biodiversity risk	Biodiversity	15.1	
Habitat Restoration	Determine the feasibility for commitment to No-Net-Loss or Net Positive-Impact (NNL/NPI) targets	Roadmap to achieve No Net-Loss or Net-Positive Impact in place	-	Feasibility Analysis for Nature Positive future is under progress*		15.2 15.9	

Transforming The Workforce

KPIs	FY 2025 Goal	FY 2030 Goal	Baseline	FY 2025 Progress	Material Issues	UN SDGs	Review Frequency
AIM 7: Prioritize the safety and health of our workforce							
Fatalities (No.)	Zero	-	8 fatalities in (FY 2020-21)	7	Health and Safety	8.8	Monthly
Lost Time Injury Frequency Rate (LTIFR)	10% reduction (year-on-year)	-	0.56 (FY 2020-21)	0.52			
Total Recordable Injury Frequency Rate (TRIFR)	0.98 (30% reduction from FY 2020-21 baseline)	0.8 TRIFR per million-man hours	1.48 (FY 2020-21)	1.32			
Occupational Health Management Systems	Health performance standards implemented and part of VSAP	-	-	Health performance standards have been implemented as part of VSAP			
Exposure Monitoring	Employee and community exposure monitoring to be completed	-	-	The plan has been initiated for all Bus (Cairn to be initiated in FY 26) and shall be carried out every 2 years.			
Exposure Prevention	Mental health programme in place for all employees	No employee exposure to red zone areas	-	Action plans have been developed with timelines for addressing identified red zones, and measures are currently being implemented. A 42% reduction is already projected with the implemented action plans, and the actual reduction will be determined in the next study cycle.			
Employee Well-being	100% of eligible employees to undergo periodic medical examinations	Number of planned and underwent periodic medical examinations for direct employees and Business Directors	-	8 BUs have initiated programs for mental wellbeing. Remaining to initiate similar programmes in FY 26 100% Eligible employees have undergone Initial Medical Examination. 99% of eligible employees have undergone Periodic medical examination			

KPIs	FY 2025 Goal	FY 2030 Goal	Baseline	FY 2025 Progress	Material Issues	UN SDGs	Review Frequency
AIM 8: Promote gender parity, diversity and inclusivity							
Gender diversity (% women in the FTE workforce)	Equal Opportunity for everyone	20%	10%	22%	Diversity and Equal Opportunity	5.1 5.5 5.c	Monthly
Gender diversity (% women in leadership roles in FTE workforce)	-	40%	-	25%			
Gender diversity (% women in decision making bodies in FTE workforce)	-	30%	-	22%			
Gender diversity (% women in technical leader/ shop floor roles in FTE workforce)	-	10%	-	14%			
AIM 9: Aim with global standards of corporate governance							
Supply Chain GHG Transition	Work with our long term, tier 1 suppliers to submit their GHG reduction strategies	Align our GHG reduction strategies with our long-term tier 1 suppliers	-	-	Risk Management and Controls Business Ethics and Corporate Governance	8.7	Monthly
Training on Code of Conduct	Continue to cover 100% of employees		-	100% of our employees undergo the Code of Conduct Training	Responsible Advocacy		
% Independent Directors on Board	50% Independent Directors on Board as per SEBI requirements		-	50% Independent Directors on Board as per SEBI requirements	Data Privacy and Cybersecurity		
% gender diversity on the board	25%		-	25%			



Sustainable Mining

Mining is an essential industry that drives economic growth, providing key materials for various sectors. However, the process can often lead to social disruptions, with local communities being the most affected by issues such as displacement, loss of livelihood, and environmental degradation.

To address these challenges, sustainable mining practices focus

on mitigating the negative effects of traditional mining methods while ensuring long-term benefits for both the environment and surrounding communities.

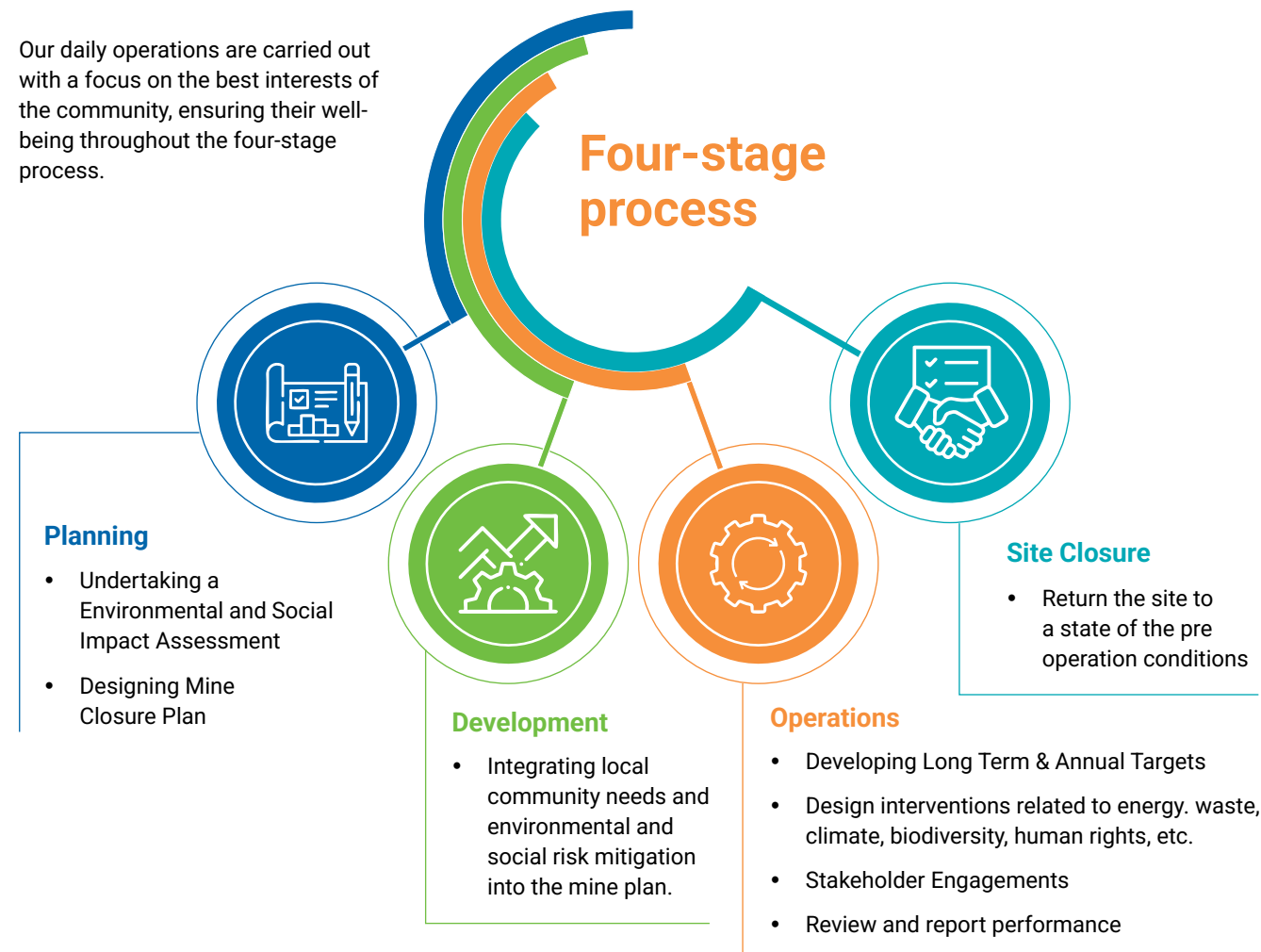
Sustainable mining focuses on minimizing these negative impacts by integrating environmental stewardship, social responsibility, and economic viability into mining operations. It aims

to balance resource extraction with community well-being and ensure long-term benefits for both the industry and local populations. By adopting innovative technologies and engaging with local communities, we strive to create a more responsible and sustainable mining process.

Overall SDG Alignment



Our daily operations are carried out with a focus on the best interests of the community, ensuring their well-being throughout the four-stage process.



We ensure our processes adhere to international environmental standards, comply with legal and regulatory requirements, and actively monitor impacts to minimize any adverse effects on ecosystems and local communities.

At Vedanta, we adopt a Life Cycle Approach to govern the Sustainable Mining Process at each mining site, spanning across exploration and planning, site development, operations, and closure. We recognize the disruptions caused by our operations, particularly their impact on the livelihoods of local communities and environmental health. To mitigate these effects, we ensure active community involvement through structured consultations, ensuring their concerns are heard and addressed.

In line with international standards such as the ICMM, we work towards creating a safe, just, and sustainable world powered by responsibly sourced minerals and metals. Our approach also includes addressing post-mine closure responsibilities, ensuring that affected communities continue to benefit after operations end. Furthermore, Environmental and Social Impact Assessment (ESIA) studies are conducted during land identification, involving local communities as key stakeholders in the evaluation process. This ensures that we not only meet but exceed standards for sustainable mining practices throughout the life cycle of our operations.

Mine Closure

In alignment with India's legal framework, specifically the Mines Act of 1952, Vedanta implements a progressive mine closure approach, ensuring that closure activities are integrated throughout the entire lifecycle of the mining operation. This strategy involves continuous reclamation and rehabilitation efforts during active mining, incorporating initiatives like afforestation and water management to restore impacted areas. Guided by global best practices, including standards set by organizations like ICMM, this approach ensures the safety, environmental stability, and economic well-being of local communities. Vedanta is also committed to conducting thorough post-closure monitoring, ensuring that

our environmental responsibilities are met, and regulatory standards are adhered to. This commitment is complemented by responsible management of resources to support long-term sustainability.

At Vedanta, we begin our mine closure planning well before operations commence, ensuring that the entire process is integrated throughout the mine's life. Our primary goal is to return the site to a condition that closely resembles its pre-operation state, with a focus on creating lasting benefits for both local communities and the environment. We follow a Group-wide Technical Standard on Site Closure that addresses various aspects, including safety, socio-economic transitions, and risk mitigation.

To ensure the closure process is adequately funded, we allocate appropriate financial resources and continuously update our plans and cost estimates to account for any changes in circumstances. Throughout the closure process, we provide regular reports to stakeholders, ensuring transparency and accountability. As we approach closure, we take steps to mitigate health and safety risks, including securing abandoned shafts, enhancing road infrastructure, and preventing chemical leaching into groundwater, while also protecting drinking water supplies. At every stage, we actively involve the local community in the planning and implementation of post-operational activities.

100%

mines operated or owned by Vedanta have a mine closure plan

7

Number of Mine Site who have completed closure

All subsidiaries and operations under Vedanta Ltd. strictly follow the established guidelines for decommissioning and site closure. These procedures are designed to meet international standards, including the IFC Performance Standards, IFC EHS Guidelines, and ICMM principles. Additionally, we ensure that impact assessments and consultation processes are incorporated wherever necessary, ensuring comprehensive compliance and responsible closure practices.



AIM 1

Keep community welfare as the guiding principle for our business decisions

The communities residing near our sites are at the heart of our operations and hold the highest priority among all our stakeholders. Vedanta's success is deeply rooted in the trust we have built with these communities, which allows us to contribute to the nation's economy. We recognize the importance of transparent communication, ensuring that we can address any concerns or issues promptly and effectively. We hold ourselves accountable for the local resources we utilize and are committed to creating long-term value for the people living around our operations. Through our wide-ranging community initiatives, we are redefining welfare and development, driving positive change across multiple areas, and facilitating large-scale transformation that will benefit future generations.

Associated material topics



Community Engagement and Development



Human Rights



Indigenous People and Cultural Heritage

Stakeholders Impacted

Local Communities, Business Partners, Employees, Workers, Indigenous Population

Impact

Potential Negative Operation, Legal & Financial Risk, Potential Positive Reputational Impact

KPIs

FY 2025

% Social incidents investigated/ closed	100%
Human Rights assessment conducted	In Progress
Human Rights assessment recommendation closure	To be undertaken post assessment
% Grievances resolved	89%
Local employment	9,986
Local Procurement spend	₹ 7,86,130 Million

Why are these topics material to us and our operations?

Building consultative relationships with the local communities surrounding our sites is crucial for securing their approval and ensuring conflict-free, smooth operations. The use of land and local resources requires prior consent and a respectful

dialogue with community members, who often hold pre-existing land rights and rely on these resources for their livelihood. Respecting and protecting the rights of these communities, fostering trust, and ensuring fair benefit-sharing from shared

resources are fundamental elements of our Social License to Operate. This approach not only supports sustainable business practices but also enhances our commitment to Human Rights and the well-being of the communities we engage with.

Social Strategies

Our social strategy focuses on upholding Human Rights and ensuring fair resettlement for communities where we operate, while fostering trust and sharing the benefits of our operations to create long-term, mutually beneficial relationships.

Do No Harm to Communities

- Health, Safety, Environmental impacts
- Loss of land and resettlement
- Human Rights

Building trust

- Open and consistent communication
- Stakeholder engagement
- Grievance management

Benefit Sharing

- Local employment opportunities
- Local procurement opportunities
- Welfare and community development programmes

Aim 1 primarily focuses on 'Do no Harm to Communities' and 'Building Trust' while 'Benefit-Sharing' spans across all three Aims of our Transforming Communities (Pillar 1).

Our consultation process

Our social strategy emphasizes continuous engagement with local communities, starting from the design and planning phases and extending through operations and closure. We collaborate closely with these communities to enhance livelihoods and improve living conditions, tailoring interventions to their specific needs. A key element of this process is two-way communication, which allows us to capture and document any concerns,

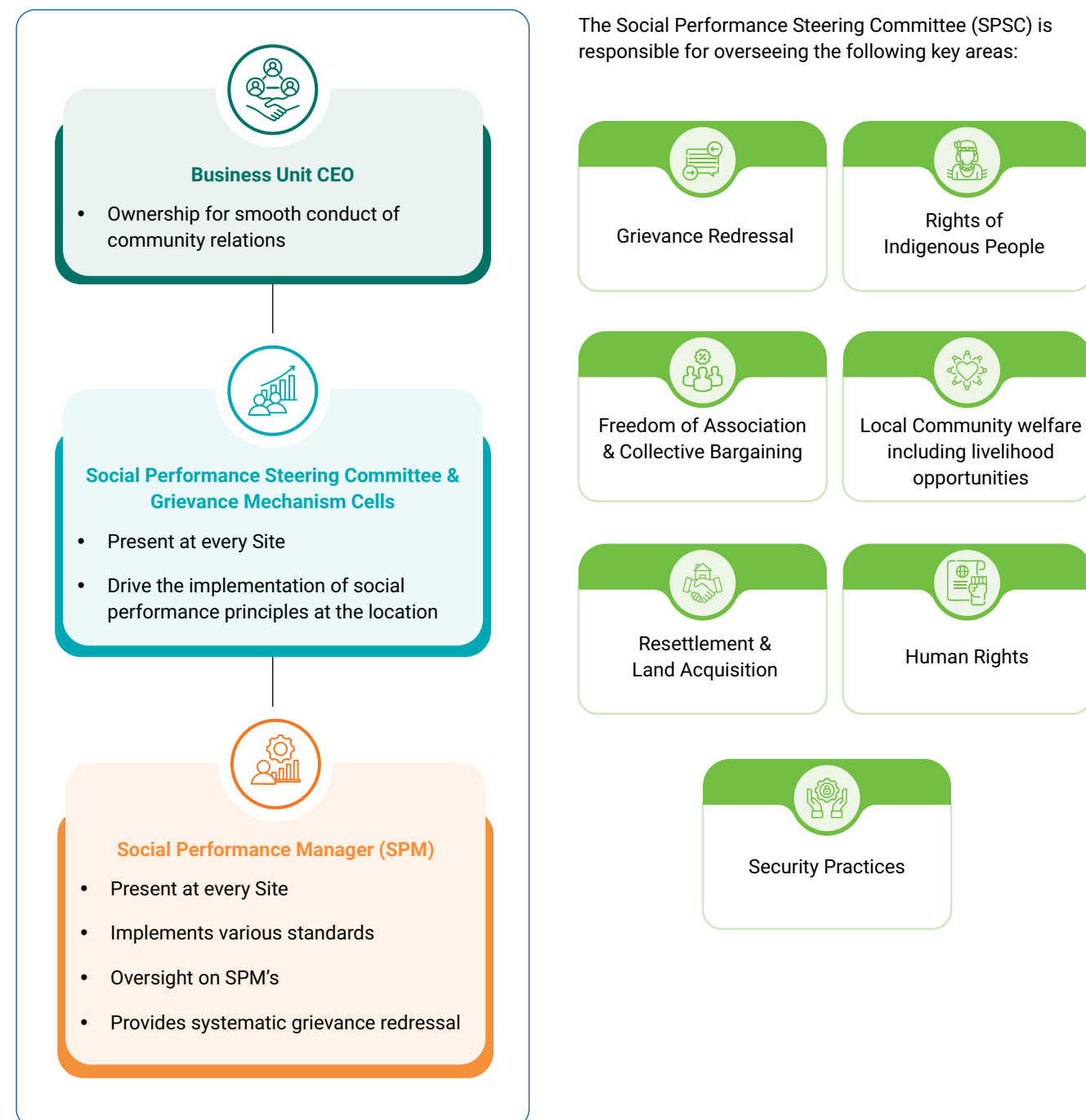
complaints, grievances, or incidents raised by the community. At each Business Unit, staff members report community incidents, which are then reviewed by the Social Performance Steering Committee (SPSC). These reports are investigated using standardized procedures, and the findings, along with the proposed actions, are shared with the relevant stakeholders for feedback. By maintaining detailed records of all

community interactions and meetings, we ensure transparency and continuity, fostering trust and strengthening our relationships with the communities we serve. This approach not only benefits the community but also enhances our operations and social responsibility efforts. This structured approach ensures inclusive, transparent, and effective dialogue at every stage.

On ground implementation team

We follow a top-down approach of oversight and implementation of social performance. The implementation of the social strategy is overseen by the Business Unit CEO, with guidance from the Social Performance Steering Committee (SPSC) at each site. The Social Performance Manager (SPM) is responsible for driving the on-the-ground execution of the strategy.

Our social strategy focuses on timely investigation and resolution of social incidents and grievances, ensuring local procurement and employment opportunities. We implement proactive and remedial actions at the site level to address community concerns. Our approach is reinforced by a coordinated stakeholder engagement strategy, involving key internal teams such as CSR, External Affairs, and Security, to foster strong and transparent relationships with the communities we serve.



Grievance Redressal

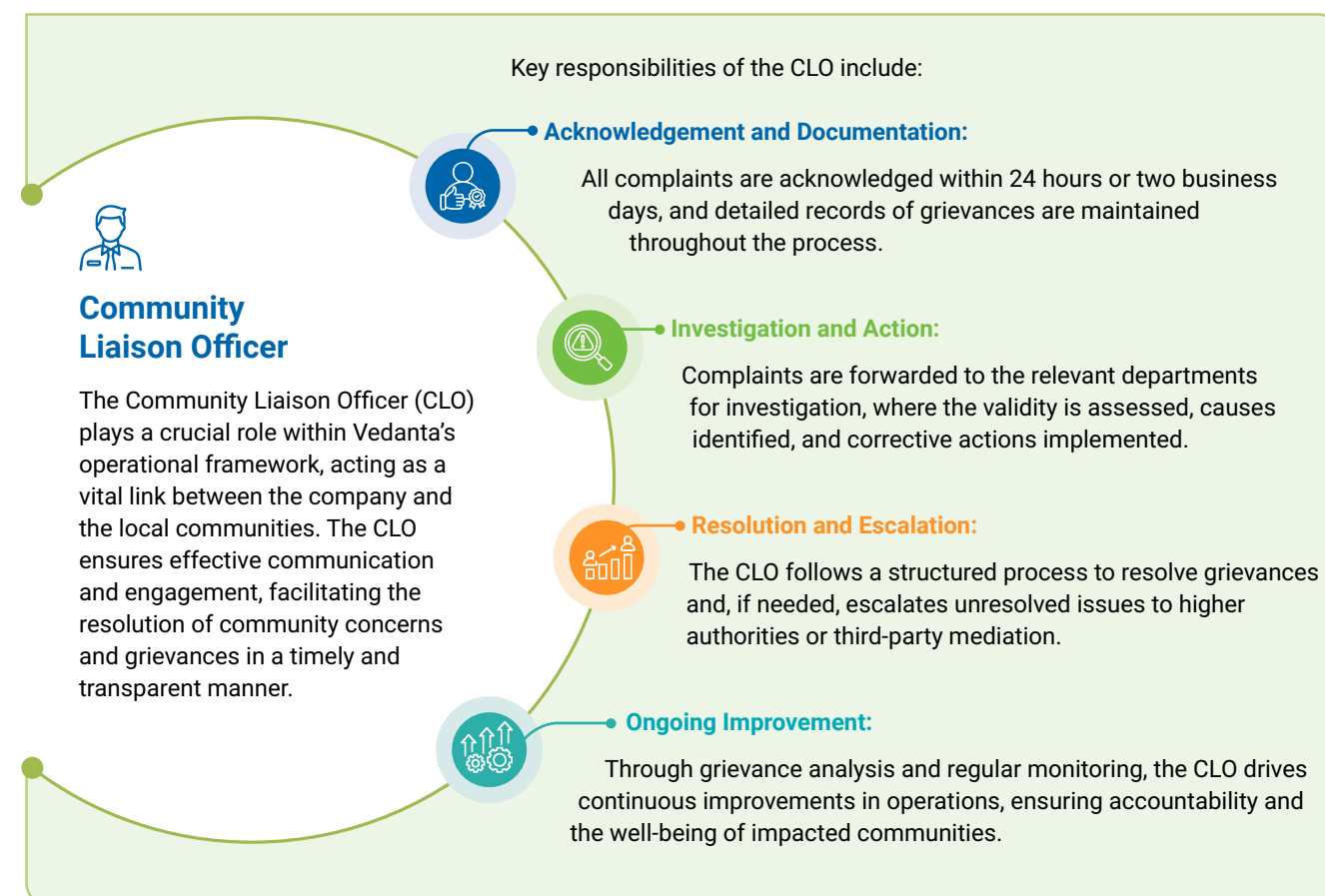
Vedanta has established a dedicated Grievance Redressal Cell as part of our onsite implementation team, which operates within a robust grievance redressal framework. This system ensures that concerns and complaints raised by local communities are swiftly recorded and addressed. Each issue is treated with utmost importance and sincerity, undergoing a thorough investigation, with a detailed report communicated to the concerned party once the investigation is complete.

We aim to resolve all grievances within 30 days of identification. If a

resolution cannot be reached within this timeframe, our Community Liaison Officer (CLO) provides bi-monthly updates to both the grievance holder and the Social Performance Manager (SPM) team. Following resolution, we actively seek feedback from the community on their redressal experience, which allows us to refine our approach and improve service quality. On a quarterly basis, the SPM evaluates the performance of the grievance mechanism against key metrics and expectations, sharing insights with location heads,

the Social Performance Steering Committee (SPSC), and Group HSE&S (Health, Safety, Environment & Sustainability (HSES) for further review and enhancement.

174 of complaints resolved out of a total of 194 complaints filed by the community during FY 2025



Out of the 39 Production assets, 100% are required to have Community Consultation

Out of the 176 Development projects/programs, 100% have Community Consultation



Resettlement & Land Acquisition

At Vedanta, we handle land acquisition and resettlement with great sensitivity, guided by established standards and international principles. In line with International Finance Corporation (IFC) Principles, International Council on Mining and Metals (ICMM) Guidelines, GRI, and UNGC principles, we have developed comprehensive Cultural Heritage, Land Acquisition and Resettlement Standards. These standards are further supported by a rigorous Technical Standard for Land and Resettlement Management, ensuring responsible land acquisition and a robust grievance mechanism. In India, all instances of resettlement are coordinated by local government agencies, with Vedanta ensuring all requirements are met after undergoing

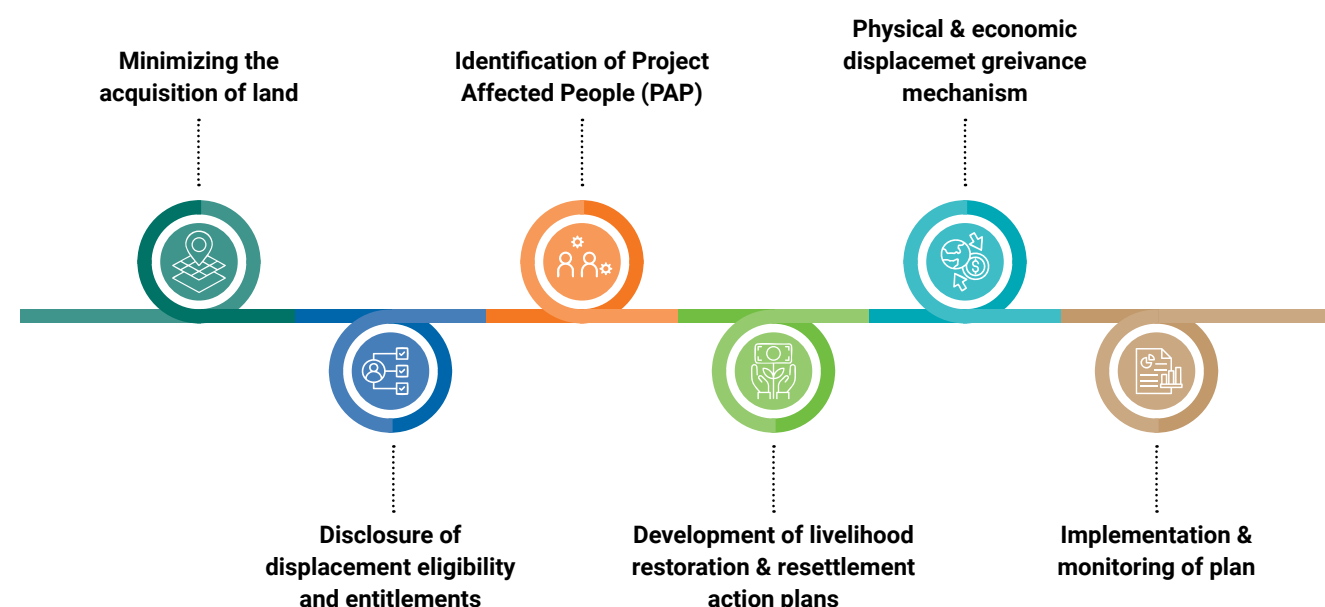
a structured consultation and compensation process.

We acknowledge the human impact of resettlement, including the loss of productive land, employment, income, housing, and access to common resources. These factors, along with the risk of social fragmentation, are carefully considered during the rehabilitation process. Our commitment to community sensitivity ensures that we address these challenges effectively and with respect for the affected communities.

Extensive socio-economic and environmental impact assessments are conducted to guide our decision-making and minimize biodiversity-related risks. Active engagement with

local communities is a cornerstone of our approach, allowing us to address their concerns and ensure a fair and equitable transition. This step-by-step process, aligned with global standards, guarantees that we approach each resettlement with diligence and accountability

Vedanta Aluminium's business unit has an ongoing R&R where in FY 2025, 14 grievances were reported and none remain to be closed.



Resettlement & Rehabilitation Project- VAL Lanjigarh

At our Lanjigarh facility, we have been working to resettle and rehabilitate 261 families that have been displaced due to our project-related activities. The Resettlement and Rehabilitation

have been meticulously planned over several years, under the guidance of the Government of Odisha. New housing, employment opportunities for each household, and compensation

for the land/crops affected, has been agreed on, with the whole process being carried out in accordance with our Land Acquisition & Resettlement standard.

PHASE 1- FY2023

Families Impacted: 163

Grievances Received / Resolved: 35

CSR Highlights:

- Education:** DAV Vedanta International School opened, offering 80 % fee subsidy to all displaced-family students.
- Healthcare:** 24x7 multi-specialist hospital established, providing free treatment to PDFs and their dependents.

Social Infrastructure (500 beneficiaries): Dharani Temple; black-top roads with underground drainage; 80,000 L overhead water tanks; secure colony boundary.

Livelihood Support:

- One family member per PDF placed in Vedanta after skills training.

- Cash-in-lieu packages of ₹ 1.8 Million or ₹ 1.4 Million, per Per Displaced Family (PDF) category.
- Financial-literacy workshops and investment guidance in social-security schemes.
- Vocational training in Saura art, housekeeping, electrical assistance, F&B, SMO.
- Women's micro-enterprises: pickles, textiles, papad making.

Vedanta Hires: 27 onboarded (Sept 2021) into Enabling & Commissioning.

Govt. Partners: Collector & DM, ADM, Sub-Collector & PD-R&R, LAO, BDO, Tahasildar, IIC—all Kalahandi/Lanjigarh.

PHASE 2- FY2024

Families Impacted: 56

Grievances Received / Resolved: 18

CSR Highlights: (same flagship programs continue)

- DAV School subsidy and 24x7 hospital care remain in place.

Social Infrastructure (200 beneficiaries): Anganwadi centre; community hall; market complex; borewells; new primary school building.

Livelihood Support:

- Direct employment placements post-training.
- Ongoing financial-literacy sessions.

Vedanta Hires: 58 onboarded into Commissioning & Projects.

Business-Partner Hires: 11 placed by our contractors.

Govt. Partners: Collector & DM, ADM, Sub-Collector & PD-R&R, LAO, BDO, Tahasildar, IIC—all Kalahandi/Lanjigarh..

PHASE 3- FY2025

Families Impacted: 42

Grievances Received / Resolved: 14

CSR Highlights:

- DAV School and hospital programs persist.

Social Infrastructure (130 beneficiaries): New Anganwadi; community mandap; temple boundary works; hand-pump installations; kitchen gardens; women's IGA support; boundary fencing.

Livelihood Support:

- Continued stipend, cash-in-lieu, employment placements, financial workshops.
- Expanded IGAs plus kitchen-garden and plantation drives (papaya, drumstick, jackfruit, mango)

Vedanta Hires: 34 more slated post-training and relocation.

Govt. Partners: Collector & DM, ADM, Sub-Collector & PD-R&R, LAO, BDO, Tahasildar, IIC—all Kalahandi/Lanjigarh.

PHASE 4- FY2026

Families Impacted: 42

CSR Highlights:

- Ongoing school subsidy and hospital services.

Social Infrastructure (500 beneficiaries): Further Anganwadi expansions; health-centre fencing; deep borewell installations; full colony boundary; upgraded community mandap and temple precincts.

Livelihood Support:

- Continuation of all prior financial and vocational programs.

Vedanta Hires: 96 onboarded, with 26 more to join post-training.

Govt. Partners: Ongoing collaboration at all administrative levels.

Key Outcomes of R&R at VAL-L



Over **300 families** supported with education, healthcare, housing, and livelihood.



Nearly **200 residents** employed directly by Vedanta, across Enabling, Projects, Commissioning, O&M.



Grievances systematically logged and addressed each phase.



Rich community infrastructure schools, health centres, roads, water systems, worship spaces, and gathering halls has fostered resilient, empowered neighbourhoods.

This phased, holistic approach exemplifies Vedanta's commitment to responsible resettlement, inclusive growth, and lasting community upliftment.



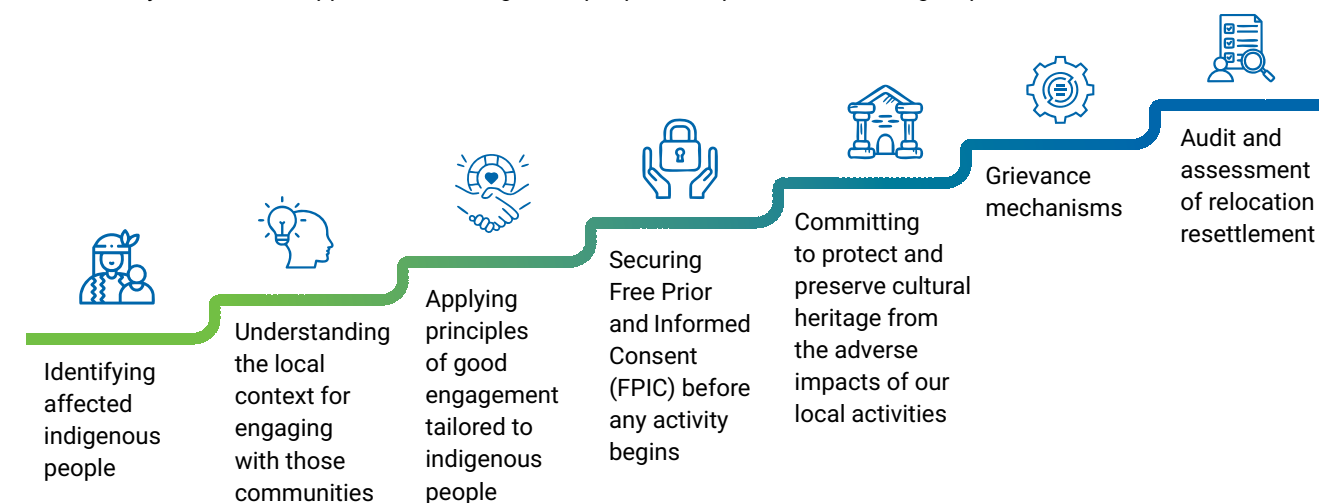
Rights of Indigenous People

At Vedanta, we are committed to respecting the rights and aspirations of Indigenous Peoples, guided by internationally recognized frameworks such as the International Finance Corporation (IFC) Performance Standards 1, 5, and 7 and the International Council on Mining and Metals (ICMM) Good Practice Guide

for Indigenous Peoples and Mining. Many of our operational areas are home to Indigenous communities, who have deep-rooted connections to their land, water, and traditions. We strive to protect their cultural heritage and lifestyles, minimizing the impact of our operations on their environmental and social relationships. In doing

so, we engage closely with National and State Governments to ensure full compliance with all regulations governing our interactions with Indigenous Peoples and Tribal Communities. This approach allows us to foster mutual respect and sustainable development in all our projects.

Our two-way consultation approach with Indigenous peoples comprises the following steps:



These steps form a continuous feedback loop—once FPIC is obtained, we reaffirm our cultural-heritage commitments and re-engage to ensure ongoing respect for indigenous rights and expectations.

Indigenous people's engagement

Engaging with indigenous people and local communities is essential to creating economic opportunities, promoting reconciliation, and enhancing community well-being. We work closely with these communities through our CSR initiatives during the operational stages of our mining projects. Particularly around our VAL-Lanjigarh, ESL, and BALCO sites, where vulnerable tribal groups reside, we recognize the importance of fostering positive relationships that ensure sustainable development and mutual growth. Zero incidents of violations were reported against the indigenous people over the last three years.





AIM 2

Empower 2.5 Million individuals with enhanced skillsets

At Vedanta, we understand that a healthy and thriving community is essential for the long-term success of our operations. Building mutual trust with local communities is fundamental to fostering sustainable growth and social progress.

To support this vision, we implement structured initiatives focused on skill development, education, and healthcare, equipping individuals with the tools needed for a better future. Our efforts include the establishment of technical training centres and livelihood programs, designed to enhance employability and income opportunities. With a strong focus on empowering women through skill development, these programs uplift local communities, fostering independence, financial stability, and long-term prosperity.

Associated Material Topics



Community Engagement and Development



Human Rights

Stakeholders Impacted

Local Communities, Business Partners, Employees, Workers

Impact

Potential Negative Operation, Legal & Financial Risk, Potential Positive Reputational Impact

KPIs

FY 2025

Number of individuals to be impacted through skill development and training

1.46 Million

Why are these topics material to us and our operations?

Community Engagement & Development is a core material topic that underscores Vedanta's commitment to inclusive and sustainable growth. As a company operating in diverse regions, we recognize the impact of our business on local communities and proactively engage in initiatives that drive long-term socio-economic development. By embedding community engagement into our strategic framework, we contribute to holistic regional development while ensuring responsible business practices.

Our Key Programmes

Under our AIM 2, we focus on multiple programs like expanding opportunities in sports through infrastructure development and accessibility, and empowering youth through skill-building initiatives. Each program comprises multiple initiatives, designed to maximize outreach and create lasting impact. By fostering sports excellence and enhancing employability through skill development, we aim to uplift communities and drive meaningful socio-economic change.

Overview of key thematic areas



Skilling

218
training centres across India

40
technical and non-technical trades offered

0.8 Million
individuals trained

91%
placement rate

Average salary of
₹15,000 per month



Agriculture

Over
60,000
farmers benefitted

Presence in **8** States,
580 villages, and
8 Farmer Producer Organisations (FPOs)

31,000+ acres under improved practices

2 Million m³ of enhanced water storage created

Average additional income of
₹50,000-1,00,000 per annum



Women Empowerment

1.1 Million
women engaged

Women-led micro and nano enterprises

Online product-sales platforms established

Forward and backward market linkages created

Average income gain of
₹3,000-8,000 per month



AIM 3

Uplift 100 Million women and children via social welfare interventions

Recognising the need for inclusive community support, Vedanta has proactively initiated programmes focusing on women and child development, ensuring sustainable growth for local communities. Our partnership with the Ministry of Women and Child Development and NGOs spans across 14 States, reflecting our broad commitment to social upliftment. Through initiatives such as the establishment of childcare centres, we provide a secure environment for infants while parents pursue their livelihood. Additionally, we actively support national campaigns including Swachh Bharat, Beti Bachao Beti Padhao, and Startup India, contributing significantly towards building socially responsible and empowered communities.

Associated Material Topics



Community Engagement and Development

Stakeholders Impacted

Local Communities, Business Partners, Employees, Workers

Impact

Potential Negative Operation, Legal & Financial Risk, Potential Positive Reputational Impact

KPIs

FY 2025

Number Of Nand Ghar	8,045
Number of women and children benefited through Nand Ghar's	5,60,000
Number of women and children uplifted through Education, Nutrition, Healthcare and Welfare	26.02 Million

Why are these topics material to us and our operations?

At Vedanta, we actively address public health and wellness by enhancing nutrition, healthcare access, and safe drinking water through strategic infrastructure investments around our operational sites. We prioritise initiatives addressing community well-being, while leveraging robust partnerships with government programmes and multilateral agencies to expand our reach and maximise impact.

Nand Ghar

The divide between rural and urban areas is often rooted in limited resource accessibility, which restricts opportunities for growth and well-being. With a commitment to bridging this gap, the Nand Ghar Programme serves as a platform for equal access to essential services. This flagship initiative is dedicated to uplifting

women and children by providing modern infrastructure and offering comprehensive services in education, healthcare, nutrition, and skill development.

Nand Ghar was established with the primary goal of enhancing early childhood education, improving child

health and nutrition, and empowering women socio-economically. By facilitating financial independence through income-generating farm and non-farm activities, the programme is designed to drive sustainable social change, enabling women and children to thrive and build self-sufficient, resilient communities.

Features of Nand Ghar Programme

Modernized Anganwadi



Nand Ghars are equipped with state-of-the-art technology, featuring 24/7 electricity supported by both solar and grid power, LED TVs, tablets, water purification systems, smart learning kits, modern furniture, and sanitation facilities.

#Khanakhayakya



The Nand Ghar Movement—"Agar Bachpan Se Poocha, Khaana Khaaya Toh Desh Ka Kal Banaya"—drives zero hunger and strengthens India's Anganwadi ecosystem by asking #KhaanaKhaayaKya to ensure every child is healthy, nourished, and learning.

Skill training



Nand Ghar offers skill development, scheme linkages, and income-generating opportunities, including job placements and market connections, to empower women economically.

Interactive Learning Methods



Nand Ghar enhances pre-primary education by using Building as a Learning Aid (BaLA) designs, interactive TVs, smart kits, and tablets for an engaging and innovative learning experience.

Mobile Health Vans (MHV) & Telemedicine



Frequent health camps and digital healthcare services provide specialized medical care directly to communities, ensuring access to quality healthcare.

Animal welfare programs



This is part of the integrated services where we support the broader community's well-being.

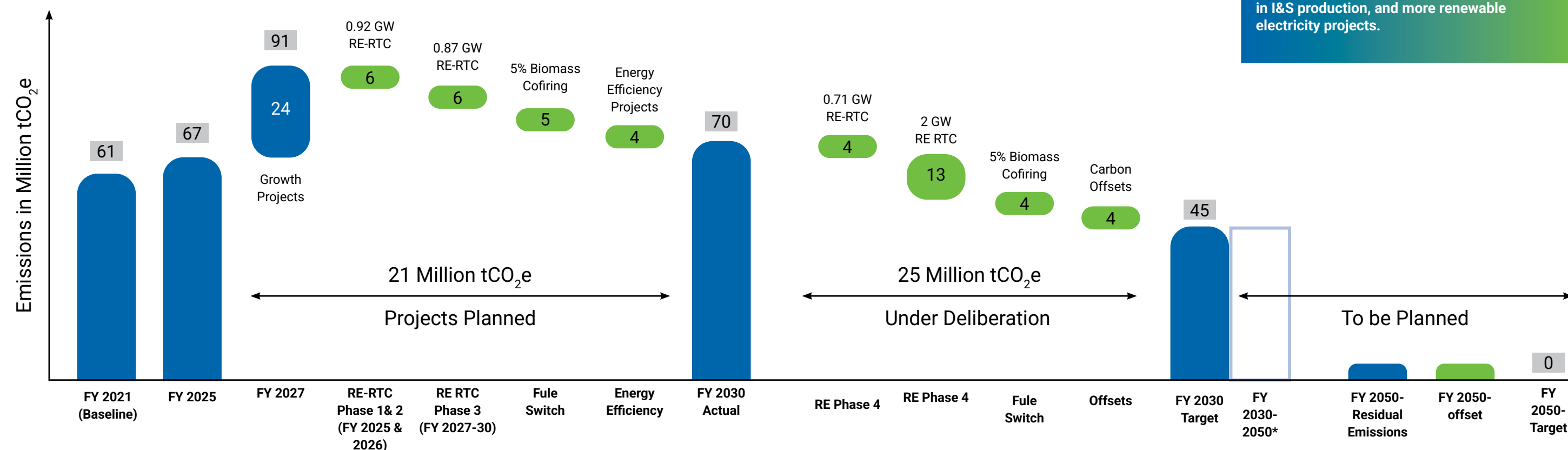
Emission Reduction & Mitigation Strategies

Decarbonisation levers and roadmap

Our decarbonization roadmap reflects a thoughtful and steady approach to reducing the carbon footprint while supporting India's transition to a cleaner energy future. With clear

targets and ongoing investments, Vedanta is committed to balancing environmental responsibility with business growth, paving the way for a greener and more resilient future.

The trajectory of Vedanta's greenhouse gas (GHG) emissions and its decarbonization roadmap.



Decarbonisation levers

1

Increasing renewable energy

Expanding the capacity and use of clean, sustainable energy sources such as solar, wind, hydropower, and bioenergy to replace fossil fuels.

2

Switching to low carbon fuels

Replacing traditional high-carbon fossil fuels with alternatives that emit significantly less greenhouse gases when used.

3

Improving energy and process efficiency

Optimizing operations to use less energy and resources while maintaining or enhancing productivity.

4

Offsetting residual emissions

Compensating for greenhouse gas emissions is done by carbon credits, where one credit represents one tonne of CO₂e avoided or sequestered.

Vedanta's absolute GHG emissions trajectory outlines a structured plan to decarbonise operations while supporting growth. From a baseline of 61 Million tCO₂e in FY 2021, emissions are projected to rise to 91 Million tCO₂e by FY 2027 due to expansion and growth plans. However, through targeted interventions of renewable energy deployment, fuel switching, energy efficiency, and balancing the remaining through offsets, we aim to

reduce our emissions to 45 Million tCO₂e by FY 2030. Projects planned till FY 2030 are expected to reduce 21 Million tCO₂e, with an additional 25 Million tCO₂e reduction under deliberation.

Beyond FY 2030, further actions including carbon capture, hydrogen-based fuel substitution, and expanded renewable power are being evaluated and we continue to focus on these

basis the technology maturity and its penetration.

These levers form the backbone of Vedanta's decarbonisation strategy. Through systematic investments in clean energy, operational optimization, and carbon offset mechanisms, Vedanta aims to transition towards a low-carbon operational model, while simultaneously supporting national climate goals.



AIM 6

Innovations for greener business model

At Vedanta, embracing a greener business model is not just an environmental imperative, it is integral to our long-term growth, resilience, and stakeholder trust. We believe that sustainable practices drive operational excellence, unlock innovation, and strengthen our social license to operate. Our focus on managing air emissions, preserving biodiversity, handling waste responsibly, and ensuring safe tailings disposal reflects this strategic priority.

Operating in resource-intensive sectors, we are aware of the environmental sensitivities surrounding our activities. A greener approach enables us to reduce our ecological footprint, respond to evolving regulatory expectations, and align with global sustainability benchmarks. It also fosters stronger relationships with local communities and enhances our reputation as a responsible corporate citizen.

By embedding sustainability into the core of our business processes, we create long-term value for our stakeholders while contributing meaningfully to environmental stewardship. This transition to a greener model positions us to meet future challenges with agility and to continue growing in a way that is inclusive, responsible, and future-ready.

Material topics



Air emissions and quality



Circularity and waste management



Materials management



Tailings management



Biodiversity and ecosystems

Stakeholders impacted

Local communities

Impact

Controlling air emissions, waste, materials, tailings and biodiversity ensures compliance, cost efficiency, and secures Vedanta's social licence.

KPIs

FY 2025

Ash utilisation	114%
Locations reviewed for biodiversity risk	100% sites reviewed ²
Tailings Dam audit and findings closure	100% sites audited 27 tailings dam aligned with GISTM ³

² Newly added sites—Minakshi, Athena, and WCL—are scheduled to undergo biodiversity assessments in the upcoming financial year.

³ Global Industry Standard on Tailings Management

Why are these topics material to us and our operations?

These topics are critical for Vedanta due to the environmental and operational risks associated with its resource-intensive activities. Air quality and tailings management

ensure safety and pollution control, while responsible materials and waste management improve efficiency and reduce environmental harm. Biodiversity protection is key

to mitigating ecological damage from mining, and circular economy principles help Vedanta reduce waste and enhance resource recovery.



Air Emissions

Air quality management at Vedanta primarily focuses on mitigating the particulate impacts which poses a significant challenge in the mining industry. We closely monitor the effect of operations, particularly suspended particulate matter (PM), sulphur dioxides (SOx) and nitrogen dioxides (NOx). Additionally, drilling, smelting and refining activities result in the release of hazardous air pollutants (PM, NOx, etc.) which have an impact on the health of the local communities and environment.

We track lead emissions in zinc operations, fluoride emissions in copper and aluminium operations, and Polycyclic Aromatic Hydrocarbons

(PAHs) in aluminium operations. These efforts align with Vedanta's Environmental Management Standard, ensuring that air quality impacts on employees, communities, and the environment are minimized.

We have established systems for continuous monitoring of the air quality at our sites so that effects of our operations can be evaluated in real time and suitable interventions for maintaining mandated standards of air quality, can be taken. We do this with the help of emission control technologies and advanced monitoring systems, which flag off any potential issues.

Non-GHG emissions in '000 (FY 2025)

18 MT
Particulate matter

447 MT
SOx

122 MT
NOx

Unwavering protection of sensitive areas

Vedanta has pledged to avoid mining activities within UNESCO World Heritage Sites and to respect all nationally and internationally legally designated and protected biodiversity areas.

Minimising ecological footprints, restoring, regenerating & conserving

Recognising the potential impact of its operations, we adhere to a No-Net Loss approach. This involves ensuring No-Net Loss (NNL) by completing the closure of mine sites. Furthermore, we commit to developing a roadmap towards No-Net Loss by 2030.

Building a sustainable value chain

We will work with our suppliers to understand their biodiversity risks, opportunities, and mitigation efforts to help halt and reverse nature loss in the Vedanta's overall value chain

Collaboration based approach

We actively collaborate with competent organisations and institutions to achieve our biodiversity goals by leveraging their expertise, networks, and resources and participate in regional and national initiatives aimed at restoring larger ecosystems where we operate.

Engaging with local communities

In line with Vedanta's values, the company will engage in a transparent manner with communities, respecting their traditional knowledge and practices to help restore, regenerate and conserve local ecosystem.



Processes for identifying and assessing nature-related risks

At Vedanta, we understand the need to identify and evaluate nature-related risks to maintain sustainable operations and act as responsible stewards of natural resources. Our holistic strategy addresses risks related to biodiversity, climate, and water, using advanced tools, engaging with stakeholders, and adhering to strict guidelines to minimize adverse impacts while maximizing our positive influence on the environment and society.



Biodiversity risk management process at Vedanta

Biodiversity risk screening

- Vedanta screens new or existing project sites for potential biodiversity sensitivities.
- Impacts caused due to operations are classified into: Habitat related or Species related.
- Location specific approach is adopted to conduct risk assessment.
- Threat evaluation
 - Species Threat Abatement and restoration (STAR) metric based on IUCN Red List of Threatened species is used for identification of areas and species under threat
 - IBAT tool is used for identification of highly biodiverse areas.
- STAR combines the data on species, threats and risk of extinction, this provides two global data layers: Threat abatement (STAR-T) and Restoration (STAR-R)

Biodiversity risk assessment

- Biodiversity risks are evaluated within a 10 km perimeter of each project site, consistent with India's EIA notification 2006 and requirements including Environmental and Social Impact Assessments, Biodiversity Management Plans and Critical Habitat Studies. Key Biodiversity Areas and Protected Areas located upto 50 km away are identified through IBAT screenings and supporting literature. Targeted stakeholder consultations further capture site-specific socio-economic, geographic and climate dynamics.

Biodiversity management plan

- The Biodiversity Management Plan (BMP) is developed based on biodiversity risk assessments to guide impact mitigation measures across all operations. It provides sector-specific procedures for evaluation and monitoring, ensuring alignment with No Net Loss (NNL) outcomes.
- Key aspects of BMP:**
- **Risk-based measures:** Tailored to the level of risk identified in the Biodiversity Risk Screening Assessment.
 - **Proximity considerations:** Sites within 50 km of Key Biodiversity Areas (KBA) or Protected Areas (PA) require due diligence for sourcing and supply chain assessments.
 - **Mitigation measures:** Includes due diligence for procurement from ecologically sensitive areas, avoiding routes that impact biodiversity, and ensuring compliance with necessary environmental, forest, and wildlife clearances.

Implementation and monitoring

- We implement site-specific biodiversity management protocols that evolve based on best practices and emerging requirements. These protocols align with global standards and support our No Net Loss (NNL) vision to minimise biodiversity impacts.



Post-evaluation actions

- Risk classification: Sites are categorized based on their biodiversity risk level, guiding conservation actions.
- For sites near biodiversity-rich areas:
 - Assess the current biodiversity status and interactions with operations.
 - Review existing biodiversity conservation measures to refine strategies for achieving No Net Loss (NNL) outcomes.
- For sites impacting ecosystems:
 - Conduct a priority ecosystem impact review to determine necessary mitigation measures.

100% sites have biodiversity management plans



AIM 7

Prioritize the safety and health of our workforce

Ensuring that every individual return home safely is a core promise at Vedanta, one that shapes every decision and action we take. In the high-risk mining and metals sector, we understand that operational excellence is inseparable from a robust culture of safety. That's why we have embedded proactive hazard identification, rigorous risk mitigation, and continuous upskilling at the heart of our operations.

While we remain steadfast in our goal of zero fatalities, we regret that seven lives were lost in FY 2025. Each incident has profoundly affected us and reinforced our determination to improve. This year, our Safety Community of Practice (CoP) has led the charge in deploying advanced technologies, data-driven insights, and immersive training to strengthen our safety systems. From AI-powered monitoring and smart wearables to scenario-based emergency drills, we are equipping our people with the tools and knowledge needed to prevent incidents before they occur. Our approach goes beyond compliance, focusing on visible leadership, shared accountability, and a zero-harm mindset that extends to every employee, contractor, and community member.



By relentlessly raising the bar on occupational health and safety, Vedanta is not only protecting its workforce but also reinforcing its commitment to 'Transforming for Good' making safety a defining value across all our operations.

Material Topics



Health, Safety & Well Being

Stakeholders Impacted

- Internal Employees
- External Business Partners

Impact

Negative impact across the value chain

KPIs

FY 2025

Fatalities	7
Lost Time Injury Frequency Rate (LTIFR)	Employee-0.37 Workers- 0.55
Total Recordable Injury Frequency Rate (TRIFR)	Employee-1.06 Workers-1.36
Health performance standards implemented and part of VSAP	In progress
Employee and community exposure monitoring to be completed	Employees exposure monitoring has been initiated
No. employee exposure to red zone areas by FY 2030	42% reduction is projected with the implemented action plans, and the actual reduction will be determined in the next study cycle
Mental health programme in place for all employees	73% (8 out of 11) businesses have started specific programs & others are in advance planning stage for implementation
Eligible employees to undergo periodic medical examinations	99% of eligible employees

Why are these topics material to us and our operations?

Given the inherently high-risk nature of mining, which often takes place in challenging terrains and environments with potential exposure to toxic air and extreme temperatures, maintaining strong safety performance is essential. Similarly, mineral processing involves operating large machinery under high heat and handling hazardous chemicals, further underscoring the importance of robust safety measures.

As a responsible employer, we are committed to safeguarding 100% of our workforce by effectively managing these risks while balancing operational demands and being mindful of our broader social and environmental responsibilities. Health and safety remain central to our operations, and we recognize that achieving zero safety incidents protects our people while strengthening our reputation as a "Safety First" Organization.

Our unwavering focus on health and safety is not just a compliance requirement, but a reflection of our core values and our promise to lead with integrity and care in everything we do.



Navigating key safety challenges in mining

The mining industry faces significant hazards, including working in confined and remote locations, navigating unpredictable underground conditions, operating heavy machinery, and handling explosive and toxic substances. These risks extend to our supply chain partners as well, who often encounter dangers during the transportation of materials.

Historically, mining has been a male-dominated sector, largely due to the demanding nature of the work—long hours, challenging underground environments, physically intense labour required lead to a limited female participation. Moreover, the industry's reliance on contractual

workers, who are typically engaged for short-term, specific tasks, creates a dynamic and transient workforce. This presents challenges in consistently enforcing safety standards, maintaining uniform work practices, and implementing effective occupational health and safety management across all operations.

Addressing these complexities is essential to fostering a safe and inclusive work environment, and to upholding the highest standards of health and safety throughout the mining value chain.

As we continue to advance our position, establishing and upholding a strong, innovative, and all

encompassing health and safety environment remains a top priority for Vedanta. The execution of Aim 7 is spearheaded by our Safety Community of Practice, ensuring organization-wide engagement and consistency. We have adopted 17 safety performance standards along with 20 technical and management standards for health and safety, all of which are benchmarked against international best practices, including those set forth by the International Council on Mining and Metals (ICMM). Our adherence to these standards is regularly evaluated through internal audits conducted under the Vedanta Sustainability Assurance Programme (VSAP)



ESG Risk Governance

As a natural resource company, Vedanta experiences risks that are beyond operations, compliance, and finance. These risks are related to material impact on environmental, social and governance aspects of the business. ESG risks related to sustainability are critical to the Company's sustainability strategy. Hence, the responsibility of identifying and managing these risks is given to the Chief Risk Officer, who is the member of the Company's risk management committee.

In addition, the following key risk governance and oversight committees in Vedanta support the management of ESG risks:



The Audit Committee and Risk Management Committee aids the Board by identifying and assessing changes in risk exposure, reviewing control measures, and approving remedial actions, supported by the Group Risk Management Committee (GRMC) evaluating risk mitigation effectiveness quarterly. The GRMC, comprising the Executive Director, Group CFO, and Director of Management Assurance, discusses key risk events, uncertainties, emerging risks, and progress against planned actions, with the Board holding ultimate responsibility for managing risks and ensuring effective internal controls through regular review and enhancement. The committee along with the Sustainability committee reviews sustainability-related risks.



The Management Assurance Services (MAS) plays a crucial role in ensuring the implementation of policies and processes aligned with management's performance goals and risk tolerances. They serve as a vital element of the internal control process, providing the Board with necessary assurance. This involves systematic assessment of measures, tools, and processes used to identify, evaluate, control, monitor, and report on risks. The Audit Committee regularly evaluates the scope, authority, and resources of the MAS. As a result, an internal audit plan is developed with a risk-based approach, considering the risk matrix, insights from senior management, business teams, and the Audit Committee. Past audit experience, financial analysis, and the prevailing economic and business environment are considered during the planning stage.



The Board-level ESG Committee, in collaboration with our Group Sustainability and ESG function, is tasked with activating, integrating, and monitoring initiatives under the 'Transforming for Good' mandate



Risk officers at each business and Group level foster risk awareness and a risk management culture

Moreover, the Board, with support from the management, conducts periodic and robust assessments of principal risks and uncertainties through an annual materiality assessment, which are then integrated into Vedanta's enterprise risk management framework. These risks can be economical, environmental, geopolitical, societal, or technological depending on their long-term impact on Vedanta's business. There are other unprecedented risks to operations that is significant with respect to the longterm impact on Vedanta's business activities. While these risks may not have a clear financial impact, their potential impact on the Company's business is already assessed, and mitigation strategies are already developed for each risk.

Driving digitization and governance excellence at vedanta

Vedanta has advanced its digital transformation by implementing the Enablon platform, a leading risk management solution. Enablon has streamlined the identification, analysis, and mitigation of operational risks across all sites, enabling a shift from reactive to predictive safety management through advanced data analytics. It has improved enhanced transparency, accountability, and compliance. The platform offers unified reporting, root cause into into risks and incidents, and robust audit trails, supporting informed decisions and regulatory adherence. Vedanta leverages Enablon, a leading enterprise software platform, to streamline its sustainability,

environmental, health, and safety (EHS) data management across all business units. Enablon enables data tracking and reporting of key ESG metrics, enhances compliance with global standards, and supports robust risk management. By centralizing data collection and analysis, it helps us driving transparency, improve decision-making, and advance its sustainability goals efficiently and effectively.

- 9 processes digitized: Incident, Observation, Job Safety Analysis, Process Hazard Analysis, Industrial Hygiene, Management of Change, Audit & Inspection, Risk Management, and Metrics.

- 3 mobile apps launched for easy reporting: Incident, Inspection, and Audit.
- 23,341 ESG indicators (primary + calculated) launched monthly & quarterly .
- 14,000 users onboarded to the Enablon portal.
- Full assurance process moved to Enablon.
- 125+ CRM checklists for 13 risks deployed in Enablon.
- 800,778 safety interactions logged and validated in the portal.
- 100+ dashboards created and shared

Risk Appetite and Tolerance

We review our group's risk exposure quarterly. Furthermore, in FY 2025, annual external audit is conducted as per ISO 31000:2018.



Financial incentives which incorporate risk management metrics: The functional risks are intrinsically built into employees' individual performance KRA including Board of Directors. For example, the HSE manager has a goal of zero water related incidents by FY 2025. Performance on these goals affects compensation tied to reducing the risk of water related incidents. Additionally, fatality is a common multiplier in the performance criteria of all Executives and employees. In addition, VSAP, our sustainability risk assurance tool, reflects compliance of businesses/ functions with the Vedanta Sustainability Framework. The results of VSAP have a direct bearing on the overall performance evaluation of all our full-time-employee workforce with 15% weightage attributed to sustainability.



Incorporating risk criteria in the product development or approval process: We are guided by a Risk Management Technical Standard for identifying, managing, mitigating risks across the project lifecycle. To ensure that new/greenfield projects/operational sites face minimal risks, extensive risk assessment activities are conducted in the feasibility stage of a project. These include environmental and social risks identified as part of the Environmental and Social Impact Assessment (ESIA). Post identification, mitigation measures are put in place to ensure that the risk is not realized and does not impact business. During the laying of the 600 km pipeline to transport hydrocarbons, the ESIA revealed that the pipeline would pass through a wildlife habitat. Plans were rerouted to ensure that there is minimal damage to the environment and the project can proceed without the regulatory or reputational impact of building in a wildlife reserve.



Risk Training: Vedanta conducts regular risk management training for Board and employees. During FY 2025 familiarization programmes covered internal audit plans and findings, internal financial controls, and risk management systems related topics for Board of Directors.

Risks Identified	Magnitude	Likelihood
Health, Safety and Environment	Medium	Medium
Managing relationships with stakeholders	Medium	Medium
Tailings dam stability	High	Low
Regulatory and legal risk	Low	Low
Breaches in IT/cybersecurity	Low	Low
Loss of assets or profit due to natural calamities	Low	Low

Emerging Risks



Cyber Espionage and Warfare

Cyber espionage and warfare represent a new and emerging external risk that poses significant challenges to Vedanta's digital and operational landscape. This risk involves sophisticated and targeted cyberattacks by adversaries aiming to infiltrate, disrupt, or steal sensitive information from Vedanta's critical IT and OT systems. As cyber threats evolve rapidly, they become more specific and complex, including state-sponsored hacking, ransomware, and advanced persistent threats. Given Vedanta's extensive global operations across mining, metals, oil & gas, and power sectors, this emerging risk requires heightened vigilance and adaptive security measures.

Impact on Vedanta

The potential impact of this significant and specific external risk on Vedanta is multifaceted:

- Disruption of vital operations, causing production delays and financial setbacks.
- Loss or compromise of proprietary data, intellectual property, and strategic business information, which can erode competitive advantage.
- Damage to Vedanta's reputation and stakeholder trust, adversely affecting investor confidence and market standing.
- Exposure to regulatory penalties and legal liabilities due to breaches of cybersecurity and data privacy regulations.
- Increased safety risks at operational sites if industrial control systems are targeted.

Mitigation actions

- **Governance:** Cybersecurity oversight is embedded at the highest levels, with the Board's Audit and Risk Committee and Executive Committee providing strategic direction. Specific leadership roles such as CIO, CSO, and CISO ensure accountability and focused risk management.
- **Advanced Technology and Monitoring:** Deployment of cutting-edge threat detection tools, including Security Information and Event Management (SIEM) and Data Loss Prevention (DLP) systems, enables real-time monitoring and rapid response to specific cyber threats.
- **Comprehensive Security Framework:** Vedanta's Information Security Management Framework aligns with international standards (ISO 27001, ISO 22301, ISO 31000, ISO 27701), addressing emerging cyber risks through structured policies and procedures.
- **Employee Awareness and Training:** Continuous cybersecurity education programs empower employees to recognize and mitigate risks, fostering a culture of security awareness across the organization.



Extreme weather events

Extreme weather events pose an external risk for Vedanta, characterized by increased frequency and intensity of phenomena such as floods, droughts, cyclones, and heatwaves. These climate-driven events pose significant and specific threats to Vedanta's diverse operations across mining, metals, oil & gas, and power sectors. As climate change accelerates, the unpredictability and severity of such events escalate, requiring Vedanta to continuously evaluate and adapt to these evolving physical risks. This emerging risk is integrated into Vedanta's enterprise risk management framework and climate resilience planning, reflecting its critical importance to business continuity and sustainability.

Impact on Vedanta

- Physical damage to infrastructure and operational assets, leading to production disruptions and increased maintenance costs.
- Supply chain interruptions due to affected transportation routes and logistics.
- Heightened water stress and scarcity impacting both operational processes and community relations.
- Increased health and safety risks for employees and local communities.
- Potential financial losses and reputational damage arising from operational downtime and failure to meet Environment Social and Governance (ESG) commitments.

Mitigation actions

- **Climate Risk Assessment:** Vedanta employs scenario analysis and bottom-up climate modelling to assess acute and chronic physical risks, including floods, droughts, and cyclones, under various climate scenarios (RCP 4.5 and RCP 8.5).
- **Governance and Oversight:** Climate-related risks, including extreme weather, are overseen by Vedanta's Board ESG Committee and Group Risk Management Committee, ensuring integration into strategic decision-making and risk management processes.
- **Water Stewardship and Sustainable Practices:** Vedanta promotes climate-resilient agriculture and sustainable water sourcing models to mitigate water stress risks in operational and community areas.
- **Infrastructure resilience:** Investments are made to enhance the climate resilience of critical infrastructure including flood defences, water management systems, and power supply stability.

Strategy and Approach for the Material Issues

Policy infrastructure and compliance review mechanism

Vedanta upholds strong corporate governance by ensuring all actions and decisions undergo regular scrutiny before implementation, reinforcing integrity as a core value. Ethical conduct is deeply embedded in the company's business ecosystem through comprehensive policies that

promote transparency and objectivity in decision-making. Employees are required to act in the best interests of the organization, maintaining independence in their judgments and avoiding conflicts of interest. Vedanta's policies mandate the disclosure and reporting of any potential conflicts,

prohibit offering or accepting bribes, and require employees to refrain from unfair or anti-competitive practices. These measures ensure that business relationships never compromise independent judgment, and that transparency and integrity remain central to all operations.

Data Security & Privacy

A cybersecurity breach or data privacy incident can have serious financial and reputational consequences for Vedanta, including investigation and remediation costs, legal liabilities, regulatory penalties, and loss of stakeholder trust. Recognizing the growing risks in an increasingly digital world, Vedanta has made cybersecurity and data privacy a top priority within its enterprise risk management framework. The company's robust information security system integrates policies, standard operating procedures, and technology standards

to safeguard sensitive data and ensure business continuity.

Vedanta's approach includes regular security assessments, audits, and bi-annual testing of incident response and disaster recovery plans. The company also conducts ongoing cybersecurity training for employees to raise awareness and strengthen its first line of defence. Information security and data governance policies cover risk management, disaster recovery, and privacy, ensuring compliance with national regulations and international standards. Oversight

is provided by the Board's Audit and Risk Committee, with dedicated roles such as the CIO, CSO, and CISO responsible for strategy, implementation, and operational success.

In FY 2025, Vedanta reported zero cybersecurity breaches, reflecting the effectiveness of its proactive measures. By continuously monitoring and updating its security framework, Vedanta protects the confidentiality, integrity, and availability of its data and systems, enabling resilient and sustainable business operations

Policy Suite related to data security and privacy



Information security and management policy



Data governance and privacy policy



Risk management policies



Business continuity management policies



Incident response and emergency preparedness plan

Vulnerability Assessment

Vulnerability identification, monitoring and tracking of mitigation actions and continuous compliance level are being done through various assessments. Vedanta carries out and undergoes the following assessments to identify vulnerabilities, threats, short-comings, and the associated risk/impact:

01

Internal Vulnerability Assessment and Penetrating Testing (VAPT) Program undertaken by Business Unit Information Security Function (through third-party expert agency)

02

External Vulnerability Assessment and Penetrating Testing (VAPT) Assessment through Group Management Assurance System (through third-party expert agency)

03

Red Teaming Exercise as part of Vulnerability Assessment

04

Surveillance Audit under ISO 27001:2002, ISO 22301:2019, ISO 31000:2018, and ISO 27701:2019 Framework Requirements (through surveillance audit partner)

05

Assessment of IT General Controls (ITGC) by Statutory Auditor under Sarbanes-Oxley (SOX) Compliance Framework (through statutory auditor)

These vulnerability assessments, including simulated hacker attacks are carried out on an annual basis by globally reputed and recognised third-party agencies, including a team of certified and qualified personnel in various domains of cyber security and data governance. BUs have obtained ISO certifications and are committed to establishing, implementing, maintaining, and continuously improving their Integrated Management System (IMS) in alignment with the standards set forth by ISO 27001:2002, ISO 27701:2019, ISO 22301:2019, and ISO 31000:2018. 71.43% of our IT infrastructure is certified as per ISO 27001

Awareness and capacity building session

All new employees at Vedanta are required to complete mandatory cybersecurity training during onboarding to ensure they understand the company's security protocols. The company maintains 100% employee participation in cybersecurity training, supported by an Online Awareness Training Capsule available for self-paced learning. The Information Security team actively monitors training completion, conducts regular follow-ups, and organizes virtual classroom sessions for those who wish to deepen their knowledge. To gauge awareness, business units administer periodic tests and quizzes, known as Dip-Stick Assessments, and use the results to deliver targeted training and communications. Additionally, Vedanta conducts phishing simulations for all users to test vigilance; those who fall for these simulations are required to complete specialized phishing awareness modules, with key lessons shared across the organization to reinforce learning.

Performance evaluation and reporting

Each employee in Vedanta's IT function has clearly defined Key Result Areas (KRAs) and Key Performance Indicators (KPIs) that are directly aligned with the company's Information Security Goals as part of their annual performance management process. Similarly, employees responsible for managing Operational Technology (OT) environments have their KPIs structured to reflect these same security objectives. Performance evaluations are conducted against these information security goals, ensuring accountability and alignment with Vedanta's broader cybersecurity priorities

Cyber security incident reporting

Vedanta addresses security incidents through a rigorous process of continuous tracking and monitoring until each case is fully resolved. The company has a comprehensive Incident Management & Data Breach Policy, which is communicated to all employees, vendors, and partners. Incidents can be reported through multiple channels, including 24/7 monitoring of critical IT assets using Security Incident and Event Management (SIEM) tools, daily surveillance of data movement via Data Leakage Prevention (DLP) systems, direct reports from end users, and observations by the internal security team.

Every reported incident undergoes thorough investigation by the Chief Information Security Officer (CISO), who conducts a detailed root cause analysis and ensures appropriate corrective actions are taken. Advanced tools and technologies automatically generate incident alerts based on predefined rules, which are then tracked and resolved by the IT Operations Team with guidance from the Information Security Organization. This structured approach ensures that all incidents are managed efficiently, lessons are learned, and preventive measures are implemented to strengthen Vedanta's overall cybersecurity posture.

Escalation Process

Vedanta maintains a rigorous process for tracking and managing all security incidents, ensuring each case is thoroughly investigated and resolved. To facilitate prompt reporting, each business unit provides a central email address where users can report any suspicious information security activity. All reported incidents are investigated by the Chief Information Security Officer (CISO), who implements appropriate corrective measures.

Security incidents detected via the Security Information and Event Management (SIEM) system or reported by employees are first evaluated by the business unit's CISO and then reviewed by the Chief Information Officer (CIO). Similarly, data-related incidents flagged by Data Loss Prevention (DLP) systems or end users are assessed by the Data Governance and Privacy Officer (DGPO) or CISO and subsequently reviewed by the CIO.

The severity and impact of each incident are discussed in key forums, including the business unit's Executive Committee, Vedanta Group's Executive Committee, the Audit & Risk Committees at both the business unit and Group levels. Compliance with recommended actions is monitored and reported quarterly to ensure timely and effective resolution. This structured approach helps Vedanta maintain high standards of information security and risk management across the organization.



Industry Associations

- Aluminium Association of India
- Federation of Indian Mineral Industries (FIMI)
- International Zinc Association
- Confederation of Indian Industry (CII)
- FICCI

- ASSOCHAM
- Indian Steel Association
- Federation of Indian Petroleum Industry
- The Federation of Indian Chambers of Commerce and Industry
- Minerals Council South Africa

- Mine Health & Safety Council (MHSC)
- Association of Mine Managers (AMMSA)
- Environment Industry Association of India



Think Tanks & Subject-Matter Expert Organisations

- IHS Global PTE
- National Safety Council
- United Nations Global Compact
- UN Women's Empowerment

- Principles
- IUCN Leaders for nature
- British Safety Council
- Indian Green Building Council

- Mine Ventilation Society of South Africa (MVSSA)
- Recycling and Environment Industry Association of India



Academic Institutions

- IIT Madras
- IIT Bombay
- IIM Sambalpur

- ISB Hyderabad
- IIM Raipur
- BITS Pilani

- IISc Bengaluru
- National Forensic Sciences University (NFSU, Gandhinagar)



NGOs and Civil Society Organisations

- Wockhardt Foundation
- Action for Food Production
- Drishtee Foundation
- Sarthak Jan Vikas Sansthan
- IPE Global
- Barmer Jan Sewa Samiti
- Middle East Council of Churches (MECC)
- Navrachna Mahila Vikas Trust

- BAIF Development Research Foundation
- GT Healthcare Trust
- Sehgal Foundation
- CHETNA Foundation
- Swajal Pvt. Ltd
- Rural Development Organisation (RDO)
- HelpAge India

- Vodalife
- SEEDS
- Learnnet Skills Limited
- Swajal Pvt. Ltd.
- Waterife
- Fontus
- Paralympic Committee of India
- CEDRA
- Bodh Siksha Samiti

Employee Well-Being & Support Programmes

At Vedanta, we recognize that the well-being of our employees is central to our long-term success. As a company that strives to create a workplace that promotes holistic health and well-being, we have implemented a comprehensive set of initiatives aimed at ensuring the mental, physical, and emotional welfare of our employees. Our approach is structured around three key pillars: social, emotional, and spiritual well-being.



Social Well-Being

Through our corporate social responsibility initiatives, Vedanta ensures that employees contribute meaningfully to society while nurturing their own well-being. We actively promote emotional well-being through initiatives like World Mental Health Day, and our "Give Back" program empowers employees to express gratitude towards individuals who have positively influenced their lives.

Emotional Well-Being

Vedanta demonstrates its dedication to emotional well-being by organizing group-wide recognition of World Mental Health Day. Specifically, at HZL, our "Give Back" initiative empowers employees to express gratitude towards individuals who have had a positive influence on their lives, fostering a supportive and empathetic work culture.

Spiritual Well-Being

In line with our belief in holistic development, we provide opportunities for spiritual growth through initiatives such as collaborations with Art of Living centres. These sessions offer rejuvenating yoga practices that help employees nurture their spiritual health, fostering inner peace and well-being.

At Vedanta, we are committed to providing a supportive work environment through a range of programs that prioritize the health, well-being, and professional growth of our employees.



Workplace Flexibility

We understand that flexibility is essential for our employees to maintain a healthy work-life balance. In response to the challenges posed by the COVID-19 pandemic, we have adapted our workplace policies to include remote work opportunities, ensuring that operational efficiency is maintained while safeguarding the well-being of our staff.

Health and Wellness Programs



Vedanta offers comprehensive health and wellness initiatives for our employees. These include annual health check-ups, ensuring that employees have access to a wide range of health assessments. Additionally, we reimburse employees for wellness packages they use, helping them maintain good health. Our facilities also provide multi-course meals designed to accommodate diverse dietary preferences, promoting balanced nutrition.



Employee Fitness Programs

Promoting physical health is a key priority, and we actively encourage employees to maintain an active lifestyle. At Vedanta, we regularly organize sports and fitness tournaments at all locations, allowing employees to participate in team-building activities that foster camaraderie and overall well-being.

Menstrual Hygiene Training



At Vedanta, we foster inclusivity and open dialogue about health and well-being. Our Menstrual Hygiene Training sessions, conducted at TSPL, aim to educate employees on menstrual hygiene, debunk myths, and create a supportive environment where everyone feels comfortable discussing these important topics. This initiative contributes to a more inclusive and empathetic workplace culture.



Supplier Assessment

After screening, a detailed second-party risk assessment is conducted for critical suppliers to evaluate compliance with social and environmental regulations. Suppliers are then categorized based on their risk levels—high, medium, or low.



Due-Diligence monitoring

In cases where risks are identified, enhanced due diligence is performed. This involves investigating the supplier's practices thoroughly to ensure they adhere to responsible sourcing standards. The goal is to identify potential risks related to governance, sustainability, and regulatory compliance.



Supplier Training & Capacity Building

In alignment with our unwavering commitment to sustainability, Vedanta has focused efforts this year on two key themes to engage with our business partners: Safety and Regulatory Compliance.



Safety

Critical safety management practices were strengthened through various initiatives, including awareness sessions, safety talks, and townhalls. These activities aim to ensure that both Vedanta and its suppliers uphold the highest safety standards. 995 suppliers were trained, with 419 being classified as critical suppliers, further solidifying Vedanta's dedication to creating a safe work environment across its entire supply chain.



Regulatory Compliance

In response to the growing need for sustainability, targeted training sessions were held throughout the year. These sessions focused on embedding sustainability principles, ESG target setting, and decarbonization aspirations. Cairn Oil & Gas hosted three workshops to familiarize business partners with the principles of Business Responsibility and Sustainability Reporting (BRSR). Additionally, HZL's 'Wednesday for Transition' series empowered business partners with critical ESG knowledge, facilitating effective ESG risk management across the value chain.

Ongoing capacity building initiatives



Business Partner Due Diligence

Through effective due diligence and risk management, Vedanta aims to mitigate CAHRA-related supply chain risks, ensuring responsible sourcing practices. This step is vital for maintaining a sustainable and ethical supply chain.



Supplier Engagement – Wednesday for Transition

Business partners are engaged through ongoing sessions that encourage the adoption of best practices in ESG risk management throughout the entire value chain, further bolstering sustainability.



Vendor Grievance Portal

Ensuring the prompt tracking and resolution of grievances, the Vendor Grievance Portal enables us to address issues raised by suppliers efficiently and transparently, enhancing overall relationship management.



ARIBA ESG SLP Qualification

The ARIBA platform streamlines procurement processes, boosting transparency, compliance, and efficiency by automating supplier management. Centralized information ensures seamless management of Vedanta's supplier base.



Supplier Information Portal

The online portal offers continuous guidance to both new and existing business partners, providing resources, training modules, and instructions on key processes such as auctions, invoice creation, and profile management, which all align with Vedanta's ESG expectations.

Throughout FY 2025, we organized 3,137 ESG-focused training sessions for our business partners. One of the key highlights was a dedicated session on climate change and carbon emissions, where the emphasis was placed on the importance of emission reduction across the value chain. These sessions were instrumental in enhancing our partners' understanding of sustainability practices and fostering collective efforts to minimize environmental impact.

By strengthening these initiatives, Vedanta is ensuring that its supply chain is not only resilient but also contributes positively to the broader environmental and social goals set forth. In FY 2025, Hindustan Zinc introduced a dedicated Vendor Training Portal to enhance supplier engagement and promote ESG awareness throughout its supply chain. The portal offers various training modules—covering the Supplier Code of Conduct and other sustainability topics—and includes an assessment component. It also maintains a record of all business partners who have completed the training, ensuring that 100% of HZL's partners align with and adhere to the Supplier Code of Conduct and reinforcing the company's commitment to responsible, ethical sourcing.



Technology enablement and digitalization

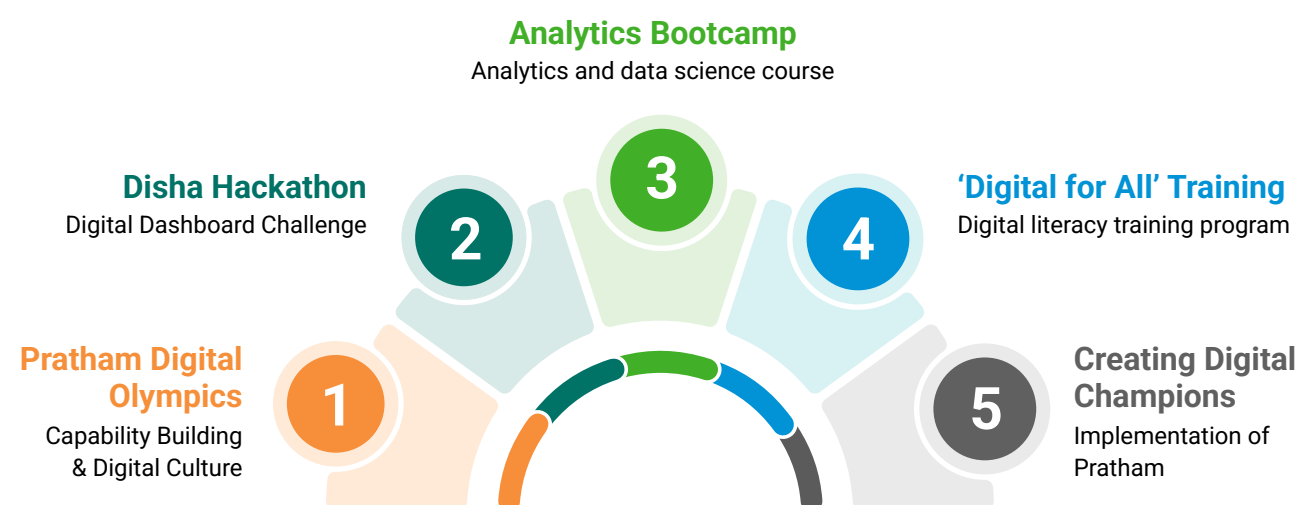
We use advanced technology for growth & development, making India technologically advanced and independent.

Project Pratham

Project Pratham was launched as part of our many digital initiatives, to ease the rapid digital transformation across our businesses and increase productivity, efficiency and sustainable operations. As part of this initiative,

a road map was drawn for redesigning the organisation and augmenting digital capabilities. The program also seeks to introduce innovation through digital hackathons and incubating startups internally.

The program cuts across Vedanta Group with 17 verticals - from Manufacturing, Commercial and HSSEQ, to other enabling functions, including HR, Finance and PR.

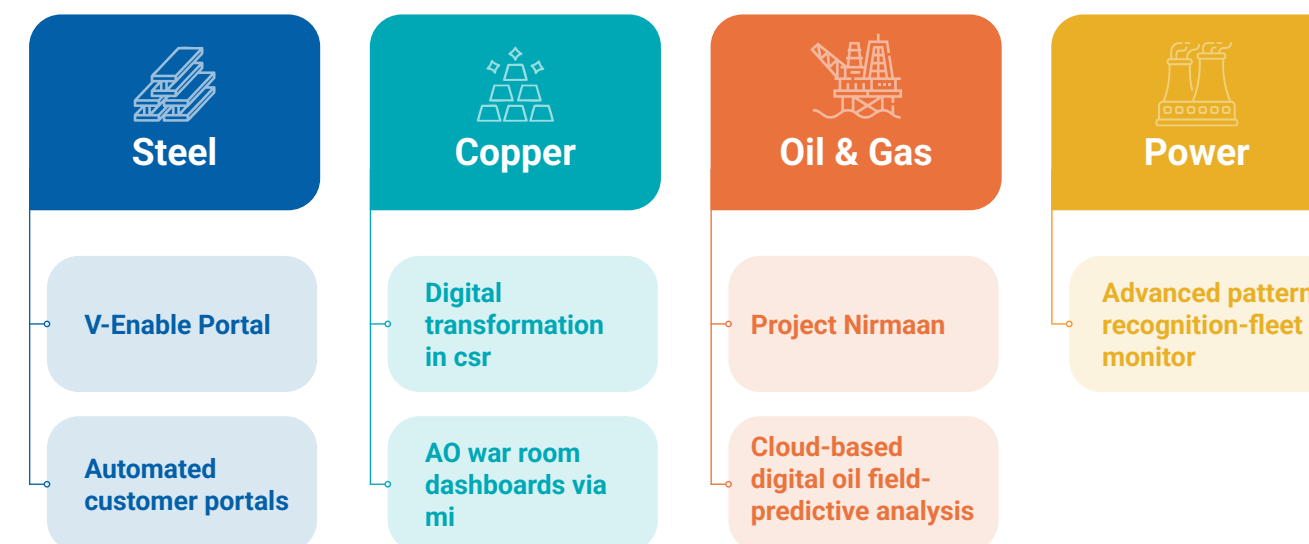
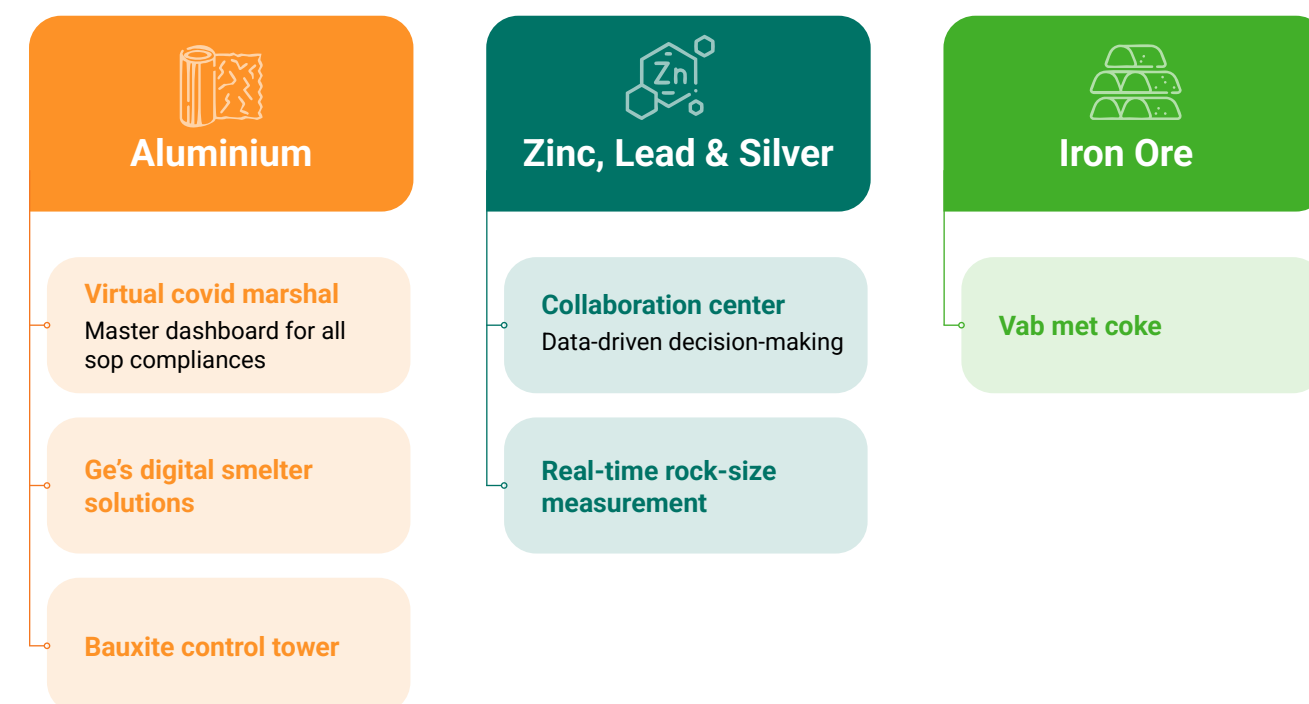


Digital-Driven Businesses

Vedanta's digital-first approach and keen focus on advanced technologies has resulted in improved processes and enhanced collaborations across its business units. Smart Analytical Dashboard, Power BI, and Power App provide easy access to information for

effective decision making. Vedanta has also strengthened cybersecurity with multi-factor authentication, VPN, cloud proxy, Data Leakage Prevention tool, and Azure Information Protection implementation.

In addition to these initiatives at the Group level, each of Vedanta's businesses has embarked on their own transformational journey towards digitalisation and innovation.





Annexure

ESG Factsheet

Energy

Energy consumption within the organization (Business wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium*	GJ	33,30,25,639	34,30,38,776	35,75,97,063	39,95,95,220	42,43,81,993
Copper Business	GJ	9,61,842	10,02,216	10,95,547	15,22,244	18,55,336
Iron Ore Business	GJ	2,99,167	12,49,307	3,50,191	2,52,67,314	2,37,08,153
Oil and Gas Business	GJ	2,53,75,726	2,37,36,312	2,43,28,259	2,10,41,707	1,68,88,938
Port Business	GJ	-	46,655	38,472	56,811	-
Power Business	GJ	10,89,47,999	12,93,94,562	12,93,94,553	10,31,02,000	10,60,76,013
Steel	GJ	65,54,235	73,31,410	79,24,739	4,07,90,672	4,00,63,397
Zinc India	GJ	4,72,87,498	5,22,10,369	5,30,53,064	4,92,38,362	5,05,01,906
Zinc International	GJ	20,61,983	23,97,464	24,84,278	28,56,527	22,06,391
FACOR	GJ	-	35,68,703	40,62,965	52,57,569	76,08,586
Total (Vedanta Ltd.)	GJ	52,45,14,089	56,39,75,774	58,03,29,131	64,87,28,426	67,32,90,713
	MWH	14,56,98,475	4,35,20,165	4,40,85,856	18,02,02,485	18,70,25,347.56

* Include data for our Port Business VGCB.

Direct non-renewable energy consumption within the organization (Business wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium*	GJ	33,07,74,567	32,30,24,910	32,30,24,910	38,04,65,035	40,75,42,222
Copper Business	GJ	6,01,881	6,38,737	6,38,737	10,81,338	14,01,059
Iron Ore Business	GJ	2,91,876	3,31,158	3,31,158	2,37,72,470	2,21,78,795
Oil and Gas Business	GJ	2,47,39,239	2,25,76,373	2,25,76,373	1,93,29,840	1,48,19,482
Port Business	GJ	-	-	-	18,251	-
Power Business	GJ	10,89,13,938	12,93,94,511	12,93,94,511	10,31,00,284	10,56,24,512
Steel	GJ	58,68,781	63,85,091	63,85,091	3,93,59,614	3,90,28,894
Zinc India	GJ	4,38,82,174	4,33,80,672	4,33,80,672	4,44,89,594	4,60,60,960
Zinc International	GJ	6,86,753	15,13,385	15,13,385	16,24,710	14,26,770
FACOR	GJ	-	35,19,756	35,19,756	50,69,532	74,47,933
Total (Vedanta Ltd.)	GJ	51,57,59,209	53,07,64,593	53,07,64,593	61,83,10,668	64,55,30,627
	MWH	14,32,77,908	14,74,46,404	14,49,41,027	17,17,53,101	17,93,14,207

* Include data for our Port Business VGCB.

Indirect Non-Renewable Energy consumption within the organization (Business wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium*	GJ	22,48,640	91,62,839	2,98,45,520	1,45,01,332	1,11,87,677
Copper Business	GJ	2,87,074	2,93,877	3,91,901	3,99,537	4,16,090
Iron Ore Business	GJ	7,291	2,585	19,033	18,040	33,429
Oil and Gas Business	GJ	6,34,124	11,58,129	17,47,545	17,06,829	20,64,544
Port Business	GJ	-	46,655	38,472	38,560	-
Power Business	GJ	34,020	3	-	1,692	95,171
Steel	GJ	6,85,454	9,46,319	15,39,429	14,31,059	10,34,504
Zinc India	GJ	13,55,856	60,44,725	60,56,205	28,55,099	19,10,385
Zinc International	GJ	13,75,230	8,84,079	9,70,893	12,31,816	7,79,620
FACOR	GJ	-	48,947	5,43,209	1,88,037	1,60,554
Total (Vedanta Ltd.)	GJ	66,27,689	1,85,88,158	4,11,52,207	2,23,72,000	1,76,81,973
	MWH	18,41,026	51,63,381	1,14,31,178	62,14,449	49,11,663

* Include data for our Port Business VGCB.

Direct Renewable Energy consumption within the organization (Business wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium	GJ	-	307	71,018	2,11,287	50,245
Copper Business	GJ	-	-	-	41,370	38,187
Iron Ore Business	GJ	-	9,15,564	-	14,76,805	14,95,929
Oil and Gas Business	GJ	2,363	1,810	4,341	5,038	4,913
Port Business	GJ	-	-	-	-	-
Power Business	GJ	41	48	42	24	3,56,331
Steel	GJ	-	-	219	-	-
Zinc India	GJ	-	1,98,386	34,60,663	17,52,143	12,82,566
Zinc International	GJ	-	-	-	-	-
FACOR	GJ	-	-	-	-	99
Total (Vedanta Ltd.)	GJ	2,404	11,16,115	35,36,283	34,86,667	32,28,269
	MWH	668	3,10,032	9,82,302	9,68,519	8,96,742

Indirect Renewable Energy consumption within the organization (Business wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium	GJ	2,432	1,08,50,720	46,55,615	44,17,565	56,01,850
Copper Business	GJ	72,887	69,602	64,909	-	-
Iron Ore Business	GJ	-	-	-	-	-
Oil and Gas Business	GJ	-	-	-	-	-
Port Business	GJ	-	-	-	-	-
Power Business	GJ	-	-	-	-	-
Steel	GJ	-	-	-	-	-
Zinc India	GJ	20,49,468	25,86,586	1,55,524	1,41,525	12,47,994
Zinc International	GJ	-	-	-	-	-
FACOR	GJ	-	-	-	-	-
Total (Vedanta Ltd.)	GJ	21,24,787	1,35,06,908	48,76,048	45,59,091	68,49,843
	MWH	5,90,219.1	37,51,921.9	13,54,458.9	12,66,415.1	19,02,735.8

Energy Intensity	Unit	FY 2024	FY 2025
Vedanta Ltd	GJ/Million Revenue in INR	451	440



GHG Emission

GHG Scope 1 Emissions (Business wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium*	tCO2e	4,13,64,189	3,55,18,717	3,19,92,077	3,92,07,217	4,16,96,582
Copper Business	tCO2e	41,284	28,684	34,822	63,006	81,609
Iron Ore Business	tCO2e	16,89,317	20,58,130	18,62,912	19,57,316	19,61,362
Oil and Gas Business	tCO2e	19,70,766	20,75,802	17,77,161	17,29,040	13,43,973
Port Business	tCO2e	1,750	1,595	2,301	-	
Power Business	tCO2e	63,76,205	1,24,56,858	1,47,91,782	94,01,630	96,35,705
Steel	tCO2e	28,56,311	24,29,510	28,58,733	37,38,113	36,79,837
Zinc India	tCO2e	45,82,808	43,21,317	34,44,672	39,83,137	41,47,315
Zinc International	tCO2e	53,629	1,42,825	1,14,489	86,576	1,00,773
FACOR	tCO2e	-	4,53,310	2,96,441	4,69,112	6,77,573
Total (Vedanta Ltd.)	tCO2e	5,89,36,259	5,94,86,748	5,71,75,390	6,06,35,148	6,33,24,730

* Include data for our Port Business VGCB.

GHG Scope 2 Emissions (Business wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium*	tCO2e	5,19,576	21,17,489	59,94,336	28,87,839	22,23,937
Copper Business	tCO2e	65,227	73,079	87,924	86,378	89,816
Iron Ore Business	tCO2e	1,536	593	3,805	8,992	6,678
Oil and Gas Business	tCO2e	1,42,325	2,54,143	3,44,655	3,39,470	4,16,923
Port Business	tCO2e	8,318	10,237	7,588	-	
Power Business	tCO2e	8,128	1	-	385	19,026
Steel	tCO2e	95,963	1,43,321	2,49,986	2,82,237	2,05,751
Zinc India	tCO2e	3,07,059	4,97,965	11,35,622	5,62,939	3,88,641
Zinc International	tCO2e	1,64,686	2,35,053	2,49,700	3,55,858	2,11,744
FACOR	tCO2e	-	10,864	1,06,915	37,286	31,694
Scope 2 - Market based	tCO2e	13,12,818	33,42,745	81,82,542	45,61,384	35,94,210
Scope 2 - Location based	tCO2e					49,77,498

* Include data for our Port Business VGCB.

GHG Scope 3 Emissions (category-wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Category 1- Purchased Goods and Services	tCO2e	41,61,727	49,88,940	54,41,919	70,26,916	79,71,053
Category 2- Capital Goods	tCO2e	-	2,232	28,929	-	1,78,616
Category 3- Fuel and Energy related	tCO2e	21,46,367	26,27,796	25,43,743	60,54,695	72,43,815
Category 4- Upstream Transformation	tCO2e	4,58,512	3,73,841	5,10,132	3,94,454	7,44,147
Category 5- Waste Generated in Operations	tCO2e	4,45,290	38,623	39,610	1,85,410	2,04,052
Category 6- Business Travel	tCO2e	1,406	591	2,984	2,005	4,073
Category 7- Employee Commute	tCO2e	12,101	11,804	10,595	12,032	15,549
Category 8- Leased Assets	tCO2e	NA	NA	66	-	857
Category 9- Downstream Transport	tCO2e	2,34,805	4,87,723	5,80,432	3,99,527	8,37,537
Category 10- Processing of sold products	tCO2e	10,01,617	16,39,653	40,83,312	24,03,538	1,26,00,608
Category 11- Use of sold products	tCO2e	2,51,63,167	2,43,57,685	2,18,98,351	1,83,56,230	1,59,53,678
Category 12- End of Life Treatment of Sold Products	tCO2e	26,92,971	28,81,698	30,47,478	36,555	48,457
Total Scope 3 emissions		3,63,17,963	3,74,10,586	3,81,87,551	3,48,71,362	4,58,02,443

Top 3 scope 3 emission sources

Categories	Unit	FY 2024	FY 2025
Category 11 - Use of Sold Products	tCO2e	1,83,56,230	1,59,53,678
Category 1 - Purchased Goods & Services	tCO2e	70,26,916	79,71,053
Category 3 - Fuel and Energy Related Activities	tCO2e	60,54,694	72,43,815
Category 10- Processing of sold products	tCO2e	24,03,538	1,26,00,608

GHG Emissions Intensity

	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
GHG Emission Intensity (Scope 1)	(tCO2e/INR Million)	60.61	45.39	39.32	42.64	41.4
GHG Emission Intensity (Scope 2)	(tCO2e/INR Million)	1.35	2.55	5.63	3.17	2.35
GHG Emission Intensity (Scope 1 and 2)	(tCO2e/INR Million)	61.96	47.94	44.95	45.82	43.75

GHG Emissions Intensity per tonne of metal

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
tCO2e/MT of metal	6.45	6.14	6.25	6.00	6.00



Air Emission

PM Emissions (Business wise)

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium	MT	2,611	4,754	6,072	10,185	9,600
Copper Business	MT	-	-	0	149	65
Iron Ore Business	MT	478	1,085	1,450	1,776	605
Oil and Gas Business	MT	-	41	256	42	35
Port Business	MT	-	-	-	-	
Power Business	MT	4,846	4,921	5,987	3,341	6,127
Steel	MT	10,653	-	3,373	147	163
Zinc India	MT	1,105	964	1,047	1,261	1,247
Zinc International	MT	-	-	-	-	-
FACOR	MT	-	62	67	107	170
Total (Vedanta Ltd.)	MT	19,693	11,827	18,252	17,008	18,011

SOx Emissions

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium	MT	2,29,108	2,11,636	2,00,104	2,78,883	3,04,115
Copper Business	MT	-	-	0	28	34
Iron Ore Business	MT	95	98	97	349	662
Oil and Gas Business	MT	-	137	56	143	79
Port Business	MT	-	-	-	-	
Power Business	MT	2,73,054	2,68,603	2,77,027	94,185	1,14,763
Steel	MT	4,156	6,451	6,506	277	334
Zinc India	MT	19,980	22,006	18,448	25,119	26,753
Zinc International	MT	-	-	-	-	-
FACOR	MT	-	126	165	215	369
Total (Vedanta Ltd.)	MT	5,26,393	5,09,056	5,02,403	3,99,199	4,47,109

NOx Emissions

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium	MT	25,130	45,252	39,165	79,131	87,810
Copper Business	MT	-	-	0	11	69
Iron Ore Business	MT	59	43	53	356	278
Oil and Gas Business	MT	-	723	1,495	696	594
Port Business	MT	-	-	-	-	
Power Business	MT	32,733	32,337	41,297	15,422	26,590
Steel	MT	1,364	-	2,803	132	204
Zinc India	MT	7,020	6,144	4,851	7,033	6,606
Zinc International	MT	-	-	-	-	-
FACOR	MT	-	143	192	165	302
Total (Vedanta Ltd.)	MT	66,305	84,641	89,856	1,02,946	1,22,452

Biodiversity

Biodiversity Assessment

	FY 2025	
Overall sites	46	64,979
Sites where Biodiversity impact assessment conducted	46	64,979
Sites having a significant biodiversity impact	5	52,322
Sites having significant biodiversity impact having management plans	5	52,322

IUCN red list species and national conservation list species

IUCN CLASSIFICATION	FY 2025			
	AUSTRALIA	AFRICA	ASIA	AUSTRALIA
Critically Endangered	-	-	7	-
Endangered	8	3	17	8
Vulnerable	7	10	41	7
Near Threatened	-	4	15	-
Least Concern	-	55	280	-

Water

Water Consumption in Water-Stressed Areas

Water consumption in areas with water stress	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Total net freshwater consumption in water-stressed areas (Total water withdrawn - Total water discharged)	Million kL	43	47	54	26	25
% of water withdrawn from areas of water stress	%	21	23	27	33	31



Water Withdrawal and Discharge

	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Surface water (A)	kL	15,27,51,636	15,24,11,149	14,64,49,646	14,22,65,173	14,11,14,009
River, lake, pond, etc., (i)	kL	15,23,77,640	15,21,15,631	14,53,05,251	14,13,14,482	13,91,26,699
Rainwater (ii)	kL	3,73,996	2,95,510	11,44,395	9,50,691	19,87,310
Ground water (B)	kL	1,65,54,124	1,74,32,334	1,71,74,125	1,33,80,778	2,01,75,215
Third party water (C)	kL	74,74,566	98,14,121	1,21,95,567	1,74,13,164	1,57,05,345
STP treated water (iii)	kL	71,80,873	95,90,120	85,68,609	94,76,917	89,19,180
Municipal water/water through tanker (iv)	kL	2,93,693	2,24,001	36,26,958	79,27,332	67,76,952
Mineral water (v)	kL				8,915	9,213
Produced water (D)	kL	4,05,64,901	4,07,75,601	3,71,09,961	3,69,87,288	3,56,13,439
Sea water (E)	kL	-	-	-		40,65,199
Total water withdrawal (F) = A+B+C+D+E	kL	21,73,45,227	22,04,33,205	22,04,33,205	21,00,46,403	21,66,73,207
Discharged water in Freshwater Sources (G)	kL	46,63,635	60,23,953	60,23,953	11,24,898	81,02,742
Total net freshwater consumption (H) = A+B+C(iv)+C(v)-G	kL	16,49,35,818	16,40,43,531	14,70,79,062	16,24,57,598	15,99,72,647

As per CSA methodology net freshwater consumption numbers has been recalculated

Water intensity

Business	Unit	Water consumption		FY 2025
Aluminium	kL	10,65,06,397	82,58,022	12.90
Copper Business	kL	4,06,907		0.05
Iron Ore Business	kL	69,54,427		0.84
Oil and Gas Business	kL	4,13,22,246		5.00
Power Business	kL	2,90,63,733		3.52
Steel	kL	63,61,730		0.77
Zinc India	kL	4,77,84,770		5.79
Zinc International	kL	72,97,119		0.88
FACOR	kL	28,41,515		0.34
Total (Vedanta Ltd.)	kL	24,85,38,844		30.10

Wastewater Discharge

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Aluminium	kL	1,20,037	-	-	-	-
Copper Business	kL	25,81,167	34,06,440	1,70,64,563	-	-
Iron Ore Business	kL	61,571	1,32,090	88,961	1,05,316	76,71,934
Oil and Gas Business	kL	18,96,530	24,85,423	19,43,867	23,40,832	13,57,791
Port Business	kL	-	-	-	-	
Power Business	kL	-	-	-	-	28,12,547
Steel	kL	-	-	-	-	-
Zinc India	kL	-	-	-	-	-
Zinc International	kL	4,330	-	-	-	-
FACOR	kL	NA	-	10,74,276	7,53,560	4,28,718
Total (Vedanta Ltd.)	kL	46,63,635	60,23,953	2,01,71,667	31,99,708	1,22,70,990

Volume and disposal of formation or produced water

Business	Unit	FY 2024		FY 2025	
		Total volume of produced water	Total Water Re-injected	Total volume of produced water	Total Water Re-injected
Oil and Gas Business	kL	3,69,87,288.50	3,69,87,288.50	3,56,13,439	3,44,74,544

Exposure to Water Stressed Areas

FY24			FY25		
Total production plants	Production plants in water-stressed areas	Cost of Goods Sold (COGS) from Production plants in water-stressed areas %	Total production plants	Production plants in water-stressed areas	Cost of Goods Sold (COGS) from Production plants in water-stressed areas %
59	11	16%	59	11	32%

Revenue contribution of sites in Water Stressed Areas

Business	FY24			FY25		
	Total Sites Accessed for water risk (basin-level)	Sites accessed with high risk (basin-level)	% Revenue contribution to the group	Total Sites Accessed for water risk (basin-level)	Sites accessed with high risk (basin-level)	% Revenue contribution to the group
Oil & Gas Cairn	7	7	10%	7	7	6%
HZL	9	9	15%	9	9	17%
IOK, Megalhalli, Chitradurga, Karnataka	1	1	0	1	1	1%
Copper - Silvassa	1	1	13%	1	1	15%

Business Impacts of Water Related Incidents

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Total actual and opportunity costs from water-related incidents	0	0	0	0	0



Tailings

Number of Tailings dam (Business wise)

Business	FY 2024			FY 2025		
	Number of active tailings dam	Number of inactive tailings dam	Number of closed tailings dam	Number of active tailings dam	Number of inactive tailings dam	Number of closed tailings dam
Aluminium	11	3	3	11	-	6
Copper Business	-	-	-			
Iron Ore Business	-	-	-			
Oil and Gas Business	-	-	-			
Port Business	-	-	-			
Power Business	1	-	-	1		
Steel	-	-	-			
Zinc India	3	1	-	3	1	
Zinc International	3	1	1	2	1	
FACOR	-	-	-			
Total (Vedanta Ltd.)	16	6	4	17	2	6

Total amounts of Overburden, Wasterock, Tailings generated (Business wise)

Business	Unit	FY 2024			FY 2025		
		Overburden (MT)	Tailings (MT)	Waste Rock	Overburden (MT)	Tailings (MT)	Waste Rock
Aluminium	MT	1,41,48,050	-	-	26,43,149	-	-
Copper Business	MT	-	-	-	-		
Iron Ore Business	MT	72,65,987	-	-	1,75,59,581	-	-
Oil and Gas Business	MT	-	-	-	-	-	-
Port Business	MT	-	-	-	-	-	-
Power Business	MT	-	-	-	-	-	-
Steel	MT	-	-	-	-	-	-
Zinc India	MT	41,10,700	1,44,44,379	3,12,959	35,45,812	1,43,00,695	3,11,003
Zinc International	MT	-	-	5,61,17,446	-	39,16,716	7,68,65,801
FACOR	MT	12,25,539	73,410	-	14,95,682	95,154	-
Total (Vedanta Ltd.)	MT	2,67,50,275	1,45,17,789	5,64,30,405	2,52,44,224	1,83,12,566	7,71,76,804

Decommissioned Plant

Number of sites that have been decommissioned and sites that are in the process of being decommissioned

Business Unit	Operational Site	FY25	
		Total Land Area (Ha)	Status (Active/Inactive)
		No sites have been decommissioned	

Waste

Hazardous Waste Generated, Recycled and Disposed in MT (Business wise)

Business	FY 2024					
	Generation	Recycled/ Reused	Landfilled	Incinerated with energy recovery	Incinerated w/o energy recovery	Otherwise disposed
Aluminium*	3,80,247	3,64,979	10,357	9	211	5
Copper Business	5,095.91	7	4,461	64	0	17
Iron Ore Business	68	27	0	29	1	5
Oil and Gas Business	28,858	15,001	1,207	8,483	23	0
Port Business	2.77	-	-	-	-	-
Power Business	45.12	29	0	0	3	0
Steel	531.01	0	0	0	0	11
Zinc India	1,03,164	65,010	44,033	8	7	10
Zinc International	292.1	172	61	0	4	35
FACOR	1,026	975	44	0	0	1
Total (Vedanta Ltd.)	5,19,329	4,46,200	60,164	8,594	249	83

* Include data for our Port Business VGCB.

Business	FY 2025					
	Generation	Recycled/ Reused	Landfilled	Incinerated with energy recovery	Incinerated w/o energy recovery	Otherwise disposed
Aluminium	3,87,958	3,69,113	22,724	-	113	1
Copper Business	5,949	247	9,492	-	4	102
Iron Ore Business	96	2	-	47	-	4
Oil and Gas Business	19,739	137	383	5	8	0
Port Business						
Power Business	410	49	-	-	3	-
Steel	651	-	-	-	-	-
Zinc India	1,07,362	66,864	46,560	-	12	25
Zinc International	116	13	35	-	-	33
FACOR	1,210	1,200	5	-	1	1
Total (Vedanta Ltd.)	5,23,491	4,37,624	79,199	52	142	165

Mineral Waste

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Mineral waste generated – Waste rock	MT	22,51,677	1,00,921	1,10,427	3,12,959	7,71,76,804
Mineral waste generated - Tailings	MT	1,87,10,338	1,86,67,036	2,64,42,334	1,45,17,789	1,83,12,566
Mineral waste repurposed/ reused*	MT	22,51,677	2,04,840	3,18,264	49,47,827	46,16,058
Total mineral waste disposed	MT	1,87,10,338	1,85,71,046	2,62,34,497	49,47,827	46,16,507

* Mineral waste repurposed/ reused and disposed includes only waste rock and tailings

Environmental Investments

Environmental Investment and Saving (INR)

	Capital Expenditure on environment environment	Operating expenses on environment	Savings from water conservation programs	Savings from energy conservation programs	Total Savings
FY 2024	7,34,34,08,664	10,52,93,47,065	36,58,61,808	5,38,76,73,333	5,75,35,35,141
FY 2025	43,47,71,331	28,10,26,71,029	50,05,54,609	3,06,40,00,224	3,56,45,54,833

Environmental Violations

Environmental violations

Business	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Number of Violations reported during the year	0	0	0	0	0

CSR

CSR Spend

Business	Total CSR (in Million INR)			
	FY 2022	FY 2023	FY 2024	FY 2025
Vedanta Ltd	3,996	4,540	4,380	4,290

Cash contributions and Management Overheads for CSR Spent

Business	FY 2024		FY 2025	
	Cash Contributions (Million INR)	Management Overheads (Million INR)	Cash Contributions (Million INR)	Management Overheads (Million INR)
Vedanta Ltd	4,224	100 (included in Cash Contributions)	5,837	164.8

Active Community Engagement

FY 2024				FY 2025			
Community consultation assets		Development projects		Community consultation assets		Development projects	
Number of current Production Assets	% of current Production Assets under community consultation	Number of Development Projects under community consultation	% of current Development Projects	Number of current Production Assets	% of current Production Assets under community consultation	Number of Development Projects under community consultation	% of current Development Projects
59	100	2	100	59	100	176	100

Employee Volunteering for CSR (Business-wise)

Business	Unit	FY 2024	FY 2025
HZL	Hours	19,727	2,121
Cairn	Hours	198	719
IOB	Hours	800	1,085
TSPL	Hours	280	290
VAL-L	Hours	37	638
VAL-J	Hours	1,105	1,484
ESL	Hours	430	91
FACOR	Hours	27	827
BALCO	Hours	94	390
Copper	Hours	6,500	117
Total (Vedanta Ltd.)	Hours	29,198	7,043

Safety

Safety Performance Employees

Business	Total Injuries				
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Vedanta Ltd.	42	37	30	32	40
Injury Rates (TRIFR)					
	1.08	0.96	0.82	0.83	1.06
Lost Day Rate					
	11.79	22.95	39.91	52.7	50.57
Work-Related Fatalities					
	0	0	1	0	1

Safety Performance (Contract workers + Third party)

Business	Total Injuries				
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Vedanta Ltd.	330	253	279	336	340
Injury Rates (TRIFR)					
	1.57	1.49	1.26	1.37	1.36
Lost Day Rate					
	96.32	158.11	59.41	34.25	35.11
Work-Related Fatalities					
	8	12	12	3	6

Lost Time Injury Frequency Rate (LTIFR)

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Employees	0.46	0.55	0.44	0.52	0.37
Contractors	0.54	0.59	0.54	0.63	0.55
Total	0.52	0.58	0.52	0.62	0.52

Number of Process Safety Incidents

Business	Tier 1					Tier 2					Total				
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Vedanta Ltd.	2	2	1	0	0	5	5	2	6	9	7	7	3	6	9

Process Safety Incidents (Tier 1)

Business	Process Safety Incidents (Tier 1)					Man hours				
	Incidents per million-man hours worked					Man hours				
	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Cairn	0.05	0.03	0	0	0	3,67,85,234	3,43,38,084	3,80,34,913	-	-

Security

Security personnel trained in human rights policies or procedures

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Vedanta Ltd	%	90	94	81	99.95	100

Indigenous People

Incidents of violations involving rights of Indigenous People

Business	Unit	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Vedanta Ltd	Number	4	0	0	0	0

Associations

Freedom of Association

	Unit	FY 2024	FY 2025
Full-time employees covered by collective bargaining agreements	%	22	21

Human Capital

New Employee Hires

Age Group	FY 2021	FY 2022		FY 2023		FY 2024		FY 2025	
		Male	Female	Male	Female	Male	Female	Male	Female
<30 yrs	1,087	738	405	1,253	740	1,877	981	1,121	715
30-50 yrs	304	246	43	117	28	338	64	183	73
>50 yrs	20	27	6	37	4	67	7	59	9
Total	1,411	1,011	454	1,407	772	2,282	1,052	1,363	797

Internal Hires: Age and Gender wise

Positions filled by internal candidates (internal hires)		Age	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Male (only internal employees)	Internal Job Posting Movements	< 30 years of age	34	71	93	86	126
		≥30 and < 50 years of age	206	249	252	142	200
		≥ 50 years of age	48	36	34	10	14
Female (only internal employees)	Internal Job Posting Movements	< 30 years of age	40	53	61	94	161
		≥30 and < 50 years of age	35	42	46	93	57
		≥ 50 years of age	0	0	2	0	6
Total			363	451	488	425	564
% internal hires			0.78	0.83	0.81	0.62	0.6

FTE Breakdown by age

Gender	Age	FY 2024	FY 2025
Male	< 30 Yrs	4,392	4,401
	30 - 50 Yrs	5,227	5,562
	> 50 Yrs	749	816
Female	< 30 Yrs	2,043	2,250
	30 - 50 Yrs	588	640
	> 50 Yrs	46	54
Total	< 30 Yrs	6,435	6,651
	30 - 50 Yrs	5,815	6,202
	> 50 Yrs	795	870
Total Employees		13,045	13,723

Total employee turnover rate

Business	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Total employee turnover rate	13.58	15.22	11.46	14	15.7
Voluntary employee turnover rate	6.53	11.15	8.86	11	13



Total employee turnover rate: Age and Gender Wise (FY25)

Gender	Age	Employee Turnover %
Male	< 30 Yrs	19
	30 - 50 Yrs	12
	> 50 Yrs	50
Female	< 30 Yrs	18
	30 - 50 Yrs	16
	> 50 Yrs	26
Total	< 30 Yrs	18
	30 - 50 Yrs	12
	> 50 Yrs	48

Voluntary employee turnover rate: Age and Gender wise (FY25)

Gender	Age	Employee Turnover %
Male	< 30 Yrs	16
	30 - 50 Yrs	9
	> 50 Yrs	7
Female	< 30 Yrs	16
	30 - 50 Yrs	11
	> 50 Yrs	15
Total	< 30 Yrs	16
	30 - 50 Yrs	10
	> 50 Yrs	7

Employee Training

	FY 2022		FY 2023		FY 2024		FY 2025	
	Male	Female	Male	Female	Male	Female	Male	Female
Total Training Hours - Full-time Employees	2,52,468	48,383	3,22,003	94,896	2,12,721	63,519	3,95,847	1,36,050
Average Training Hours per FTEs	17	25	22	40	21	24	37	46

Periodic assessment of all employees (% covered)

Employee assessment and review	FY 2024	FY 2025
Employee undergoing periodic assessment and review	100	100
Employee undergoing multi assessment	2	19

Employee Well-being

	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026 target
% of employees with top level of engagement, satisfaction (% of satisfied employees)	80	83	84	89	82	85
% of employees who responded to the survey	67	73	76	75	70	75

Training & Development

Employee Training	FY 2024			FY 2025		
	Male	Female	Total	Male	Female	Total
Average hours per FTE of training and development	20	24	21	37	46	39
Average amount spent per FTE on training and development (INR)	₹ 1,975	₹ 2,680	₹ 2,119	₹ 2,238	₹ 2,582	₹ 2,312

Employee Training	By Age- Group- FY 2024			By Age- Group- FY 2025		
	<30	30-50	>50	<30	30-50	>50
Average amount spent for training (INR)	₹ 2,257	₹ 1,699	₹ 4,075	₹ 2,460	₹ 2,045	₹ 3,081

Employee Training	By Management Level- FY 2025		
	Senior Management	Middle Management	Junior Management
Average hours of training of FTE	10	22	31

Employee Development Programs

Name of the program	% of FTEs participating in the program- FY 2024	% of FTEs participating in the program- FY25
V-Aspire	-	100%
V-Desire	5%	8%
V-Lead	3%	5%

Governance

Contributions & Other Spending (INR Million)

	FY 2022	FY 2023	FY 2024	FY 2025
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	-	1,230	980	1,520
Trade associations or tax-exempt groups (e.g. think tanks)	29	53	63	20
Other (e.g. spending related to ballot measures or referendums)	-	-	-	-
Total contributions and other spending	29	1,283	1,043	1,540

Largest Contributions & Expenditures (INR)

Issue or Topic	Corporate Position	Description of Position / Engagement	Total spend in FY 2025
Membership with industrial and sectoral associations	Support	Support for industry wide initiatives and collaboration.	₹ 5,99,73,111
Sponsorship for climate change awareness, greening of mining operations and digitalisation	Support	Support for events for fostering knowledge sharing and best practices across industry peers on sustainability in operations, climate change, human rights, etc with member industry associations.	₹ 70,50,690

Other Large Expenditure (INR Million)

Industry Associations	Type of Organization	Total amount paid in FY 2025 Include this (INR)
Confederation of Indian Industry (CII)	Trade Association	1,06,00,000
The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	Trade Association	3,00,000
Federation Of Indian Mineral Industries (FIMI)	Trade Association	23,00,000
Indian Chamber of Commerce	Trade Association	1,00,000
Federation of Indian Chambers of Commerce and Industry (FICCI)	Trade Association	10,000

Supplier

Procurement Spend on Suppliers

Procurement budget	FY 2024		FY 2025	
	INR (Millions)	% spent	INR (millions)	% spent
Total procurement budget spent	9,30,895	100%	11,91,410	100%
Total procurement budget spent on suppliers belonging to same country	7,30,378	78%	7,86,130	66%
Total procurement budget spent on suppliers belonging to same state	4,53,070	48%	1,42,513	12%
Total procurement budget spent on suppliers belonging to same district	3,48,731	37%	96,825	8%

Supplier Screening

Supplier Screening	FY 2024	FY 2025
Total number of suppliers	4,432	6,547
Total number of Tier-1 suppliers	4,079	6,156
Total number of significant suppliers in Tier-1	509	419
% of total spend on significant suppliers in Tier-1	58	81
Total number of significant suppliers in non Tier-1	0	391
Total number of significant suppliers (Tier-1 and non Tier-1)	509	810

Supplier Assessment

Supplier Screening	FY 2024	FY 2025
Total number of suppliers assessed via desk assessments/on-site assessments	1,488	1,284
% of significant suppliers assessed	34%	33%
Number of suppliers assessed with substantial actual/potential negative impacts	8	1
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	37.50%	100%
Number of suppliers with substantial actual/potential negative impacts that were terminated)	1	0

Capacity building programs

Capacity building programs	FY 2024	FY 2025
Total number of suppliers in capacity building programs	492	995
% of significant suppliers in capacity building programs	97%	42%

Corrective action plan support

Corrective action plan support	FY 2024	FY 2025
Total number of suppliers supported in corrective action plan implementation	3	1
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	37.5%	100%

	FY 2025
No. of Tier-1 suppliers	6,156
Category A	419
Category B	881
Category C	4,856

Reporting on breaches

Reporting areas	FY 2024	FY 2025
Corruption or Bribery	13	16
Discrimination at Workplace	1	0
Customer Privacy Data	0	0
Conflicts of Interest	6	1
Money Laundering or Insider trading	0	0

Cybersecurity

Breaches of information security	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Total number of information security breaches	0	0	0	0	0
Total number of clients, customers and employees affected by the breaches	0	0	0	0	0
Total	0	0	0	0	0

Anti-Corruption

Number of Directors/KMPs/employees/workers that received training on Anti-corruption practices

Number of Directors/KMPs/employees/workers that received training on Anti-corruption practices	FY 2024	FY 2025
Directors	25%	25%
KMPs	75%	75%
Employees	100%	100%
Workers	100%	100%

GRI Index

GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	SR- About Vedanta	22-23		
	2-2 Entities included in the organization's sustainability reporting	SR- Business units covered in the boundary	6-7		
	2-3 Reporting period, frequency and contact point	SR- Scope & Boundary, Assurance Statement	4,8		
	2-4 Restatements of information	SR- Restatement of Information	9		
	2-5 External assurance	SR- Assurance Statement	8		
	2-6 Activities, value chain and other business relationships	SR- Our Product Portfolio, Our Value Chain	26- 33		
	2-7 Employees	SR- Vedanta at a Glance	23		
	2-8 Workers who are not employees	SR- Vedanta at a Glance	23		
	2-9 Governance structure and composition	SR- Sustainability Governance IR- ESG Governance	34-35, 108		
	2-10 Nomination and selection of the highest governance body	SR- Sustainability Governance	34-35		
	2-11 Chair of the highest governance body	SR- Sustainability Governance IR- ESG Governance	34-35, 108		
	2-12 Role of the highest governance body in overseeing the management of impacts	SR- Sustainability Governance	34-35		
	2-13 Delegation of responsibility for managing impacts	SR- Sustainability Governance	34-35		
	2-14 Role of the highest governance body in sustainability reporting	SR- Sustainability Governance IR - Corporate Governance	34-35, 154 - 157		
	2-15 Conflicts of interest	IR- BRSR	358		
	2-16 Communication of critical concerns	IR- Compliance	337		
	2-17 Collective knowledge of the highest governance body	IR- BOD	76 - 81		
	2-18 Evaluation of the performance of the highest governance body	IR- Performance Evaluation	304		
	2-19 Remuneration Policies	IR- Board Effectiveness SR- Sustainability Linked Compensation	255, 39		



GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	IR- Aim 9 SR- Sustainability Linked Compensation	145, 39		
	2-21 Annual total compensation ratio	IR- Annexure C	279		
	2-22 Statement on sustainable development strategy	SR- Our Sustainability Strategy	52-53		
	2-23 Policy commitments	SR- Vedanta Sustainability Framework	36-37		
	2-24 Embedding policy commitments	SR- Vedanta Sustainability Framework	36-37		
	2-25 Processes to remediate negative impacts	SR- Integrating Materiality into Risk Framework	48-51		
	2-26 Mechanisms for seeking advice and raising concerns	SR- Grievance Redressal, Stakeholder Consultation	77, 41- 44		
	2-27 Compliance with laws and regulations	IR- BRSR	355 - 358		
	2-28 Membership associations	SR- Industry Associations	186		
	2-29 Approach to stakeholder engagement	SR- Stakeholder Mapping & Engagement	40-44		
	2-30 Collective bargaining agreements	SR- Right to Freedom of Association & Collective Bargaining	87		

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR- Materiality Assessment	45-57		
	3-2 List of material topics	SR- Materiality Assessment	45-57		
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	TNFD- Policies, Standards and Sustainability Framework	24		
	101-2 Management of biodiversity impacts	TNFD- Identifying Nature-related Dependencies, Impacts, Risks and Opportunities Monitoring Mechanisms for Nature-Related Dependencies, Impacts, Risks and Opportunities SR- Processes for identifying and assessing nature related risks	22, 75, 146- 147		
	101-3 Access and benefit-sharing	TNFD- Engagement with Local Communities	27		

GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts	TNFD- Identifying Nature-related Dependencies, Impacts, Risks and Opportunities Monitoring Mechanisms for Nature-Related Dependencies, Impacts, Risks and Opportunities	22, 75		
	101-5 Locations with biodiversity impacts	TNFD- Ecologically Sensitive Locations	43		
	101-6 Direct drivers of biodiversity loss	TNFD- Material Issues Nature-related Dependencies and Impacts Enterprise-Level Risks	15, 31, 53		
	101-7 Changes to the state of biodiversity	TNFD- Enterprise-Level Risks	53		
	101-8 Ecosystem services	TNFD- Nature-related Dependencies and Impacts	31		
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	TNFD-Ecologically Sensitive Locations Site Specific Risks and Opportunities	43, 44		
	304-2 Significant impacts of activities, products and services on biodiversity	TNFD- Enterprise-Level Risks	53		
	304-3 Habitats protected or restored	TNFD- Metrics Used to Assess Nature-Related IDRO	87		
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	TNFD- Site Specific Risks and Opportunities SR- Factsheet	44, 208- 226		

Economic performance

GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	TTR - Economic Responsibility	19		
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	TCFD- Key Climate Related Drivers Impacting Financial Planning	52- 53		
	201-3 Defined benefit plan obligations and other retirement plans	IR- BRSR	362		
	201-4 Financial assistance received from government	-	-		



GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	SR- Factsheet	208-226		
	202-2 Proportion of senior management hired from the local community	SR- Local Employment	88		
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	SR - Aim 2 and Aim 3	92-106		
	203-2 Significant indirect economic impacts	SR- Corporate Social Responsibility (CSR)	90-91		
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	SR- Local Procurement	89		
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR- Factsheet	208-226		
	205-2 Communication and training about anti-corruption policies and procedures	SR- Factsheet	208-226		
	205-3 Confirmed incidents of corruption and actions taken	SR- Factsheet	208-226		
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	IR - BRSR	355 - 358		
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		

GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 207: Tax 2019	207-1 Approach to tax	TTR - Tax Risk Management Framework and Strategy	24 - 27		
	207-2 Tax governance, control, and risk management	TTR - Tax Risk Management Framework and Strategy	24 - 27		
	207-3 Stakeholder engagement and management of concerns related to tax	TTR - Tax Risk Management Framework and Strategy	24 - 27		
	207-4 Country-by-country reporting	TTR - Table 1 and 2	34		
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	-		Material used for packaging isnt core to our bsuiness process, thus this indicator is not applicable	Not applicable
	301-2 Recycled input materials used	-			Not applicable
	301-3 Reclaimed products and their packaging materials	-			Not applicable
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR-FY 2025 Business Performance - GHG emissions and Energy consumption, Factsheet TCFD- Climate Related Metrics and Targets	114-115, 60 - 65		
	302-2 Energy consumption outside of the organization	SR- Factsheet TCFD- Climate Related Metrics and Targets	208-226, 60 - 65		
	302-3 Energy intensity	SR- Factsheet TCFD- Climate Related Metrics and Targets"	208-226, 60 - 65		
	302-4 Reduction of energy consumption	TCFD- Climate Related Metrics and Targets TNFD- Targets for Managing Nature-Related Issues and Performance Against Targets	60 - 65, 90		



GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	SR- Emission Reduction & Mitigation Strategies- Increasing renewable energy TCFD- Climate Related Metrics and Targets	118-119, 60 - 65		
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR- Water Management at Vedanta	128		
	303-2 Management of water discharge-related impacts	SR- Water Management strategies TNFD- Water Risks	129, 81		
	303-3 Water withdrawal	FY 2025 Business Performance- Water consumption and withdrawal TNFD- Metrics Used to Assess Nature-Related IDRO	127, 87		
	303-4 Water discharge	FY 2025 Business Performance- Water consumption and withdrawal TNFD- Metrics Used to Assess Nature-Related IDRO	127, 87		
	303-5 Water consumption	FY 2025 Business Performance- Water consumption and withdrawal TNFD- Metrics Used to Assess Nature-Related IDRO	127, 87		
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR- FY 2025 Business Performance - GHG emissions and Energy consumption	114-115		
	305-2 Energy indirect (Scope 2) GHG emissions	SR- FY 2025 Business Performance - GHG emissions and Energy consumption	114-115		
	305-3 Other indirect (Scope 3) GHG emissions	SR- Factsheet	208-226		Information unavailable/incomplete

GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 305: Emissions 2016	305-4 GHG emissions intensity	SR- FY 2025 Business Performance - GHG emissions and Energy consumption	114-115		
	305-5 Reduction of GHG emissions	SR- Emission Reduction & Mitigation Strategies TNFD- Targets for Managing Nature-Related Issues and Performance Against Targets	118-119, 90		
	305-6 Emissions of ozone-depleting substances (ODS)	-	-	Our operations do not emit ozone depleting substances	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR- AIM 6 - Air emissions	135		
Spills					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 306: Effluents and Waste 2016	306-3 Significant spills	-			Information unavailable/incomplete
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR- Factsheet TNFD- Waste Management	208-226, 84		
	306-2 Management of significant waste-related impacts	SR- Factsheet TNFD- Waste Management	208-226, 84		
	306-3 Waste generated	SR- Factsheet TNFD- Metrics Used to Assess Nature-Related IDRO	208-226, 87		
	306-4 Waste diverted from disposal	SR- Factsheet TNFD- Metrics Used to Assess Nature-Related IDRO	208-226, 87		
	306-5 Waste directed to disposal	SR- Factsheet TNFD- Metrics Used to Assess Nature-Related IDRO	208-226, 87		
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		



GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR- Supply Chain Management	194-199		
	308-2 Negative environmental impacts in the supply chain and actions taken	SR- Supply Chain Management	194-199		
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR- Factsheet	208-226		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR- Human Capital Development	188-193		
	401-3 Parental leave	SR- Human Capital Development	188-193		
Labor/management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	-	-	Employees receive minimum notice periods regarding operational changes at least two months in advance. However, this process may be followed on a case-to-case basis	Not applicable
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR- Occupational health and safety management	156-163		
	403-2 Hazard identification, risk assessment, and incident investigation	SR- AIM 7- Prioritize the Safety and Health of Our Workforce	154		
	403-3 Occupational health services	SR- Occupational health and safety management	156-163		
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR-Safety Performance, Stakeholder Consultation	159-161, 41		

GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	SR-Safety Performance	159-161		
	403-6 Promotion of worker health	SR-Safety Performance	159-161		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR-Safety Performance	159-161		
	403-8 Workers covered by an occupational health and safety management system	SR-Safety Performance	159-161		
	403-9 Work-related injuries	SR- Factsheet	208-226		
	403-10 Work-related ill health	SR- Factsheet	208-226		
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR-Factsheet	208-226		
	404-2 Programs for upgrading employee skills and transition assistance programs	SR-Human Capital Development	188-193		
	404-3 Percentage of employees receiving regular performance and career development reviews	SR-Factsheet	208-226		
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR- AIM 8- Promote Gender Parity, Diversity, and Inclusivity	164		
	405-2 Ratio of basic salary and remuneration of women to men	SR- Factsheet	208-226		
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR- Factsheet	208-226		
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		



GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR- Right to Freedom of Association & Collective Bargaining, Human Rights Assessment	87, 84-86		
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	SR- Human Rights Assessment	84- 86		
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	SR- Human Rights Assessment	84- 86		
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	SR- Security Practices, Factsheet	87, 208-226		
Rights of Indigenous Peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	SR- Rights of Indigenous People, Factsheet TNFD- Human Rights Assessment	81, 208-226, 26		
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR- Local Community Welfare, Human Rights Assessment TNFD- Human Right Due Diligence Process Human Rights Assessment Engagement with Local Communities	88, 84-86, 26, 27		

GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	SR- Local Community Welfare, Human Rights Assessment TNFD- Enterprise-Level Risks Risk and Impact Management	88, 84-86, 53, 74		
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR- Supply Chain Management	194-199		
	414-2 Negative social impacts in the supply chain and actions taken	SR- Supply Chain Management	194-199		
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 415: Public Policy 2016	415-1 Political contributions	SR- Public Policy Advocacy TNFD- Our Approach to Nature Related Policy Advocacy and Lobbying	45, 25		
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-			Information unavailable/incomplete
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-			Information unavailable/incomplete
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-			Information unavailable/incomplete
	417-2 Incidents of non-compliance concerning product and service information and labeling	-			Information unavailable/incomplete
	417-3 Incidents of non-compliance concerning marketing communications	-			Information unavailable/incomplete
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR- Materiality Assessment	45-57		



GRI Standard	Disclosure	Location	Pg No.	Omission	
				Requirement(S) Omitted	Reason
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR- Factsheet	208-226		

UNGC Index

Principle	Parameter	Section	Page Number
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	Human Rights	84- 86
Principle 2	Make sure that they are not complicit in human rights abuses	Human Rights	84- 86
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Collective Bargaining	87
Principle 4	The elimination of all forms of forced and compulsory labour	Human Rights	84- 86
Principle 5	The effective abolition of child labour	Human Rights	84- 86
Principle 6	The elimination of discrimination in respect of employment and occupation	AIM 8	164- 175
Principle 7	Businesses should support a precautionary approach to environmental challenges	Pillar 2	112- 151
Principle 8	Undertake initiatives to promote greater environmental responsibility	Pillar 2	112- 151
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Pillar 2, Innovation	112- 151, 200- 207
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	AIM 9	176-199

Abbreviation

Acronym	Full Form
AI	Artificial Intelligence
ARD	Acid Rock Drainage
BALCO	Bharat Aluminium Company Limited
BITS	Birla Institute of Technology and Science
BMP	Biodiversity Management Plan
BU	Business Unit
CAPEX	Capital Expenditure
CCUS	Carbon Capture, Utilisation and Storage
CDP	Carbon Disclosure Project
CEDRA	Commission for the Economic Development of Rural Areas

Acronym	Full Form
CEO	Chief Executive Officer
cu.m	Cubic Metre
CII	Confederation of Indian Industry
CIO	Chief Information Officer
CISO	Chief Information Security Officer
CoBE	Code of Business Conduct & Ethics
CoP	Communities of Practice
CXO	Chief Experience Officer
CRM	Critical Risk Management
DEI	Diversity, Equity and Inclusion
DGPO	Data Governance and Privacy Officer
DLP	Data Loss Prevention
DSC	Dariba Smelter Complex
ESG	Environment Social and Governance
ESIA	Environmental and Social Impact Assessment
EV	Electric Vehicle
ExCo	Executive Committee
FACOR	Ferro Alloys Corporation Limited
FTE	Full-Time Employees
GHG	Greenhouse Gas
GISTM	Global Industry Standard on Tailings Management
GJ	Giga Joules
GRI	Global Reporting Initiative
Ha	Hectare
HR	Human Resources
HSE	Health, Safety and Environment
HVLT	High-volume Low Toxicity
HZL	Hindustan Zinc Limited
ICAM	Incident Cause Analysis Methodology
ICCs	Internal Complaint Committees
ICMM	International Council on Mining and Metals
ICP	Internal Carbon Price
IFC	International Finance Corporation
IIM	Indian Institute of Management
IISc	Indian Institute of Science
IIT	Indian Institute of Technology
IJP	Internal Job Posting
IOG	Iron Ore Goa
IOK	Iron Ore Karnataka
ISO	International Organization for Standardization
IT	Information Technology
IUCN	International Union for Conservation of Nature
KL	Kilo Litres
KPI	Key Performance Indicator



Acronym	Full Form
KRAs	Key Result Areas
KTPA	Kilo-Tonnes Per Annum
LMV	Light Motor Vehicle
LGBTQ	Lesbian, Gay, Bisexual, Transgender and Queer
LTIFR	Lost Time Injury Frequency Rate
LTIP	Long-Term Incentive Plan
MALCO	MALCO Energy Limited
MECC	Middle East Council of Churches
MIC	Mineral in Concentrate
MTPA	Million Tonnes Per Annum
MW	Megawatt
NFUS	National Forensic Sciences University
NGES	Network for Greening the Financial System
NNL	Net-Net Loss
NPI	Net Positive Impact
OPEX	Operating Expenditure
OT	Operational Technology
PDA	Photodiode Array
PoSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
PV	Photovoltaic
RDM	Rajpura Dariba Mine
RDO	Rural Development Organisation
RE-RTC	Renewable Energy–Round the Clock
SBTi	Science-Based Targets initiative
SDG	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SEZ	Special Economic Zone
SIEM	Security Information and Event Management
SMCV	Sesa Coke Vazare
SOP	Standard Operating Procedures
STEM	Science, Technology, Engineering and Mathematics
TCFD	Task Force on Climate-Related Financial Disclosures
TNFD	Taskforce on Nature-related Financial Disclosures
TRIFR	Total Recordable Injury Frequency Rate
TSPL	Talwandi Sabo Power Limited
UN	United Nations
US	United States
VAL-J	Vedanta Aluminium Jharsuguda
VAPT	Vulnerability Assessment and Penetration Testing
VSAP	Vedanta Sustainability Assurance Process
VSF	Vedanta Sustainability Framework

Assurance Statements

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INDEPENDENT PRACTITIONER’S LIMITED ASSURANCE REPORT ON SELECT NONFINANCIAL INDICATORS CONTAINED IN VEDANTA LIMITED’S SUSTAINABILITY REPORT

**The Management and Board of Directors
Vedanta Limited
ASF Center, Building 1
1st Floor, Phase IV, Udyog Vihar, Sector 18
Gurugram, Haryana, 122016**

Scope
We have been engaged by Vedanta Limited (hereafter “Vedanta”) to perform a ‘limited assurance engagement,’ as defined by International Standards on Assurance Engagements 3000 (Revised), here after referred to as the engagement, to report on select non-financial indicators as per Annexure 1 (the “Subject Matter”) contained in Vedanta’s (the “Company’s”) Sustainability Report **as of June 23, 2025 for the year ended March 31, 2025 and for the period from April 01, 2024 to March 31, 2025** (the “Report”).

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Vedanta
In preparing the **Subject Matter**, Vedanta Limited applied the Global Reporting Initiative (GRI) Standards (the “Criteria”). Such Criteria were specifically designed for **sustainability reporting**; As a result, the Subject Matter information may not be suitable for another purpose.

Vedanta’s responsibilities
Vedanta’s management is responsible for selecting the Criteria, and for presenting the **Subject Matter** in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

Our responsibilities
Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* (‘ISAE 3000 (Revised)’), and the terms of reference for this engagement as agreed with Vedanta on February 10, 2025.Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

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Chartered Accountants

Annexure-1

Indicator	Description	Indicator	Description
GRI 2-1	Organizational details	305-1	Direct (Scope 1) GHG emissions
GRI 2-2	Entities included in the organization's sustainability reporting	305-2	Indirect (Scope 2) GHG emissions
GRI 2-6	Activities, value chain and other business relationships	305-3	Other Indirect (Scope 3) GHG emissions
GRI 2-7	Employees	305-4	GHG emission intensity
GRI 2-8	Workers who are not employees	305-5	Reduction of GHG emissions
GRI 2-9	Governance structure and composition	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
GRI 2-22	Statement on sustainable development strategy	306-3	Waste generated
GRI 2-24	Embedding Policy commitments	306-4	Waste diverted from disposal
GRI 2-28	Membership associations	306-5	Waste directed to disposal
GRI 2-29	Approach to stakeholder engagement	401-1	New employee hires and employee turnover
GRI 2-30	Collective bargaining agreements	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
GRI 3-1	Process to determine material topics	402-1	Minimum notice periods regarding operational changes
GRI 3-2	List of material topics	403-1	Occupational health and safety management system
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	403-2	Hazard identification, risk assessment, and incident investigation
202-2	Proportion of senior management hired from the local community	403-3	Occupational health services
203-1	Infrastructure investments and services supported	403-4	Worker participation, consultation, and communication on occupational health and safety
203-2	Significant indirect economic impacts	403-5	Worker training on occupational health and safety
204-1	Proportion of spending on local suppliers	403-6	Promotion of worker health
205-2	Communication and training about anti-corruption policies and procedures	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

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302-1	Energy consumption within the organization	403-8	Workers covered by an occupational health and safety management system
302-2	Energy consumption outside of the organization	403-10	Work-related ill health
302-3	Energy intensity	404-1	Average hours of training per year per employee
302-4	Reduction of energy consumption	404-2	Programs for upgrading employee skills and transition assistance programs
302-5	Reductions in energy requirements of products and services	404-3	Percentage of employees receiving regular performance and career development reviews
303-1	Interaction with water as a shared resource	405-2	Ratio of basic salary and remuneration of women to men
303-3	Water withdrawal	406-1	Incidents of discrimination and corrective actions taken
303-4	Water discharged	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
303-5	Water consumption	410-1	Security personnel trained in human rights policies or procedures
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	411-1	Incidents of violations involving rights of indigenous peoples
304-2	Significant impacts of activities, products and services on biodiversity	413-1	Operations with local community engagement, impact assessments, and development programs
304-3	Habitats protected or restored	11.7.4, 11.7.5, 11.7.6	Reporting on closures and rehabilitation
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks



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