

Emerging Tech Fuels Vedanta's Engineering Workforce Driving India's Growth Story

- Over **30% of Vedanta's workforce comprises engineers** across diverse disciplines
- One-Third of Vedanta's Engineers Are Women, A Benchmark in the Industry
- Vedanta Onboards Over 500 Engineers from More Than 50 Premier Colleges in FY25

New Delhi, September 14, 2025: Ahead of **National Engineers' Day**, Vedanta Limited (NSE: VEDL), India's leading critical minerals, energy transition metals, oil & gas, and technology conglomerate, celebrates the invaluable contributions of its engineers who form the backbone of its operations and innovation. Over **30% of Vedanta's workforce comprises engineers** across diverse disciplines, from the traditional electronics, chemical, petroleum, electrical, metallurgical, mining and thermal engineering to emerging specializations like **environment, design, artificial intelligence, data science, renewable energy, robotics**. Together, they are innovating to deliver operational excellence at a global scale, while also strengthening India's industrial growth story.

Significantly, **30% of Vedanta's engineers are women** reflecting Vedanta's strong commitment to fostering gender diversity in core industries. According to a report by consulting firm Avtar, participation of women in manufacturing is 3% (core engineering).

Vedanta is building a strong force of engineering talent drawing from premier institutes across the country. In FY25 alone, Vedanta onboarded over 500 engineers from more than 50 premier colleges across India, spanning **IITs, NITs**, and leading private institutions, including campuses from Jammu & Kashmir and the North-East.

Across some of the world's largest and most advanced smelters, power plants, cast houses and mines, Vedanta has embedded digital technologies as essential infrastructure redefining how the company operates, monitors, trains and scales. Innovation being at the heart of Vedanta's values, today futuristic devices and drones powered by IIoT (Industrial Internet of Things), AI and LiDAR (Light Detection and Ranging) tech monitor hard-to-access and restricted areas in real-time, all devised and driven by the brightest engineering minds in the country.

At Vedanta Aluminium, engineers are scripting the future of India's aluminium industry by running the world's largest aluminium smelters and world-class refinery. The deep expertise present at Vedanta's operations ensures peak performance and the seamless production of high-quality aluminium. By partnering with technology providers from around the globe, and with emerging-tech startups offering innovative new solutions, the company ensures that its employees are continuously working with cutting-edge and are upskilled with in-depth knowledge about their domains. Through innovations in digitalisation, AI, and robotics, they are contributing to India's self-reliance in this critical sector.

At Vedanta subsidiary Hindustan Zinc, engineers are driving some of the most advanced mining operations in the world, overseeing facilities like the world's largest underground zinc mines and the world's largest zinc-lead smelter. By leveraging technologies such as tele-remote systems, Artificial Intelligence (AI) /Machine Learning (ML)-driven solutions, robotics in smelting, and 3D geological mapping, they are redefining metal production, making it safer, smarter, and more sustainable.

In Cairn Oil & Gas, Vedanta's petroleum and mechanical engineers are deploying advanced digital twins, advanced oil recovery technologies and digital-tech for predictive & prescriptive maintenance thus ensuring reliable and efficient production from India's best oilfields. Their work is vital to bolstering the nation's energy security while ensuring sustainability.

At Vedanta Power, engineers across three thermal power plants are leading critical functions including control & instrumentation, power generation and plant reliability, ensuring round-the-clock power generation for state grids.

At Sesa Goa, Vedanta's iron ore business, engineers power the full spectrum of iron ore production, while at FACOR (Vedanta's ferrochrome business) in Odisha, they drive excellence in mining, captive power, and charge chrome operations through metallurgical, mechanical, electrical, and civil expertise.

Central to Vedanta's success is its commitment to building a future-ready engineering workforce. It offers its engineers vast learning opportunities, accelerating career growth through exposure to diverse verticals, rich job content, and capacity-building initiatives.

By expanding into new-age specialisations such as digital analytics, sustainability, preventive maintenance, supply chain reliability, mechatronics, power engineering, and geotechnical engineering, Vedanta ensures its engineers are equipped to meet the evolving demands of a dynamic industrial landscape.

Meet the Drivers of Growth:

Engineers across Vedanta's businesses take immense pride in their roles. **Sweetie Anchalia, a mining engineer at Hindustan Zinc** shared, "Learning textbook concepts and seeing their real-life applications at Vedanta's digital-first mines has made mining highly sophisticated. It's inspiring to witness Indian industry move compete globally on technology. Working at the world's largest underground zinc mine, the exposure and opportunities I've received have empowered me to engineer solutions that propel the economy forward."

A graduate engineer trainee, **Thomas George at Vedanta's Aluminium Business**, echoed this sentiment, saying, "For me, engineering is about using science and creativity to turn problems into practical solutions. My first year at Vedanta, fresh out of college, has been a thrilling journey of learning and tackling real challenges. From resolving complex issues to exploring innovations in instrumentation and electrical systems, I've realised engineering is not just about machines, it's about creating value. One of my proudest contributions was optimising a 990 KW motor to a 550 KW motor for the Evaporation Cooling Tower Pump. We did this without compromising output, saving 440 KW of power, cutting energy consumption, and improving operational efficiency, and delivering significant cost savings for the company."

Mood Santosh Kumar, a Graduate Engineer Trainee at Cairn Oil & Gas in Ravva, Andhra Pradesh added, "I was always fascinated with machines and now I'm proud to be fueling Cairn's offshore operations. From choosing mechanical engineering to eventually oil and gas, every day in this field tests my perseverance. The offshore life taught me that technology is only half the story; the other half is the people who stand together, whether tackling complex challenges or celebrating festivals far from home."

From the depths of underground mines to cutting-edge aluminium smelters and thermal power plants, from energy-rich oilfields to digital centres of excellence, Vedanta's engineers are scripting stories of innovation, resilience, and leadership. Their expertise not only drives the company's operational success but also supports Vedanta's larger vision of sustainable growth and nation-building, reinforcing the indispensable role of engineers in shaping India's future.

About Vedanta Limited

Vedanta Group is a global leader in critical minerals, transition metals, energy, and technology, with operations spanning India, South Africa, Namibia, Liberia, UAE, Saudi Arabia, Korea, Taiwan, and Japan. As the world's largest integrated producer of zinc, the fourth-largest global producer of silver, and one of the top producers of aluminium globally, Vedanta plays a pivotal role in the global supply of essential materials for the energy transition. The Company is also India's only private oil and gas producer and one of the largest private power producers. A global ESG champion, Vedanta is committed to achieving net-zero emissions by 2050 or sooner. Through its transformative social impact initiatives, the company has improved the lives of nearly 7 million people in underserved regions. For more information, please visit www.vedantalimited.com

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