

International Youth Day:

Vedanta's Young Talent Brings New-Age Skills to India's Future Industries

- *Young talent is increasingly becoming integral to the transformation of India's resource-intensive and industrial sectors*
- *1,500+ young professionals onboarded through full-time and internship roles from 150+ premier institutions, including IITs, IIMs and NITs*

New Delhi, August 12, 2026: As India accelerates its transition towards a technology-led, globally competitive economy, a new generation of professionals is bringing digital capabilities, advanced engineering expertise and fresh perspectives to some of the country's most critical industries. Marking International Youth Day, Vedanta Group, one of the world's leading natural resources conglomerates with a strong presence across metals, oil & gas, critical minerals, power and technology, highlighted how young talent is increasingly becoming integral to the transformation of India's resource-intensive and industrial sectors.

With an average employee age of just 31 and 65% of its workforce under 35, Vedanta Aluminium Metal is among India's youngest industrial employers. This young workforce is contributing to the transformation of one of the country's most critical manufacturing sectors. Traditionally driven by deep technical and operational expertise, industries such as metals, oil & gas and power are now evolving rapidly with the adoption of artificial intelligence, data analytics, automation, advanced manufacturing, digital technologies and sustainability-led practices. This shift is creating demand for a new generation of professionals who can combine technical knowledge with digital fluency and innovative problem-solving.

At Vedanta, this evolution is reflected in its growing focus on attracting young professionals with capabilities across Digital Technologies, Data Science & Analytics, Structural Engineering, Mechatronics, Sustainability, Environment, Geology and Geosciences. These skill sets are increasingly relevant to the future of resource exploration, industrial operations, manufacturing, energy transition and critical minerals.

The company's campus strategy goes beyond recruitment to building early engagement with India's emerging talent pool. During the latest campus season, Vedanta connected with 15,000+ students through leadership interactions, competitions, career-focused sessions and campus initiatives. These engagements provide students with an understanding of the scale and complexity of the businesses while allowing Vedanta to identify talent with the capabilities and potential required for an increasingly technology-enabled workplace. While, last year, the company's commitment to youth is reflected in its hiring practices, with 93% of new recruits being fresh graduates or early-career professionals.

Commenting on the occasion, **Neha Sharma, Chief Human Resources Officer, Vedanta Group, said,** *"India's young talent is bringing a new dimension to industries that have traditionally been built on deep technical and operational expertise. As metals, mining, energy and critical minerals become increasingly technology-driven, the ability to combine domain knowledge with*

digital capabilities, data-led thinking and innovation will be critical. At Vedanta, we see young professionals not just as future talent, but as contributors to the transformation happening today. Our focus is to give them opportunities to learn, take ownership and work alongside experienced professionals, creating an environment where fresh perspectives and institutional expertise reinforce each other. This International Youth Day, our message is clear: the future of India's resource industries will be shaped by the ability to bring together the strength of experience with the possibilities created by a new generation of talent."

Vedanta's approach to youth talent also focuses on creating diverse and inclusive entry points into the formal workforce. This year, the company onboarded 1,500+ young professionals through full-time and internship opportunities from more than 150 premier institutions, including leading IITs, IIMs, NITs and other universities across India. The campus intake achieved 50% gender diversity, while 15% of fresh hires came from the North-East, Jammu & Kashmir, Ladakh etc., thus, widening access to opportunities across gender, geography and backgrounds.

The company continues to strengthen its employee value proposition for young professionals through a rewards philosophy benchmarked against leading industry practices. Its enhanced compensation framework for Vedanta Leadership Development Program (VLDP) participants and academic rank holders, along with ESOPs and joining bonuses for entry-level talent, is designed to attract high-potential professionals seeking opportunities to build careers in high-growth industries.

Vedanta's commitment to youth development extends beyond campus hiring. Through its wider skilling ecosystem, the company has empowered nearly 20 lakh people over the past six years through programmes spanning vocational and technical training, women-led entrepreneurship, agriculture and farmer capacity building, sports-based skill development and youth empowerment. In addition, Vedanta also runs structured internal talent development and external community mentorship frameworks. Internal programs focus on fast-tracking young professionals into leadership and technical roles, while external social impact initiatives provide vocational and digital skill training for youth empowerment.

Together, Vedanta's campus hiring and skilling initiatives reflect a broader approach to building India's next-generation workforce - one that combines formal employment, industry-relevant skills and exposure to emerging technologies. As India seeks to strengthen its position as a global manufacturing, technology and economic powerhouse, the growing participation of young professionals in resource and industrial sectors is helping bring new capabilities to the businesses that will underpin the country's next phase of growth.

About Vedanta Group

Vedanta Group is the world's leading producer of metals, oil & gas, critical minerals, power and technology. The company supplies essential materials that power the global energy transition, emerging technologies and the green economy of the future. Its diversified portfolio supports industrial growth, energy security and technological advancement across global value chains. With operations spanning India, Africa, the Middle East and East Asia, Vedanta is embedded in high-growth geographies shaping the next era of global development. Sustainability anchors the Company's strategy, guided by strong ESG governance, people-first workplaces, and a commitment to achieving net-zero emissions by 2050 or sooner. By operating at the

intersection of resources, technology and human potential, Vedanta is strengthening economies, empowering communities, and creating enduring value for all stakeholders.

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