

VEDANTA IRON AND STEEL LIMITED

BOARD DIVERSITY INCLUSION POLICY

Approved By	Board of Directors
Version	1
Adoption Date	April 29, 2026

1. Purpose

The purpose of this Board Diversity Policy is to ensure an inclusive and diverse composition of the Board of Directors of Vedanta Iron and Steel Limited (the “Board”) resulting in optimal decision-making & assisting in the development and execution of strategies that promotes the long-term success of Vedanta Iron and Steel Limited (“VISL”) for the collective benefit of its stakeholders.

VISL recognizes the importance and value of having a Board comprising highly talented and experienced individuals from diverse backgrounds. The Company is committed to promoting diversity & inclusion within the organization and in larger communities who we partner with. VISL believes that such dynamic Board will help reflect the Company’s values to all its stakeholders, strengthens corporate governance and enhances overall performance of its objective of gender parity across all levels starting from our Board.

2. Scope

This Board Diversity Policy applies solely to the VISL’s Board. However, it also inspires VISL’s Code of Business Conduct and associated policies, which articulates the Company’s broader commitment to diversity & inclusion. Other details of our practices, initiatives and balance in relation to diversity and inclusion are disclosed in the Company’s Annual Report from time to time.

3. Policy Statement

- It is critical that composition of the Board includes a diverse mixture of skills, professional & industry backgrounds, age, sexual orientation, physical disabilities, family status, religious beliefs, political beliefs, nationality, geographical experience & expertise, gender, tenure, ethnicity and diversity of thought. Such diversity will help in enduring a sustainable and balanced development of the Company not just in the changing demographics, but also in the changing economic and competitive environment in India as well as globally.
- A diverse Board will include and make good use of the differences in the skills, knowledge, industry experience, background, race, gender and other qualities of the individual members as a whole. It will have a range of views, insights, perspectives, and opinions to improve its decision-making and benefit the Company’s stakeholders.

4. Nomination and Remuneration Committee

The Nomination & Remuneration Committee of VISL is responsible for assessing the composition of the Board on its behalf and recommends the appointment of new Directors to ensure that the Board maintains an appropriate balance of skills, experience and knowledge and, in accordance with its terms of reference, shall:

- Regularly review Board composition, succession planning, talent development and broader aspects of diversity;
- Identify suitable candidates for appointment on merit keeping in mind;
 - the benefits of diversity in promoting the success of VISL for the benefit of its shareholders;
 - the skills, experience, background, independence and expertise of current members of the Board

VEDANTA IRON AND STEEL LIMITED

Sesa Ghor, 20 EDC Complex, Patto, Panjim, Goa – 403 001, India

T +91 0832 6713601 | Website: www.vedantaironandsteel.com

Email- ContactUs.VISL@vedanta.co.in

Registered Office: C-103, Atul Projects, Corporate Avenue New Link, Chakala MIDC, Mumbai, Maharashtra-400093

CIN: U24109MH2023PLC411777

The Board shall have an optimum combination of Executive, Non-Executive and Independent Directors in accordance with the requirements of the Articles of Association of the Company, the Companies Act, 2013 ("Act"), and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations), including any modifications made thereto from time to time.

The necessary disclosures about the policy and other details should be made as per the requirements of the Listing Regulations and the Act. The policy shall be made available on the website of the Company.

5. Responsibility and Review

The Nomination & Remuneration Committee will review this policy as and when it deems necessary and appropriate, which will include an assessment of the effectiveness of the Policy and recommend revisions, if any, to the Board for approval.

Signed by

Director and CEO, Vedanta Iron and Steel Limited

Date: April 29, 2026