

ISSUE 01, October 2025

ESL TALKS

QUARTERLY NEWSLETTER



INTRODUCING ESL TALKS QUARTERLY NEWSLETTER

A curated view of ESL Steel's progress,
performance, and purpose.

CEO DESK



I am delighted to unveil the inaugural edition of our quarterly newsletter, **'ESL Talks'**, a vibrant reflection of the passion, innovation, and purpose that define us at ESL Steel Limited. Every story within these pages captures our shared journey of progress, collaboration, and resilience.

This edition celebrates our remarkable achievements from the quarter, business milestones, digital advancements, and community development initiatives that continue to transform lives beyond our plant gates. You'll also find insights into our HSES highlights, awards, and recognitions, and a glimpse into the creativity and spirit that make ESL not just a workplace, but a community driven by inspiration and pride.

Our teams consistently set new benchmarks in operational excellence, sustainability, innovation, and people engagement. I encourage each of you to take a moment to explore this issue, celebrate our collective successes, and draw inspiration from the stories of leadership and impact that define who we are.

Let's continue to lead with purpose, drive transformation, and embody the spirit of "Each One, Lead One" in everything we do.

Together, we are building more than steel; we are shaping a stronger, smarter, and more sustainable future.

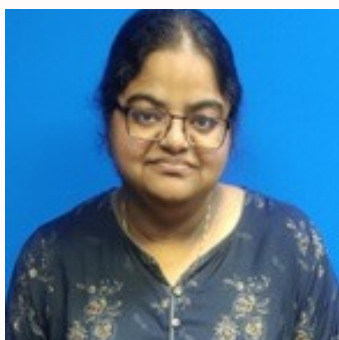
RAVISH SHARMA
DEPUTY CEO & WTD, ESL STEEL LIMITED

LEADERSHIP MESSAGE



Reading this newsletter was truly rewarding. It beautifully captures the passion, resilience, and innovation our teams bring to ESL every single day. Witnessing our collective journey from operational excellence to remarkable achievements so thoughtfully portrayed, reminded me of why my 18-year journey with Vedanta has been so meaningful. I'm proud to be part of a culture that empowers individuals, drives transformation, and celebrates success together.

A Lavanya (Head CPC, ESL Steel Limited)



VDHM 2025 was a shining example of what happens when passion meets purpose. Watching our ESL team pushing boundaries and representing with such energy and commitment was truly uplifting. "These moments reflect the culture we've built, where excellence isn't just a goal, it's a way of life.

Ms. R Nishanthi (Chief Commercial Officer- Infrastructure Management, ESL Steel Limited)



At ESL Steel Limited, our purpose goes beyond business, it is rooted in transforming communities and nurturing the environment. Guided by our core philosophy of "Transforming for Good", we believe true progress is measured in the well-being of people and the planet. Community Development is at the heart of our operations. We empower local communities through sustainable livelihood programs, quality education, healthcare access, and skill development, ensuring the benefits of industrial progress reach every household. Our responsibility towards the environment is unwavering. Through innovative technologies, circular economy practices, and robust environmental systems from afforestation to water conservation and renewable energy we shape a greener tomorrow.

As leaders, let us inspire and act with purpose, compassion, and integrity, building partnerships that uplift communities and protect nature. Together, let's transform for good.

Kunal Daripa (Head CSR, ESL Steel Limited)



Initiatives like 'Each One Lead One' are transforming the way we approach efficiency and accountability. In SMS and Lime & Dolo, we've seen firsthand how empowering individuals to lead process improvements can drive significant cost savings and operational impact. It's not just a program, it's a mindset shift that's helping us build a smarter, leaner ESL.

Mr. Arun Kumar Chhatri (SBU Head, SMS and Lime & Dolo, ESL Steel Limited)

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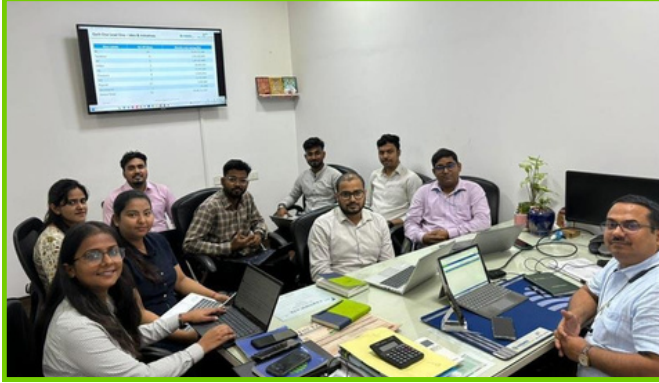
CREATIVE CORNER

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BUSINESS HIGHLIGHTS

EACH ONE, LEAD ONE! DRIVING INNOVATION, COST EXCELLENCE & OWNERSHIP ACROSS ESL

As part of ESL's ongoing transformation journey, the **"Each One, Lead One!"** initiative continues to ignite innovation, cost-consciousness, and leadership at every level of the organization. Here's how our leaders and teams across departments are turning ideas into action:



CFO Mr. Anand Dubey Champions Innovation Across Finance, IT & Digital

Mr. Anand Dubey led a dynamic session with the Finance, IT, and Digital teams, focusing on:

- Transforming insights into actionable solutions
- Identifying hidden opportunities for cost optimization
- Leading change through financial discipline and bold thinking

Key Message:

"Ideas without execution are just dreams. Let's be the ones who turn ideas into reality by taking decisive action."



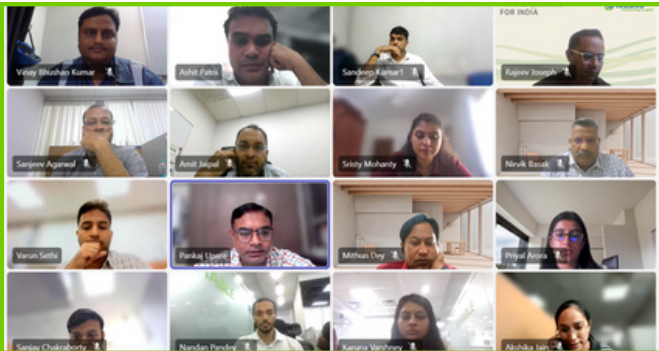
Iron & Power Teams Energized by Mr. Anup Singh Nagi (Director – Iron Making)

In a high-impact engagement, Mr. Anup Singh Nagi inspired the Iron & Power teams to:

- Break away from conventional thinking
- Embrace bold execution of innovative ideas
- Prioritize impactful, cost-effective solutions

Key Message:

"Ideas are powerful only when executed."



Sales & Marketing Teams Empowered by Mr. Ashit Patni (CMO)

Mr. Ashit Patni urged his teams to challenge the status quo and lead with results-driven innovation:

- Encourage every idea, no matter how small
- Focus on measurable cost impact and ownership

Key Message:

"Think smart. Act fast. Lead with ideas."



Innovation at DIP Led by Mr. Sanjeev Tiwari (Dy. Director – DIP)

A power-packed session with DIP teams emphasized:

- Cost-saving innovation
- Small ideas with big impact
- Actionable solutions that eliminate waste and unlock value

Key Message:

"It's not just about sharing ideas, but driving practical, impactful change."



Innovation Drive by CCO Mr. Ashish Bhardwaj

- Called for cost-saving, value-creating ideas from Team Commercial
- Urged shift from routine to practical, results-driven solutions
- Stressed innovation in strategy, sourcing, and execution

Key Message:

"Every Rupee Saved is a Rupee Earned"



Central Engineering & HSES Teams Inspired by Mr. Tapesh Chandra Naskar (Director – Central Engineering & HSES)

- Mr. Naskar fueled innovation across locations with a bold message:
- Drive cost efficiency through engineering excellence
- Be the spark that transforms how we work

Key Message:

“Let’s turn ideas into actions, and actions into impact.”

HR Team Empowered by Ms. Shyamlee Minz (CHRO)

In a compelling session coordinated by Ms. Mangala Gouri Agrawal, Ms. Minz inspired the HR team to:

- Take initiative
- Share ideas that drive innovation and cost-conscious transformation

Key Message:

“Every idea, no matter how small, holds the power to spark meaningful change.”



Steel Zone Energized by Mr. Jageshwer Prasad Verma (Dy. Director – Steel)

In a spirited address, Mr. Verma encouraged Steel Zone team members to:

- Become change leaders
- Drive cost savings and process excellence
- Think creatively and take ownership

Key Message:

“Your idea could be the next breakthrough!”

MILLS TEAM WINS AO WAR ROOM TROPHY



Congratulations to the Mills Team for achieving an impressive score of 99.6, winning the AO War Room Trophy!

Their dedication, teamwork, and focus on War Room action compliance set a gold standard for:

- Problem-solving
- Execution excellence
- Operational impact

This achievement is a testament to what ‘Each One, Lead One!’ truly means in action.

DIGITAL & INNOVATION

EMPOWERING ESL WITH SMART, DATA-DRIVEN SOLUTIONS

At ESL Steel Limited, our digital transformation journey continues to unlock efficiency, transparency, and innovation across operations. Here's a roundup of the latest initiatives driving our digital excellence:

PREDICTIVE MAINTENANCE TRAINING RECAP EMPOWERING DATA-DRIVEN MAINTENANCE

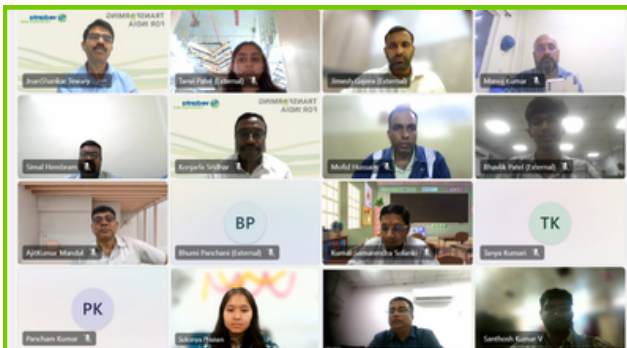
On 29th August 2025, over 60 team members participated in a hands-on Predictive Maintenance training session, led by Deepshikha Singh (ESL Digital) and Shashwat (Business Partner).

Key Highlights:

- **Real-time Monitoring:** IoT sensors deployed across 94 critical equipment in 13 plants, enabling early fault detection and saving 263 hours of unplanned downtime.
- **Dashboard Insights:** Access to live equipment health, fault trends, and automated alerts.
- **Training Focus:** Teams learned how to interpret data and embed predictive maintenance into daily workflows.
- **Outcome:** Reinforcing a culture of proactive maintenance and operational excellence through smart data usage.



MASTERING THE POWER OF DATA WITH HISTORIAN MONTHLY DIGITAL TOOLS & TECHNOLOGIES TRAINING SERIES



As part of our ongoing capability-building, ESL conducted a high-impact training session on the OSIsoft PI System and PI Vision, led by Jnan Shankar Tewary (Lead – Digitalization) and Jimesh Gajera (Business Partner, Cerebulb).

Key Takeaways:

- Creation of real-time dashboards
- Industrial case studies from Vedanta and Peer Steel Industries
- Real-world applications and Q&A to deepen understanding
- Objective: To foster a data-first culture and enable smarter, faster decision-making across departments.

REAL-TIME CONVERTER DASHBOARD GOES LIVE REVOLUTIONIZING STEELMAKING WITH LIVE PERFORMANCE TRACKING

A cutting-edge Real-Time Converter Dashboard is now live, created by Sudhanshu Sharma, with strategic guidance from Jageshwar Prasad Verma and Arun Chhatri.

Dashboard Features:

- Hot Metal Chemistry Trends
- Tapping & Blowing Time Trends
- Shift-wise Reblow Percentage
- Tap-to-Tap Time
- Oxygen Consumption by Heat
- Steel Production Summary by Grade

Impact: Enables faster decision-making, accurate performance monitoring, and enhanced production efficiency.

RAW MATERIAL VESSEL TRACKER SYSTEM - PROJECT KICKOFF BOOSTING LOGISTICS THROUGH REAL - TIME VISIBILITY

Launched on 4th September 2025, this project centralizes raw material vessel tracking for improved logistics efficiency.

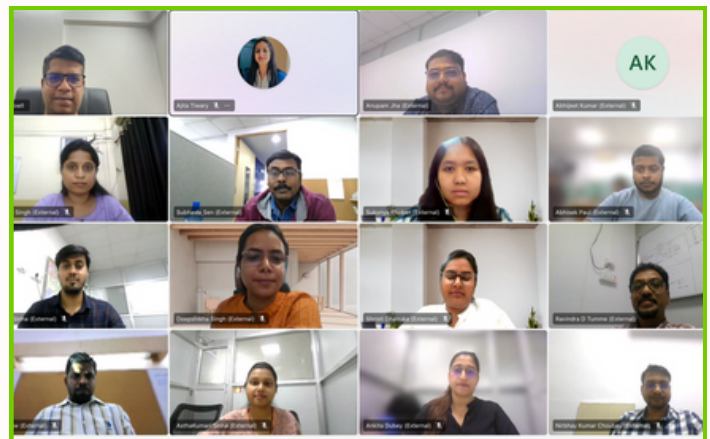
Core Features:

- End-to-end vessel data on one platform
- Single-click reconciliation
- Real-time monitoring for proactive control

Key Stakeholders:

- Project Sponsor: Mr. Ashish Bhardwaj (CCO)
- Anchor: Mr. R.D. Tumme (Dy. Head – Logistics)
- Digital Head: Mr. Abir Choudhury
- Implementation Lead: Ms. Astha Kumari Sinha
- Digital Anchor: Mr. Anupam Kumar Jha
- Business Partner: SARVANG Infotech India Ltd.

Goal: To enhance supply chain visibility, decision-making, and process control.



COKE OVEN AUTO-PRODUCTION BOOKING NOW LIVE IN SAP & HISTORIAN DRIVING AUTOMATION IN PRODUCTION DATA MANAGEMENT

A major milestone in ESL's digital journey automated booking of Coke Oven production is now live in SAP and integrated with Historian.

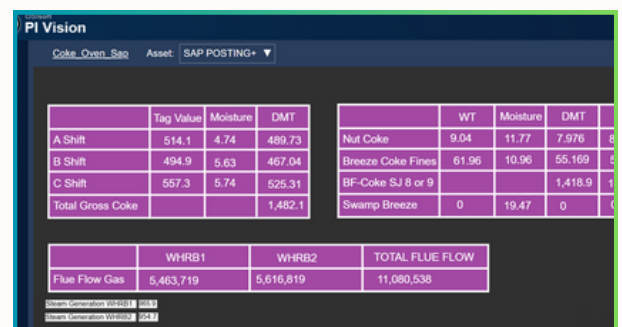
Key Features:

- Auto-capture and posting of production data (moisture, fines, gas composition, etc.)
- Eliminates manual entries
- Supports compliance and audit readiness

Project Anchors:

- Sponsors: Ravish Sharma (Dy. CEO), Anand Dubey (CFO)
- Operational Anchors: Anup Singh Nagi, Prem Kumar Tiwari
- Digital Team: Jnan Shankar Tewary, Azhar Ismail, Mamta Kumari, Nitish Chandra Tiwari
- Partner: Cerebulb

Benefits: Improved accuracy, speed, and transparency in production operations.



Tag Value	Moisture	DMT
A Shift	514.1	4.74
B Shift	494.9	5.63
C Shift	557.3	5.74
Total Gross Coke		1,482.1

Asset	WT	Moisture	DMT
Nut Coke	9.04	11.77	7.976
Breeze Coke Fines	61.96	10.96	55.169
BF-Coke SJ 8 or 9			1,418.9
Swamp Breeze	0	19.47	0

Flue Flow Gas	WHRB1	WHRB2	TOTAL FLUE FLOW
Flue Flow Gas	5,463,719	5,616,819	11,080,538

HSES HIGHLIGHTS

BUILDING A SAFER, GREENER, AND MORE RESPONSIBLE ESL

At ESL Steel Limited, sustainability is not just a goal it's a continuous journey. From reducing our environmental footprint to enhancing emergency preparedness, our efforts reflect a deep commitment to safety, responsibility, and positive impact.

OUR GREEN SHIFT: SUSTAINABLE SWAPS

ESL is proud to take meaningful steps towards reducing plastic waste and promoting eco-friendly practices across our operations.

We have phased out single-use plastics, replacing them with sustainable alternatives, including:

- Bagasse cups, pattal plates, and wooden cutlery
- Reusable ceramic cups and stainless steel bottles
- Distribution of over 1,700 jute bags to employees and visitors

Together, these small changes are contributing to a big impact paving the way for a greener future.



BRANCHING OUT FOR A BETTER TOMORROW LEAF BY LEAF, WE BUILD A GREENER FUTURE



As part of the 'V for Society' initiative, ESL Steel Limited, in collaboration with the HSES Department, conducted a Plantation Drive at Hutupather Pond to support biodiversity and ecosystem restoration.

Event Highlights:

- Presence of senior leaders: Mr. Tapesh Kumar Naskar (Director – Central Engineering & HSES) and Mr. Binod Kumar (Head Safety & Interim Head Environment)
- 450 saplings planted and distributed
- Active participation from 17 volunteers and community members

Thank you to everyone who contributed to this effort—your dedication brings us closer to a greener tomorrow.

SURAKSHA BANDHAN 2025

STRENGTHENING THE SAFETY THREAD AT ESL STEEL LIMITED , A TRADITION OF CARE, A CULTURE OF PROTECTION



At ESL Steel Limited, Raksha Bandhan goes beyond tradition it becomes a powerful symbol of our unwavering commitment to safety and wellbeing. This year's Suraksha Bandhan was a celebration of the protective thread that binds us not just in spirit, but in action.

The event saw enthusiastic participation from teams across the plant who:

- Took heartfelt safety pledges
- Engaged in awareness sessions
- Reaffirmed their commitment to safeguarding one another

From wearing PPE and following safety protocols to ensuring that each team member returns home safe every day, our ESL family stood united in purpose. This celebration wasn't just about rituals it was about reinforcing a culture where every act of protection strengthens our workplace and our bonds. Because at ESL, when we protect our team, we protect our family building a stronger, safer, and more united future together.

MOCK DRILLS AT ESL STEEL LIMITED STRENGTHENING EMERGENCY PREPAREDNESS

In line with our commitment to safety and operational excellence, ESL Steel Limited conducted a series of mock drills across critical units between July and September 2025. These drills were designed to simulate various emergency scenarios, assess response capabilities, identify improvement areas, and reinforce a culture of safety, readiness, and coordination.

TURBO BLOWER #1 | FIRE EMERGENCY DRILL

Date: July 2, 2025 | Scenario: Oil leak and fire due to heat exposure

The operator detected the fire early and escalated the situation. The TBS team isolated the steam system and tripped the blower, while the Emergency Response Team (ERT) extinguished the fire effectively.

Key Positives:

- Quick detection and escalation
- Efficient ERT response
- Safe evacuation with full headcount
- Strong interdepartmental communication

Areas for Improvement:

- Blocked emergency access by a parked vehicle
- Slurry and vegetation buildup along the emergency pathway



CENTRAL STORE RAILWAY CROSSING | MOLTEN METAL SPILLAGE



Date: August 30, 2025 | Scenario: LOCO ladle cart derailment leading to molten metal spill

The mock incident simulated a ladle derailment at Point 14. The operator alerted the ECR, and emergency services quickly responded to contain the hazard and evacuate non-essential personnel.

Key Positives:

- Rapid incident reporting and escalation
- Fast containment and area cooling
- Effective inter-departmental coordination
- Local language safety signage in place

Area for Improvement:

- Emergency signage should include extension numbers for quicker contact

SINTER PLANT | CARBON MONOXIDE (CO) EXPOSURE

Date: September 20, 2025 | Scenario: CO leak from LPG burner ignition failure

A worker was exposed to CO and became semi-conscious. Immediate first aid and evacuation were initiated, and the ERT inspected the site using CO monitors and SCBA.

Key Positives:

- Prompt rescue and medical support
- Timely hazard detection and response
- Effective evacuation procedures
- Reinforcement of CO safety awareness

Area for Improvement:

- Outdated emergency contact numbers at the assembly point



DI PIPES (DIP) UNIT | POWER BLACKOUT & MOLTEN METAL SPILL



Date: September 18, 2025 | Scenario: Power trip and worker heat stress

A blackout caused molten metal spillage and worker collapse due to heat stress. The ECR was alerted, and the ERT responded immediately. Operations resumed smoothly via emergency DG.

Key Positives:

- Fast alarm escalation and response
- Strong coordination among emergency teams
- Timely updates to Factory Manager
- Clear role allocation during debrief

Area for Improvement:

- Non-standard signage near assembly point to be removed

IT FMS ROOM (47 KHATA) | ELECTRICAL FIRE DRILL

Date: September 15, 2025 | **Scenario:** SMPS short circuit in a CPU

Smoke and flames were detected from a CPU. The IT team used a BC-type extinguisher to contain the fire and initiated full evacuation. The ECR and ERT responded swiftly.

Key Positives:

- Quick fire suppression by IT and safety teams
- Timely escalation and team coordination
- Rapid deployment of emergency services

Area for Improvement:

- Improve housekeeping around the IT room for better access during emergencies



ANNEALING FURNACE (DIP) | CONFINED SPACE RESCUE DRILL



Date: July 17, 2025 | **Scenario:** Heat stress during refractory job

A worker collapsed inside the recuperator box due to heat stress. The rescue team extracted the victim safely, and he was monitored at the OHC.

Key Positives:

- Immediate hazard detection and response
- Proper first aid and rescue techniques
- Controlled evacuation and area security

Area for Improvement:

- Improve housekeeping near confined spaces for better rescue access

BAR ROD MILL (BRM) | POWER FAILURE DRILL



Date: July 24, 2025 | Scenario: Power failure due to DVC interruption

A simulated outage tested the team's ability to restore power using the emergency DG. Teams responded efficiently, with all safety protocols followed.

Key Positives:

- Quick outage detection and escalation
- Smooth emergency changeover by technicians
- Calm and controlled response by all personnel

Areas for Improvement:

- Vegetation near DG set to be cleared
- Protective shed needed for DG equipment

COMMUNITY DEVELOPMENT

EMPOWERING COMMUNITIES, INSPIRING FUTURES

At ESL Steel Limited, our commitment to community development is driven by initiatives that nurture talent, promote health, and foster education. Here's a look at our recent highlights-

PROJECT SHIKSHA LEARNING RESOURCE CENTRES INAUGURATED

Dy. CEO Mr. Ravish Sharma inaugurated two new Learning Resource Centres in Dhandabar and Siyaljori under Project Shiksha. These centres offer comprehensive education support, reflecting ESL's commitment to transforming rural learning and building future-ready children.



VEDANTA ESL ARCHERS SHINE ON NATIONAL SPORTS DAY FOSTERING YOUNG TALENT THROUGH SPORTS & DISCIPLINE

- Organized an Inter Centre Archery Tournament celebrating National Sports Day, with categories from Under-09 to Olympic rounds.
- Event graced by Mr. Kunal Daripa, Head – CSR, and the CSR team, who encouraged participants.
- Promoted sportsmanship, discipline, and teamwork among young archers.
- Winners and coaches were felicitated, recognizing their achievements.
- Provided valuable competition experience to build confidence for future challenges.
- Reflects Vedanta's commitment to grassroots youth sports development.



HEALTHCARE AT YOUR DOORSTEP MEGA HEALTH CAMP UNDER PROJECT AAROGYA

- Conducted a free medical camp at Madhya Vidyalaya, East Mahal, serving 270+ villagers.
- Inaugurated by Mr. Abhishek Kumar (Dy. CSO), Mr. Kunal M. Daripa (Head – CSR), and Mr. Sheetal Singh (Mukhiya).
- Provided general medicine, orthopedics, dermatology, dental, and eye care services.
- Supported by Sanjeev Netralaya, Kishore Dental Clinic, and Citizens Foundation.
- Demonstrates ESL's commitment to accessible rural healthcare.



VEDANTA HALF MARATHON CSR WALKATHON 20 KM OF UNITY, FITNESS & PURPOSE

ESL employees joined beneficiaries from Project Jivika, Archery Academy students, and Skill School for a mini walkathon covering over 20 km. Energized by activities led by Mr. Rishabh Bhatnagar from the Fire Department. Promoted fitness, fun, and community spirit.



LIGHTING MINDS WITH DIGITAL LITERACY EMPOWERING THROUGH TECHNOLOGY

On International Literacy Day 2025, employee volunteers led digital literacy sessions with students and community members. Covered safe internet use, digital tools, and tech career opportunities. Led by Ms. Deepshika Singh and Mr. Braj Kishore. Supports ESL's commitment to education and community empowerment.



STEMULATING YOUNG MINDS VOLUNTEERS MAKE LEARNING FUN AT BIJULIA CAFÉ

Hosted a hands-on STEM workshop introducing students to Science, Technology, Engineering, and Math. Volunteers Kajal Singh, Ranjeet Mahatha, Doman Singh, and Sanskriti Vardhan led sessions on math and engineering concepts. ESL thanks all volunteers for inspiring and engaging students.



EXCELLENCE AT CHANDANKIYARI: SAMMAN SAMAROH HIGHLIGHTS

Honored top students from Vedanta AAS Vidyalaya Chandankiyari for outstanding 2024-25 Matric Board Exam results. Pradyut Rajwar secured 1st rank; Garima Singh and Ankit Kumar Rajwar were joint 2nd rankers. Recognized top performers of the “Back to School” contest. Event graced by BDO Ajay Kumar Verma and Head CSR Kunal Daripa. Reinforces ESL’s commitment to rural youth education.



WIRED FOR SUCCESS: CELEBRATING SKILLED STARS OF TOMORROW

On World Youth Skills Day (16th July 2025), felicitated 30 students completing the Multi-Skill Training Program in Home Appliance Repair. Ceremony attended by Dr. Praveen Pitta (CMO), Mr. Kunal Daripa (Head CSR), and CSR representatives. Students shared testimonials on transformative impact. Highlights ESL’s focus on skill development and self-reliance.



BLOOD DONATION DRIVE: GIVING BACK TO THE COMMUNITY

Conducted an employee-led Blood Donation Drive with the Indian Red Cross Society and The Citizens Foundation. 60 participants including ESL employees, business partners, and local citizens. Event honored by Mr. Kunal Daripa, Dr. Praveen Pitta, and partner representatives. Reinforces community health and solidarity.



FROM PRACTICE FIELDS TO PODIUM MOMENTS

Celebrated 12 young archers representing Bokaro District at the Jharkhand Birsa Munda Cup Indian Round Sub-Junior Archery Tournament (29th June 2025).

Suhana Parween won Silver Medal and an Indian Bow; Dolly Kumari secured 6th place with a cash prize.

Critical exposure preparing youth for higher-level competitions.



SAFETY IN ACTION: ARCHERY STUDENTS TRAINED IN FIRST AID

On World First Aid Day, organized First Aid Awareness training for archery students in partnership with HSES Department. Led by Dr. Naveen Kumar, covering emergency care skills like bleeding control, sprains, burns, and fractures. Equips youth with life-saving skills for safety on and off the field.



LIFE AT ESL

CELEBRATING OUR PEOPLE, CULTURE, AND CONTINUOUS GROWTH

ESL STEEL LIMITED CERTIFIED AS A GREAT PLACE TO WORK®

We are proud to announce that ESL Steel Limited has been officially certified as a Great Place to Work® for February 2025 – February 2026.

This prestigious recognition reflects our strong workplace culture based on trust, respect, and collaboration. It celebrates our commitment to creating an environment where every employee feels valued, empowered, and inspired to grow.

Key Highlights:

- Certification awarded by Great Place To Work®, India, after a thorough assessment.
- Recognition of ESL Steel's dedication to fostering a positive and inclusive workplace.
- A tribute to every employee's passion and belief in our shared purpose.
- This achievement belongs to all of you the heart of our success. Let's continue nurturing this culture of excellence and make ESL an even greater place to work!



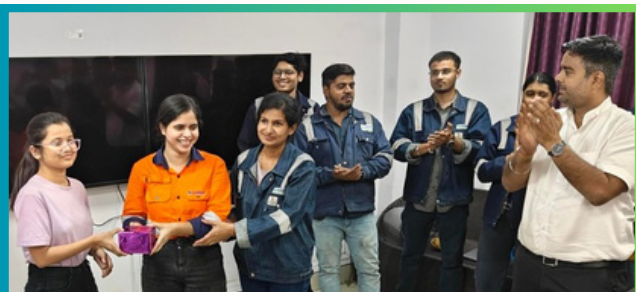
SUCCESSFULLY COMPLETED ESL'S 2025 SUMMER INTERNS

We successfully completed the talented interns program us through VLDP GET and MT programs:



ESL & VEDANTA VAB EMPLOYEE TRAINING PROGRAM FOR UPCOMING DIP PLANT IN GOA

Successfully completed training focused on manufacturing technologies, safety protocols, and operational best practices.
Ensures smooth ramp-up and sustainable growth of the new plant.

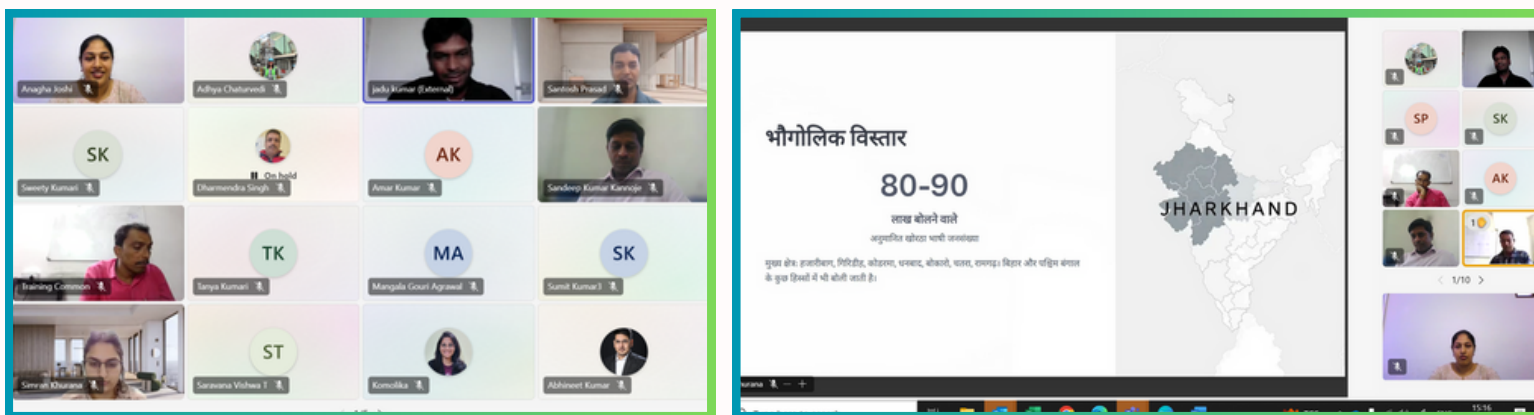


EMPLOYEE RESOURCE GROUP (ERG) EVENTS

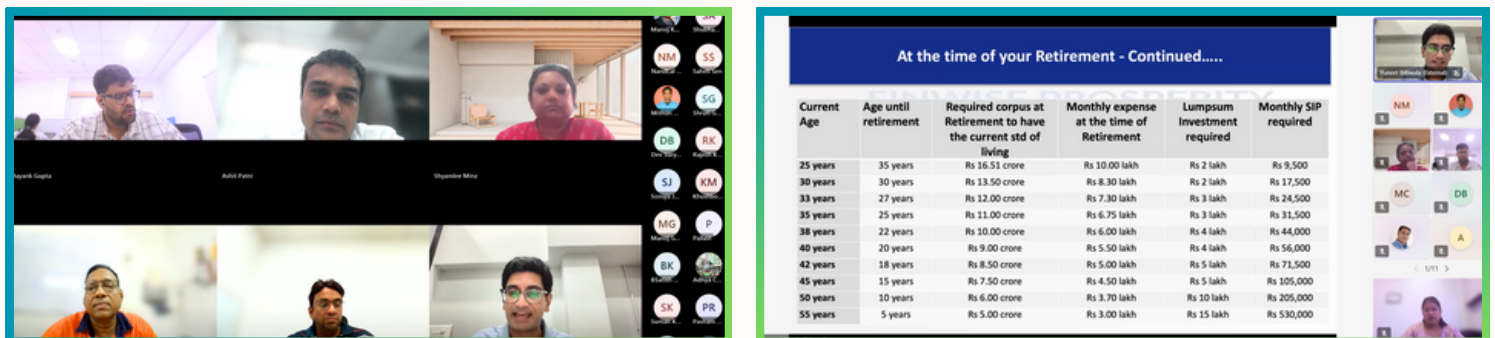
Celebrating Culture, Inclusion & Engagement at ESL Steel Limited

ERG - DE&I | KHORTHIA LANGUAGE TRAINING WITH MR. YADU RAWANI

In line with our commitment to inclusion and local culture, the ERG DE&I organized a Khorthia language training session led by Mr. Yadu Rawani. The session not only introduced employees to the beauty of the Khorthia language but also fostered respect for regional diversity. Participants enjoyed learning common phrases and gained deeper cultural understanding reinforcing our efforts to make ESL a truly inclusive workplace.



ERG - YPN | FINANCIAL LITERACY WEBINAR EMPOWERING YOUNG PROFESSIONALS



Current Age	Age until retirement	Required corpus at Retirement to have the current std of living	Monthly expense at the time of Retirement	Lumpsum Investment required	Monthly SIP required
25 years	35 years	Rs 16.51 crore	Rs 10.00 lakh	Rs 2 lakh	Rs 9,500
30 years	30 years	Rs 13.50 crore	Rs 8.30 lakh	Rs 2 lakh	Rs 17,500
33 years	27 years	Rs 12.00 crore	Rs 7.30 lakh	Rs 3 lakh	Rs 24,500
35 years	25 years	Rs 11.00 crore	Rs 6.75 lakh	Rs 3 lakh	Rs 31,500
38 years	22 years	Rs 10.00 crore	Rs 6.00 lakh	Rs 4 lakh	Rs 44,000
40 years	20 years	Rs 9.00 crore	Rs 5.50 lakh	Rs 4 lakh	Rs 56,000
42 years	18 years	Rs 8.50 crore	Rs 5.00 lakh	Rs 5 lakh	Rs 71,500
45 years	15 years	Rs 7.50 crore	Rs 4.50 lakh	Rs 5 lakh	Rs 105,000
50 years	10 years	Rs 6.00 crore	Rs 3.70 lakh	Rs 10 lakh	Rs 205,000
55 years	5 years	Rs 5.00 crore	Rs 3.00 lakh	Rs 15 lakh	Rs 530,000

The Young Professionals Network (YPN) at ESL hosted a highly impactful Financial Literacy Webinar designed to equip young employees with essential financial knowledge and tools to build a secure future.

With over 140 participants, including both young professionals and senior leaders, the session reflected strong interest and engagement across the organization.

The webinar covered a comprehensive range of topics, including:

- Financial Planning & Emergency Funds
- Insurance & Tax Planning
- Investment Basics – from Mutual Funds, SIPs, and SWPs to AIFs and PMS
- Retirement Planning – strategies for long-term wealth creation
- The session also emphasized the importance of starting early, diversification, and balancing portfolios across real estate, gold, and alternative investments.

This initiative reinforced our commitment to personal and professional development, empowering employees to make informed financial decisions and plan confidently for their future.

SANSKRITI - CULTURAL ERG

DANDIYA NIGHT NAVRATRI CELEBRATIONS AT ESL STEEL LIMITED

The festival of Navratri was celebrated in full swing with a vibrant Dandiya Night organized by Sanskriti ERG. Employees and their families came together in colorful traditional attire, dancing to the lively beats of Garba. The night was filled with joy, music, and cultural unity, truly reflecting the spirit of Navratri. A big thank you to everyone who made the event so memorable!



SANSKRITI - CULTURAL ERG

GANESH CHATURTHI 2025 – CELEBRATED WITH JOY & UNITY

The Sanskriti -Cultural ERG led the Ganesh Chaturthi celebrations at ESL with great devotion and enthusiasm. From the traditional aarti to cultural performances and eco-friendly idol immersion, the event brought everyone together in festive spirit. This celebration reminded us of the importance of unity, community, and joy in the workplace.



GANESH CHATURTHI CELEBRATED BY THE COMMERCIAL DEPARTMENT

Lord Ganesha was welcomed with devotion, unity, and festive spirit at the workplace.



VISHWAKARMA JAYANTI CELEBRATED ACROSS OUR PLANT LOCATIONS

A tribute to the divine architect – Honoring skill, craftsmanship, and tradition at the heart of our operations.



ESL WALK-A-THON 2025 – A STEP TOWARDS ZERO HUNGER

#RUNFORZEROHUNGER SUCCESSFULLY CONCLUDED ON 5TH OCTOBER IN BOKARO

The ESL Walk-a-Thon 2025, held on 5th October in Bokaro, was a vibrant celebration of fitness, unity, and social responsibility under Vedanta's nationwide #RunForZeroHunger campaign. Over 300 enthusiastic participants walked through the streets of Bokaro, radiating energy, purpose, and collective spirit.

The ceremonial flag-off was led by **Chief Guest Mr. Praveen Singh (DSP, Chas)**, joined by **Mr. Ravish Sharma (Dy. CEO & WTD, ESL)**, marking the beginning of an inspiring event focused on wellbeing and community impact.

Highlights from the Event: Total Participants on SSG: 977 ; Total Distance Covered on SSG: 134,370 ; Walk Location: Bokaro

We were privileged to have the support and presence of several key leaders from ManCom and ExCo, including:

Mr. Chandan Dubey (Officer-in-Charge, Chira Chas) ; **Mr. Ashish Bhardwaj** (CCO, ESL) ; **Ms. Shyamlee Minz** (CHRO, ESL); **Mr. Sanjay Sinha** (Head – PR & Stakeholder Management, ESL); **Mr. Anup Singh Nagi** (Dy. Director – Iron Making, ESL); **Mr. Sanjeev Tiwari** (Dy. Director – DIP, ESL); **Mr. Jageshwer Prasad Verma** (Dy. Director – Steel, ESL) ; **Mr. Abhishek Kumar** (Dy. CSO, ESL) ; **Mr. Sukanta Biswal** (Head – Business Controller, ESL) ; **Mr. Durga Prasanna Panda** (Dy. Director – Central Engineering, ESL)

Top three performers were recognized for their exceptional energy and participation:

- 1st Place: Lagan Haste (Security)
- 2nd Place: Ravindra Kumar Pandey (Security)
- 3rd Place: Jose S. L. (Security)

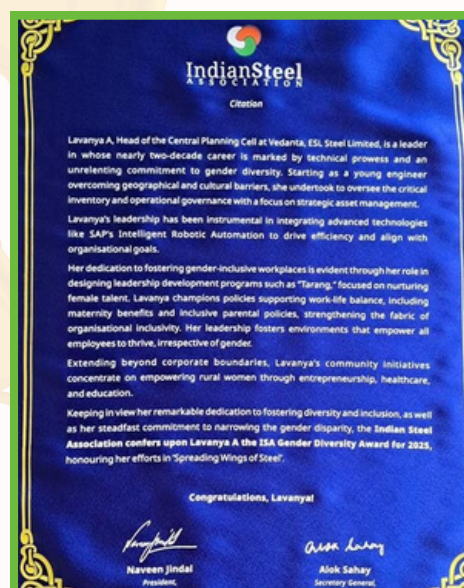
Let's continue this momentum and keep moving towards a healthier, stronger, and more compassionate community — together.



AWARD

INDIAN STEEL ASSOCIATION GENDER DIVERSITY AWARD 2025

Lavanya A, Head of Central Planning at ESL Steel, was honored for her leadership in promoting gender diversity, operational excellence, and empowering rural women. Her efforts in driving innovation and fostering inclusive workplaces earned her the Gender Diversity Icon Award.



BEST SUPPLIER – STEEL AWARD BY GODREJ PROPERTIES

ESL Steel Limited was honored at 'Nirmaan: Building Beyond Structures', a premier conclave by Godrej Properties, one of India's largest real estate companies and our biggest customer. This recognition, received on behalf of ESL by our Chief Marketing Officer, Mr. Ashit Patni, is a reflection of the strong partnership we share and our unwavering commitment to delivering quality, driving innovation in steelmaking, and empowering India's growth journey.

At ESL, steel is not just a product; it is the foundation of progress. Together with our partners, we are building skylines, shaping cities, and forging a stronger tomorrow.



ESL SHINES AT THE 33RD CCQC, A TRIUMPH OF INNOVATION AND TEAMWORK!

We're thrilled to announce that all **7 ESL teams** at the **33rd Chapter Convention on Quality Concepts (CCQC)** clinched the **"Par-Excellence Award"**, **outshining 49 teams** from top organizations like **SAIL, ITC, and TATA Group!**

With 15 kaizen nominations evaluated by expert judges, our best 7 teams showcased outstanding innovation and quality, bringing home the highest honor.

Kudos to our champions for setting a new benchmark in continuous improvement and excellence. Let's keep pushing the boundaries of quality at ESL Steel!



MEDIA

The Researchers'

13/09/2025 | Page No: 2
epaper.theresearchers.asia

Nand Ghar Launches Nationwide 'Poshan Maah 2025' to Transform Rural Nutrition

Bokaro: In a strong push against malnutrition, Nand Ghar, in collaboration with the Department of Women and Child Development, launched Poshan Maah 2025 today under the theme "Poshan Se Pragati". The month-long campaign engages over 3.5 lakh families across 15 states, transforming Nand Ghar centers into dynamic hubs promoting sustainable nutrition practices, health awareness, and child development. The initiative offers hands-on activities—local recipe demonstrations, parent



that create lasting impact." Ravish Sharma, Deputy CEO of ESL Steel Ltd., added, "At ESL, we believe nutrition is the first step toward a stronger nation."

tion, healthcare, and women's empowerment. Its core strategy includes: Direct Nutrition Support through fortified Nutri Bars, Protein Shakes, and essential oils.

Children enrolled in Nand Ghar benefit from structured early education, fortified nutrition, and systematic health monitoring—laying a strong foundation for improved growth, focus, and school readiness.

Nand Ghar's integrated approach combines direct nutrition support (like fortified Nutri Bars and shakes), community sensitization, and technology-driven solutions to track health and promote indigenous food practices. In Poshan Maah 2024 alone, over one lakh

ईएसएल स्टील ने सी एस आर पहल के तहत मद्रुनिया में डिजिटल कैफे का उद्घाटन किया

लखनऊ

बोकारो। ईएसएल स्टील लिमिटेड ने अपनी सीएसआर शिक्षा परियोजना के तहत ए ए एस विद्यालय के अंतर्गत मद्रुनिया में डिजिटल कैफे का उद्घाटन किया। यह सुविधा कक्षा 6 से 10 तक के छात्रों को डिजिटल शिक्षा और ऑनलाइन लर्निंग संसाधनों तक पहुंच प्रदान करेगी। इस अवसर पर प्रमुख अतिथियों में मुखिया श्री तुरी, डिप्टी डायरेक्टर/आयनर एंड पावर अनुप नागी, हेड सी एस आर कुनाल दरिया, प्रधानाध्यापक सुरेश झा, समाजसेवी संजय कुमार, स्कूल प्रबंधन समिति की अध्यक्ष श्रीमती रुक्मिणी देवी एवं उपाध्यक्ष रामबाबू अंसारी उपस्थित रहे। कार्यक्रम में शिक्षकों और स्थानीय ग्रामीणों ने भी भाग लिया।



अवसर पर वक्ताओं ने कहा

1. मुखिया प्रदीप तुरी ने ई एस एल का धन्यवाद किया और कहा कि यह सुविधा गांव के बच्चों और परिवारों के लिए बहुत उपयोगी होगी।
2. अनुप नागी ने बच्चों को रोज स्कूल आने और पढ़ाई का आनंद लेने के लिए प्रेरित किया और आगे भी कंपनी की और से सहयोग का आश्वासन दिया।
3. संजय कुमार ने शिक्षा में सामाजिक योगदान की जरूरत पर जोर दिया और छात्रों को डिजिटल मंच का जिम्मेदारी से उपयोग करने की सलाह दी।
4. कुनाल दरिया ने सीएसआर की दृष्टि साझा की और कहा कि यह पहल ग्रामीण बच्चों को सशक्त बनाकर उन्हें भविष्य के लिए तैयार करेगी।

कार्यक्रम की शुरुआत रिवन काटकर की गई। इसके बाद स्वागत भाषण और वेदांता ए ए एस विद्यालय परियोजना का

संक्षिप्त परिचय दिया गया। अतिथियों ने ग्रामीण छात्रों को तकनीकी शिक्षा से जोड़ने के लिए वेदांता के प्रयासों की सराहना की।

(English Daily) CHOICE TIMES RANCHI
Sunday 31 August 2025

(Bokaro/Dhanbad/Ranchi)

ESL CSR Organizes Mega Health Camp Benefiting Nearly 300 Villagers



Correspondent CT

Bokaro. ESL Steel Limited, under its healthcare initiative Project Aarogya, organized a Mega Health Camp at Madhya Vidyalaya, East Mahal, to provide free and quality medical services to the community. The camp was inaugurated by Mr. Sheel Singh (Mukhya, East Mahal), Mr. Abhishek Kumar (Security Head, ESL), and Mr. Kunal Dargya by Sanjay Nema and



Correspondent CT

(Head-CSR, ESL), in the presence of local leaders and community members. A team of specialist doctors offered free check-ups, consultations, and medicines to villagers. Close to 300 people from nearby areas availed primary healthcare services and were guided for further medical attention wherever required. The camp was supported and Mr. Kunal Dargya by Sanjay Nema and



Correspondent CT

it to serve the community with healthcare programs that reach everyone and make a real impact." Mukhya, Shri Sheel Singh. "This initiative is highly commendable. The effort of bringing so many doctors together for the benefit of villagers is truly remarkable." About Project Aarogya: Through Project Aarogya, ESL CSR provides



Correspondent CT

healthcare to more than 35,000 villagers every year around its operation in Bokaro. Services delivered through a Project Aarogya Health Centre and Mobile Health Van, covering general check-ups, maternal health, preventive care, and awareness programs. The initiative aims to make healthcare more accessible and improve the quality of life for rural communities.

CHOICE TIMES, 31AUGUST, ESL,
RANCHI EDITION, PAGE7, 18x10CMS

ईएसएल ने प्रतिभाओं को किया सम्मानित

बोकारो। राष्ट्रीय खेल दिवस पर ईएसएल स्टील लिमिटेड अपने वेदांता ईएसएल आर्चरी अकादमी के युवा खिलाड़ियों की उपलब्धियों पर उन्हें सम्मानित किया। अब तक अकादमी के खिलाड़ियों ने 185 मेडल जीते हैं, जिनमें से 10 राष्ट्रीय स्तर पर हैं। जिसमें यवना यादव 2022 में नेशनल आर्चरी चैंपियनशिप किड्स में गोल्ड मेडल, और 2023 व 2025 में एनटीपीसी चेरुकुरी लेनिन मेमोरियल चैंपियनशिप में सिल्वर मेडल। कुतिका कुमारी 2024 में मिनी नेशनल आर्चरी चैंपियनशिप में गोल्ड मेडल, चित्रजन दुहू 2023 में नेशनल गेम्स में झारखंड का प्रतिनिधित्व किया। ऑल इंडिया स्पोर्ट्स नेशनल्स में सिल्वर मेडल जीता और 2024 में सरकारी छात्रवृत्ति प्राप्त की।



पदक विजेता खिलाड़ी

HINDUSTAN, 29AUGUST, STEEL,
RANCHI EDITION, PAGE5, 8X8CMS

आत्मनिर्भर व विकसित भारत के निर्माण पर गर्व करें सभी कर्मचारी : रवीश शर्मा

ईएसएल स्टील लिमिटेड ने मनाया स्वतंत्रता दिवस

प्रतिष्ठि, बोकारो

ईएसएल स्टील लिमिटेड बोकारो ने अपने प्लॉट परिसर में स्वतंत्रता दिवस उत्सव का आयोजन किया। शुरुआत भव्य परेड से हुई, कंपनी के प्लॉट अधिकारी रवीश शर्मा (डिप्टी सीईओ एवं पूर्णकालिक निदेशक) ने राष्ट्रीय ध्वज फहराया। श्री शर्मा ने कहा कि ईएसएल की अस्थि ताकत उसकी तकनीकी नवी, यही उसके लोगों की लगन और समर्पण है, उन्होंने सभी से अनुष्ठान, टैमबैंक, सुरक्षा व गुणवत्ता पर ध्यान देते हुए राष्ट्र निर्माण में योगदान देने की अपील की, उन्होंने कोशल विकास, कर्मियों व उनके परिवारों ने देशभक्ति



डिप्टी सीईओ व पूर्णकालिक निदेशक के साथ प्लॉट के अधिकारी व सुरक्षा कर्मी

मौलिक सशक्तिकरण, शिक्षा और पर्यावरण संरक्षण में ईएसएल की पहलों का जिक्र करते हुए कर्मचारियों को आत्मनिर्भर भारत और विकासवादी भारत के निर्माण पर गर्व करने के लिए प्रेरित किया, साल भर में उत्कृष्ट काम करने वाले कर्मचारियों को सम्मानित किया गया, कुशल रहें (प्रमुख, सीएसआर) शामिल थे,

PRABHAT KHABAR, 17AUGUST, ESL,
DHANBAD EDITION, PAGE8, 12x12CMS

वेदांता इएसएल स्किल स्कूल के छात्रों को मिली नौकरी



बोकारो (आजाद सिपाही)। वेदांता इएसएल स्टील लिमिटेड की सीएसआर पहल वेदांता इएसएल स्किल स्कूल में बुधवार को खास अवसर मनाया गया। फील्ड टेक्नीशियन और होम अप्लायंसेस रिपेयरिंग (एमएसटी) ट्रेड के पहले बैच के 25 छात्रों को सफल प्रशिक्षण पूरा करने के बाद नौकरी का ऑफर लेटर दिया गया। इन सभी छात्रों को नोएडा की आमधने प्राइवेट लिमिटेड में अच्छे पैकेज पर नौकरी मिली है। इस अवसर पर आयोजित कार्यक्रम में आनंद दुबे (सीएफओ, इएसएल स्टील लिमिटेड) और कुणाल दरिपा (सीएसआर हेड, इएसएल स्टील लिमिटेड) मौजूद रहे। आनंद दुबे ने छात्रों को मेहनत और आत्मविश्वास के साथ अपने करियर की नई शुरुआत करने के लिए प्रेरित किया। वहीं, ऑफर लेटर मिलने पर छात्रों ने खुशी और भावुक अनुभव साझा किए। कार्यक्रम का समापन फ्लैग वेव-ऑफ के साथ हुआ, जब सभी छात्र नौकरी के लिए नोएडा रवाना हुए। बताते चलें कि वेदांता इएसएल स्किल स्कूल एक रेजिडेंशियल ट्रेनिंग सेंटर है, जहां युवाओं को रोजगार से जुड़े प्रशिक्षण दिये जाते हैं। यहां सोलर पीवी इंस्टॉलर, फील्ड टेक्नीशियन और फूड एंड बेवरेज सर्विस जैसे कोर्स चलाए जाते हैं। अब तक 673 छात्रों को प्रशिक्षण दिया जा चुका है। इनमें से 500 छात्रों को नौकरी भी मिली है।

इएसएल स्टील ने 33 वें सीसीक्यूसी सम्मेलन में रचा इतिहास, सभी 7 टीमों को मिला पार-एक्सीलेंस अवॉर्ड



झारखंड दर्शन संवाददाता

बोकारो। वेदांता समूह की इकाई इएसएल स्टील लिमिटेड ने एक बार फिर गुणवत्ता और नवाचार के क्षेत्र में अपनी श्रेष्ठता साबित करते हुए 33वें चैप्टर कन्वेंशन ऑन क्वालिटी कॉन्सेप्ट्स में ऐतिहासिक सफलता हासिल की है। क्वालिटी सर्कल फोरम ऑफ इंडिया के बोकारो चैप्टर द्वारा आयोजित इस प्रतिष्ठित सम्मेलन में इएसएल की सभी सात टीमों ने प्रतियोगिता के सर्वोच्च सम्मान पार-एक्सीलेंस अवॉर्ड जीतकर इतिहास में अपना नाम दर्ज करा लिया। यह उपलब्धि इएसएल के लिए एक गौरव का क्षण है, जिसने देश की प्रतिष्ठित संस्थाओं जैसे सेल, आईटीसी, टाटा समूह और अन्य 45 प्रतिभागी टीमों के बीच अपनी उत्कृष्टता का लोहा मनवाया। कंपनी

की ओर से बताया गया कि यह शानदार परिणाम एक कड़े आंतरिक चयन प्रक्रिया का प्रतिफल है। संयंत्र के विभिन्न विभागों से 15 उत्कृष्ट काइजन प्रोजेक्ट्स को नामांकित किया गया था। नवाचार, कार्यान्वयन और प्रभाव के मानकों पर खरे उतरने वाली सर्वश्रेष्ठ 7 टीमों को इएसएल का प्रतिनिधित्व करने के लिए चुना गया और उन्होंने अपनी प्रतिभा से सभी को प्रभावित किया। इस अभूतपूर्व सफलता पर इएसएल प्रबंधन ने वधाई देते हुए कहा कि यह उपलब्धि इएसएल की उस भावना को दर्शाती है, जो सहयोग, रचनात्मकता और उत्कृष्टता पर आधारित है। हमारी टीमों ने एक बार फिर साबित किया है कि जब जुनून उद्देश्य से मिलता है, तो सफलता निश्चित होती है।

ESL Steel Ltd. Shines at the 33rd CCQC: A Celebration of Innovation and Teamwork

DN ■ Bokaro

ESL Steel Limited (Vedanta Group) has once again demonstrated its commitment to quality, innovation, and excellence by achieving remarkable success at the 33rd Chapter Convention on Quality Concepts (CCQC) organized by the Bokaro Chapter of the Quality Circle Forum of India (QCFI). In a proud moment for the company, all seven ESL teams participating in the convention won the prestigious Par-Excellence Award, the highest recognition of the event. The convention witnessed participation from 45 teams representing some



of India's most reputed organizations, including SAIL, ITC, Tata Group, XISS, and Vivek Educational Group. Amid such strong competition, ESL's achievement stood out as a shining example of teamwork, innovation, and dedication to continuous

improvement. This recognition was the result of a rigorous internal selection process where 15 top-quality Kaizen projects were nominated from across the plant. These projects were evaluated by a panel of experts based on innovation, implementation, and

measurable impact. The 7 best performing teams were chosen to represent ESL and they delivered with exceptional brilliance. Congratulating the winners, the ESL management said, "This achievement reflects the spirit of collaboration, creativity, and excellence that defines ESL. Our teams have once again proven that when passion meets purpose, success naturally follows." With this achievement, ESL Steel Ltd. continues to set new benchmarks in quality, efficiency, and employee-driven innovation reinforcing its vision of building a culture where excellence is a

way of life. About ESL Steel Limited: Situated in Siyaljori village in the Bokaro district of Jharkhand, Vedanta ESL Steel Limited is a prominent manufacturer of steel products. The company operates a brownfield integrated steel plant with a capacity of 1.5 million tonnes per annum (MTPA), producing a range of products including pig iron, billets, TMT bars, wire rods, and ductile iron pipes. The plant adheres to stringent environmental standards while leveraging international expertise and solutions to deliver world-class products and services.

CREATIVE CORNER

A THRILLING EXPERIENCE

A few years back, my family and I visited Puri for a tour. There we had planned a city tour to visit “Nandan Kanan.” We were very excited about the tour because of our child daughter.

One day, early morning, we travelled by tourist bus and reached there. In Nandan Kanan, there was an opportunity to see the wild animals roaming here and there just like in a forest. Wild animals such as tigers, lions, bears, deer, etc. So, we entered after we raised tickets for the jungle safari and got on a small bus with windows covered with nets. Then we entered into the forest where all the wild animals were roaming like in a sanctuary. We were going on, and there we spotted animals like lions, elephants, etc. The tourists were very excited, feeling new experiences.

After some time, our bus waited at a spot to see the wild bear. Our guide inside the bus also described the situation. We saw wild bears coming towards our bus. In the meantime, our bus stopped and was not getting started. Hence, 4-5 bears surrounded the bus, and all the bears were trying to get inside the bus. The bears were kicking the windows with their paws, and their big nails got inside the window nets. As a result, the tourists were screaming in fear, and all the children inside the bus were crying, along with my daughter, who saw the bear just a foot away. All the tourists left their window-side seats and came to the middle of the bus. The incident continued for about 5 minutes. After the starting problem was repaired, our bus finally started, and all the tourists felt relieved about the situation. We ended the journey.

This was an exhilarating experience we had once in our 'JUNGLE SAFARI TOUR.'

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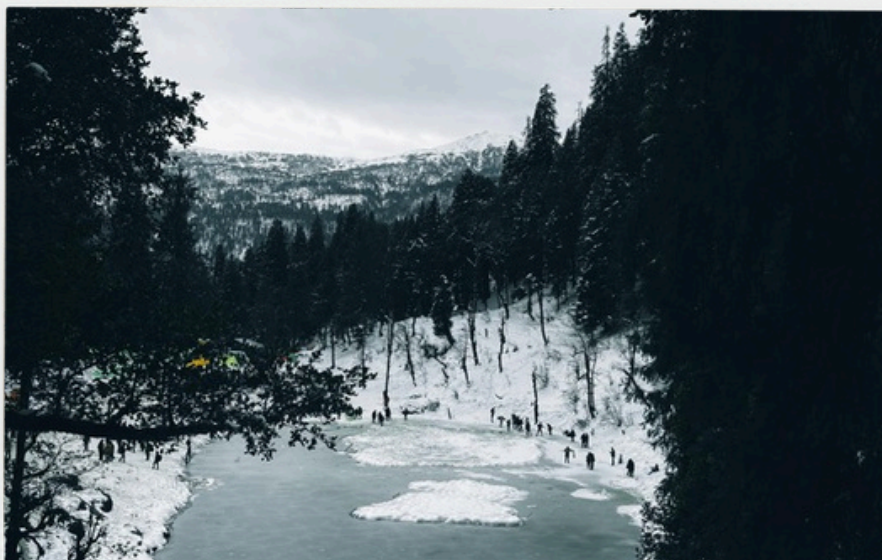


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THANK YOU!!