

# Leading by Example

## Board of Directors



**KIRAN AGARWAL**  
Chairman

Mrs. Kiran Agarwal was appointed on the Board with effect from March 2, 2019. She has completed a course in Journalism, from London School of Journalism. She is an avid reader, prolific writer and a woman of many facets. Her love for reading inspired her to write a series of books with short stories on Indian ethos.

She has been actively involved with her family business and sharing her acumen on various business developments in the family, and in setting up Nand Ghar, an educational institution for the underprivileged, where children get their wings to fly high, under right guidance and value based education.

She is focussed on implementation of various CSR initiatives of the Company towards women empowerment, children's education and self-sufficiency of nearby communities. She is passionate about inclusive growth of communities and promotion of culture and sports at all levels.

She is also Trustee of Vedanta Foundation and Member of Anil Agarwal Foundation.



**NAVIN AGARWAL**  
Director

Mr. Navin Agarwal was appointed on the Board on April 11, 2002. He is also the Executive Vice Chairman of Vedanta Limited and Vedanta Resources Limited.

A graduate in commerce from Sydenham College, Mumbai, Mr. Agarwal has completed the President Management Programme from Harvard University.

He has been associated with the Vedanta Group since inception and has four decades of strategic executive experience. Under his stewardship, the Company has achieved leadership position in non-ferrous metal.

Over the years, he has been instrumental in building a highly successful meritocratic organisation. He has spearheaded the Company's strategy through a mix of organic growth and value-accretive investments.

He is passionate about developing leadership talent and has been responsible for creating a culture of excellence through the application of advanced technologies, digitalisation, global best practices and highest standards of corporate governance. His vision is to gradually unlock the enormous potential of the natural resources sector and make it an engine of growth for India.

In recognition of his exceptional distinction in the fields of business, entrepreneurship and contribution to the natural resources sector, he was conferred the 'Industrialist of the Year' award by the Bombay Management Association in 2018. He is a fervent advocate of sustainable development and remains committed to inclusive growth of communities and promotion of culture and sports at all levels.



**ARUN MISRA**  
CEO & Whole-time Director

Mr. Arun Misra was appointed CEO & Whole-time Director on August 1, 2020.

He has done his Bachelors in Electrical Engineering from IIT, Kharagpur, Diploma in Mining and Beneficiation from University of New South Wales, Sydney and Diploma in General Management from CEDEP, France. He possesses knowledge of TQM, Six Sigma, TPM and Malcolm Baldrige Model.

He has 33 years of rich and diverse experience in leading various strategic positions in heavy metals industries. He has been instrumental in successfully leading projects, plant and mining operations, safety and project management. He is passionate about digitalisation of underground mining. He is the first Indian Chairperson of International Zinc Association and Vice President of Indian Institute of Mineral Engineers. He has also published several papers in journals of national repute.

He was presented the 'CEO of the Year' award by World Leadership Congress and Awards.

He is also on the Board of Ferro Alloys Corporation Limited and Federation of Indian Mineral Industries.

**ANJANI K AGRAWAL**

Director

Mr. Anjani K Agrawal was appointed on the Board with effect from August 1, 2020. He has done CA, CIA and is an INSEAD alumni. He has more than 41 years of professional experience in leading global consulting firms, which includes 35 years with Ernst & Young (EY) where he was a partner for 26 years. He set up the Risk Advisory practice of the firm and led it for several years.

His area of expertise includes internal audits, process reviews, enterprise risk management, policy framework and SOP development, internal control, corporate governance, board effectiveness, business transformation, BPR and IT implementation, strategic risk management, supply chain optimisation, GRC and IT risk transformation, data analytics and digital and sustainability reporting.

He has been a sector leader for energy and utilities and metals and mining for several years in India, with few years as the firm's global metals sector leader. He has also worked with the Union Government and NITI Aayog on several policy matters. He has produced more than 20 thought leadership reports on metals and mining sector in India and globally.

He is also on the Board of Uttam Galva Metallics Limited, Uttam Value Steels Limited and Firstsource Solutions Limited.

**AKHILESH JOSHI**

Director

Mr. Akhilesh Joshi was appointed on the Board with effect from August 1, 2020. He completed his Bachelor's in Mining and possesses first class Mining Manager Certificate of Competency under MMR – 1961 (unrestricted), Diploma from Paris School of Mines in Economic Evaluation of Mining Projects. He has over 45 years of professional experience in mining with an exemplary track record of nurturing one of the world's largest integrated zinc, lead and silver producing organisation with a high-performance culture that brings out the best in its employees and propels strategic and meticulous execution to deliver extraordinary results.

He was the CEO of Hindustan Zinc Limited from 2012 to 2015 and also appointed President of global zinc business. He provided guidance to gold mining companies in Armenia, engaged and worked closely with companies like SRK/AMC etc., for benchmarking and mining methodology evaluations.

In his long global career, he has been recognised with numerous awards including Business Today CEO Award, HZL Gold Medal award by Indian Institute of Metals. In 2012, he was facilitated by then Honourable Finance Minister for his excellent contribution to the mining sector. He is also a member of The Institution of Engineers (India), Mining Engineers Association of India (MEAI), Mining Geological and Metallurgical Institute of India (MGMI) and Indian Institute of Mineral Engineers (IIME).

He has also co-authored a book titled 'Blast Design Theory and Practice' and written various technical papers in relation to exploration and mining since 1995.

He is also on the Board of Vedanta Limited, Rajasthan State Mines and Minerals Limited, Ferro Alloys Corporation Limited, Facor Power Limited, Wolkem Industries Limited and Wolkem India Limited.



**FARIDA M NAIK**  
Director

Ms. Farida M Naik was appointed on the Board on March 14, 2017. She is an alumnus of Sophia College, Mumbai from where she graduated in Psychology. She is currently Joint Secretary in Ministry of Mines, Government of India. She has held various positions in different ministries and departments of Central Government, which includes her last stint as Joint Director of National Book Trust and Director in Ministry of Mines.



**NIRUPAMA KOTRU**  
Director

Ms. Nirupama Kotru was appointed on the Board with effect from July 26, 2021. She is from Indian Revenue Services (IRS). She has a bachelor's degree in economics and a master's degree in politics and International Relations. Currently, she is Joint Secretary and Financial Advisor with Ministry of Coal and Ministry of Mines. She is also on the Board of Coal India Limited and Bharat Aluminium Company Limited.



**DR. VEENA KUMARI DERMAL**  
Director

Dr. Veena Kumari Dermal was appointed on the Board with effect from July 29, 2021. She has completed PhD in Horticulture and PGP in public policy management. She is a specialist in mineral policy and legislation and currently Joint Secretary in Ministry of Mines. She is also on the Board of Bharat Gold Mines Limited, Khanij Bidesh India Limited, and National Aluminium Company Limited.

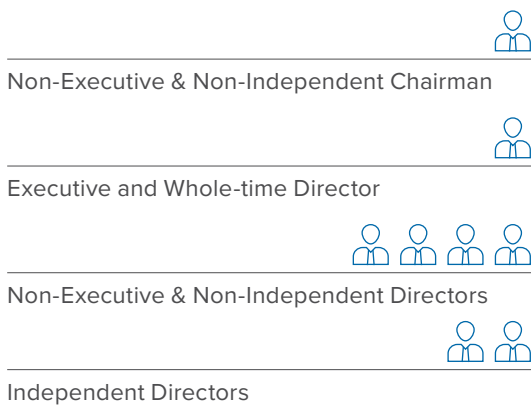
# Board Diversity

## FOCUSED ON STAYING RELEVANT

Steered by our concerted focus on staying relevant and sustainable in the transforming business eco-system, we remain committed to the promotion of diversity at the Board level. We take diversity and inclusion into consideration in the Board selection process.

## PROMOTION OF DIVERSITY AT BOARD

(At Executive & Non-Executive level)



## SKILLS & COMPETENCE

We are cognisant of the need to have an appropriate mix of skills and experience in the Board to ensure that it continues to effectively guide and propel the Company's future strategy. Our focus, thus, is on ensuring such a mix to drive sustained value creation. We continue to expand and enhance our Board skills and experience, especially in the key areas of natural resource conservation, operational excellence, IT innovation, digitalisation & automation, as well as finance.

## EXPERTISE OF DIRECTORS

For details Refer page no. 202 of Corporate Governance Report forming part of this Integrated Annual Report.

## BOARD DEMOGRAPHICS

(Male : Female)

