

Date: 13-10-2025

Name: Rajendra Kumar Jain

Dear Rajendra,

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of Joining for the position of **Post Graduate Trainee (PGT)**. Your **Total Target Remuneration** is **INR 5,50,000 /- (Rupees Five lacs Fifty Thousand only) per annum**, which comprises of a fixed component of **INR 3,75,000/- (Rupees Three Lacs Seventy-Five Thousand only) per annum** and Annual Target Bonus up to **INR 1,75,000/- (Rupees one Lacs Seventy-Five Thousand only)**.

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

Other terms & conditions: -

1. 100% compliance of company's rules, regulations, code of conduct and Group Values
2. Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the company policy up to a maximum of **INR 50,000/- per annum**. This is not applicable in Corporate and Non-Unit Locations.
3. Leave: As per Company policy.
4. You will be eligible for increment upon confirmation as per company policy.
5. The Mediclaim Policy is covered under insurance scheme as per company policy. Coverage as per floating policy. Maximum coverage will be as per Company policy. This component is not cashed out.
6. Personal Accident Insurance is covered under an accident insurance scheme as per company policy. Coverage for self only. Maximum coverage will be as per Company policy. This component is not cashed out.

This offer is subject to you being found medically fit at the time of joining, Background Checks & fulfilling the following eligibility criteria:

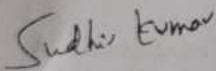
- 60% throughout in 10th, 12th, Graduation and Post-graduation, without any backlogs at the time of selection and joining.
- Regular full time Graduation degree
- No other gap in regular course of studies is allowed except for 1 year gap between 12th & Graduation or Graduation & Post Graduation.

A detailed Offer cum Appointment Letter will be issued to you on joining the company and completion of all required formalities. You are required to submit the following documents at the time of joining:

- Originals & Photocopies of all educational Certificates – X, XII, UG, PG, additional qualifications (If any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

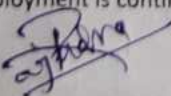
With Best Wishes,
Your Sincerely



Sudhir Kumar
Deputy CHRO, BALCO

The provisions of this Letter of Intent are read, understood, and the offer is herewith accepted. I understand that my employment is contingent upon fulfilling eligibility criteria and clearing medical fitness tests.

Signature –



Name – **RATENDRA KUMAR JAIN**

Date – **14/10/2025**

Place – **BILASPUR**

Annexure 1: Medical Fitness Test

You are required to undergo the following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities/ premises:

1. Physical Examination, vision, eye (colour blindness test), dental check up
 2. HB, WBC total & Diff Count
 3. ESR
 4. Blood Sugar AC & PC
 5. Fasting Lipid Profile
 6. Ser. Creatinine
 7. LFT
 8. Urine Routine Exam
 9. Chest X-ray PA view
 10. ECG & TMT
 11. Audiometry
 12. Spirometry
 13. USG - Abdomen
- In case you undergo Medical Fitness tests by a certified medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO/ MO.
 - You may also be required to undergo medical examination from our referred hospital at the time of joining
 - The decision of our company CMO/ MO will be considered as Final. **If declared medically unfit, the LOI stands cancelled**
 - The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. Kindly check with your respective Business HR SPOC before going for any medical tests. If declared medically unfit, the original bills can be sent to us for reimbursement.

Name: Shailja Thakur

Date: 13-10-2025

Dear Shailja,

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of Joining for the position of **Post Graduate Trainee (PGT)**. Your **Total Target Remuneration** is **INR 5,50,000 /- (Rupees Five lacs Fifty Thousand only) per annum**, which comprises of a fixed component of **INR 3,75,000/- (Rupees Three Lacs Seventy-Five Thousand only) per annum** and **Annual Target Bonus up to INR 1,75,000/- (Rupees one Lacs Seventy-Five Thousand only)**.

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

Other terms & conditions: -

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2. Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the company policy up to a maximum of **INR 50,000/- per annum**. This is not applicable in Corporate and Non-Unit Locations.
3. Leave: As per Company policy.
4. You will be eligible for increment upon confirmation as per company policy.
5. The Medclaim Policy is covered under insurance scheme as per company policy. Coverage as per floating policy. Maximum coverage will be as per Company policy. This component is not cashed out.
6. Personal Accident Insurance is covered under an accident insurance scheme as per company policy. Coverage for self only. Maximum coverage will be as per Company policy. This component is not cashed out.

This offer is subject to you being found medically fit at the time of joining, Background Checks & fulfilling the following eligibility criteria:

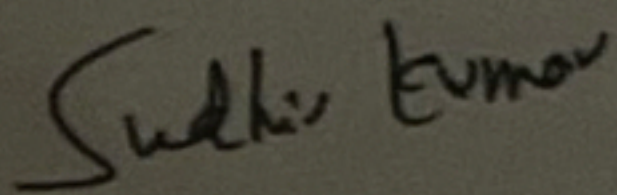
- 60% throughout in 10th, 12th, Graduation and Post-graduation, without any backlogs at the time of selection and joining.
- Regular full time Graduation degree
- No other gap in regular course of studies is allowed except for 1 year gap between 12th & Graduation or Graduation & Post Graduation.

A detailed Offer cum Appointment Letter will be issued to you on joining the company and completion of all required formalities. You are required to submit the following documents at the time of joining:

- Originals & Photocopies of all educational Certificates – X, XII, UG, PG, additional qualifications (If any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

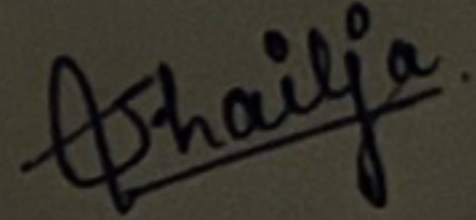
We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,
Your Sincerely



Sudhir Kumar
Deputy CHRO, BALCO

The provisions of this Letter of Intent are read, understood, and the offer is herewith accepted. I understand that my employment is contingent upon fulfilling eligibility criteria and clearing medical fitness tests.

Signature – 

Name – SHAILJA THAKUR

Date – 13.10.25

Place – USLAPUR, BILASPUR, CHHATTISGARH.

Annexure 1: Medical Fitness Test

You are required to undergo the following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities/ premises:

1. Physical Examination, vision, eye (colour blindness test), dental check up
 2. HB, WBC total & Diff Count
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