



September 24, 2026

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Sub.: Press Release

Dear Sir(s),

We are enclosing herewith a copy of Press Release being issued by the Company today.

Kindly host the same on your website and acknowledge receipt of the same.

Thanking You.

For Jindal Stainless Limited

Navneet Raghuvanshi
Head-Legal, Company Secretary & Compliance Officer

Enclosed as above

Jindal Stainless Limited

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Jindal Stainless wins Gold at Brandon Hall HCM Awards 2026 for flagship talent development and career transition programmes

- *Jindal Stainless' iStep Up and Step Up 1 programmes were recognised for strengthening talent development and the future leadership pipeline*



[L-R] Vice President – Human Resources, Jindal Stainless, Mr Rajeev Ranjan; Chief Human Resource Officer, Jindal Stainless, Mr Sushil Baveja; Associate General Manager – Human Resources, Jindal Stainless, Mr Prakash Ranjan; General Manager – Learning & Development, Jindal Stainless, Mr Anand Pachouri, and Director – Business Development, Enparadigm, Mr Manav Massand

National, September 24, 2026: Jindal Stainless, India's leading stainless steel manufacturer, has won a Gold at the Brandon Hall HCM Awards 2026 in the Talent Management: Best Succession and Career Management category for its flagship iStep Up and Step Up 1 programmes. Designed to support employees transitioning into larger leadership roles, the programmes focus on career progression, talent development and strengthening the organisation's future leadership pipeline.

The Step-Up programme suite is designed, in partnership with Enparadigm, to equip employees with the skills, behaviours and leadership capabilities required to take on greater responsibilities at different stages

of their careers. Anchored in Jindal Stainless' values and behavioural competencies across personal, interpersonal and business effectiveness, the programmes combine experiential learning with practical business application.

The suite includes iStep Up for employees transitioning to manager grade, Step Up 1 for employees moving to AGM grade and Step Up 2 for employees moving to GM grade. Together, the programmes provide a structured pathway for employees to build leadership capabilities as they progress through the organisation.

The five-month learning journey combines experiential classroom sessions, individual and group-based business simulations, AI-enabled diagnostics, coaching conversations, application-based assessments and action learning projects. Each competency is mapped to a relevant simulation, enabling participants to practise decision-making and leadership behaviours in realistic business situations and translate their learning into tangible outcomes.

Step Up programmes focus on capabilities including growth mindset, learning agility, strategic thinking, and adaptive leadership, among others. The programmes also recognise high-performing participants through defined performance-based criteria.

Commenting on the recognition, Managing Director, Jindal Stainless, Mr Abhyuday Jindal said, *"Building a strong leadership pipeline requires more than preparing employees for their next role. It requires giving them the opportunity to practise new ways of thinking, make decisions in unfamiliar situations and translate learning into outcomes. The recognition for iStep Up and Step Up 1 reflects the strength of this approach and the importance we place on developing leaders from within the organisation. We thank our leadership teams, participants and learning partner for their contribution to these programmes."*

The Step-Up suite has progressively expanded its reach across leadership levels. iStep Up has covered over 200 employees over the last two financial years, with 140 participants planned for FY 2026-27. Step Up 1 has covered around 80 employees during the same period, with 40 participants planned for FY 2026-27. Step Up 2, launched in FY 2025-26, covered 23 employees, with 25 participants planned for FY 2026-27.

The Brandon Hall Group HCM Excellence Awards recognise organisations globally for excellence in Learning and Development, Talent Management and other human capital management practices, with a focus on innovation, strategy and measurable results. The recognition reinforces Jindal Stainless' commitment to building leadership capability, enabling career progression and strengthening its internal talent pipeline to support the organisation's continued growth.

About Jindal Stainless

India's leading stainless steel manufacturer, Jindal Stainless, had an annual turnover of INR 42,955 crore (USD 4.86 billion) in FY26 and an annual melt capacity of 4.2 million tonnes. It has 16 stainless steel manufacturing and

processing facilities in India and abroad, including in Spain and Indonesia, and a worldwide network in 12 countries, as of March 2026. In India, there are ten sales offices and six service centres, as of March 2026. The company's product range includes stainless steel slabs, blooms, coils, plates, sheets, precision strips, wire rods, rebars, blade steel, and coin blanks.

Jindal Stainless relies on its integrated operations to enhance its cost competitiveness and operational efficiency. Founded in 1970, Jindal Stainless continues to be inspired by a vision for innovation and enriching lives and is committed to social responsibility.

Jindal Stainless remains focused on a greener and sustainable future. The company manufactures stainless steel using electric arc furnace, a process that significantly reduces greenhouse gas emissions and allows for recyclability of scrap without compromising on quality.

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MD, Jindal Stainless, LinkedIn handle- <https://www.linkedin.com/in/abhyuday-jindal/>

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