

HCLTech

Sustainability Report FY25

Innovating Responsibly,
Impacting Sustainably



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Innovating responsibly, impacting sustainably

At HCLTech, purpose is at the heart of everything we do. It inspires us to go beyond business as usual—to lead with integrity, act with compassion and drive innovation that uplifts communities and protects our planet. We don't just chase growth; we cultivate it thoughtfully, with a strong commitment to environmental stewardship, social equity and sound governance.

This year, our progress has been propelled by our unwavering belief in the power of people and technology working together. Our teams have come together with passion and purpose to create transformative outcomes, guided by our core values: integrity, inclusion, value creation, people-centricity and social responsibility.

As proud signatories of the UN Global Compact, we continue to align our actions with the Sustainable Development Goals (SDGs), holding ourselves accountable to a global vision for a better, fairer world. Every step we take is a step toward a future where innovation serves humanity and where business is a force for good.



About the report

This report has been thoughtfully prepared to reflect HCL Technologies Limited's (herein referred to as "HCLTech", "Us", "We" and "Our") commitment to transparency, accountability and adherence to global best practices. It aims to provide a comprehensive, consistent and comparable view of how we sustainably and responsibly create value for our stakeholders. The reporting period for this disclosure is from April 1, 2024, to March 31, 2025. The reporting boundary covers the operations of HCLTech and its subsidiaries across all locations, unless specified otherwise. This report is published on an annual basis.

Reporting principles

The disclosures in this report are aligned with leading frameworks, including the GRI Standards issued by the Global Sustainability Standard Board (GSSB), as well as ESRS and IFRS. We've also taken into account relevant aspects of the UN Sustainable Development Goals.

Restatement

Any restated numbers are clearly labeled and the reason for restatement is described in relevant sections.

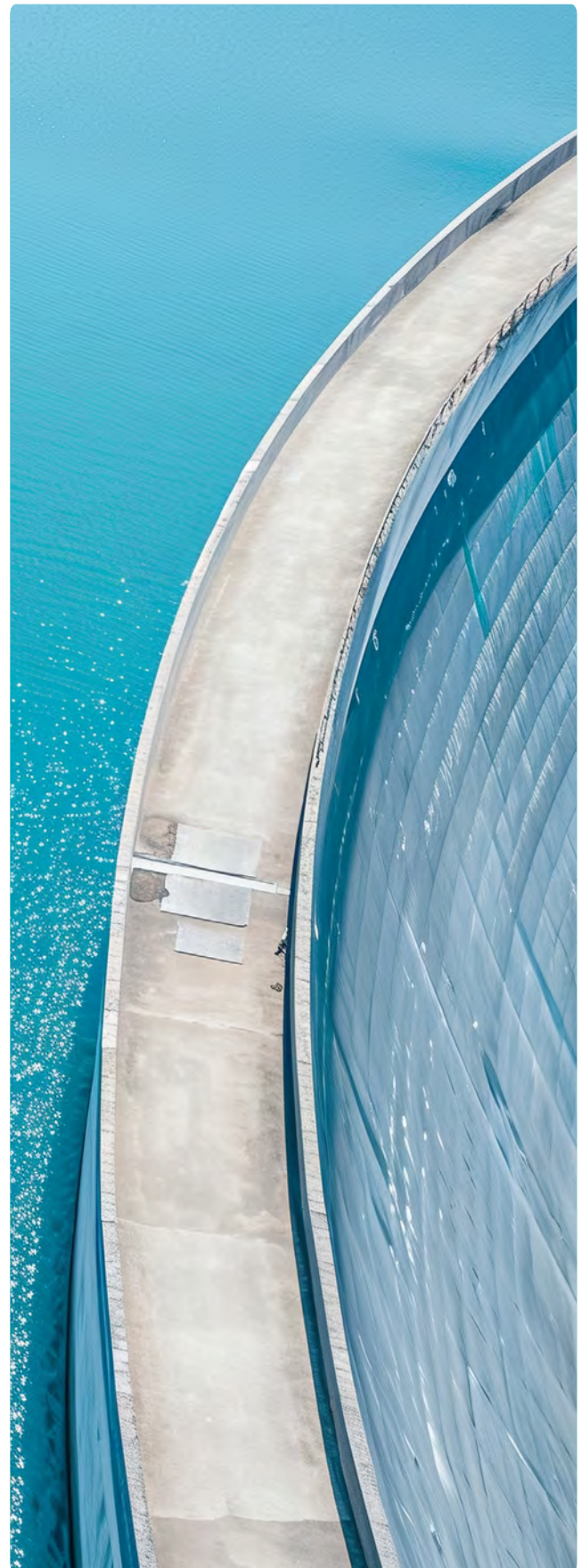
Assurance provider

Our sustainability disclosures are reviewed and verified internally by cross-functional teams and is assured by an independent external auditor, DNV Business Assurance India Pvt. Ltd. The Independent Assurance Statement is included in this report.

Feedback and suggestions

We welcome all feedback and suggestions to help us improve our reporting methods. The contact point for clarification and additional Sustainability information:

Mr. Vipul Arora, Global Head of Sustainability
Email: sustainability@hcltech.com.



An aerial photograph of a dense, vibrant green forest. The top half of the image shows a dark, deep blue-green body of water, likely a reef or lagoon, with a diver visible in the distance. The bottom half shows the dense canopy of the forest, with sunlight filtering through the leaves, creating a bright, textured appearance. A decorative graphic of overlapping translucent squares is in the top left corner.

Celebrating 25 years of growing sustainably and responsibly

Message from the CEO

As we celebrate our 25th anniversary of listing on the India Stock Exchange, we reflect on our commitment to sustainable growth and a philosophy of giving back. Our journey has been marked by significant achievements in sustainability, such as being the first in the industry in achieving 100% TRUE Zero Waste to Landfill Platinum certification for all campuses in India, ground-breaking programs like New Vistas, innovative sustainability solutions and a steadfast dedication to reducing our environmental impact.

Sustainability achievements

Over the past decades, our organization has been a pioneer in integrating sustainable practices into our operations and business strategy. Our commitment to sustainability and corporate philanthropy has led to numerous accolades and recognition for our efforts in environmental stewardship, social responsibility and ethical governance. We have consistently set industry benchmarks for sustainability and our programs have positively impacted our communities, employees and stakeholders.

Some highlights include:

- HCLTech was ranked the No. 1 India-headquartered company in TIME Magazine's World's Best Companies in 2024.
- EcoVadis awarded us 'Gold' for our advanced sustainability performance.
- MSCI rated us 'AA'.
- We have also been included for the 2nd year in a row as one of the world's most ethical companies by Ethisphere.
- For the third year in a row, we are honored to be included in the S&P Global Sustainability Yearbook 2024 for our transparent communication of ESG data and processes.

Zero waste to landfill achievement

One of our most notable accomplishments is achieving zero waste to landfill in 100% of our campuses five years ahead of the industry targets. This milestone reflects our dedication to waste reduction and resource optimization. Through rigorous waste management practices, employee engagement and innovative recycling solutions, we have successfully diverted 99% of our waste from landfills. This achievement underscores our leadership in sustainable waste management and our commitment to a circular economy.

New Vistas strategy

With state-of-the-art campuses in Lucknow, Madurai, Nagpur and Vijayawada, we are creating vibrant tech hubs that not only fuel our growth but also empower local communities through meaningful employment.

Over the past five years, our New Vistas locations have seen a 10% CAGR in workforce growth, with over

14,000 fresh graduates hired — 78% of whom hail from nearby regions. Through this initiative, we are not just building careers—we're nurturing local talent, uplifting communities and pioneering inclusive growth across India.

Emissions reduction and water

In our quest to reduce our carbon footprint, we have made significant strides in reducing Scope 1 and Scope 2 emissions. By optimizing our energy use, investing in clean energy technologies and enhancing operational efficiencies, we have successfully lowered our greenhouse gas emissions. These efforts align with our commitment to the Paris Agreement and demonstrate our proactive approach to addressing climate change.

- We have achieved 46% reduction in our Scope 1 and 2 emissions from our baseline of FY20.
- 22% Reduction in Scope 3 emissions from FY20
- 83% Increase in renewable energy consumption from FY20
- Through our community-based initiatives, we have developed 358 water structures, rejuvenated 265 water bodies, replenishing 31 times the water we consume across India.

Looking ahead

As we look to the future, we remain committed to advancing our sustainability initiatives, driving innovation and creating positive social impact. Our journey over the past 25 years is a testament to our unwavering dedication to building a sustainable and responsible organization. We are proud of our accomplishments and excited about the opportunities that lie ahead as we continue to break new ground in sustainability and corporate responsibility.



C Vijayakumar



Beyond business: 25 Years of doing the right thing for people and planet

As we celebrate HCLTech's 25th anniversary of listing in India, we reflect on a remarkable journey of living, working and innovating sustainably.

From pioneering green technologies to fostering a culture of environmental responsibility, HCLTech has consistently demonstrated that innovation and sustainability can go hand in hand. Our dedicated teams have worked tirelessly to develop cutting-edge solutions that address the pressing challenges of our time, from climate change to resource conservation.

Equally important to our success has been our unwavering focus on employee well-being. At HCLTech, we believe that our people are our greatest asset. We have cultivated a supportive and inclusive work environment that prioritizes the health, happiness and professional growth of our employees. Join us in celebrating 25 years of HCLTech listing in India— a journey of innovation, sustainability, employee well-being and excellence.



2000

IPO and early growth

HCLTech listed on January 11, 2000, marking the beginning of its journey as a publicly traded company.

2002

Pioneering E-waste management

HCLTech became the first Indian company to implement a comprehensive Waste Electrical and Electronic Equipment (WEEE) policy, aligning with the European Union Directive 2002/96/EC.

2008

Hosts India's first carbon-neutral tech event

HCLTech organized its Global Customer Meet 'Unstructure' as a carbon-neutral event by purchasing carbon credits, supporting reforestation, energy efficiency and renewable energy projects.

2010

Unveils India's first eco-friendly notebook

HCL Infosystems (now part of HCLTech) launched its first notebook entirely free of PVC and BFRs, the HCL ME Series, aligning with Greenpeace's criteria for environmentally friendly electronics.

2011

Establishment of HCLFoundation

HCLTech became a United Nations Global Compact member

- By joining the UNGC, HCLTech committed to aligning its operations and strategies with the UNGC's ten principles, which encompass human rights, labor standards, environmental protection and anti-corruption efforts.
- HCLFoundation (HCLF) was established as the dedicated CSR arm of HCLTech in India.

2016-17

Published first Business Responsibility Report as part of the corporate annual report

2018

The Habitats Trust was established

Established by HCLTech Chairperson Roshni Nadar Malhotra, this initiative marked a significant step in the organisation's commitment to environmental conservation, focusing on protecting India's natural habitats and indigenous species.

2021

Corporate Citizen of the Year

HCLTech was honored with the Corporate Citizen of the Year award at The Economic Times Awards for Corporate Excellence. This prestigious recognition underscores the organisation's unwavering commitment to Environmental, Social and Governance (ESG) principles, as well as its impactful corporate social responsibility (CSR) initiatives.

2022

Sustainability and environmental Initiatives

- The organisation was recognized for its water conservation efforts with the Best Industry for CSR award at the National Water Awards 2022.
- HCLTech signs The Climate Pledge, committing to achieve net-zero carbon emissions by 2040.
- Published the first Business Responsibility and Sustainability Report (BRSR) for the financial year 2021–22.
- Became the first India-headquartered company to join the Water Resilience Coalition and endorse the CEO Water Mandate.
- Partnered with UpLink, investing \$15 million over five years to drive freshwater conservation through the Aquapreneur Innovation Initiative.
- Science Based Targets initiative – climate targets validated.

2023

Pathway to sustainable excellence

- Announced the HCLTech Grant Americas, committing \$5 million over five years to support not-for-profit organizations (NPOs focused on combating climate change and restoring ecosystems across the Americas).
- Achieved 98% 'Platinum' rating for owned buildings by Green Building Councils.
- Recognized as an ESG 'Leader' with an AA rating by MSCI, included in the S&P Global Sustainability Yearbook as an 'Industry Mover' and listed in Sustainalytics' 2023 Top-Rated ESG Companies.

2024

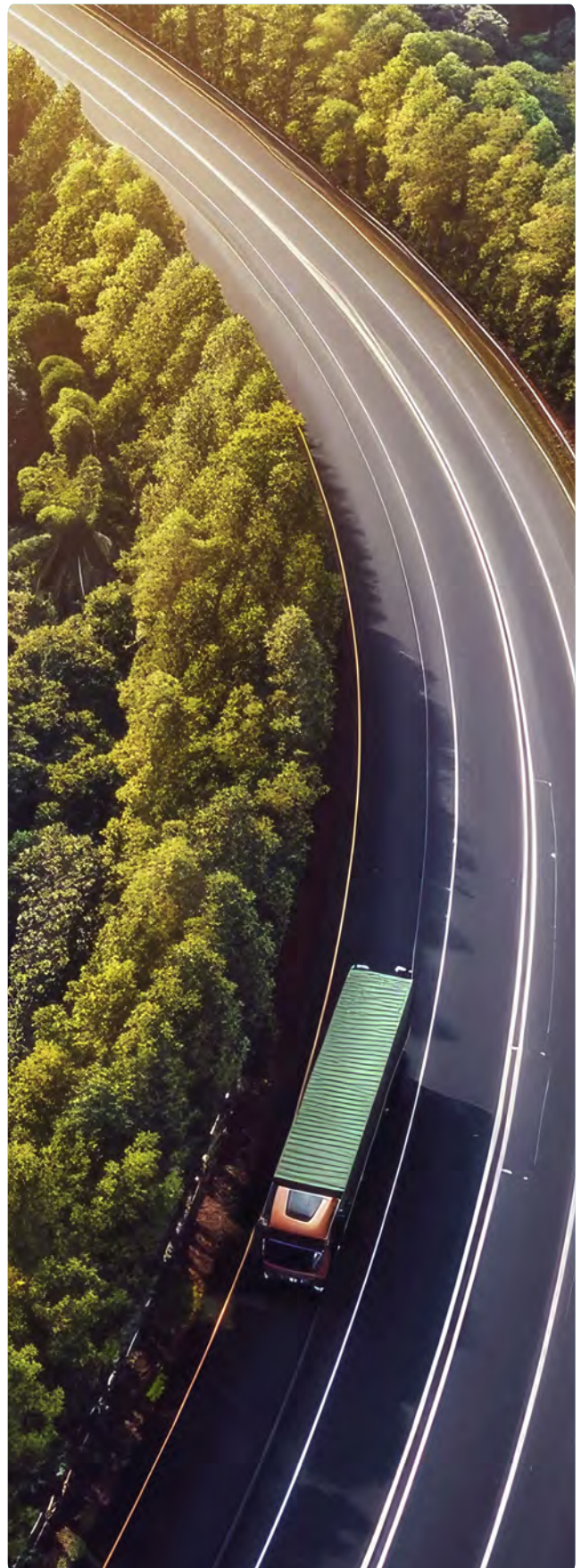
Global recognition for ESG Leadership

- HCLTech's Net-Zero Intelligent Operations (NIO) solution won the Cisco Global Digital Sustainability Challenge for the EMEA region.
- Included in the S&P Global Sustainability Yearbook for the second consecutive year.
- Received a Gold rating from EcoVadis for sustainability performance.
- Recognized by Ethisphere as one of the World's Most Ethical Companies.

2024

Boosting EV adoption

HCLTech moved 85% of employee transportation to EVs in Hyderabad and 30% in Bengaluru; partnered with Project JOULE to create shared EV charging stations powered by renewable energy and collaborated with ChargePoint to develop cutting-edge EV software.





A lived commitment to sustainability

Message from the Head of Sustainability

Dear Stakeholder,

It is that time of the year when we report our Sustainability performance for the previous financial year. While the report showcases our progress this year, several highlights stand out.

At HCLTech, sustainability is more than a strategy—it's our purpose in motion. We are driven by a deep responsibility to live and work in harmony with people and the planet, ensuring that our growth empowers not only our clients, but also the ecosystems we touch.

We prioritize the health and well-being of our employees. At 2.21% of revenue, we have the highest spending on well-being of our employees in our industry. This commitment to health and wellness is integral to our overall sustainability strategy, as it fosters healthy, productive and engaged employees.

HCLTech has made significant strides in reducing its environmental footprint. Our transition to renewable energy and achieving True Zero Waste to Landfill, stand as testaments to our belief in tangible action over empty ambition. Our water consumption intensity is 10.2 liters per day per employee, 35% lower than our comparable peers.

Through bold commitments to decarbonization, we are reimagining the way technology interacts with the environment—reducing emissions, transforming energy use and embedding climate consciousness across our operations.

These commitments have not gone unnoticed. From global awards and recognitions to partnerships that push industry standards forward, we are proud to be seen as a catalyst for change.

We are harnessing the power of AI and cutting-edge innovation to unlock new solutions for environmental resilience and operational sustainability for our clients — pioneering technologies that not only solve problems but anticipate them. Yet, this is only the beginning. The future of sustainability at HCLTech is one of continuous evolution, where purpose, technology and responsibility converge to shape a better tomorrow.

Where do we go from here?

As we pause to reflect on what we have achieved in the last year and to chart out the path for future, it is clear that for the past 25 years, HCLTech has been at the forefront of technological innovation, consistently delivering solutions that not only drive business success but also do it responsibly. If this implies going beyond business-as-usual, HCLTech has demonstrated time and again that it will not hesitate in doing what's good for all its stakeholders. This is the true hallmark of a long-term Sustainable Enterprise: protecting and creating stakeholder value in the long term while delivering above par shareholder returns in the short term.

We go forward—smarter, greener and together. Because a truly sustainable future isn't something we wait for. It's something we build, every day, together.

Please reach out to us for any feedback, ideas or suggestions: sustainability@hcltech.com














Vipul Arora

Global Head of Sustainability



Our 2024 performance on ESG targets

Focus Areas	SDG Alignment	Targets	Progress in FY25
<p>Planet</p> 		<ul style="list-style-type: none"> • Achieve net zero by 2040 • Reduce absolute Scope 1 and 2 emissions by 50% by 2030 • Transition 80% of electricity usage to renewable energy by 2030 • Achieve zero waste to landfill at all owned facilities by 2025 	<ul style="list-style-type: none"> • We have achieved a reduction of 46% in Scope 1&2 and a 22% reduction in Scope 3 emissions, exceeding our SBTI-approved target for 2030, which required a linear reduction of 20% for Scope 1 and 2 emissions and 16.8% for Scope 3 emissions compared to our FY20 baseline for achieving net-zero by 2040. • We are meeting 34% of the energy requirement from renewable sources in FY25., we have done our first-ever equity investment in renewable energy through an Open Access - Group Captive arrangement. Power Purchase Agreements (PPAs) and Subscription Shareholding Agreements (SSHAs) have been executed for our Noida and Lucknow campuses. • All our owned campus facilities in India are True Zero "Platinum" certified.
<p>People</p> 		<ul style="list-style-type: none"> • Improve the sustainability knowledge and skills of our employees • Improve gender diversity with 40% Women by 2030 • Increase gender representation in senior leadership levels to 30% by 2030 • Be recognized among the best employers in our key operating geographies 	<ul style="list-style-type: none"> • 16,600+ hours of training completed by employees at HCLTech's Sustainability School. • Achieved 28.8% gender diversity. • Gender representation increased by 6.2% from FY24. • Certified as a Top Employer in 26 countries. Recognized by Forbes as one of the World's Best Employers for the fifth consecutive year.

Focus Areas	SDG Alignment	Targets	Progress in FY25
<p>Governance</p> 	     	<ul style="list-style-type: none"> • Strengthen our sustainable supply chain process • Integrate ESG with risk management and internal audit processes • Establish ourselves as a recognized leader in information security practices and data privacy standards 	<ul style="list-style-type: none"> • We have integrated ESG criteria at every stage of our supply chain process, from RFPs to vendor assessments, including maturity and risk assessments. • ESG risks are integrated into HCLTech's ERM and internal audit processes, with quarterly reviews and oversight by governance bodies, including the Audit Committee. • HCLTech is a leader in information security and data privacy being named a Leader in ISG's Provider Lens™ for Strategic Security Services and in Avasant's Cybersecurity Services RadarView™.



FY25 Highlights

Protecting our planet

23%

Less energy consumption YoY from conventional sources

34%

Energy consumed from RE sources

46%

Reduction in Scope 1&2 emissions from FY20

31x

Water replenished compared to water we consumed in India in 2024-25

32.2%

reduction in water consumption in Pan India as compared to 2019-20

Achieved

Platinum Level TRUE Zero Waste to Landfill Certification for all India owned campuses

Our people supercharging sustainable progress

16,600

hours of employee training at our Sustainability School

97.27%

employees upgraded their skills with dedicated programs

8,257

ideas implemented through our Value Portal initiative, delivering 1.7 billion value to clients

26 countries

where we are a top employer

Empowering communities

7.5 million+

lives impacted through the HCLFoundation, 54% were female beneficiaries

\$197.65 million

Cumulative investment in CSR efforts

15,000

persons with disability supported

3.2 million

saplings planted and 3087 acres of water bodies rejuvenated



\$1 = ₹85

Protecting our planet



Protecting our planet

This reporting period marks a defining moment in our sustainability journey at HCLTech—we proudly achieved zero waste to landfill across all our owned facilities. This milestone is more than a metric; it's a powerful reflection of our unwavering commitment to the circular economy and responsible resource stewardship.

At the same time, we've intensified our climate action—cutting greenhouse gas emissions, transitioning to renewable energy and safeguarding water through targeted conservation and replenishment efforts. Every step we take is grounded in science, guided by our ambitious climate targets and driven by our vision to reach net-zero emissions by 2040.

As a signatory to global sustainability frameworks and a proud contributor to the UN Sustainable Development Goals, we remain deeply committed to building a resilient, future-ready enterprise—one that creates enduring value for our people, our communities and the planet we all share.



SDG alignment



Targets and progress

Target	Baseline (FY20)	Unit	FY25 Actual	Progress
Achieve net zero by 2040	Scope 1: 22,121 Scope 2: 201,973 Scope 3: 347,637	MTCO ₂ e	Scope 1: 12,901 Scope 2: 109,074 Scope 3: 269,567	We have achieved a reduction of 46% in Scope 1 and 2 and a 22% reduction in Scope 3 emissions from the baseline, exceeding our SBTi-approved target for 2030, which required a linear reduction of 25% for Scope 1 and 2 emissions compared to our FY20 baseline for achieving net-zero by 2040
Reduce absolute Scope 1 and 2 emissions by 50% by 2030	Scope 1: 22,121 Scope 2: 201,973	MTCO ₂ e	Scope 1: 12,901 Scope 2: 109,074	Achieved a reduction of 46% from the base year
Transition 80% of electricity usage to renewable energy by 2030	13% of the energy requirement met through renewable sources	%	34% of the energy requirement is met through renewable sources	We are meeting 34% of the energy requirement from renewable sources in FY25. Further, we have undertaken our first-ever equity investment in renewable energy through an Open Access - Group Captive arrangement. Under this model, Power Purchase Agreements (PPAs) and Subscription Shareholding Agreements (SSHAs) have been executed for our Noida and Lucknow campuses
Achieve zero waste to landfill at all owned facilities by 2025	None of the campus facilities were True Zero certified	Metric tons	All campuses in India have achieved zero waste to landfill	All campus facilities in India including Noida, Chennai, Bengaluru, Lucknow, Vijayawada and Madurai campus are True Zero "Platinum" certified. Nagpur was certified last year.

Waste management

At HCLTech, our waste management program, an industry leader, is built on the 5Rs—Refuse, Reduce, Reuse, Repurpose and Recycle—prioritizing the reduction of environmental impact through responsible waste practices. We meticulously track and classify all waste generated across our operations, ensuring that every waste stream, whether hazardous, recyclable or organic, is handled safely and sustainably.



At HCLTech, we believe that every piece of waste tells a story—one of accountability, awareness and action. That's why we track every metric ton of waste generated and diverted from landfills with complete transparency and precision. Across our campuses, vibrant Trio Bins in cafeterias and efficient OTTO Trolley Bins in office areas bring our dry waste segregation efforts to life, making sustainable choices easy and accessible for all.

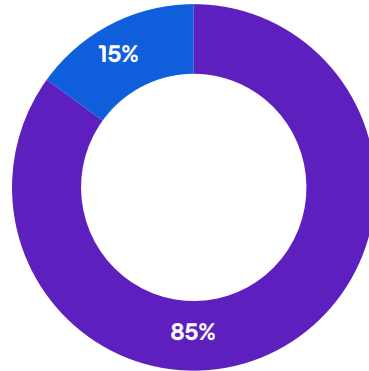
But bins alone aren't enough. We empower our front-line teams with custom-designed segregation boards and hands-on training, turning awareness into action and ensuring that every waste stream is handled with care, safety, compliance and environmental responsibility.

Our integrated waste management strategy brings it all together—from internal audits and vendor compliance checks to ongoing employee engagement—fostering a culture where sustainability isn't just a process, but a shared purpose we live every day.





Waste generated by type

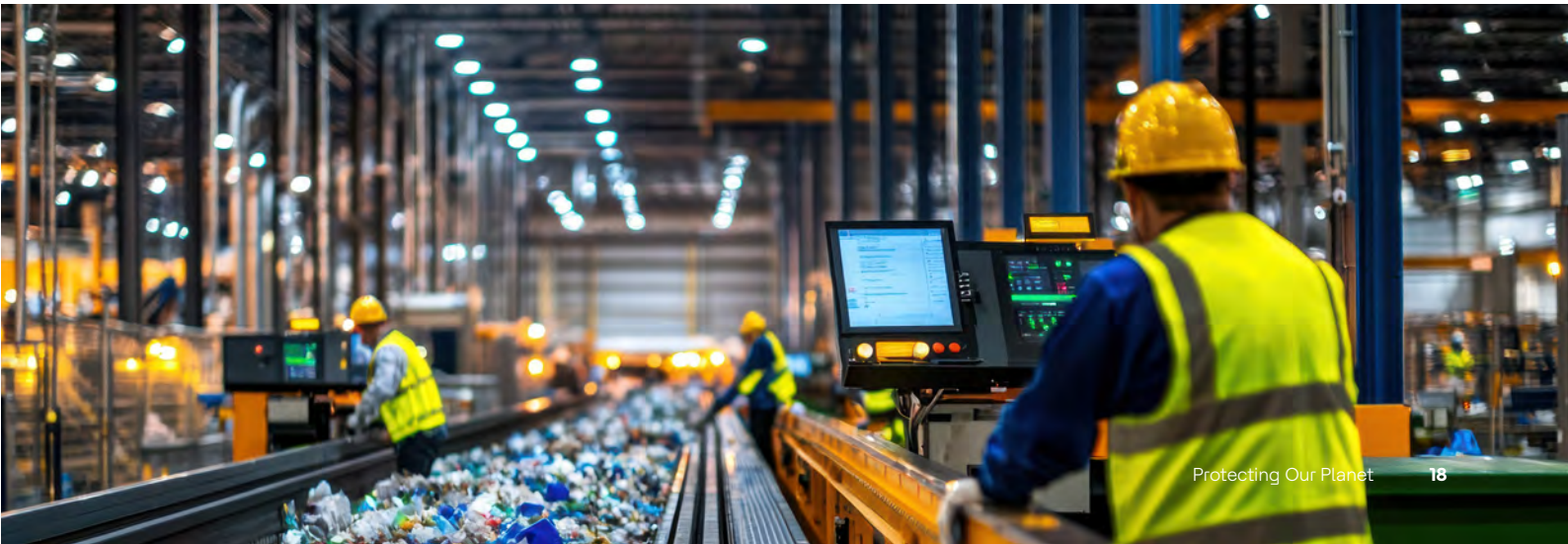
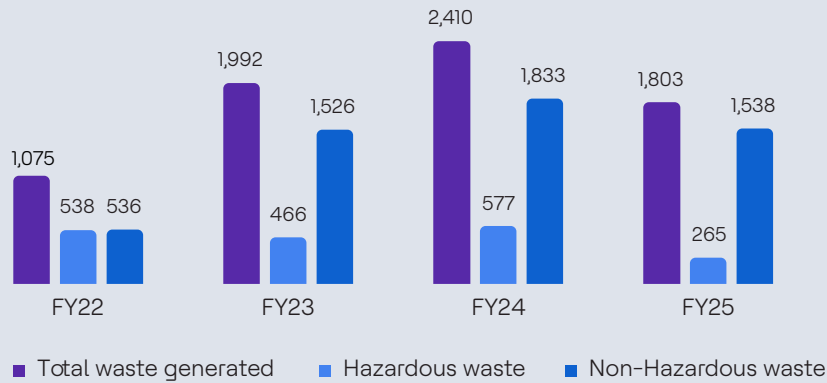


■ Hazardous waste ■ Non-Hazardous waste

Our waste classification by source is as follows:

- 15% of the total waste generated is hazardous waste, including used oil, e-waste and battery waste.
- Non-hazardous waste comprising various wooden, plastic, ferrous and non-ferrous scrap wastes forms 85% of the total waste generated.

Waste generated (MT)



TRUE Zero Waste to Landfill Certification

This reporting period marks a defining moment in our sustainability journey at HCLTech—we proudly achieved zero waste to landfill across all our owned facilities. This milestone is more than a metric; it's a powerful reflection of our unwavering commitment to the circular economy and responsible resource stewardship.



Achieved the Target of Zero Waste to Landfill by 2025 by achieving "Platinum" TRUE Zero Certification

At the same time, we've intensified our climate action—cutting greenhouse gas emissions, transitioning to renewable energy and safeguarding water through targeted conservation and replenishment efforts. Every step we take is grounded in science, guided by our ambitious climate targets and driven by our vision to reach net-zero emissions by 2040.

As a signatory to global sustainability frameworks and a proud contributor to the UN Sustainable Development Goals, we remain deeply committed to building a resilient, future-ready enterprise—one that creates enduring value for our people, our communities and the planet we all share.

Waste management practices

At HCLTech, our journey toward responsible waste management goes beyond milestones—it's about continuous progress and purposeful action. Building on the achievement of zero waste to landfill, we're now deepening our impact by embracing targeted strategies for every waste stream, rooted in the principles of the circular economy.

Across our campuses, we're driving a strong shift toward reducing, reusing and recycling non-hazardous waste like plastic, paper, organic matter and e-waste—turning everyday materials into new opportunities for sustainability.

When it comes to hazardous waste—from batteries and biomedical waste to construction debris—we act with unwavering responsibility, partnering only with CPCB-authorized recyclers and TSDF operators. Through meticulous care, full traceability and strict regulatory compliance, we ensure that even the most complex waste is managed with the highest standards of safety and environmental stewardship.

This is more than waste management—it's our commitment to protecting the planet, one conscious action at a time.

During the reporting period, more than 99% of the total waste was diverted from landfills.

Non-hazardous waste

Plastic waste

HCLTech has significantly reduced plastic usage across its operations by replacing plastic water bottles with glass, eliminating single-use plastics in cafeterias and introducing recyclable cans and reusable glass jars in meeting rooms. All Indian campuses are now completely free from single-use plastics.

At the Hyderabad campus, as part of our efforts to promote reuse and creative upcycling, waste plastic bottles and containers were repurposed into DIY planters by our ground staff, turning potential waste into functional and eco-friendly garden assets.

Organic waste

At HCLTech, we see biodegradable waste not as waste—but as potential. It's why managing organic waste is a core part of our sustainability focus. Through Sewage Treatment Plants, Organic Waste Composters and biodigesters, we ensure that every scrap of food and garden waste is given a second life.

What once would have gone to landfill is now transformed into nutrient-rich manure through vermicomposting and leaf mould composting. This natural compost nurtures our on-site landscapes, enriches soil health and closes the loop on waste—bringing our circular economy vision to life.

With every compost pile and green space, we're not just reducing our footprint—we're cultivating a greener, more regenerative future.

E-waste

At HCLTech, we believe that while technology drives innovation, its true power lies in how responsibly we manage its lifecycle. Our Global IT (GIT) team is at the heart of this vision—leading efforts to reduce e-waste with purpose and precision.

From extending the life of devices to ensuring they're ethically and sustainably retired, every action is taken with the planet in mind. We collaborate with certified recyclers, refurbishers and dismantlers who uphold the highest environmental and regulatory standards—giving outdated tech new life or ensuring its safe, responsible end.

E-waste is carefully sorted, stored and swiftly transferred to trusted partners, reinforcing our commitment not just to compliance, but to conscious stewardship in an increasingly digital world.

At HCLTech, sustainability isn't an afterthought—it's a promise we renew with every click, connection and clean handoff.

At our Chennai Sholinganallur campus an e-waste collection drive was organized to provide an opportunity to safely dispose of the e-waste under their possession as well as to create awareness among the employees that the e-waste must be disposed of responsibly

Paper waste

HCLTech has adopted practical initiatives to reduce waste and enhance recyclability and reusability. These include replacing disposable napkins with energy-efficient hand dryers, repurposing materials like mop sticks and wooden planks for safety displays and converting a former smoking zone into a green space using in-house bamboo pots. Non-biodegradable waste, including paper and packaging, is responsibly diverted for recycling through authorized partners.

Construction and demolition waste

As part of our effort to reduce construction waste, an in-house fishpond was built using broken tiles from a dismantled water body and existing pebbles in our Jigani facility on Bengaluru campus.

Hazardous waste

HCLTech ensures safe and responsible management of regulated waste categories—such as hazardous, battery, construction and biomedical waste—to prevent environmental contamination and protect waste handlers. The company partners with CPCB-authorized recyclers and TSDF operators for traceable, compliant disposal. All activities are documented and reported to State Pollution Control Boards and biomedical waste is handled in accordance with Schedule III of the Bio-Medical Waste Rules through certified providers.

Eliminating plastic dispensers using Airo-water technology

HCLTech is actively advancing plastic reduction efforts on campus by replacing plastic water bottles with refillable water coolers and more recently, with Airo-water technology in Chennai campus, which generates purified drinking water from humid air. Since its introduction in 2024, Airo-water has reduced plastic dispenser usage by over 50%, from 113,259 in FY24 to 57,367 in FY25. This initiative supports the company's Zero Waste to Landfill and Net Zero goals. Plans are underway to power Airo-water units with solar energy to further cut Scope 1, 2 and 3 emissions. The effort has been recognized during the TRUE Certification evaluation for responsible waste practices.



Climate response

As climate events become more frequent and severe, HCLTech recognizes the urgent call to protect people, infrastructure and business continuity. Rising to this challenge, we undertook a comprehensive Climate Risk Assessment, exploring both present vulnerabilities and future scenarios across 2030, 2040 and 2050 under RCP 4.5 and 8.5 pathways.

With powerful tools like Climate Explorer, WWF Water Risk Filter and WRI Aqueduct, we mapped physical and transition risks down to the asset level—measuring their potential impact on our operations, finances and communities in the geographies that matter most.

This work goes beyond risk—it’s a bold step toward embedding climate resilience into every layer of our enterprise strategy. Aligned with global standards like the Task Force on Climate-related Financial Disclosures (TCFD), our proactive approach empowers us to adapt with confidence and lead in building a low-carbon, future-ready economy.

Because at HCLTech, we don’t just anticipate change—we prepare for it, shape it and rise through it.

According to the IFRS S2 guidelines, we have identified our climate-related risks using scenario analysis.

- For physical risks, we used Advanced Climate Modeling and Representative Concentration Pathway (RCP) 4.5 and 8.5.
- For transition risks, we used Current Policy Scenario (SSP2, “Middle of the road scenario”) and the Weak Policy Scenario (SSP5).



The time horizons considered for climate-related risks and opportunities are defined below:

<p>Short Term</p>	<p>The climate-related risks and opportunities identified to have an immediate impact on the company’s business, i.e., within 0 to 5 years, are categorized under the short-term horizon.</p>
<p>Medium Term</p>	<p>Potential climate-related risks and opportunities that may impact the company’s business in the future (5-15 years) are categorized into medium-term.</p>
<p>Long Term</p>	<p>Long-term business risks and opportunities are usually anticipated and identified based on scenario analysis, IEA guidelines and market predictions etc. Therefore, the climate risks and opportunities identified to have an impact beyond 20 20-year duration are termed as long-term.</p>

Physical risk assessment

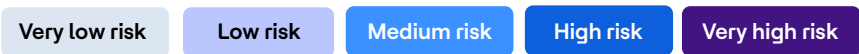
At HCLTech, we understand that climate extremes are no longer distant threats—they’re present and personal. Events like heatwaves, floods, cyclones and water scarcity can disrupt employee well-being, damage infrastructure, strain supply chains and lead to costly downtime.

To stay ahead of these risks, we’ve embedded a structured, multi-step climate assessment into our long-term strategy—because resilience starts with foresight.

Leveraging location-specific insights and advanced tools like the WWF Water Risk Filter, Climate Impact Explorer and ThinkHazard, we evaluate our exposure to acute and chronic climate risks for 2030 and 2050 under both RCP 4.5 and 8.5 scenarios. Each risk is carefully scored from 1 (very low) to 5 (very high), allowing us to design targeted, geography-specific responses that align with our enterprise risk framework.

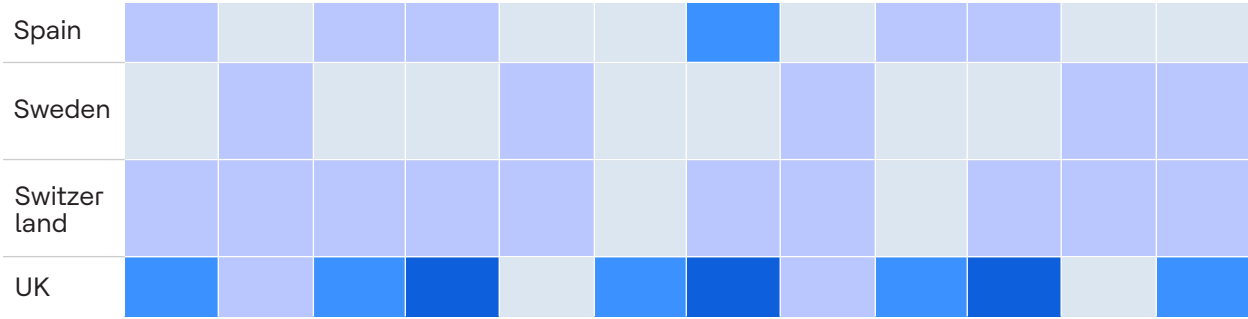
Chronic physical risks

Country	RCP 4.5				RCP 8.5			
	Short-term (2030)		Long term (2050)		Short-term (2030)		Long term (2050)	
	Water Scarcity	Heat-Stress	Water Scarcity	Heat-Stress	Water Scarcity	Heat-Stress	Water Scarcity	Heat-Stress
India	High	Very High	High	High	High	Very High	High	High
Sri Lanka	High	Very High	High	Very High	High	Very High	High	Very High
USA	Very Low	Very Low	Very Low	Very Low	Very Low	Very Low	Very Low	Very Low
Australia	High	High	High	High	High	High	High	High
Bulgaria	High	Very Low	High	Medium	High	Very Low	High	Medium
Canada	Medium	Medium	Very Low	Medium	Very Low	Medium	Very Low	Medium
Czech Republic	Very Low	Medium	High	Medium	High	Medium	High	Medium
France	Very Low	Medium	Very Low	Medium	Very Low	Very High	Very Low	Medium
Germany	Very Low	Medium	Very Low	Medium	Very Low	Very High	Very Low	Medium
Guatemala	Medium	Very High	Very Low	Very High	Very Low	Very High	Very Low	Very High
Hungary	High	Medium	High	Medium	High	Medium	High	Medium
Italy	High	Medium	High	Medium	High	Medium	High	Medium
Mexico	Medium	High	Very Low	High	Very Low	High	Very Low	High
Netherlands	Very Low	Medium	Very Low	Medium	Very Low	Medium	Very Low	Medium
Philippines	Medium	Very High	Very Low	Very High	Very Low	Very High	Very Low	Very High
Poland	Very Low	Medium	Very Low	Medium	Very Low	Medium	Very Low	Medium
Romania	Very Low	Medium	Very Low	Medium	Very Low	Medium	Very Low	Medium
Spain	High	Medium	High	Medium	High	Very Low	High	Very Low
Sweden	Very Low	Medium	Very Low	Medium	Very Low	Medium	Very Low	Medium
Switzerland	Very Low	Medium	Very Low	Medium	Very Low	Medium	Very Low	Medium
UK	Very Low	Medium	Very Low	Medium	Very Low	Medium	Very Low	Medium



Acute physical risks

Country	RCP 4.5						RCP 8.5					
	Short-term (2030)			Long term (2050)			Short-term (2030)			Long term (2050)		
	Flooding	Cyclones	Extreme Rainfall	Flooding	Cyclones	Extreme Rainfall	Flooding	Cyclones	Extreme Rainfall	Flooding	Cyclones	Extreme Rainfall
India	High	Low	Very High	High	Low	High	High	Low	Very High	High	Low	Very High
Sri Lanka	Very High	Low	Very High	Very High	Low	Very High	Very High	Low	Very High	Very High	Low	Very High
USA	Low	Low	Low	High	Low	High	High	Low	Low	High	Low	Low
Australia	High	Low	High	High	Low	Low	High	Low	Low	High	Low	Low
Bulgaria	High	Low	Low	High	Low	Low	High	Low	Low	High	Low	Low
Canada	High	Low	High	High	Low	High	High	Low	High	High	Low	High
Czech Republic	Low	Low	Low	High	Low	High	High	Low	High	High	Low	Low
France	High	Low	Low	High	Low	Low	High	Low	Low	High	Low	Low
Germany	Low	Low	High	Low	Low	High	Low	Low	High	Low	Low	High
Guatemala	High	Low	High	High	Low	High	High	Low	Low	High	Low	High
Hungary	High	Low	High	High	Low	Low	High	Low	High	High	Low	Low
Italy	High	Low	Low	High	Low	Low	High	Low	Low	High	Low	Low
Mexico	High	Very High	Low	High	Very High	Low	High	Very High	Low	High	Very High	Low
Netherlands	Low	Low	High	High	Low	Very High	High	Low	Very High	High	Low	High
Philippines	High	Low	High	High	Low	Very High	High	Low	Very High	High	Low	High
Poland	Low	Low	Low	Low	Low	High	Low	Low	Low	Low	Low	Low
Romania	Low	Low	Low	Low	Low	Low	High	Low	Low	Low	Low	Low



Risk adaptation measures

After identifying climate risks, HCLTech assesses their potential impact on business continuity and performance across three strategic time frames: 2030, 2040 and 2050. This forward-looking analysis evaluates the severity, financial and operational consequences of each risk,

enabling the company to prioritize mitigation efforts. The process supports informed strategic decision-making, resource allocation and resilience planning throughout the organization.

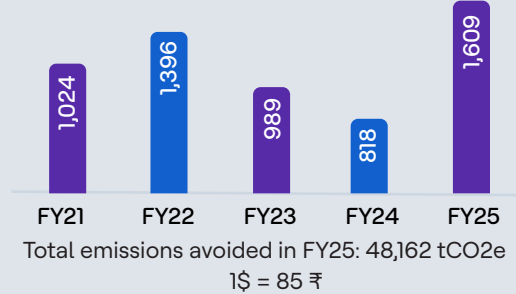


Climate risk	Financial implications	Adaptation actions
Water scarcity	Cooling infrastructure at data centers is a water-intensive operation. As water scarcity increases in some regions, HCLTech faces risks such as rising costs, tighter regulations and possible operational disruptions.	<ul style="list-style-type: none"> • Rainwater harvesting systems installed at major campuses. • Sewage Treatment Plants (STPs) with advanced technologies like MBR/MBBR enable high-quality water reuse for landscaping and cooling. • Smart irrigation systems using sensors and timers installed
Flooding	Flooding risk can damage infrastructure, disrupt data center operations and delay supply chains, resulting in increased insurance and repair costs, safety risks for employees and logistical challenges in accessing work sites.	<ul style="list-style-type: none"> • Elevated infrastructure and critical equipment, especially in flood-prone zones. • Business continuity plans are in place
Cyclones	Intense storms and cyclones pose significant risks to HCLTech by causing physical damage to buildings, data centers and infrastructure, leading to operational downtime and high repair costs. These events can also disrupt supply chains, compromise employee safety and cause power outages and network interruptions. Such disruptions may impact IT service delivery, resulting in client dissatisfaction and potential reputation harm.	<ul style="list-style-type: none"> • Structural reinforcements at coastal facilities to withstand high wind speeds and heavy rain. • Comprehensive business continuity and disaster recovery plans (BCP/DRP) activated in cyclone-prone locations. • Real-time weather monitoring systems and early warning protocols for personnel and asset protection.
Extreme rainfall	Heavy rainfall, extended or severe rainfall can overwhelm drainage systems, causing flooding in offices, data centers and critical infrastructure that disrupts operations and raises repair costs.	<ul style="list-style-type: none"> • Routine climate scenario-based vulnerability assessments to update site resilience plans. • Flexible working arrangements for all employees.
Heat stress	High temperatures raise energy demand for cooling data centers and offices, increasing operational costs and stressing local energy grids. Prolonged heat can reduce employee productivity and well-being, especially in non-air-conditioned spaces, while also accelerating equipment wear, leading to higher maintenance and potential downtime.	<ul style="list-style-type: none"> • Energy-efficient HVAC systems, including magnetic chillers and EC fans, to maintain indoor thermal comfort. • Heat-resilient building design with reflective roofing, ventilation strategies and shaded spaces. Overall, 11.21 million sq. ft of building space of the Company is certified under different 'Green Building Certification' Programs • Flexible working arrangements for all employees. • Employee well-being measures, including a range of healthcare benefits such as medical check-ups.

Transition risk assessment

As the world moves toward a low-carbon economy, HCLTech monitors transition risks like changing climate regulations, market shifts due to client sustainability demands and technological disruptions. The company has introduced an internal carbon price to assign costs to emissions, linking investments to emissions outcomes. This tool helps guide decisions, reduce future carbon cost risks and advance long-term climate goals.

Implicit carbon pricing (INR per tCO₂ emission reduction)



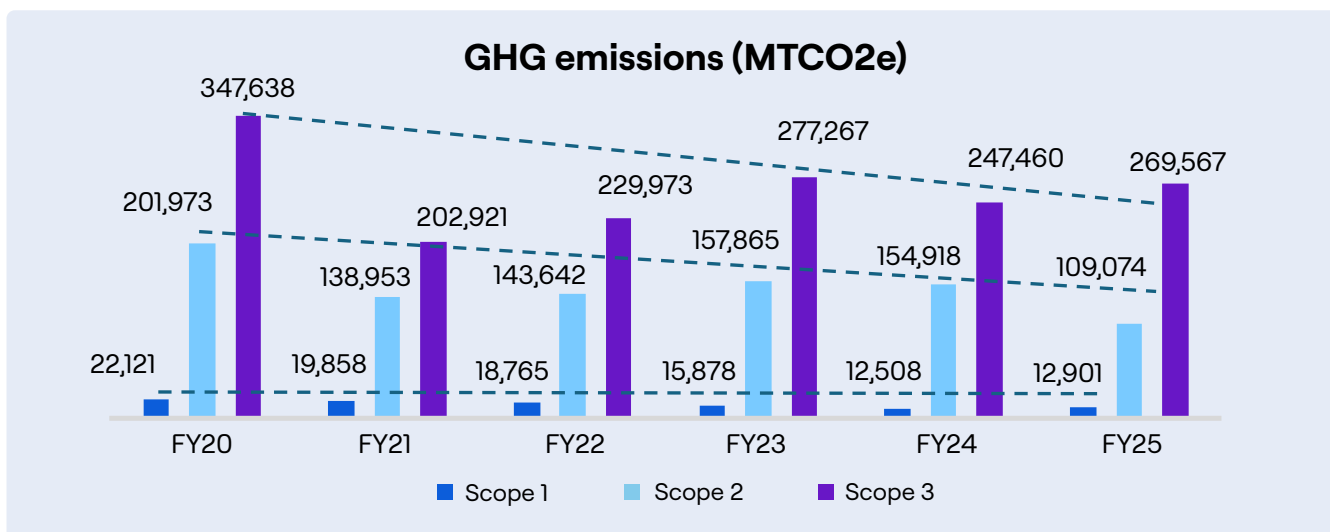
Under the current policy scenario (SSP2, “Middle of the road scenario”) and the Weak Policy Scenario (SSP5), we have identified the following risks to transitional risks that are material to our operations by the year 2030.

Climate risk	Financial implications	Adaptation actions
Policy and legal risk		
Carbon Pricing Mechanism And Carbon Tax	Global carbon pricing policies, aimed at limiting warming to 1.5°C or 2°C, increase operational costs for energy-intensive sectors like data centers. Energy providers may pass carbon-related tariff hikes to businesses, raising expenses. Without proactive carbon management, companies risk losing competitiveness to greener alternatives, despite the possibility of passing some costs to customers.	<ul style="list-style-type: none"> • In response to global carbon pricing developments, HCLTech has implemented an internal carbon pricing mechanism aligned with a global benchmark of \$10 per metric ton of CO₂ equivalent (MTCO₂e). Using an ex-post measurement model, the carbon price is calculated based on the actual costs of achieved emissions reductions rather than projected targets. • We are making investments in energy efficiency initiatives to reduce emissions and reliance on high-carbon energy sources. These initiatives include improvements to HVAC systems, chiller performance, UPS optimization, advanced lighting technologies and on-site solar installations. Through these measures, we aim to minimize our exposure to rising carbon costs while enhancing our operational sustainability.
Compliance with current climate-related regulations	Rapidly evolving climate regulations create complex risks for businesses, including fines, penalties and lost opportunities. Non-compliance with stricter environmental laws can lead to disqualification from public tenders and harm relationships with private companies, jeopardizing the ability to secure contracts and potentially disrupting revenue streams.	<ul style="list-style-type: none"> • To address regulatory challenges, HCLTech invests strategically in climate-related certifications like ISO 14001:2015 and certified audits to align with regional and international standards. By embedding these best practices, the company maintains eligibility for key opportunities, avoids financial and reputational risks and strengthens resilience as a responsible business partner in a regulated market.
Technology risk		
Technology innovations and adsorption	HCLTech is investing in technological innovations like energy-efficient data centers and renewable-powered systems to reduce environmental impact. The company is prioritizing modernization of legacy systems to remain competitive and support a sustainable future.	<ul style="list-style-type: none"> • HCLTech is advancing through strategic investments in climate certifications like ISO 14001:2015 and certified audits to meet global standards. The company invests in emerging technologies such as AI, quantum computing and blockchain, while maintaining operational resilience via disaster recovery and business continuity planning. Personnel adaptability is supported through upskilling and reskilling programs. Additionally, sustainability-focused IT solutions are deployed to reduce energy consumption, e-waste and carbon footprint.

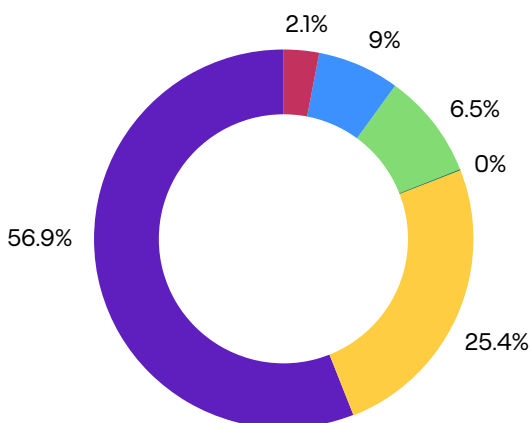
Climate risk	Financial implications	Adaptation actions
Market risks		
Increased cost of raw material – electricity	Electricity consumption and costs are projected to steadily increase in the coming years due to market trends and economic growth. As reliance on electricity grows, both usage and unit costs are expected to rise, influenced by external market and regulatory factors.	<ul style="list-style-type: none"> • HCLTech is making strategic investments in energy-efficient infrastructure to achieve significant financial and operational savings. By reducing dependence on grid electricity and enhancing energy efficiency, the company strengthens its financial and environmental resilience.
Changing customer preferences	Evolving sustainability expectations are increasing transition risks for businesses like HCLTech, as clients prefer service providers with strong climate commitments, responsible supply chains and ESG-aligned solutions. Failing to meet these demands could lead to lost business, damaged brand reputation and reduced competitiveness.	<ul style="list-style-type: none"> • HCLTech views shifting customer preferences as a strategic opportunity to combine business growth with sustainability leadership. The company invests in R&D to enhance and innovate its portfolio, aligning its net-zero targets with customers to support mutual carbon reduction goals. This alignment strengthens partnerships amid regulatory pressures, turning sustainability challenges into collaborative opportunities, with a focus on sustainable and efficient software products.
Reputation risks		
Transparency and accountability	Stakeholders demand transparency and genuine progress on climate action. Failure to meet these expectations risks losing client trust, business opportunities and stakeholder confidence. HCLTech is committed to openly communicating its sustainability goals and progress to maintain trust and protect its reputation by leading through example.	<ul style="list-style-type: none"> • Robust corporate governance and ethics frameworks, including a strong Code of Conduct, anti-bribery policies and zero tolerance for non-compliance. • Transparent ESG disclosures aligned with global frameworks such as GRI, TCFD and BRSR, reinforcing accountability in areas like climate action, human rights and diversity.

Climate monitoring

Reducing our direct and indirect emissions is pivotal to our decarbonization strategy. For us to reduce the impacts of climate change, we formulated our Science-Based Targets. Our SBTi-approved target for 2030 requires a reduction of 50% for Scope 1 and 2 emissions and 42% for Scope 3 emissions compared to our FY20 baseline. In FY25, the implementation of energy efficiency and technology improvement initiatives across our infrastructure played a pivotal role in reducing our carbon footprint. As a result, we achieved a combined 46% reduction in Scope 1 and Scope 2 emissions from the base year and a 27% reduction year on year, marking a significant stride towards net-zero. In addition, we have also achieved a 22% reduction in scope 3 emissions compared to our base year 2020.



Business travel and employee commuting account for approximately 82% of our total Scope 3 emissions, making them the most significant contributors within our indirect emissions profile.



Scope 3 emissions by category

- C1. Purchase goods and services
- C2. Capital goods
- C3. Fuel and Energy related activities (not included in Disclosure 302-1)
- C5. Waste generated in operations
- C6. Business travel
- C7. Employee commuting

GHG emissions calculation methodology

HCLTech calculates its greenhouse gas (GHG) emissions in alignment with the GHG Protocol using a combination of activity-based and spend-based methodologies, supported by globally recognized emission factors.

- **Scope 1** emissions were calculated in tons of CO₂ equivalent using emission factors from the DEFRA 2024 conversion factors.
- **Scope 2** emissions for India were based on emission factors from the CO₂ baseline database for the Indian power sector (Version 20, December 2024), published by the Central Electricity Authority (CEA).
- **Scope 3** emissions were calculated using a range of emission factors from DEFRA 2024, IEA, CEA Version 20 and Our World in Data, depending on the category and data availability.

Specific methodologies applied across Scope 3 categories include:

- **Employee commute:** Estimated using the average-data method, factoring in average travel distances for both domestic and international operations.
- **Business travel (air and other modes):** Air travel emissions were calculated using the ICAO (International Civil Aviation Organization) methodology, while other modes used appropriate DEFRA emission factors.
- **Purchased goods and services:** Estimated using the spend-based method with EEIO (Environmentally Extended Input-Output) factors, except for cloud services, which used supplier-specific data. For the laptops we procured, we applied the cradle-to-gate approach and used emission factors provided by the laptop manufacturers.

Our decarbonization strategy

At HCLTech, our vision for a sustainable future is backed by bold, clear goals—to shift to renewable energy, eliminate landfill waste, cut absolute emissions and reduce Scope 3 emissions across our entire value chain.

But we know climate action goes beyond reduction—it's also about restoring what's been lost. That's why we invest in powerful carbon offset initiatives, from afforestation and habitat restoration to water conservation and environmental education.

Every project, every action reflects our unwavering commitment to a greener planet, thriving ecosystems and a better tomorrow—as we move with purpose toward our near-term climate targets and long-term transformation.

Our goals for achieving our near-term targets are as follows:

Renewable energy procurement: We are committed to transitioning 80% of our electricity consumption to renewable sources by 2030, already achieving 34.38% renewable energy utilization across our global operations.

Technology-driven efficiency: We are integrating smart infrastructure solutions by adopting Internet of Things (IoT) platforms and establishing a centralized building management command center by FY27.

End-of-life replacement planning: A structured, year-by-year plan is in place through FY30 to assess product performance, evaluate life cycle emissions and systematically replace outdated equipment with newer, energy-efficient technologies.

Operational efficiency enhancements: We are deploying self-regulating and stand-alone devices for all HVAC and lighting systems to significantly boost energy efficiency across our facilities.

System retrofits and smart monitoring: Our roadmap includes retrofitting conventional Air Handling Unit (AHU) systems with electronically commuted (EC) fans by FY30. In parallel, we aim to establish centralized monitoring systems across all campuses and facilities by FY30, optimization of energy usage.

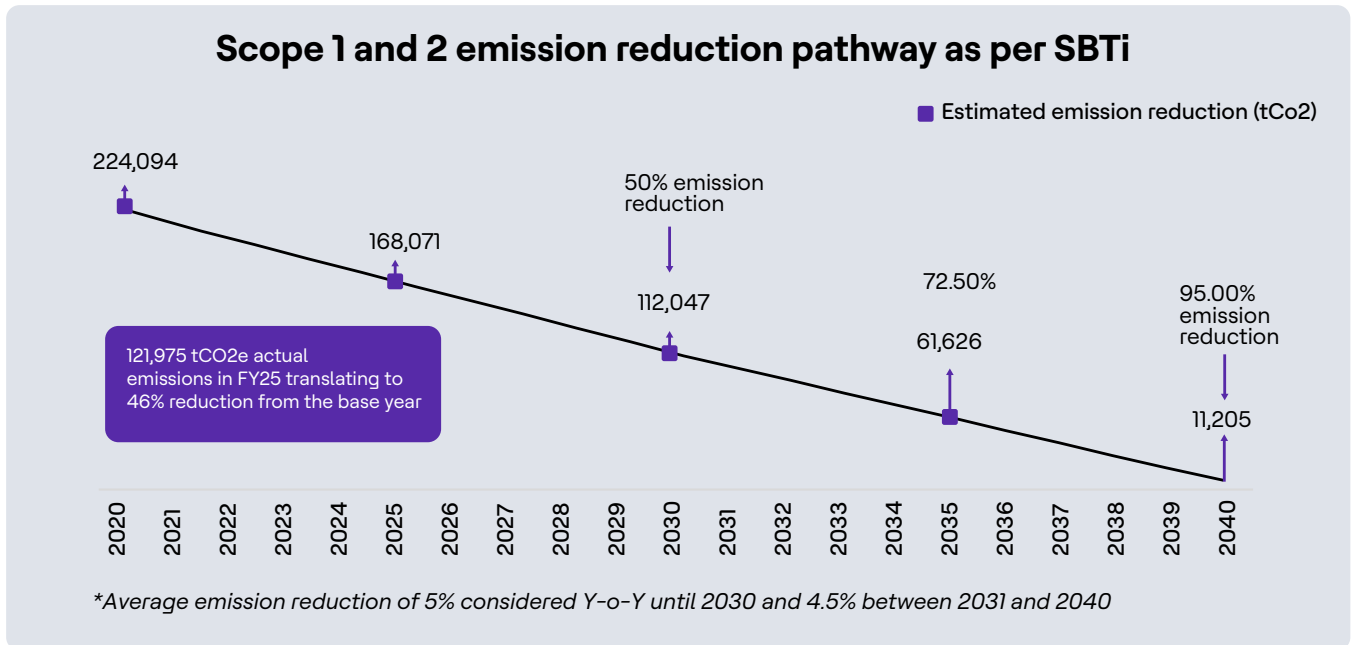
Electrification of mobility: We have set a target to transition 70% of our transportation fleet to electric vehicles by FY30. This initiative will play a critical role in cutting down Scope 1 emissions and advancing our clean mobility agenda.

Engaging our supply chain: We proactively partner with suppliers to transparently reduce Scope 3 emissions. To date, we have achieved a 64.04% reduction in emissions intensity from purchased goods, capital goods and services per million ₹ of revenue compared to our FY20 baseline. Our approach is bolstered by ESG-integrated vendor onboarding, third-party assessments and comprehensive supplier training programs.

Empowering our employees: Through our Sustainability School, we've provided over 16,600 hours of training focused on climate action, net-zero strategies and role-specific decarbonization.

Innovating with purpose: We leverage digital innovation, exemplified by our award-winning Net-Zero Intelligent Operations (NIO) platform, to help clients effectively track, manage and reduce emissions in real-time.

The pathway as a result of these levers is demonstrated below.



Our actions in FY25

Investment in renewable energy

We prioritize purchasing products and services based on their GHG emission intensity and reduction efforts. Our Scope 3 emissions include indirect emissions from our value chain, such as purchased goods and services, business travel, employee commuting and work-from-home activities. Through sustainable procurement practices and active supplier engagement, we significantly reduce our GHG emissions and support our suppliers in doing the same.

Accordingly, as a result in FY24, our efforts have been recognized with the highest 'A' rating from CDP for Supplier Engagement on Climate Change. In FY25, by implementing sustainable procurement practices, we have achieved a 69% reduction in Scope 3 emissions related to purchased and capital goods and services per million ₹ of revenue compared to our FY19-20 baseline year.

At HCLTech, our journey to a cleaner future has taken a powerful new stride—with our first-ever equity investment in renewable energy under an Open Access – Group Captive model. This bold step brings green power directly to our Noida and Lucknow campuses through executed Power Purchase Agreements (PPAs) and Subscription Shareholding Agreements (SSHAs), significantly expanding our renewable energy footprint.

This initiative isn't just strategic—it's a statement of intent. It reflects our commitment to sourcing 80% of global

electricity from renewables by 2030 and we're already accelerating toward that goal. By the end of FY25, our renewable energy share is set to climb to 34%, up from 19% in FY24—a remarkable leap on our decarbonization pathway.

Since our base year (FY20), our renewable energy consumption has surged 83%, underscoring our belief that true progress is powered by clean energy, bold action and an unwavering commitment to the planet.

Through investment in renewable energy, we avoided ~45,425.35 tons CO2e in FY25

Energy-efficient infrastructure

As of FY25, more than 11.21 million sq. ft of building space of our owned buildings are certified under different 'Green Building Certification' Programs including US Green Building Council ("USGBC") for Leadership in Energy and Environment Design ("LEED"), Indian Green Building Council ("IGBC"), Building Research Establishment Environmental Assessment Method ("BREEAM"), Comprehensive Assessment System for Built Environment Efficiency ("CASBEE") and National Australian Built Environment Rating System ("NABERS"). Chennai, Bangalore, Madurai and Noida campuses are also certified under ISO 50001: 2018 Energy Management System.

All of our owned buildings are 'Platinum' rated by the Green Building Councils

- 1. Low-side HVAC system efficiency improvement:** Implemented efficient VRF and DX systems, replaced AHU belt-driven motors with EC fans and consolidated UPS. The initiative resulted in savings of 1,542.84 MWh of electricity, avoiding 1,121.65 tCO₂e of emissions.
- 2. High-side HVAC system efficiency improvement:** Replaced conventional chillers with magnetic chillers and retrofitted cooling towers to boost performance and reduce load. The initiative resulted in savings of 385.90 MWh of electricity, avoiding 280.55 tCO₂e of emissions.
- 3. Technology adoption:** Upgraded AHU motors with EC fans, installed HVLS fans and connected fan motors to VFDs for better control and efficiency. The initiative resulted in savings of 443.66 MWh of electricity, avoiding 322.54 tCO₂e of emissions.
- 4. Effective utilization of UPS:** Installed energy-efficient UPS systems, deactivated redundant units and enabled passive filters to improve power quality and energy savings. The initiative resulted in savings of 1,268.48 MWh of electricity, avoiding 922.19 tCO₂e of emissions.
- 5. Energy efficient lighting control:** Expanded LED lighting coverage across all facilities and implemented smart controls like motion sensors and daylight harvesting to optimize usage. The initiative resulted in savings of 123.53 MWh of electricity, avoiding 89.81 tCO₂e of emissions.
- 6. HVLS installation:** A High-Volume Low Speed (HVLS) fan was installed in the cafeteria at the ETA Chennai campus. HVLS fans are designed to move large volumes of air at low speeds, helping to maintain a comfortable environment while reducing reliance on air conditioning systems.

Chiller replacement for improved energy efficiency

This upgrade improved cooling efficiency to improve our chiller systems and subsequently increase productivity. Additionally, it improved cooling efficiency, stabilized indoor temperatures and enhanced working conditions. In FY25, the initiative saved about 330 MWh of energy and cut 267.7 tons of CO₂ emissions, while reducing breakdowns and maintenance needs.



Shift towards EVs

Further supporting our low-carbon transition, we successfully launched electric vehicle (EV) fleets in Hyderabad and Bengaluru during FY23. Through long-term operational contracts for EV deployment, we have already achieved an emissions reduction compared to conventional diesel-powered vehicles. During FY23, we signed contracts with suppliers and began with 30 electric fleet vehicles at our Hyderabad and Bengaluru campuses. This number increased to 196 fleet vehicles in FY25, enabling us to perform more than 75% of daily trips using EVs. As a result, this initiative resulted in a reduction of 823.66 tCO₂e compared to diesel-operated vehicles for FY25.

In 2024, HCLTech boosted our EV adoption by shifting 85% of employee transportation to EVs in Hyderabad and 30% in Bengaluru; partnered with Project JOULE to create shared EV charging stations powered by renewable energy and collaborated with ChargePoint to develop cutting-edge EV software.

Green fire hydrants and refrigerants

We monitor our inventory for Ozone Depleting Substances in CFC-11 equivalent. As part of our efforts to reduce the use of ozone-depleting substances (ODS) in the form of R-22, which emits 46 kgs of CFC-11 eq emissions we identify alternatives with low Global Warming Potential such as R-410A, R-134A, R-407C to name a few which minimize environmental impact.

During the reporting period, the existing FM200 fire suppression systems have been replaced with NOVEC systems, which are known for their exceptionally low Global Warming Potential (GWP) of 1, at Chennai Shollinganallur Campus. Alongside its environmental advantages, NOVEC is also safer to use in occupied spaces. It has a higher safety threshold, with a No Observed Adverse Effect Level (NOAEL) of 10%, which gives it a wider margin of safety compared to FM-200.



Energy management and decarbonization strategy

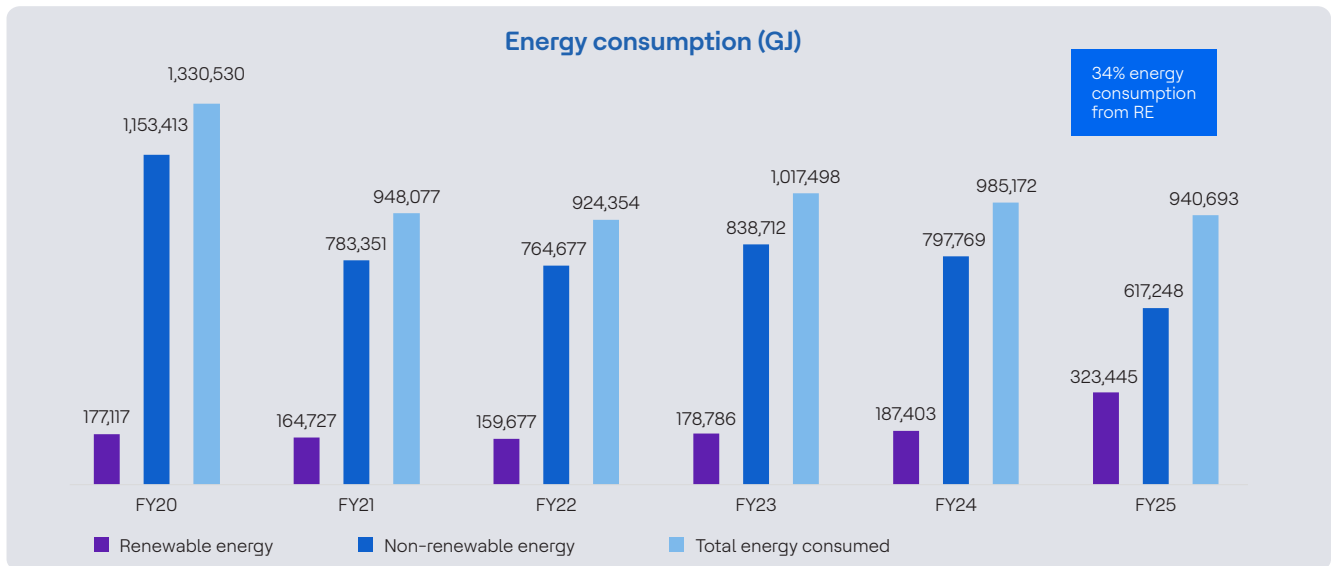
Energy management and decarbonization strategy

At HCLTech, energy management isn't just a priority—it's the heartbeat of our decarbonization journey. This year, we took bold steps to drive energy efficiency, cut reliance on fossil fuels and scale up renewable energy across our operations—including our energy-intensive data centers.

Guided by our unwavering Energy Policy, we've achieved a 41% reduction in non-renewable energy use since FY20, marking a major shift toward a low-carbon, future-ready operating model.

Through a powerful blend of efficiency upgrades, electric vehicle adoption and clean energy procurement via Power Purchase Agreements (PPAs), we've also lowered our energy intensity by an impressive 36.5% in FY25 compared to FY21.

Each milestone is more than a number—it's a reflection of our commitment to a cleaner, smarter energy future for our business and our planet.

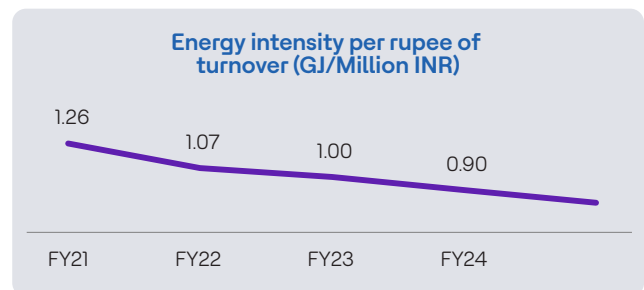


Energy consumption methodology

HCLTech monitors and reports its energy consumption following global best practices and the GHG Protocol. Energy data covers all operations and includes both direct and indirect sources. Direct consumption includes fuels like diesel, petrol and natural gas used in generators, vehicles and equipment, with quantities tracked via internal records. Renewable energy from on-site solar and green power purchases is also separately accounted for using meter readings and certificates. Indirect consumption (Scope 2) includes electricity bought from utilities, recorded through bills and metering systems.

Power Usage Effectiveness (PUE) rating

At HCLTech, our data centers are the digital backbone of our operations—and making them more energy efficient is vital to our climate goals. In FY25, we doubled down on this priority with a series of smart, sustainable upgrades, including the optimization of UPS systems and fine-tuning HVAC operations to reduce energy waste.



1\$ = 85 ₹

These targeted efforts delivered real impact—improving our Power Usage Effectiveness (PUE) to 1.57, down from 1.6 in FY24. It's a meaningful step forward that showcases how thoughtful innovation can drive both sustainability and performance.

This isn't just about efficiency metrics—it's about building smarter, greener infrastructure that reflects our unwavering commitment to a low-carbon future.

Improving cooling tower efficiency at Jigani campus

Cooling towers use water evaporation and airflow to regulate temperatures efficiently, playing a key role in energy savings and sustainable building operations, especially in large commercial and industrial projects. After assessing the aging and rusted cooling towers at HCLTech, they were replaced with advanced FRP structures featuring flash fills for improved durability and performance. This innovative installation—HCLTech’s first and the third in India—achieved significant improvements: 50% space reduction, 30% energy savings and 11% less evaporation loss compared to traditional cooling towers.

Water management

At HCLTech, water is more than a resource—it’s a shared responsibility. In 2023, we became the first India-headquartered company to join the Water Resilience Coalition, a proud milestone that reaffirms our deep commitment to equitable and sustainable water use.

We also stand firmly behind the CEO Water Mandate, a global initiative led by the UN Global Compact and the Pacific Institute, championing water stewardship as a cornerstone of sustainable development.

Guided by our Water Policy, we are driving meaningful action across all our locations—reducing freshwater consumption, maximizing reuse and recycling and embracing smart water technologies. Every drop saved is a step toward building a more resilient, water-secure future—for our communities, our ecosystems and generations to come.



Water strategy

At HCLTech, our water stewardship practices are built on the principles of conservation, efficiency, reuse and resilience and are designed to respond to both global water challenges and local realities. We developed our water strategy, based on these principles:



Risk assessment

Conducting comprehensive assessments across our locations to identify potential risks, evaluate vulnerabilities and guide mitigation strategies.



Water efficiency initiatives

Driving operational improvements through technology upgrades and conservation practices to reduce water consumption and improve efficiency.



Stakeholder engagement

Working closely with communities, government bodies and partners to support sustainable water use and enhance local water resilience.



Transparency and reporting

Upholding high standards of disclosure by providing clear, accurate and timely information on our water-related performance and progress.

Through our efforts, we have successfully recharged 31 times more water than we consumed, reinforcing our position as a responsible water steward.

Water withdrawal and monitoring

At HCLTech, every drop of water matters. On our campuses, water is used solely for essential human needs, with 100% sourced from high-quality municipal freshwater (TDS below 1,000 mg/L). But with growing awareness of water scarcity, we're going further—turning commitment into action.

We now recycle 100% of our wastewater onsite through advanced closed-loop systems and we've upgraded our water infrastructure to enhance efficiency at every level. With smart water metering, we monitor usage in real time, detect leaks instantly and continuously lower per capita consumption.

Even our green spaces reflect our purpose: reduced grass coverage, native plantings and automated drip irrigation work in harmony to conserve water and protect local ecosystems.

Water efficiency initiatives

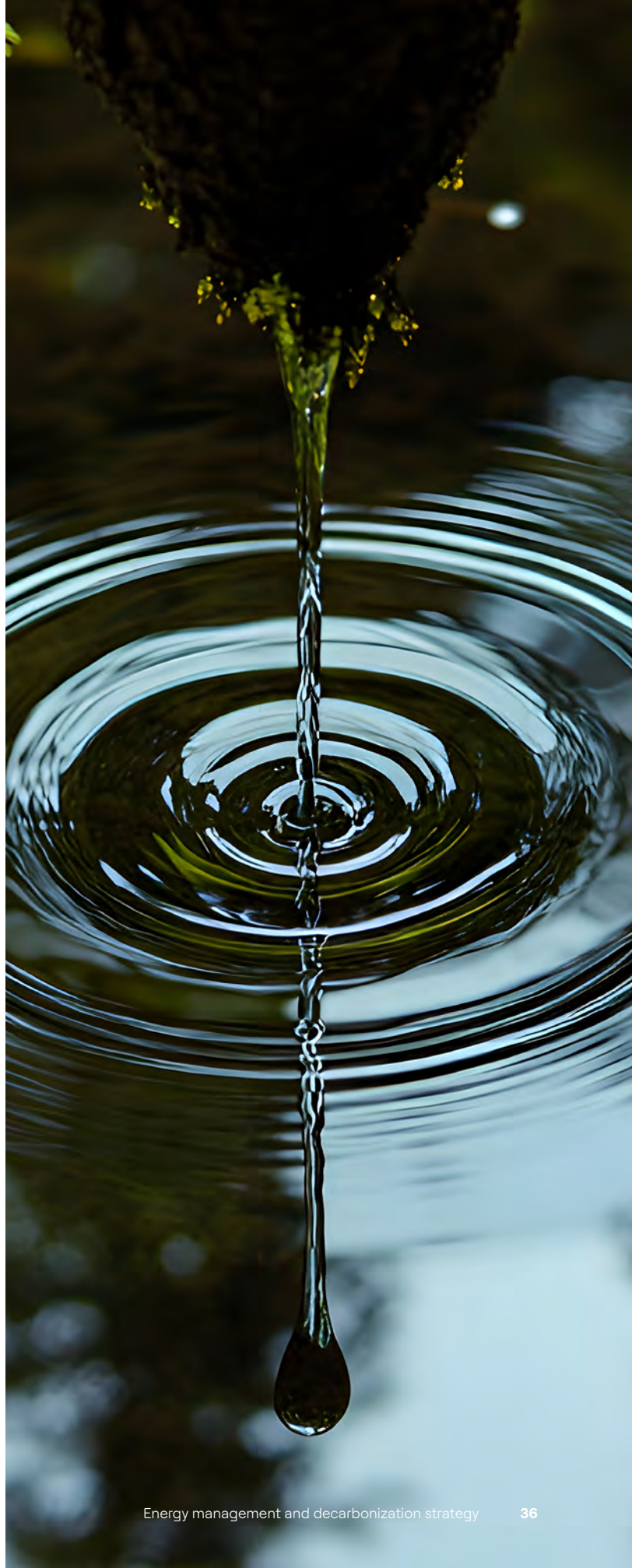
At HCLTech, we're reimagining how we use water—turning every opportunity into a step toward sustainability. As part of our commitment to reduce reliance on groundwater, we've transformed the cooling tower system at our Bengaluru campus to utilize harvested rainwater, blending innovation with environmental responsibility.

By integrating rainwater into the cooling process, we've not only reduced our freshwater demand but also enhanced operational efficiency. Across our campuses, we've also upgraded cooling towers with advanced Scale Bio removal technology and deionization, allowing for greater efficiency while lowering water flow requirements.

These upgrades reflect our belief that smart infrastructure can protect the planet—drop by drop, degree by degree.

Improving system efficiency with Scale Bio Remover

To address rising water demand and climate-related water stress, HCLTech is enhancing system efficiency in cooling and irrigation by adopting advanced technology. The company introduced the «Scale Bio Remover» (SBR) for automated cooling water treatment, replacing manual chemical dosing. This innovation improves monitoring, control and treatment effectiveness, resulting in a water savings of 2.051 million liters during the reporting year.



Rainwater harvesting

At HCLTech, rainwater harvesting is at the heart of our water stewardship journey—a powerful way to reduce reliance on external sources and replenish the earth beneath us. Across our campuses, we've deployed a network of rooftop collectors, recharge wells, storage tanks and artificial lakes, all designed to capture, conserve and restore this precious resource.

At our SEZ campus in Noida, 26 harvesting pits support groundwater recharge, while in FY25, we expanded rooftop rainwater harvesting across campuses in Bengaluru, Chennai, Madurai and Vijayawada, covering an impressive 51,702 m².

Despite a 209% decline in rainfall due to lower precipitation, harvested rainwater still contributed nearly 1% of our total water consumption—a reminder that even in dry spells, every drop harvested is a step toward resilience.

Wastewater treatment and recycling

HCLTech promotes water reuse and waste reduction by operating sewage treatment plants (STPs) at all major campuses. These plants treat 97.5% of wastewater to standards suitable for non-potable uses like cooling towers, irrigation and flushing. Real-time water meters enable online monitoring to ensure compliance with environmental regulations, transparency and ongoing improvements in water management.

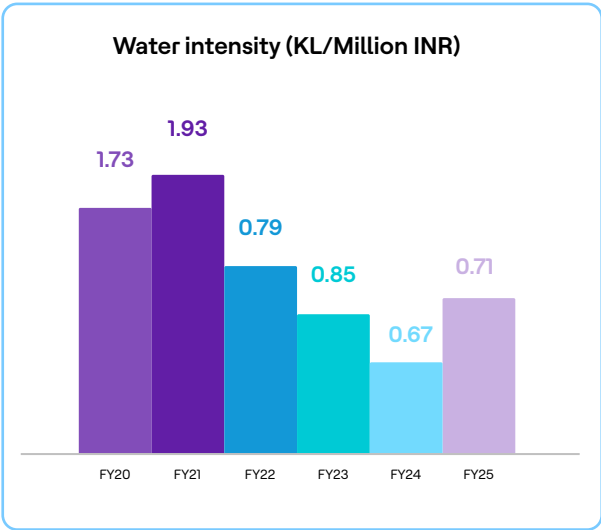
Water intensity

At HCLTech, water intensity is more than a number—it's a reflection of our commitment to doing more with less. As a key metric in our sustainability framework, it helps us track water use in relation to our operational scale, ensuring that growth never comes at the planet's expense.

Thanks to our sustained conservation efforts, we've achieved a 59% reduction in water intensity since FY20—a powerful testament to what consistent action can achieve.

We continue to report on our water performance in full alignment with Global Reporting Initiative (GRI) standards and regulatory requirements, reinforcing our dedication to transparency, accountability and responsible water stewardship across every part of our operations.





Water risk assessment

As climate change intensifies, so too does the risk of droughts, floods and water scarcity—posing serious challenges to communities and businesses alike. At HCLTech, we view regular water risk assessments as essential to building resilience and ensuring long-term sustainability.



To deepen our understanding of local vulnerabilities, we conducted a comprehensive water risk assessment across the India region using the AQUEDUCT Water Risk Atlas, an open-source tool developed by the World Resources Institute (WRI) and recommended by the CDP Water Security Disclosure framework.

These insights empower us to identify high-risk sites, develop targeted mitigation plans and take meaningful action—such as installing rainwater harvesting systems, recycling wastewater and reducing freshwater withdrawals. We are very proud to share that our water intensity ratio is 10.2 liters per full-time employee per day. It’s how we stay proactive in a changing world, protecting one of our most vital shared resources—water.

Water withdrawal, consumption and discharge by source in water-stressed areas (in kiloliters)

(i) Surface water	-
(ii) Groundwater	258,963.42
(iii) Third-party water	332,277.49
(iv) Seawater / desalinated water	-
(v) Others	249,362.50
Total volume of water withdrawal	840,603.41
Total volume of water consumption	824,688.16
Total volume of water discharged (to third party)	15,915.25

Addressing water stress at our Jigani campus in Bengaluru

Considering high levels of water stress at Bengaluru, HCLTech has taken a position to shift from groundwater extraction at our Jigani campus. With the help of industries association, we have initiated sourcing of municipal water to the campus.

This initiative has helped reduce ground water extraction by approx. 14% during the reporting year compared to previous year. With further enhancement of municipal water intake to campus, we are expecting to further reduce the ground water extraction up to approximately 60-70%.

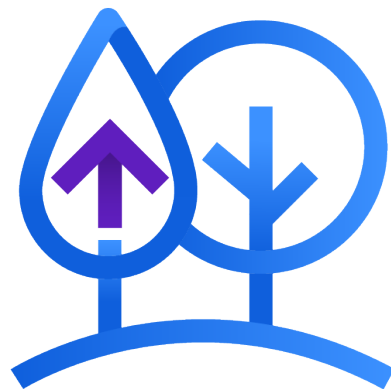
Further, HCLTech continues to support various communities through the development of 243 water structures and the rejuvenation of 150 water bodies.

Leadership and advocacy

HCLTech is committed to addressing environmental challenges and driving change as a responsible member of the community. We demonstrate our water stewardship through a combination of efforts within the organization as well as among communities, such as rejuvenation of lakes in the vicinity of our campuses. We actively engage with multiple stakeholders to not only drive awareness but also share best practices that can be replicated on a scale.

Water quality and compliance

HCLTech prioritizes maintaining high water quality for use and discharge, ensuring environmental health and regulatory compliance across all operating regions. It employs real-time wastewater monitoring integrated into its Building Management System for continuous oversight. Beyond legal requirements, HCLTech adopts responsible, transparent and sustainable water management practices, adhering to national and international laws such as India’s Water Act (1974) and CGWA guidelines, demonstrating strong environmental stewardship globally.



Collaborating with our community

Water is a scarce and invaluable natural resource and we are strongly committed to its conservation. HCLTech has been a signatory to the CEO Water Mandate, since 2023. We continue to strengthen our water stewardship practices in our operations and extend our efforts to the community.

HCLTech, under the #CEOWaterMandate, partnered with the Noida Authority to enhance water resilience and lead stewardship in the heavily polluted Yamuna River basin. The Yamuna faces severe pollution, with over 70% from untreated waste like plastics.

Through collaboration with RiverRecycle, HCLTech supports intercepting plastic waste before it enters the river, integrating recyclables into local recycling and properly disposing of non-recyclables. This effort has prevented approximately 15 tons of debris from entering the river monthly, promoting cleaner waterways and healthier communities.

Further, HCLTech continues to support various communities through the development of 243 water structures and the rejuvenation of 150 water bodies.

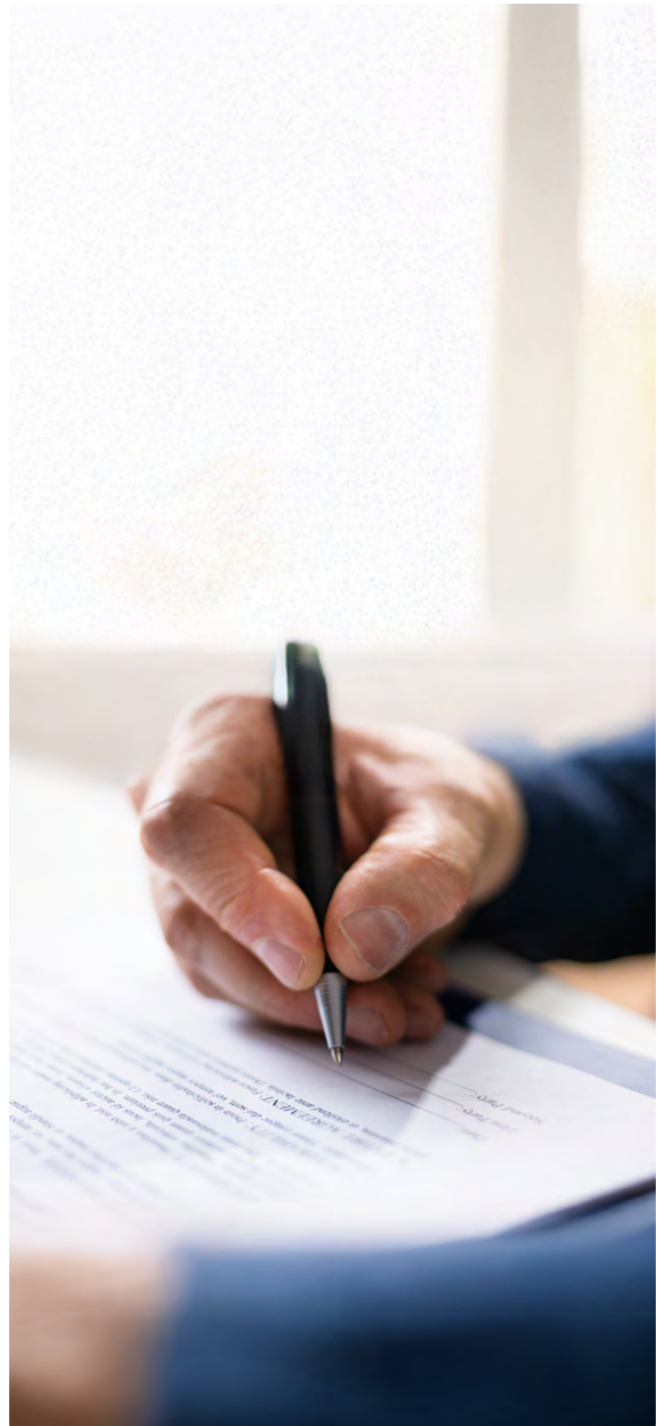
Environmental compliance

At HCLTech, environmental responsibility is woven into the fabric of how we operate. We've implemented a robust Environmental Management System (EMS) aligned with ISO 14001:2015 and ISO 50001:2018 across all India locations and adapted it globally to meet both local regulations and our own high standards. Regular internal audits ensure this system remains a strong pillar of our broader ESG strategy.

But true stewardship goes beyond systems—it's about people and purpose. That's why we actively engage our employees through inspiring initiatives like World Environment Day, Earth Hour and World Water Day, using creativity and collaboration to drive awareness and action.

We conduct thorough environmental impact assessments for all relevant projects, focusing on key areas such as energy, water, waste, emissions and biodiversity—ensuring every decision is made with the planet in mind.

A structured compliance framework ensures we meet and exceed environmental standards—and in FY25, HCLTech reported zero environmental sanctions, monetary or otherwise. It's a testament to our unwavering commitment to sustainable, responsible and future-focused operations.



Our people
supercharging
sustainable
progress





As we proudly celebrate 25 remarkable years of listing in India, we recognize that our greatest achievement isn't just in the numbers—it's in our people. At HCLTech, our unwavering focus on employee well-being is the foundation of our success.

We've built a supportive, inclusive and empowering workplace where health, happiness and growth are prioritized. Through wellness programs, flexible work models and continuous learning opportunities, we ensure our people thrive—not just as professionals, but as individuals.

Our dedicated teams are the heartbeat of our sustainable progress, using advanced data analytics and AI to drive efficiency, optimize resource use and reduce environmental impact. We further invest in innovative healthcare and well-being initiatives that boost productivity and nurture long-term resilience.

Our people power everything we do—from technological innovation to environmental stewardship. And as we look ahead, we remain deeply committed to creating a workplace and a world where both our employees and our communities flourish—sustainably, purposefully and together.

SDG alignment



Awards and recognitions

HCLTech has been recognized with several prestigious awards and certifications during the financial year. These accolades reflect our continued focus on attracting top talent and upholding the highest standards of occupational health and safety across our global operations.

- Certified as a Top Employer in 26 countries, No.1 ranking in 18 countries.
- We have also been recognized as No. 1 Top Employer in three key geographies of our operations – North America, Europe and Asia Pacific.
- Ranked the No. 1 India-headquartered company in TIME magazine's World's Best Companies 2024.
- Recognized by Forbes as one of the World's Best Employers for the fifth consecutive year – the only India-headquartered company in the professional services category to consistently be among the global top 10.
- Five HCLTech sites received certification under the British Safety Council's International Safety Awards.

Talent attraction, retention and development

At HCLTech, investing in our people is the core of our growth story. We attract top talent and offer compelling career paths backed by continuous learning, development opportunities and a purpose-driven environment that enables employees to find their spark and shape their future.

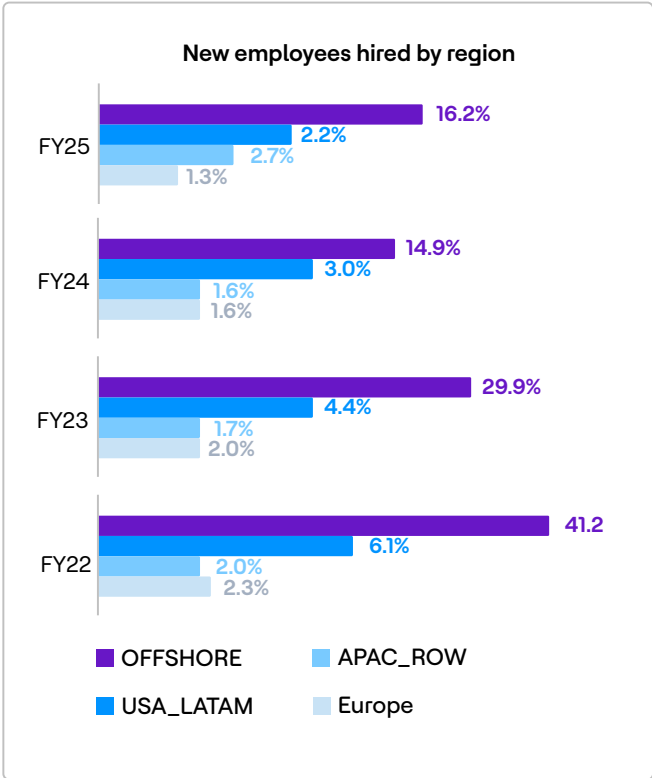
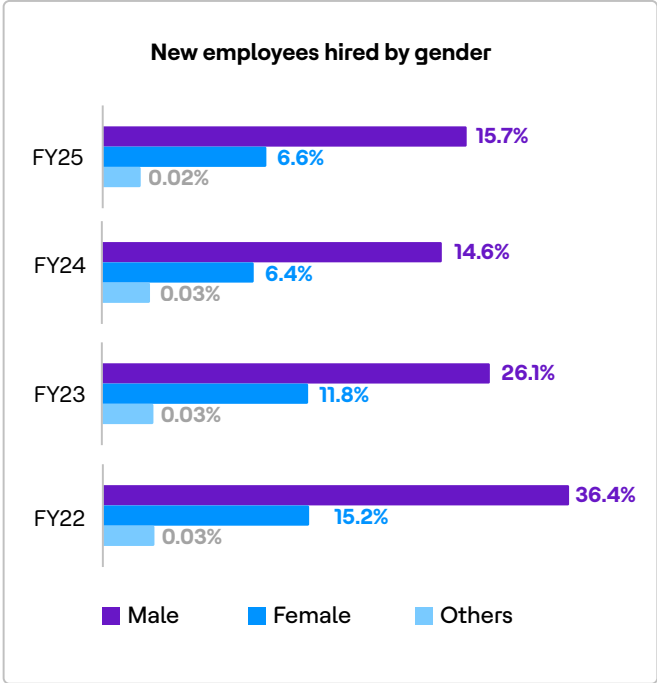
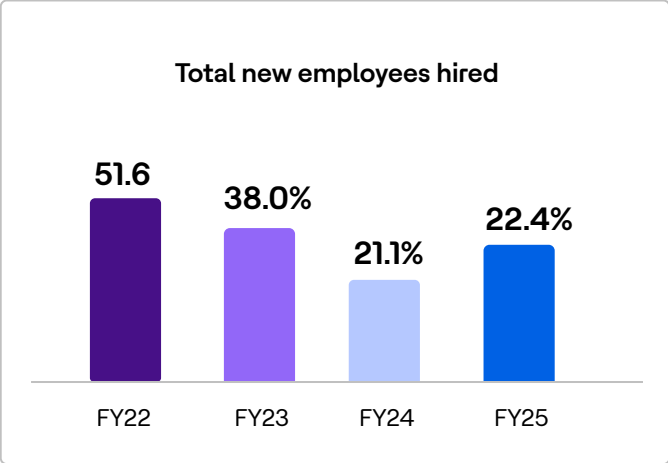
Smart, inclusive and scalable hiring

As HCLTech continues to scale new heights on its global growth journey, our people remain our greatest force of momentum. In FY25, we achieved an impressive 22.4% rate of new employee hire by age, gender, region—a powerful reflection of the energy, innovation and transformation fueling our progress.

To keep pace with this momentum, we're redefining talent strategy with purpose and intelligence. By embracing AI-powered platforms like Smart Recruit, Edge and Kalido, we're unlocking opportunities from within, enabling seamless internal mobility while attracting top talent from outside.

Beyond our walls, the Talent Navigator platform is transforming recruitment into a fairer, more inclusive experience—leveraging data and automation to remove bias, enhance diversity and ensure every new hire strengthens the fabric of our HCLTech family.

At the heart of it all is a belief that when people thrive, our business thrives—and together, we're building a future powered by passion, purpose and possibility.



*Others include hires who have not disclosed gender or age

Strengthening early talent pipelines

In a rapidly evolving talent landscape, our strength lies in balance—the wisdom of experience paired with the fresh perspective of youth. At HCLTech, we’re committed to building teams that not only meet the dynamic needs of our clients today but also fuel innovation and expertise for the future.

In FY25 alone, we welcomed 7,829 fresh graduates into the HCLTech family—a powerful testament to our ongoing investment in nurturing early-career talent and shaping the next generation of technology leaders.

TechBee program

One of our flagship initiatives in early talent development is the TechBee Program, designed to provide career pathways for talented Class 12 graduates. Launched in India in 2017 and now also operational in Australia, Canada, Americas, New Zealand, Sri Lanka etc, TechBee offers a structured one-year training program that prepares high school graduates both technically and professionally for global IT careers. It empowers youth to achieve financial independence, a full-time tech career and an opportunity to pursue higher education from leading institutes.

Local hiring

At HCLTech, sustainable growth begins with investing in local talent. We're proud to share that 95% of our global employees are hired locally—a reflection of our deep-rooted commitment to empowering communities and building resilience from the ground up.

This approach not only reduces our reliance on work visas but also strengthens service continuity, cultural alignment and our ability to scale seamlessly across regions. By creating meaningful local jobs, we fuel economic growth and social impact, while positioning ourselves as an industry leader in local hiring—a key differentiator that sets us apart.

New Vistas strategy

Launched in 2015, HCLTech's New Vistas initiative strategically established world-class delivery centers in India's Tier 2 and Tier 3 cities, chosen for their talent potential and infrastructure. Focused on sustainable growth and local talent development, the workforce in these locations has grown at a 10% CAGR over five years, with over 14,000 fresh graduates hired—78% from local communities. Today, New Vistas campuses employ over 27,000 people, enabling career growth closer to home and supporting regional development.

Nearshore operations

Our nearshore operations have seen significant growth and development over the past two fiscal years. The program's success extends globally through 20 nearshore locations across the Americas, Europe and beyond.

Americas

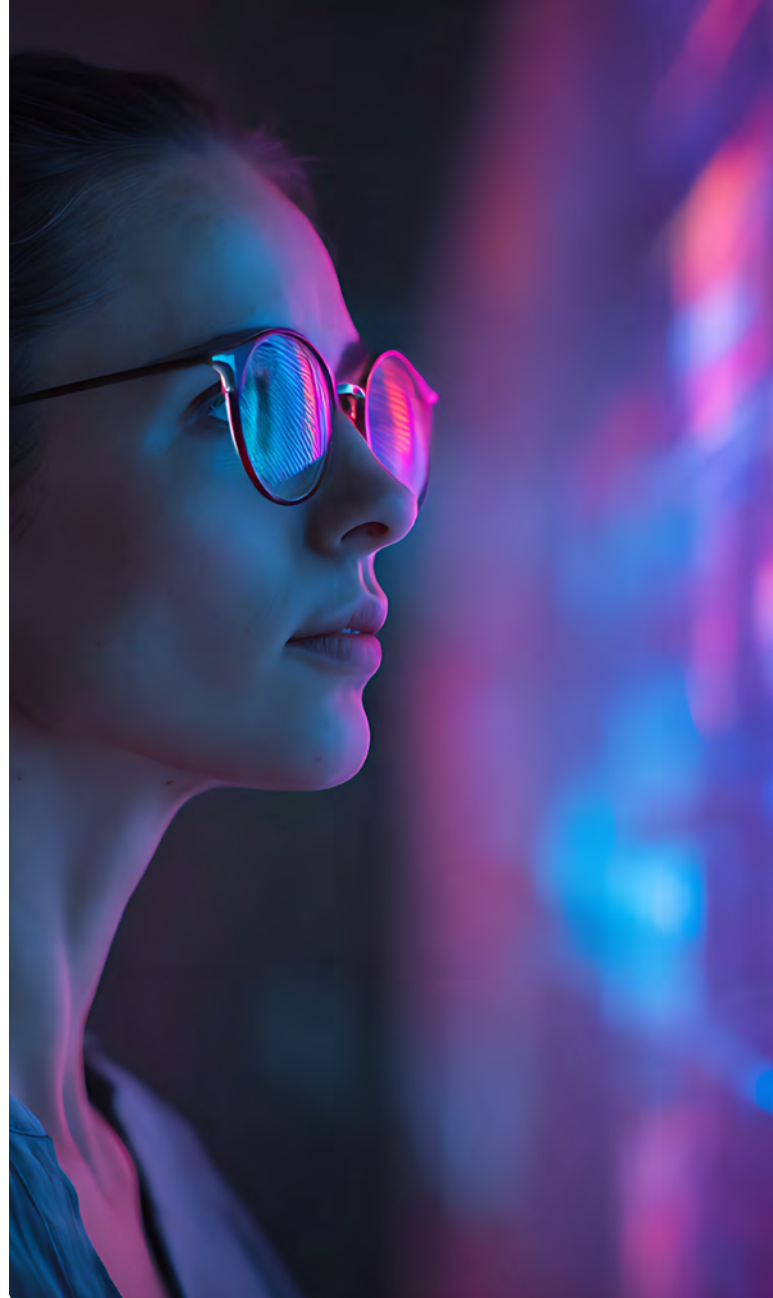
Brazil, Canada, Costa Rica, Guatemala, Mexico

Europe

Bulgaria, Czech Republic, Hungary, Germany, Lithuania, Poland, Portugal, Romania, Spain, Morocco

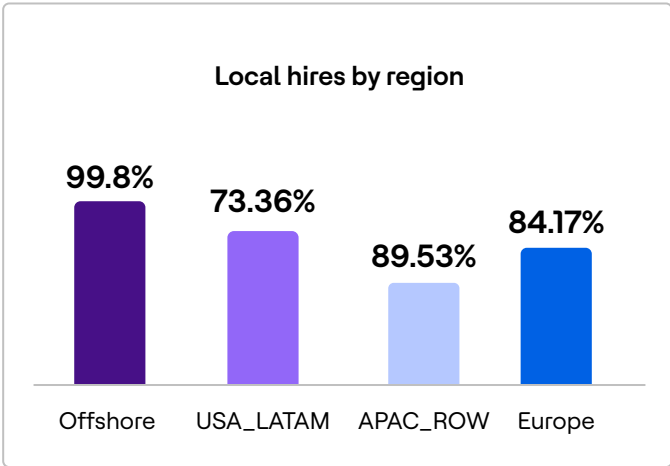
Rest of the World

China, Philippines, Malaysia, Sri Lanka, Vietnam



Program highlights

- We hired 7,731 employees from local communities in FY25, compared to 5,263 in FY24—reflecting a 47% increase
- Our headcount grew by 5.18% in FY25, reaching 26,083 up from 24,797 in FY24
- We are engaged in niche technologies and innovative projects that have received government recognition, making us eligible for grants in some countries.
- Our current gender ratio stands at 67:33 for nearshore locations outside the country
- We operate out of 108 facilities across all nearshore countries



Talent development

At HCLTech, we believe that a truly rewarding career is one that grows with you. That’s why we’re deeply committed to nurturing talent, inspiring progress and creating pathways for sustainable, meaningful growth.

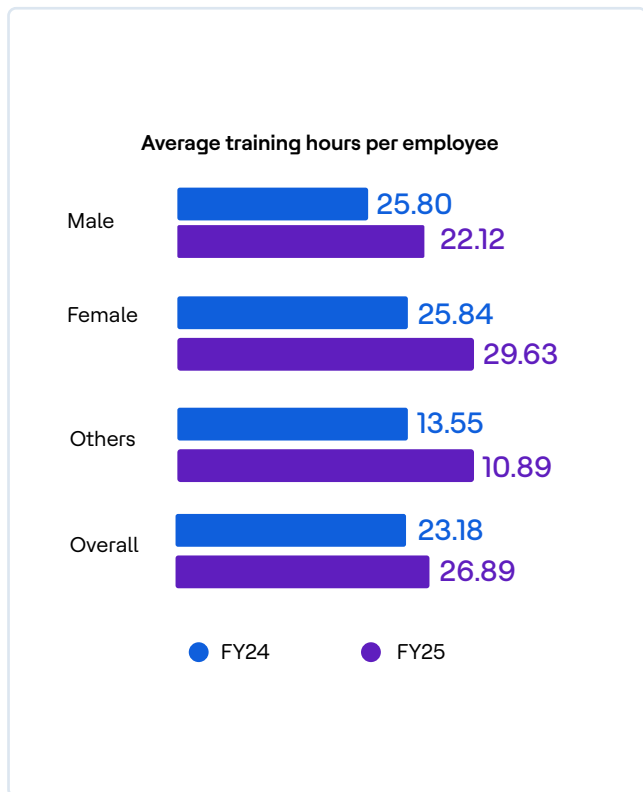
Our transparent, multi-stakeholder performance review process, aligned with our Internal Career Opportunity Policy, ensures that every employee is seen, heard and supported. In FY25, 100% of our employees participated in formal appraisals, focused on clear, role-based goals and real-time feedback—driving alignment, development and purpose throughout the year.

To further ignite potential, our personalized Learning and Development programs empower employees to ‘Find Your Spark’—building the skills they need today and preparing them to lead with confidence into tomorrow



Average training hours per employee

The average training hours per employee show a positive upward trend across categories, with notable 27% increases among both male and female employees from FY24 to FY25.



Skilling and up-skilling initiatives

At HCLTech, learning is no longer just role-based—it's purpose-driven, skill-first and future-focused. We've reimagined our approach to talent development, shifting toward a dynamic model that prioritizes expertise in digital, engineering, cloud and AI—the very engines of tomorrow's innovation.

Backed by a structured, data-driven process, we use surveys, performance insights and tools like the Dreyfus Competency Model to pinpoint learning needs that align directly with our strategic vision. Career growth is accelerated through personalized up-skilling journeys and access to world-class platforms such as iSuccess, Udemy and Coursera.

Flagship programs like Aspire, iLead NextGen and the Sustainability School empower our people to lead with agility, resilience and purpose—ensuring their growth evolves in step with our organization's transformation. At HCLTech, we don't just prepare for the future—we build it, together.

Certified People Manager Program

HCLTech's Certified People Manager Program is a strategic talent development initiative aimed at developing conversational ability of people managers and building a culture of inclusion.

The impact has been both tangible and transformational. In FY25, managers who underwent the training:

- Reported zero employee complaints
- 43% were recognized for team contributions as compared to 24% among the non-trained of which 17% were more likely to mentor others as compared to 8% among the non-trained
- 27% received more appreciation from their teams as compared to 16% of the non-trained

This program showed a marked improvement in attrition rates, as reflected in approximately 7% drop of the Wilcoxon rank-sum median. By strengthening leadership behaviors, the program directly supports HCLTech's goals of enhancing employee experience, reducing turnover and driving sustained business performance.

Inclusion in Action: Allyship

HCLTech's Inclusion in Action: Allyship program is a virtual instructor-led training (ViLT) initiative aimed at strengthening inclusive leadership across the organization. Designed specifically for people managers, the program cultivates the mindset and tools necessary to become active allies in the workplace, promoting equity, empathy and representation.

In FY25, 5,471 people managers trained. Among them, 1,680 managers contributed to the addition of 2,153 women team members, leading to a net increase of 353 women.





Mentorship

Mentorship plays a critical role in our learning strategy, promoting career advancement through structured support and shared learning. With platforms like MentorMe, which connects over 32,000 employees across 60 countries and digital tools like MentorBot, powered by Generative AI, we ensure personalized, scalable mentoring experiences.

Partnerships with academia

At HCLTech, learning knows no boundaries—which is why we actively collaborate with some of the world's most respected academic institutions, including Harvard Business School, MIT and Wharton, to enrich our learning ecosystem and spark transformative thinking.

Through guest lectures, joint research and specialized training modules, our employees gain access to cutting-edge insights, world-class expertise and real-world applications that elevate both personal and professional growth. Most recently, in partnership with MIT Technology Review Insights, we launched a thought-provoking report underscoring the urgent need for enterprises to adopt responsible AI practices, especially as agentic AI technologies take center stage. These collaborations reflect our commitment to staying ahead of the curve—and bringing our people with us every step of the way..

Ideapreneurship and innovation

Ideapreneurship is at the heart of HCLTech's culture, encouraging employees to ideate, innovate and co-create value with clients. Our Value Creation Portal acts as a catalyst, drawing on the varied insights and expertise of our employees. The innovation platform encourages employees to share their client focused ideas.

FY25 marked a defining chapter in the Value Creation Initiative, one of momentum, meaning and measurable impact. Our Value Creation Portal serves as a hub for this innovation, with over 29,700+ unique contributors, 17,431 ideas generated, 8,257 implemented and an impressive \$1.7 billion in value delivered to clients in the current financial year.

STEM talent pipeline

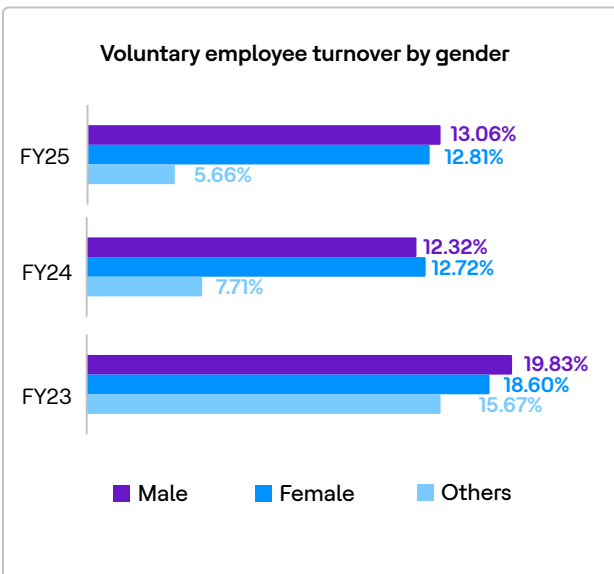
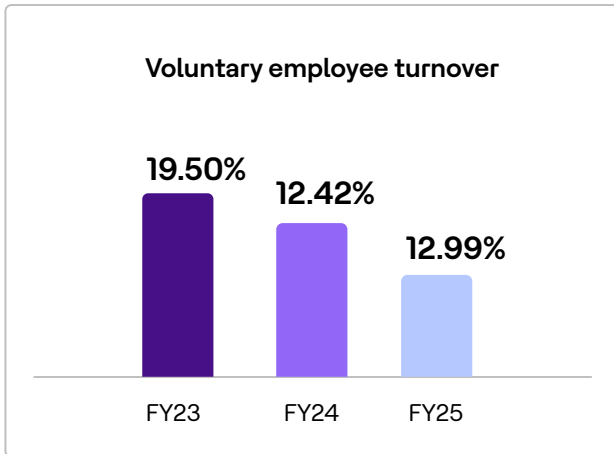
Apprenticeship programs and partnerships with educational institutions like Purdue Global and Southern New Hampshire University enable us to create a pipeline of STEM talent, providing opportunities for high school graduates to acquire technical skills and higher education degrees simultaneously.



Employee satisfaction

At HCLTech, we don't just attract top talent—we invest in creating a workplace where people feel empowered, valued and inspired to grow. Our deeply people-centric engagement model focuses on nurturing potential, supporting well-being and building a culture of trust and belonging.

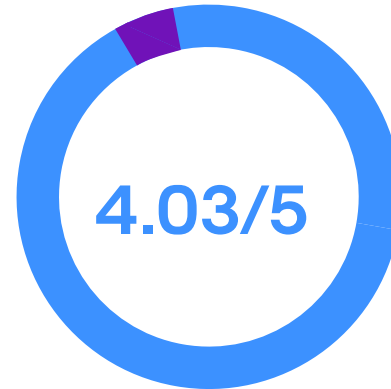
This commitment is reflected in our results: from FY23 to FY25, we saw a 33% drop in voluntary employee turnover, a clear sign of rising satisfaction, loyalty and connection to our purpose. At HCLTech, we believe that when our people thrive, so does our business.



Note: Voluntary employee turnover rate includes LTM-IT Services

At HCLTech, our people-first culture is more than a philosophy—it's a daily commitment to helping every individual grow, thrive and feel valued. Central to this is our AI-powered internal talent marketplace, TalentXchange, which gives employees clear visibility into roles that align with their skills and aspirations. With over 13,000 employees advancing their careers through the platform, TalentXchange has become a powerful engine of internal mobility and has earned industry recognition for its innovation.

Employee satisfaction score:



This commitment to growth is deeply rooted in a robust, holistic engagement ecosystem. Our third party conducted annual Employee Engagement Survey conducted in 2023 and valid for 3 years, with feedback from over 86,000 employees, delivered a strong employee satisfaction score of 4.03/5, reinforcing the strength of our inclusive and supportive workplace

But we don't stop at surveys. Tools like 360-degree reviews, EPIC Feedback and the My Passion Report provide rich insights that align personal purpose with professional development. Guided by our People Engagement Maturity Index (PeMI), we monitor well-being across six key dimensions, enabling targeted, meaningful support.

Programs like Xtramiles, Passion Studio and employee resource groups such as Women Connect foster creativity, recognition and belonging. Through leadership dialogues, wellness initiatives, cultural events and volunteering opportunities, we create an environment where every voice is heard and every individual is empowered to grow.

At HCLTech, we're not just building careers—we're building a workplace where people feel inspired, supported and truly at home.

Inclusion for all

HCLTech fosters a culture where individual uniqueness is celebrated and diversity fuels innovation. Through leadership programs, community engagement and training on cultural competency, HCLTech promotes equality and inclusivity. This dynamic approach empowers all employees to thrive and contribute meaningfully.

DEI highlights

28.8%

Gender diversity
in FY25

34.4%

Increase in
differently-abled
employee headcount

50%

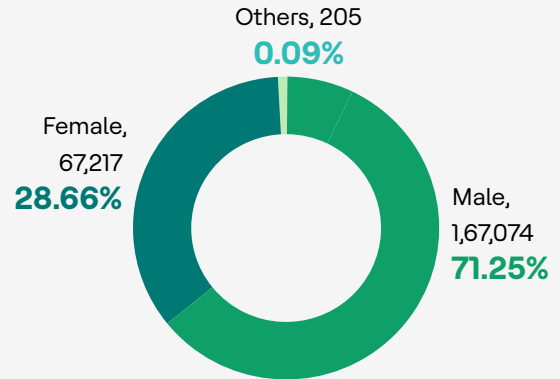
Campus hires
are women

30%

Female
new hires

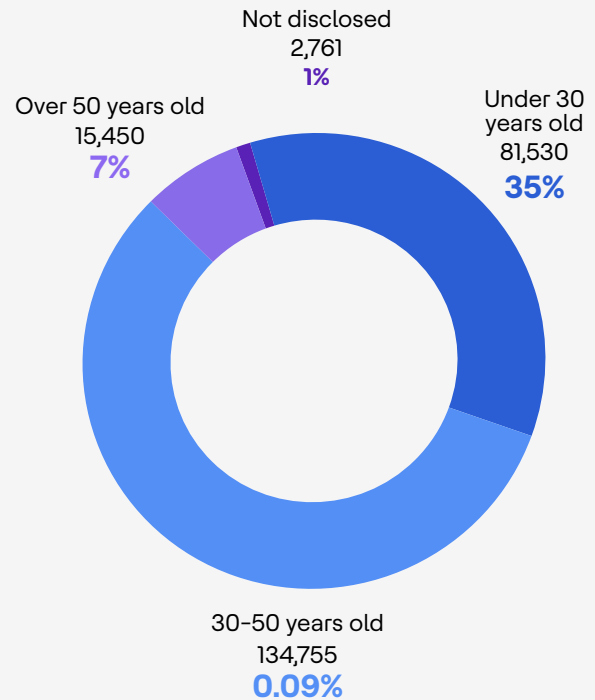


Employee breakdown by gender



Employee breakdown by age

Total employee by age in FY25



Employee breakdown by region

Employees by region	FY22	FY23	FY24	FY25
Americas (USA_LATAM)	32,439	33,169	32,131	31,239
Male	23,932	24,811	24,136	23,543
Female	8,392	8,250	7,886	7,611
Others	115	108	109	85
APAC_ROW	11,573	12,984	14,179	16,028
Male	8,018	9,028	9,864	10,769
Female	3,453	3,847	4,253	5,192
Others	102	109	62	67
India	165,530	179,425	172,961	169,380
Male	118,564	125,689	121,130	119,476
Female	46,960	53,733	51,831	49,904
Others	6	3	0	0
Europe	15,292	15,774	17,977	17,849
Male	11,306	11,568	13,289	13,286
Female	3,975	4,084	4,536	4,510
Others	11	122	152	53



Inclusivity at HCLTech

At HCLTech, inclusion isn't just a goal—it's woven into the very fabric of how we operate. Driven by our vision of a sustainable and equitable future, we continually invest in creating a workplace where every employee feels welcomed, supported and empowered.

Disability inclusion

At HCLTech, we are proud to champion inclusion and equal opportunity for persons with disabilities (PwD) through our comprehensive PwD Charter—a clear commitment and framework for their successful integration into our personnel. We fully embrace the spirit and requirements of the Rights of Persons with Disabilities Act, 2016 and actively promote digital accessibility by adhering to the Web Content Accessibility Guidelines (WCAG), ensuring that our online platforms are welcoming and usable for everyone.

In everything we do, we strive to create a workplace where inclusion is celebrated and all abilities are empowered to thrive.

Complementing this, our We Are NeuroDiverse (WAND) initiative champions neurodiversity across Europe and Africa—raising awareness, fostering career development and celebrating inspiring role models.

Together, these powerful efforts have driven a remarkable 34.4% increase in differently-abled employees, now totaling 996 individuals, reflecting our ongoing commitment to embracing diverse abilities and empowering every member of our personnel.



Differently-abled employees

S. No.	Particulars	Total	Male		Female		Others	
			No	%	No	%	No	%
Employees								
1	Permanent	958	749	78.18%	207	21.61%	2	0.21%
2	Other than Permanent	38	30	78.95%	8	21.05%	0	0.00%
3	Total employees	996	779	78.21%	215	21.59%	2	0.20%

Health benefits

At HCLTech, caring for our people means caring for their health, well-being and peace of mind. We offer comprehensive, fully insured preventive health check-ups—completely cashless—for employees and their families, including executive screenings, lab tests and diagnostics through HCL Healthcare clinics across India.

Globally, we back this with robust insurance coverage—spanning health, accident and life insurance—tailored to local laws and regulations. Whether it's everyday wellness or long-term protection, our commitment remains the same: to ensure our employees feel secure, supported and cared for—every step of the way.

HCL Healthcare

HCL Healthcare, an industry-first wellness initiative by HCLTech, was created to provide integrated, preventive and primary healthcare to employees and their families. Evolving from onsite medical support, it has become one of India's largest workplace healthcare ecosystems, blending physical and digital services. By FY2025, it had delivered over 153,298 health check-ups for employees and dependents and 250,000 consultations, including chronic disease and dental care. Each day, over 500 people benefit from its physical centers and teleconsultations.

With a Net Promoter Score above 85%, the program is trusted for its holistic and accessible care. Future plans focus on expanding reach through smart diagnostics, AI and personalized care aligned with sustainability goals.

Family benefits

At HCLTech, we believe that life's most important moments deserve unwavering support. Our inclusive parental leave program—covering maternity, paternity and adoption—reflects our deep commitment to standing by our employees through every chapter of life.

In FY25, 10,375 employees embraced this benefit, with an impressive 99.81% returning to work and 75.19% remaining with us a year later, underscoring the trust and care built into our culture.

Complemented by compassionate policies like bereavement leave, we continue to foster a workplace where people feel supported not just as professionals—but as individuals navigating life's journey.



ParentPro

HCLTech launched ParentPro to support employees through the critical life transition of parenthood, recognizing its impact on career progression, satisfaction and retention—particularly for women. Conceived as a holistic caregiving platform, ParentPro helps expecting, new and seasoned parents balance work and family, with a strong focus on mental wellness. In alignment with local laws, HCLTech offers 26 weeks of fully paid maternity leave for primary caregivers and 5 days for secondary caregivers in India.

Going beyond mandatory legislations, HCLTech provides a range of benefits and engagement initiatives to support female retention such as:

Flexible work support

Up to 18 months of work-from-home options post-maternity leave, based on client alignment.

Exemption from night shifts and flexible schedules for six months post-return.

Career safeguards

Protection from bench movement for 12 months.

Continued role stability during transitions.

Performance ratings shielded from maternity-related bias.

Personalized well-being programs

Mom Care Plan: Six months of postnatal support including medical, mental health and wellness services.

Access to pre-natal yoga, IVF and lactation support, ergonomic improvements and daycare facilities

Ongoing engagement

Mom Connect sessions, dedicated Buddy Program and WPC SPOC alignment to maintain continuous connection.

This program now offers a wide range of services:

Mum connect: Peer networking platform for expectant and new mothers

Manager toolkit: Resources to help leaders support returning employees

Buddy program: Peer mentorship to ease the transition back to work

Mom care and benefits: Wellness and insurance information tailored for mothers

Support for fathers: Tools to promote shared caregiving and work-life balance

ParentPro offers comprehensive support for working parents, including pre-conceptual assistance through partnerships with fertility clinics providing discounted IVF treatments and financial aid. Onsite daycare centers in Chennai, Bangalore and Noida ensure safe, quality care for children aged 6 months to 6 years. Since its launch, the Momtastic program has boosted one-year maternity retention by 15% and overall parental retention by 13% compared to FY24.



Emotional and professional well-being

At HCLTech, we understand that balance fuels well-being and performance. To help our employees thrive both personally and professionally, we offer flexible working hours, work-from-home options and part-time arrangements—empowering individuals to shape their work around their lives.

Our BEWELL initiative, embraced across all Indian campuses, brings wellness to the forefront through a vibrant, three-day holistic program. From musical concerts and fitness challenges to therapy sessions, meditation and nutritious food options, BEWELL nurtures body, mind and spirit.

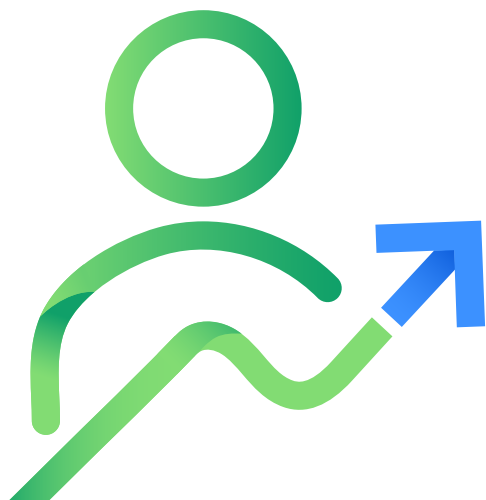
We also honor our employees' need for stability. In times of operational change, we ensure ample notice is provided—offering time to adjust, prepare and feel supported every step of the way.

Mental health focus

HCLTech promotes mental and emotional well-being through proactive initiatives like 1-on-1 Manager Connects for regular emotional check-ins and Gatekeeper (QPR) Training to help leaders identify and address mental health challenges early. The Yuj-Mindfulness Initiative further supports employee well-being with guided meditation, breathing exercises and expert talks, fostering a culture of mindfulness, reflection and emotional balance.

Financial benefits

From a financial well-being perspective, we ensure our employees and their families are supported in times of need. Our overtime and on-call policies ensure fair and transparent remuneration for work performed beyond regular hours, in full compliance with local labor laws across the globe.



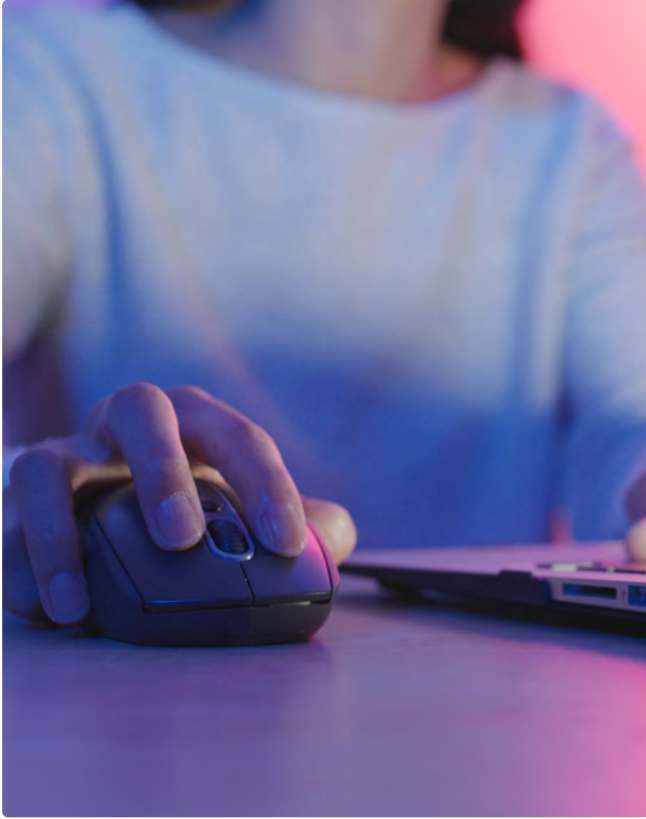


Benefit Box

HCLTech's Benefit Box program, launched in FY19-20 enhances employee quality of life and financial well-being through exclusive deals on essentials and services. By FY24-25, it engaged over 81,000 employees, delivering \$680,000 in savings. Accessible via the MyHCL portal with a user-friendly interface, the program covers healthcare, education and daily needs and is available globally with redemptions in India and Mexico. Featuring popular brands like Samsung, Amazon and Audi, Benefit Box has earned high employee satisfaction and become a key part of HCLTech's employee-centric culture by combining financial relief with lifestyle convenience.

This positive feedback underscores the program's dual impact—enhancing purchasing power while reinforcing HCLTech's focus on employee-centric initiatives. Benefit Box continues to stand out as a pivotal initiative, aligning financial relief with lifestyle convenience and strengthening the company's culture of care and empowerment.





OHS risk management

At HCLTech, protecting our people is a top priority and we've built a comprehensive Occupational Health and Safety Management System (OHSMS) to proactively safeguard our workplaces and ensure full regulatory compliance.

Leveraging Failure Mode and Effect Analysis (FMEA), we systematically assess tasks based on severity, likelihood and detectability, generating a Risk Priority Number (RPN) to identify and prioritize potential hazards. Where needed, we take decisive corrective actions—from redesigning processes to introducing stronger safety controls.

We don't stop at prevention—audits and inspections validate the effectiveness of our approach, fueling a cycle of continuous improvement. It's all part of our commitment to creating a work environment where every employee feels safe, supported and cared for—every single day.

At HCLTech, we believe that a safe and healthy workplace is the foundation of a thriving personnel and resilient business. We are deeply committed to protecting the well-being of our people by embedding Occupational Health and Safety (OHS) into the heart of our operations.

Our employees actively uphold OH&S policies and practices aligned with the ISO 45001:2018 standard, focusing on risk prevention, employee involvement, continuous improvement and emergency readiness.

These principles are not just protocols—they're a shared commitment to looking out for one another, every day.

To strengthen this culture of care, we've set clear OHS targets that guide our efforts toward creating an environment where everyone feels safe, supported and empowered to do their best work:

- Reduce workplace incidents and illnesses by 25% from the previous year
- Ensure 100% compliance checks of all shift transport cabs (both mandatory and non-mandatory)
- Post calorie information on 85% of the food served in company cafe

Workstation ergonomics

At HCLTech, we prioritize employee well-being by designing safer, more comfortable workspaces. A key part of this commitment is our focus on ergonomics—ensuring that every workstation supports both health and productivity.

Before any workstation or chair is procured, it undergoes careful evaluation, with a strong preference for BIFMA-certified products that meet the highest standards of quality, comfort and support. In regions like the UK, we go a step further by conducting Display Screen Equipment (DSE) assessments, fully aligned with local legal requirements, to ensure our teams are protected, wherever they work. It's all part of creating a workplace where safety and comfort go hand in hand.

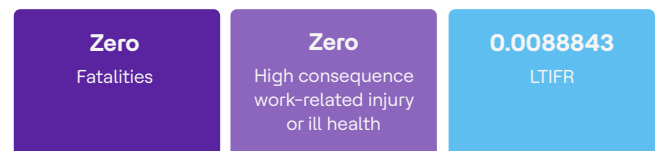
Safety training and awareness

At HCLTech, we're cultivating a culture of safety that's built on awareness, inclusion and shared responsibility. Through extensive training, open communication and active employee engagement, we empower our people to take safety into their own hands—every day.

In the reporting year, over 42,000 employees participated in health and safety training, with localized materials ensuring that learning is accessible and relevant across regions. From interactive events to regular safety committee meetings and open feedback channels, we create space for continuous dialogue and improvement.

These collective efforts reflect our unwavering commitment to a workplace that is not only safe and compliant, but also proactive, informed and deeply human-centered.

FY25 Highlights



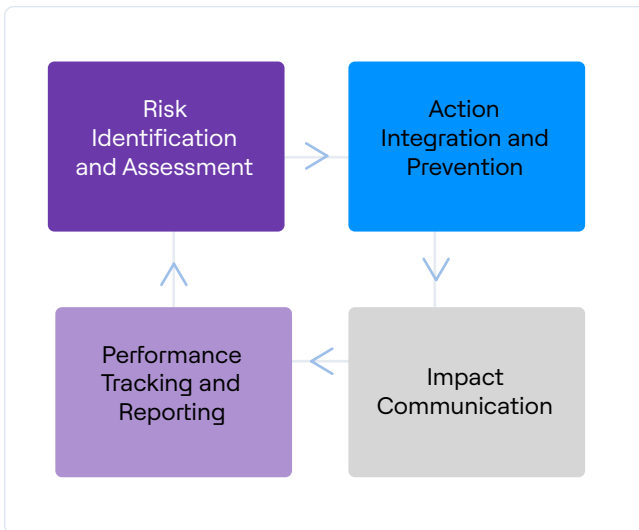
Respecting human rights

At HCLTech, respect for human rights is a cornerstone of how we operate—within our organization and throughout our global supply chains. Guided by our comprehensive Human Rights Policy, we uphold the principles set forth by the UN Declaration of Human Rights and ILO conventions, ensuring these values extend to our employees, trainees, vendors and clients alike.

We maintain zero tolerance for child labor, forced labor, discrimination, or harassment and we strongly uphold the rights to safety, redress and freedom of association—because every individual deserves to be treated with dignity, fairness and respect.

Our dedication is reinforced through a structured, transparent process for identifying, assessing and managing human rights risks, as illustrated below—demonstrating that our values aren't just written; they're actively lived across all levels of our business.

Due diligence process



1. Risk identification and assessment

This step involves systematically identifying and evaluating potential and actual human rights impacts to fully grasp their scope and nature.

2. Action integration and prevention

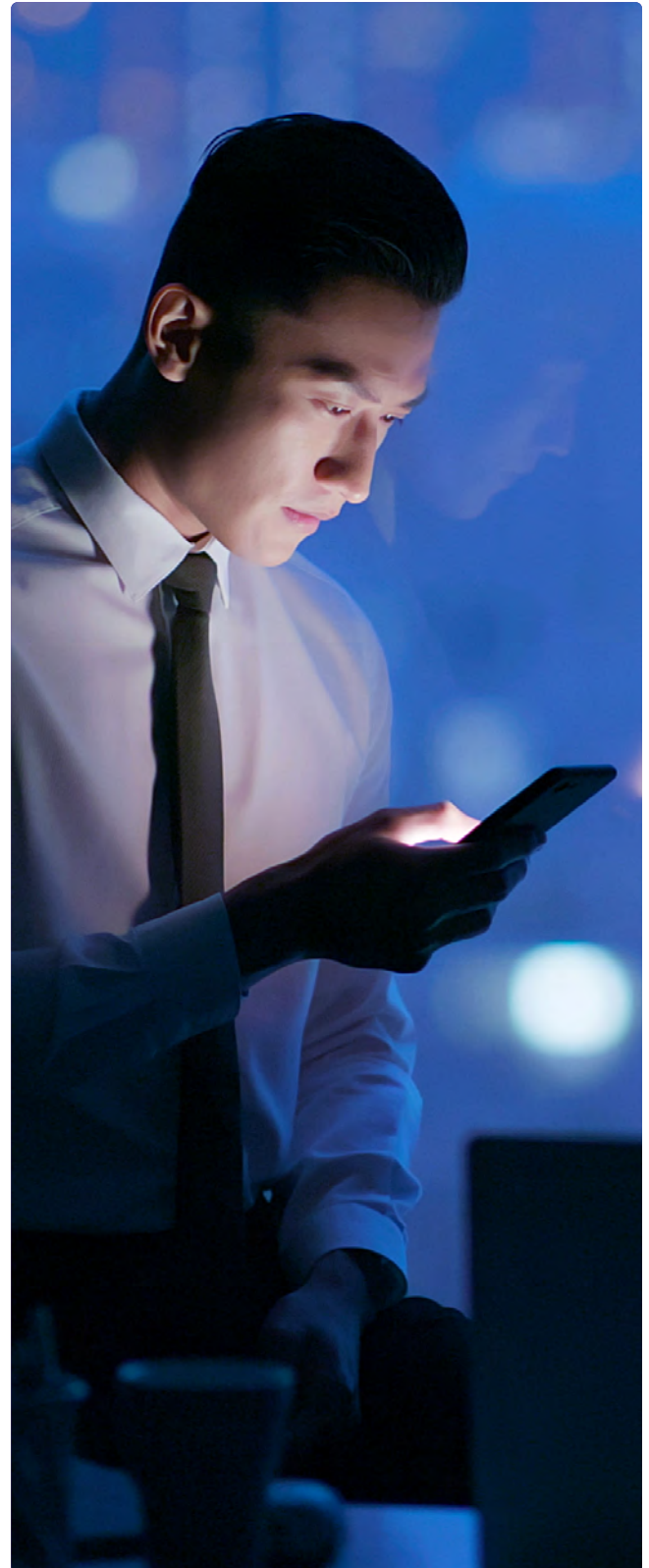
The findings from the impact assessments are integrated into relevant internal operations, leading to concrete actions that prevent and alleviate adverse human rights impacts.

3. Performance tracking

The effectiveness of human rights risk mitigation responses are systematically tracked over time.

4. Impact communication and reporting

Key human rights indicators are consistently measured and reported through public disclosures, demonstrating accountability and transparency in addressing impacts..



Human rights risk mapping matrix

At HCLTech, we are unwavering in our zero-tolerance stance against violence, harassment and discrimination—because every employee deserves a workplace that is safe, respectful and empowering.

To uphold this, we've established confidential reporting channels and strong ethics oversight, fostering a culture of transparency and accountability. In FY25, an impressive 92.89% of employees completed human rights training and no violations were reported—a powerful reflection of our collective commitment.

73% of our global offices, assessing key human rights indicators. We also embed human rights due diligence into all mergers and partnerships, ensuring our values extend beyond our walls. With 5.22% of employees belonging to trade unions, we proudly support freedom of association and collective bargaining, reinforcing our belief in fairness, voice and dignity for all.

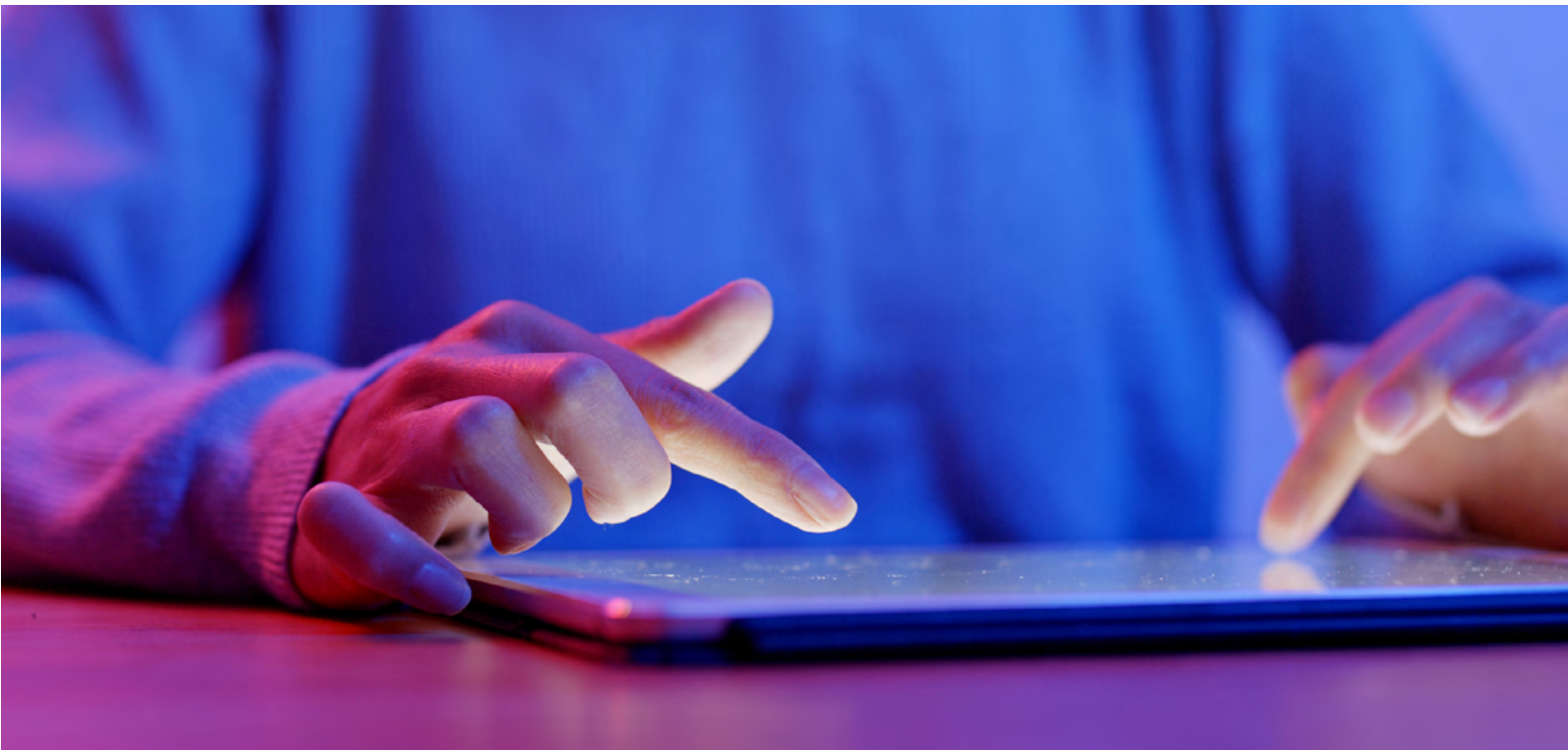
Grievance resolution

At HCLTech, we believe that integrity, transparency and trust are the foundation of a strong workplace culture. That's why we prioritize a fair and responsive grievance resolution process—one that not only addresses concerns but also drives continuous improvement.

At the heart of this is our 24/7 Global Ethics Helpline, powered by OneTrust, which supports confidential reporting in over 50 languages via phone or text—ensuring every voice can be heard, anytime, anywhere.

In FY25, we strengthened our resolve to promptly and effectively resolve workplace issues, reinforcing our commitment to ethical conduct and responsible governance at every level of the organization.

- 10 grievances related to working conditions were reported and resolved by year-end.
- 10 health and safety grievances were reported in FY25 and all were resolved by year-end.
- 55 sexual harassment complaints were reported; 50 are resolved.
- 76 grievances including whistle blower complaints were received and 42 of them were resolved.



Sustainable solutions for our clients



At HCLTech, innovation and sustainability go hand in hand—driven by a deep passion to make a difference. Our teams channel their heart and expertise into creating transformative solutions that tackle the world’s most pressing challenges, from fighting climate change to safeguarding vital resources.

We don’t just advocate for sustainability—we ignite it. By weaving smart, tech-powered solutions into every stage of the business journey, we empower organizations to create real, lasting impact. Our approach helps clients anticipate risks, meet their goals with confidence and build resilient, future-ready enterprises.

Together, we’re not just building technology—we’re shaping a future where progress serves a greater purpose and leaves a legacy of hope for generations to come.

SDG alignment



Sustainability Strategy and Transformation

At HCLTech, we empower enterprises on their sustainability journey with expert consulting that goes beyond strategy and reporting. From shaping bold visions to delivering transparent, results-driven disclosures, we help organizations turn their sustainability ambitions into lasting, measurable impact—for their business, communities and the planet.

Sustainability Disclosure reporting

HCLTech offers a powerful and comprehensive suite of Sustainability Disclosure and Reporting services—designed to help enterprises navigate the complexities of ESG with confidence and clarity. From in-depth gap assessments and KPI definition to seamless digital implementation, data assurance and real-time dashboards, our solutions bring transparency to the forefront and turn compliance into opportunity. By blending cutting-edge technology, robust data and deep domain expertise, we empower organizations across industries to lead with purpose and drive meaningful, strategic sustainability outcomes

Sustainability Data Management

HCLTech’s Corporate Sustainability Data Engineering Framework empowers organizations to unlock the full potential of their ESG data. By unifying diverse internal and external data sources into a robust, intelligent platform, it enables seamless measurement and tracking of sustainability KPIs. With built-in support for evolving regulations like CSRD and global disclosure standards

such as CDP, SASB, GRI and TCFD, this framework is more than a solution—it’s a catalyst for transparency, accountability and lasting impact on the journey toward a more sustainable future.

Sustainable products and packaging

HCLTech enables organizations to design and develop products and packaging that align with environmental standards and circular economy principles

Key capabilities

- Eco-conscious product and packaging design using sustainable materials and low-impact processes.
- Environmental impact measurement through tools like Product Carbon Footprinting (PCF) and Life Cycle Assessment (LCA).
- Regulatory compliance support with frameworks such as Extended Producer Responsibility (EPR) and Environmental Product Declarations (EPDs).



Life Cycle Assessment (LCA) and Environmental Product Declarations (EPD)

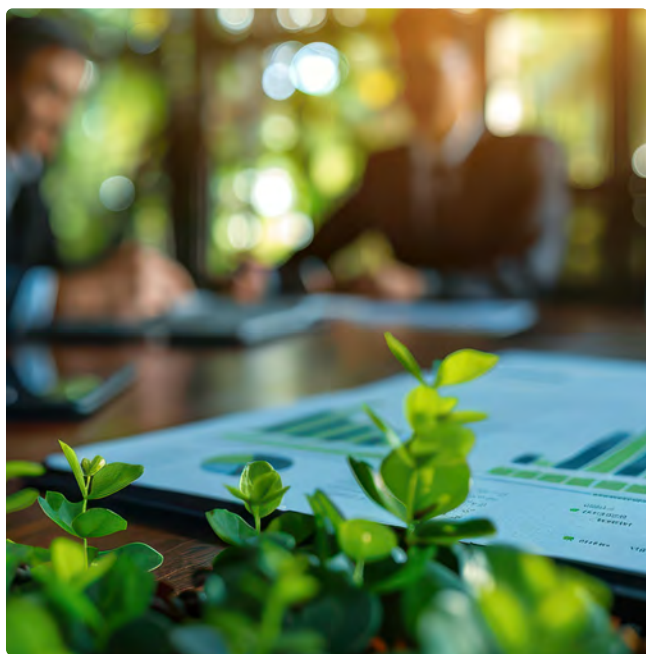
At HCLTech, we bring purpose to innovation through our Life Cycle Assessment (LCA) services, aligned with ISO 14040 and 14044 standards. By helping clients develop Environmental Product Declarations (EPDs), we drive greater transparency and trust in every product story. In FY25, we partnered with a leading Japanese MedTech company to embed sustainability at the heart of product design. Through in-depth LCAs and meticulous teardown studies, we identified 38 transformative opportunities—from smarter material choices to design refinements—that meaningfully reduced the products' environmental footprint. It's how we turn data into action and vision into lasting impact.

Digital product passport framework

HCLTech's framework for Digital Product Passports enables clients to build structured, traceable product data for engineering goods, spanning technical architecture, engineering development, eco-efficient design and product compliance. The framework is designed to be cost-effective and scalable, helping organizations meet growing regulatory and supply chain transparency demands.

mypcm – product carbon management

mypcm is HCLTech's intelligent digital solution for simulating and optimizing product carbon footprints, along with manufacturing and logistics costs. It enables rapid hot-spot analysis of product-level emissions using minimal Bill of Materials (BoM) inputs, helping engineering and supply chain teams make smarter design and sourcing decisions.



Sustainable operations and supply chain

HCLTech enables organizations to align operations with environmental and safety standards, fostering resource efficiency and resilient supply chains.

Key capabilities

- Deploy smart energy management systems and resource efficiency strategies to lower consumption and waste.
- Track and optimize Scope 1, 2 and 3 emissions using integrated platforms that enable real-time monitoring, prediction, normalization, benchmarking and reporting.
- Align client operations with leading global frameworks and certifications such as GRI, CDP, ESRS, CBAM, IFRS S2, ISO 50001, ensuring regulatory readiness and transparent disclosure.
- Monitor, measure and optimize water usage



Net Zero Intelligent Operations (NIO)

NIO is HCLTech's powerful enterprise-wide sustainability solution, purpose-built to help organizations take control of their environmental impact. With NIO, businesses can actively monitor, assess and reduce their energy use, water consumption, waste generation and greenhouse gas emissions—driving real, measurable change. Designed to seamlessly operate across diverse assets, processes and facilities, NIO empowers enterprises to align with leading global sustainability standards, transforming data into insight and ambition into meaningful action for a better tomorrow.

- Global Reporting Initiative (GRI)
- European Sustainability Reporting Standards (ESRS)
- ISO 50001 (Energy Management Systems)

AquaSphere

HCLTech's AquaSphere is more than a water management solution—it's a commitment to preserving one of our planet's most vital resources. Designed to help organizations monitor, analyze and optimize every drop, AquaSphere harnesses the power of IoT sensors, SAP Datasphere and SAP Blockchain to deliver real-time, actionable insights. With this intelligence, businesses can make smarter decisions, reduce water waste and champion sustainability with purpose and precision. AquaSphere turns water stewardship into a strategic advantage—protecting today, empowering tomorrow.

Benefits:

- **Cost reduction:** By optimizing water usage and leveraging alternative sources, businesses can lower operational costs.
- **Enhanced sustainability:** Implementing innovative conservation methods, such as rainwater harvesting, supports organizations in achieving their sustainability goals.
- **Improved compliance:** AquaSphere aids in meeting regulatory requirements by providing accurate and verifiable water usage data.

SAP Pinnacle Award Winner

HCLTech's AquaSphere solution won in the Social Impact category for driving water conservation for enterprises.

Sustainable IT

HCLTech is committed to guiding organizations on their journey toward environmentally responsible IT. By embedding sustainability deep into infrastructure, applications and digital strategies, we help businesses transform their operations—reducing their environmental impact while building a greener, smarter and more resilient future.

Key capabilities

- Enable green data centers by deploying energy-efficient technologies that lower power usage and align with standards such as ISO 14000 and ISO 50001/2.
- Support clients in adopting a cloud-first approach and implementing sustainable coding practices to reduce their overall digital carbon footprint.
- Deliver solutions that help measure, track and reduce carbon emissions from IT operations while promoting the integration of renewable energy sources.
- Eco-conscious product and packaging design using sustainable materials and low-impact processes.



HCLTech DecarbonizIT services

DecarbonizIT is HCLTech's transformative framework that brings sustainability into sharp focus across the IT landscape. By applying a powerful 'Green Lens,' it gives organizations real-time visibility into the environmental impact of their IT infrastructure and delivers intelligent, actionable recommendations to reduce and optimize their carbon footprint. With cutting-edge tools, technologies and sustainable best practices at its core, DecarbonizIT empowers clients to record, measure, track and take meaningful action—turning their IT operations into a force for climate responsibility and lasting change.

Driving sustainable IT for a global automotive OEM

HCLTech collaborated with a US-based global automotive manufacturer to develop and implement their Sustainable IT charter. The partnership involved deploying digital solutions including NIO across data centers and manufacturing sites, integrating with building management and employee devices. This enabled real-time monitoring of environmental metrics like carbon emissions, energy use, air quality, water consumption and waste, providing comprehensive visibility into the client's sustainability performance.



Sustainable finance

HCLTech supports financial institutions in advancing their low-carbon transition by helping banks, insurers and asset managers integrate ESG principles into their operations.

Key capabilities

- **Scope 3 Category 15 Emissions Measurement:** Supporting financial institutions in measuring and reporting Scope 3 Category 15 emissions, which typically represent over 85% of total emissions for the financial sector, covering financed and insured emissions.
- **Sustainability-Aligned IT Strategy:** Defining IT strategies that integrate sustainability and climate considerations across key financial processes, including advisory, underwriting and KYC (Know Your Customer).
- **Transition and Sustainable Finance Architecture:** Designing end-to-end frameworks for sustainable and transition finance, including evaluation methodologies, disclosure mechanisms and data-driven engagement models.
- **Green Bond Lifecycle Management:** Building marketplace platforms that enable financial institutions to manage the full lifecycle of green and sustainable bonds, from pre-issuance structuring to post-issuance impact reporting.
- **Climate Risk Management:** Developing solutions to manage physical and transition risks at both asset and portfolio levels through leveraging enhanced spatial analytics in partnerships with leading climate data providers.

SF360: A specialized platform for financial services

SF360 is HCLTech's flagship platform designed specifically for the financial services industry to address the complexities of Scope 3 Category 15 emissions. Recognized by AWS and co-developed with industry-leading partners, it is undergoing PCAF accreditation to ensure credibility and alignment with global standards.



Putting AI in sustAInable technology



Responsible AI

At HCLTech, our approach to AI is driven by a deep sense of responsibility, trust and social consciousness—especially in vital sectors like Financial Services, Healthcare and Public Services. As proud members of the Responsible AI Institute, we are dedicated to shaping AI that is safe, ethical and sustainable, always putting people and society at the very heart of innovation.

With strong governance and unwavering transparency, we hold ourselves accountable in every AI solution we craft. By leveraging breakthrough technologies like digital twins, XR and VR, we equip our clients with scalable, ethical AI tools that spark real, positive change. Our AI journey isn't just about pushing boundaries—it's about advancing with integrity, aligning technology with the values and hopes of all our stakeholders to create a fairer, more inclusive future for everyone.

AI risk management framework

HCLTech's Office of Responsible AI and Governance (ORAIG) guides clients in ethical, transparent and compliant AI use—rooted in integrity and social responsibility. Centered on Accountability, Fairness, Security, Privacy and Transparency, ORAIG supports AI maturity assessments, risk testing and governance aligned with standards like ISO 42001. Through deep expertise and strong partnerships, HCLTech drives responsible AI development, delivering sustainable, trustworthy and scalable solutions for clients and itself.

To support clients at every stage of their AI journey, HCLTech offers a suite of outcome-focused services, including:

- Assessing AI maturity and identifying areas for improvement
- Preparing systems for scale and alignment with standards like ISO 42001
- Conducting technical and ethical risk testing
- Designing sustainable, responsible AI products
- Implementing governance policies and change management for adoption

Indigenous AI platform for early detection and treatment of cardiovascular diseases (CVD)

An indigenous AI platform is being developed in association with a leading medical institute to enable early detection and intervention of critical diseases. Using anonymized, multi-modal patient data collected via smartphone apps, AI models identify subtle risk patterns to tailor timely health responses. Expected outcomes include reduced mortality, improved patient quality of life and a scalable, tech-enabled public health model. This initiative strengthens healthcare equity and sustainability by leveraging local innovation for impactful, preventive care.

Expected impacts:

- Enhanced ability to detect CVDs early, leading to timely and effective interventions
- Creation of a scalable platform that can be deployed across India, transforming the landscape of CVD care
- Improved Health Outcomes: Reduction in CVD related fatalities and improved quality of life for patients



EcoSustain™

EcoSustain™ is HCLTech's structured framework that supports clients across all stages of their ESG journey through a three-step approach:

1. Plan: Identify sustainability goals, assess current operations and set actionable targets.
2. Build and Configure: Implement tailored tools and technologies to support sustainability strategies.
3. Run and Scale: Monitor, optimize and expand solutions to drive long-term impact across the organization

Analyst recognitions

HCLTech Recognized as a Leader in Avasant's 2025 Tech-enabled Sustainability Services RadarView

For the second consecutive year, HCLTech has been named a Leader in Avasant's Tech-enabled Sustainability Services 2025 RadarView—one of just six providers to earn this distinction out of 58. With a perfect 5/5 score across Practice Maturity, Investments and Innovation and Partner Ecosystem, this recognition highlights HCLTech's cutting-edge use of AI, automation, analytics and IoT to address global sustainability challenges.

Driving impact through innovation, partnerships and purpose—HCLTech leads the way in tech-enabled sustainability.

At HCLTech, we believe every client's journey is unique—which is why we craft solutions tailored to their specific needs, recognizing that no two businesses are the same. We embed these requirements into our offerings to ensure maximum relevance and impact. Client feedback isn't just welcomed—it's essential. We actively listen, learn and continuously evolve our products and services to stay aligned with real-world operations and the ever-changing industry landscape. It's how we build lasting partnerships and deliver solutions that truly make a difference





Client advocacy

At HCLTech, client satisfaction is not just a goal—it's a guiding principle. We adhere to ISO 9001:2015 and ISO 20000-1:2018 standards, ensuring that quality and service excellence are built into every aspect of our operations. Central to this commitment is our belief in the power of feedback as a catalyst for continuous improvement.

Our dedicated Client Advocacy Group (CAG) leads a dynamic, multi-layered feedback system—capturing insights from over 4,000 clients across 600+ global accounts. From periodic check-ins to real-time, event-driven surveys, we listen deeply and act decisively. This feedback shapes our services, sharpens our strategies and strengthens our relationships.

Through the CRISP (Client Relationship Improvement and Solutioning Partnership) program, we ensure every client concern is resolved with speed and care. Our CREST framework fosters open, consistent engagement, building lasting trust and transparency.

At every level—organization-wide or account-specific—we treat every voice as vital. Because at HCLTech, every client journey matters and every insight moves us forward.

Evolution of CREST

CREST, HCLTech's client engagement framework launched in FY23, is designed to bring consistency, depth and purpose to every client interaction. What began with our Strategic Accounts has now grown to include over 360 high-value relationships—each contributing more than \$5 million annually.

At its heart, CREST fosters meaningful dialogue between HCLTech leadership and client stakeholders, ensuring that every conversation is aligned with client priorities, including critical topics like ESG and sustainability. This proactive engagement has already led to a 7% increase in client awareness of our ESG initiatives.

More than a framework, CREST is a living model—sharing best practices, strengthening trust and evolving with our clients' changing needs. It also helps us identify and nurture referenceable clients, reinforcing our commitment to partnerships built on transparency, collaboration and shared progress.

Since 2022, we have observed a significant rise in engagement on sustainability topics, with related feedback increasing from just 4% in 2022 to 18% in 2025, a clear reflection of our clients' evolving priorities and the effectiveness of our initiatives in this space.



Building sustainable supply chains

Building sustainable supply chains

At HCLTech, we believe that a reliable, resilient and responsible supply chain is the heartbeat of Supercharging Progress. Our procurement is grounded in trust, transparency and collaboration—championing quality while fiercely upholding the highest Environmental, Social and Governance (ESG) standards.

100% of our suppliers have accepted the supplier code of conduct

As proud signatories of the UN Global Compact, we live by its ten principles—covering human rights, labor, the environment and anti-corruption—woven into every step of our supplier partnerships. Our Supplier Code of Conduct and Procurement Policy set a clear path forward, while tools like the SAP Ariba portal empower our teams to make sourcing choices that truly

respect sustainability.

We've boldly integrated ESG criteria into vendor selection and onboarding, creating a culture of shared responsibility from day one. With vigilant oversight from our Risk and Compliance team, alongside rigorous second-tier audits and annual ESG maturity reviews, we are committed to continuous growth and unwavering accountability

Guided by the principles of ISO 20400 – Sustainable Procurement, we embed environmental and social responsibility at the heart of every sourcing decision. By strengthening traceability and nurturing lasting partnerships, we are crafting a supply chain that is transparent, ethical and ready to meet the challenges of tomorrow.

Our commitment is validated through independent verification by DNV, a trusted global certification body, affirming that our practices meet the highest standards of sustainability and integrity.

Certified to ISO 20400 – the international standard for sustainable procurement.



SDG alignment



Key goals

At HCLTech, we believe that the strength of our supply chain lies not just in terms of performance, but in the values, we share with our partners. As we continue to grow and evolve globally, we're committed to making our sourcing practices more sustainable, inclusive and forward-looking.

Our global commitment includes:

- Helping our suppliers improve their sustainability performance by weaving ESG considerations into how we choose, work with and evaluate them.
- Creating space for more diverse businesses to thrive, by opening opportunities for suppliers owned and led by minorities, women, LGBTQIA+ individuals, veterans, persons with disabilities and other underrepresented groups. Our goal is to build a supply chain that reflects the world we live in and the future we want to shape.

Supplier diversity program

At HCLTech, we are passionately committed to building a supply chain that celebrates diversity and champions fairness for every stakeholder—suppliers and subcontractors alike—regardless of their background or identity. Our partnerships span technology, business services and contingent labor, fueling both our daily operations and our long-term vision for progress.

Through our Supplier Diversity Program, we actively uplift all partners, fostering inclusive growth. We also empower our clients to track and engage with a wide range of small and other businesses across their indirect procurement. Rooted in our Supplier Diversity and Procurement Policy and aligned with ISO 20400, our approach is driven by fairness, transparency and unwavering support for small, local and other suppliers who help shape a more equitable future.

Diverse categories

At HCLTech, we proudly collaborate with a broad and diverse network of certified suppliers, each bringing unique strengths and perspectives. These partnerships are a living testament to our unwavering commitment to building an inclusive and equitable supply chain. As we expand our global footprint, we are deepening our engagement with certified diverse suppliers—amplifying opportunities and breaking down barriers to ensure that businesses led by underrepresented communities thrive alongside us.

Our current Certified Diversity Partners include:

Minority Business Enterprise (MBE)	Historically Black Colleges and Universities (HBCU)
Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender (LGBT)
Self-Certified Small Disadvantaged Business	Alaskan Native (ANC)
Disadvantaged Business Enterprise (DBE)	Disabled
Woman-Owned Small Business (WOSB)	AbilityOne Program
Economically Disadvantaged Woman-Owned Small Business (ED-WOSB)	Small Business Enterprise (SBE)
HUB Zone (HUBZone)	Airport Concession Disadvantaged Business Enterprise (ACDBE)
Veteran Owned Business (VET) Service Disabled Veteran (SDVET)	B-BBEE (Broad-Based Black Economic Empowerment)
MSME (Micro-Small-Medium Enterprises)	SME(Small and Medium Enterprises)

HCLTech places a strong emphasis on partnerships with local suppliers, particularly Micro, Small and Medium Enterprises (MSMEs). These collaborations not only foster faster, more resilient supply chains but also help reduce our environmental footprint. To drive accountability, supplier competency and sustainability are integral components of Buyer KPIs.

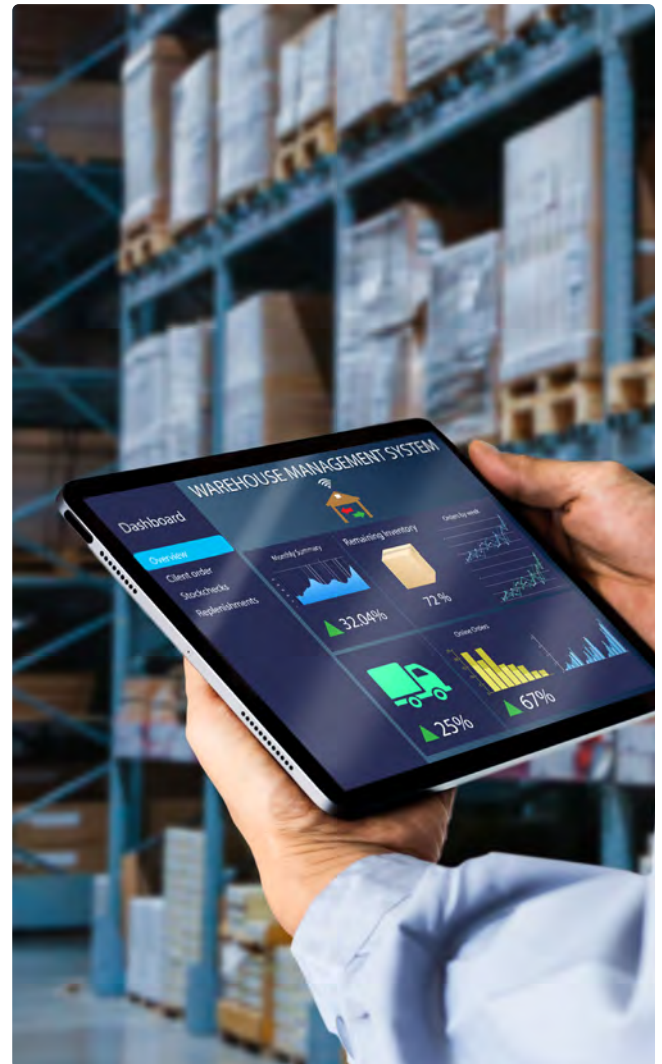
In FY25, an impressive 87% of HCLTech’s procurement spend supported local suppliers—those producing goods or delivering services within India. Beyond procurement, we actively engage in global forums nurturing connections with businesses and aligning with the highest industry standards

Combined spend on diverse suppliers in US, Canada and the UK **30.86%**

Diverse suppliers across geo locations **21.21%**

Building a broad supply chain through technology partnerships

HCLTech has partnered with CVM Solutions and Supplier IO to improve the accuracy and reach of its supplier program. These third-party platforms enhance the company’s ability to identify, validate and engage with suppliers globally. This collaboration strengthens HCLTech’s procurement efforts, supports innovation and promotes fair business practices across its global supply chain.



Integrating sustainability in our supply chain process

At HCLTech, our procurement operations are thoughtfully organized into clear categories to maximize efficiency, compliance and sustainability throughout the value chain. The Procurement Management Office (PMO) leads governance and compliance efforts, championing industry best practices. This year, we're deepening our commitment to transparency—bringing greater visibility and voice to our procurement initiatives so that every achievement and milestone is recognized and celebrated.



ESG integration into RFPs

100% of suppliers have ESG criteria embedded in the procurement contracts.

At HCLTech, sustainability is a non-negotiable part of how we source. By embedding clear sustainability criteria into RFPs across key purchase categories, we ensure that our suppliers align not just with technical and commercial expectations—but with our values. This purposeful approach strengthens the integrity of our

supply chain and builds long-term resilience rooted in responsibility.

ESG-based supplier shortlisting

At HCLTech, every new business opportunity begins with a commitment to our values. All prospective vendors undergo an initial ESG-aligned screening—ensuring consistency, transparency and a shared sense of responsibility from the very start. Each submission is evaluated using weighted criteria that shape the vendor's final assessment score during shortlisting. Looking ahead, we are introducing regular ESG response reporting to enhance visibility, drive accountability and embed sustainability deeper into every corner of our operations.



Vendor onboarding and risk-based classification

Assessment through third-party tools

At HCLTech, every new supplier begins their journey with a rigorous ESG compliance evaluation—because integrity and responsibility are at the core of how we do business. Leveraging trusted third-party tools, we assess potential risks tied to sanctions, corruption, financial health and ESG alignment. Suppliers are then classified as low or high risk, with high-risk vendors undergoing in-depth Level 2 assessments, including financial and ESG deep-dives.

This thoughtful, structured approach ensures ESG values are woven into our supplier onboarding from day one—while final decisions reflect a balanced view of sustainability, ethics and operational excellence

Vendor risk assessment

At HCLTech, our commitment to responsible sourcing goes beyond onboarding. We follow a proactive, structured program to regularly assess and manage supply chain risks—ensuring our partnerships remain strong, ethical and resilient. Each year, select supply chain partners are evaluated based on their risk profile and business significance. Through a standardized assessment process, we gauge their alignment with our internal benchmarks, reinforcing trust, transparency and our shared pursuit of excellence.

Policies and practices	Compliance	Diversity and Sustainability
<ul style="list-style-type: none"> Compliance Business Ethics 	<ul style="list-style-type: none"> Risk Management Human Rights Data Protection & Cybersecurity Training on COBEC/ ABAC 	<ul style="list-style-type: none"> Environmental Management Health and Safety Diversity and Equal Opportunities Responsible sourcing

We employ a five-step process for assessing supply chain partners based on the above criteria:

Step 1: Selected suppliers are invited to complete a self-assessment questionnaire and provide supporting evidence for specific responses.

Step 2: The self-assessment questionnaires are carefully reviewed and based on the responses, an online meeting is scheduled with the supply chain partner to clarify certain points or request additional information where needed.

Step 3: HCLTech conducts on-site assessments of selected suppliers to verify documentation and ensure compliance with environmental and social standards. When needed, third-party audits are arranged to check adherence to ISO 14001, ISO 45001 and ISO 37001, ensuring suppliers meet the company's rigorous ESG criteria.

Step 4: The final evaluation results are shared with all participating supply chain partners, along with corrective actions where necessary.

Step 5: We conduct follow-up sessions to discuss common findings, address recurring gaps and share examples of good practices to support continuous improvement across our supplier network. This meticulous assessment procedure ensures quality, reliability and uninterrupted operations.

Percentage of value chain partners that were assessed for environmental impacts

No. of value chain partners assessed	% of value chain partners (by the value of businesses done with such partners) that were assessed
236	72%

Through this assessment, no significant negative impacts were observed.

Capacity building

Following each vendor assessment, we take purposeful action—planning targeted interventions based on identified needs. At the heart of our procurement practice is a strong focus on vendor capacity building. HCLTech is deeply committed to empowering our suppliers by strengthening their capabilities in critical Environmental, Social and Governance (ESG) areas, fostering shared growth and long-term sustainability

Supplier partner training

At HCLTech, we are committed to strengthening supplier capabilities through regular capacity-building initiatives. These include training sessions, workshops and the sharing of best practices aligned with our sustainability goals.

To support this, we've launched a training platform and distributed an ESG manual to all suppliers, outlining our targets and expectations.

We also evaluate key suppliers based on business volume, client needs and past performance—assessing areas such as service quality, pricing, innovation and compliance to drive continuous improvement across our supply chain.

Buyer training

To drive sustainable procurement, HCLTech ensures buyers are continuously trained on key sustainability practices outlined in our Procurement Policy. Through our internal learning platform, they access dedicated modules on ESG frameworks, ISO standards, sustainable supply chains and compliance. An ESG Manual is also shared with all procurement staff, providing clear guidance on our sustainability goals and empowering responsible, informed decision-making.

In FY25, we conducted **dedicated training sessions** for our buyer team on relevant ESG frameworks, ISO certifications and sustainable procurement practices. 100% of buyers have received training.

Vendor risk monitoring

HCLTech's Vendor Risk Management (VRM) team plays a vital role in strengthening accountability across our supply chain. They track findings from vendor assessments, set clear deadlines for corrective actions and closely monitor progress. Once vendors submit evidence of remediation, VRM assessors verify compliance to ensure our standards are upheld. This structured process drives timely resolution of gaps and reinforces a transparent, resilient vendor management system.

Looking ahead

HCLTech is launching a Supplier Awards Program in FY26 to recognize top-performing vendors for excellence in ESG, innovation, compliance and operational performance. The program celebrates sustainability leaders and promotes best practices across our supplier network, fostering stronger collaboration and driving progress toward resilient, responsible supply chains.



Empowering our communities





Empowering our communities

The HCLFoundation, established in 2011 as HCLTech’s CSR arm, drives sustainable and inclusive development across areas like poverty alleviation, education, health, livelihoods, environment and disaster risk reduction. By FY25, it had impacted over 7.5 million lives and invested ₹1,680 crores (\$197.6 million) globally. Complementing this, employee-led CSR Councils in 25 countries lead grassroots initiatives, ensuring local relevance and community engagement through volunteering and partnerships, reinforcing HCLTech’s global commitment to social impact.

SDG alignment



Our funding sources and utilization

In addition to contributions from the organization, we rely on multiple funding channels for our various initiatives, including employee contributions and support from charitable organizations. In FY25, the total funds received by the HCLFoundation was \$ 33.32 million) which was utilized for the initiatives under the Foundation’s key thematic areas.

Name of the entity	Actual*(In millions) (\$)
Total CSR contribution from HCLTech and its subsidiaries	33.16
Power of One – employee contribution	0.0941
Pearson and charity aid foundation	0.0235
Interest received and others	0.0353
Total funds received	33.32

Theme specific utilization of funds

Thematic area	Actual *(In millions) (\$)
Education	7.65
Environment	7.18
Skill Development and Livelihoods	7.18
Health	6.12
WASH	4.12
Disaster Risk Reduction and Response	0.35
Total	32.59

*The amount reflects HCLFoundation CSR budget and utilization. 1\$ = 85₹

CSR projects within India

Harit: Addressing environmental challenges



Harit is the flagship environmental program of HCLFoundation, dedicated to promoting ecological balance and sustainability.

FY25 impact highlights



Case Study – Wags of Change: CEN-UPHAR’s mission for compassionate coexistence

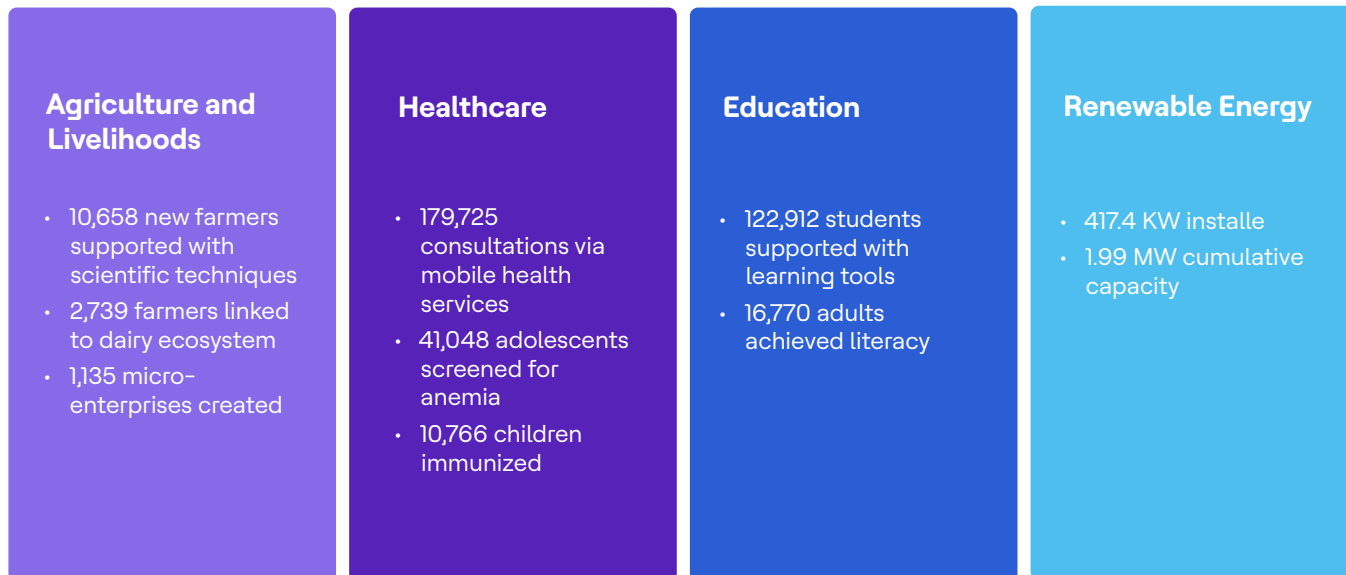
CEN-UPHAR, launched on October 28, 2024, by HCLFoundation and the Greater Noida Industrial Development Authority, is a unique initiative promoting compassionate human-animal coexistence. It focuses on community dog sterilization, awareness programs in educational institutions and residential areas and active volunteer engagement, including 50+ HCLTech employees. The program uses tools like a WhatsApp chatbot for service requests and features climate-smart shelter facilities with insulated, temperature-controlled dog kennels

Samuday: Transforming rural communities



Samuday is HCLTech’s integrated rural development program aimed at driving lasting impact through initiatives in health, hygiene, education, livelihoods, sustainable agriculture and infrastructure.

FY25 impact highlights



HCLTech India Grant – strengthening the nonprofit sector



The HCLTech Grant, launched in 2015, is a flagship initiative that empowers NGOs to drive transformative change in rural India. It awards ₹5 crores (\$0.6 million) to selected NGOs for four-year projects in Water, Biodiversity, Health and Education. Since inception 10 years ago, it has committed ₹152.8 crores (\$18 million) to 59 impactful projects, benefiting over 2.2 million people across 131 districts in 22 states and 2 Union Territories.

Case study - clearing the waters in Kerala

The fishing community around Vembanad Lake in Ernakulam faced livelihood challenges due to invasive water hyacinth obstructing waterways and damaging fishing equipment, leading to reduced fish catches. Supported by HCLTech's India Grant, Project Vembanad's Macro Fight (VMF) tackled this issue, successfully controlling the invasive species and restoring the lake's health. This effort helped revive the livelihoods of 800 fishing families, turning an ecological crisis into a story of community resilience and sustainability.

Uday – breaking the cycle of urban poverty



Uday program is designed to combat urban poverty through a multi-pronged approach addressing key challenges in health, education, livelihood and sanitation.

FY25 impact highlights

63,000+
youth

trained in
50+ trades
with an 82%

8,000+
SHG women

earning
monthly
incomes
of ₹8,000–
₹8,800 (\$94.1
–\$103.5)

**30 STEM
and Digital
Labs**

installed,
benefiting
37,000
students
(70% girls)

**₹1.75 crore
(\$0.2 million)**

facilitated in
government
funding

80,000+
students and
teachers

benefited from
enhanced
learning
across 295
government
schools

**1,324
Anganwadi
workers
trained**

**3,766
mothers
and
children
supported**

Improved
mental
health
literacy for
4,000+
people in 57
Bengaluru
slums





My Clean City – towards waste-free cities



My Clean City focuses on enhancing waste management systems in Noida and Greater Noida by promoting sanitation and environmentally conscious behaviour.

FY25 impact highlights



Case study – From plastic to purpose : a shopkeeper's green revolution

In response to India's single-use plastic ban, HCLTech launched an initiative in Noida to promote eco-friendly practices among vendors. Shopkeeper Allauddin led the effort by replacing plastic bags with sustainable alternatives like cloth and paper, inspiring other vendors to follow suit. This sparked a market-wide shift toward sustainability, including community clean-up and plogging drives, demonstrating the power of individual action to drive collective environmental change.

Sports for Change – transforming outcomes through sport



Sports for Change is an HCLFoundation initiative focused on developing young athletes and fostering leadership through inclusive sports engagement and has attracted 22,245 participants.

My E-Haat - Crafting quality, providing livelihoods



My E-Haat is an HCLFoundation initiative that blends tradition with technology to preserve India's rich artisan heritage while fostering sustainable livelihoods.

Academy by HCLFoundation - A sustainability-focused learning platform

The HCLFoundation Academy is a global platform for collaborative and continuous learning, designed to equip development professionals with the skills to design and implement high-impact initiatives aligned with the UNSDGs.

FY25 impact highlights

1,400+

learners
enrolled
across
programs

694+

certificates
issued

23,624

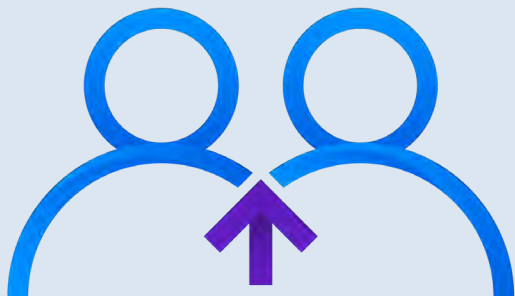
beneficiaries
impacted

Client programs with the HCLFoundation

The grant from Aegon for the Govt. school in Guindy, Tamil Nadu, will boost the efforts of HCL Foundation to create child-friendly learning spaces, reading corners and experiential learning opportunities for children. It will also enable training programs for teachers, access to sports infrastructure and improved sanitation and safe drinking water facilities at the school.

The Young Kalam Science Lab (STEM lab) at a Govt. School in Dadri, Uttar Pradesh, is a collaborative effort between Pearson India and the HCLFoundation. It is designed to be a vibrant learning space, spanning approximately 2000 sq. ft., equipped with 160 engaging science exhibits. It can accommodate up to 75 students at a time, fostering an environment where curiosity and experiential learning can truly flourish.

Stanley Black & Decker has established training and development hubs at two government-run industrial training institutes (ITIs)—ITI Morwadi in Pune (Maharashtra) and ITI Guindy in Chennai (Tamil Nadu) where HCLFoundation implements the power tools skill development program. The vision is to equip youth and the industrial workforce with job-ready skills and support the growth of manufacturing sector in India.



Employee Volunteering Summary – HCL Foundation

At the heart of this effort is employee volunteering, a key driver of community engagement. In India, under the Foundation's umbrella, 7,739 HCLTech employees contributed 33,229 volunteer hours in FY25 through a range of development initiatives. Globally, employee volunteering is also actively encouraged through local CSR Councils.

International CSR projects

We make a meaningful impact in communities across our global footprint through partnerships with development agencies, charitable organizations and employee volunteering programs. Our CSR councils, active in 25 countries, identify priority causes aligned with our core thematic areas and collaborate with NGOs and charities to design and implement impactful campaigns.

Asia-Pacific



In Australia, HCLTech launched the 'Innovate Reconciliation Action Plan' (RAP) to accelerate cultural learning, extend business partnerships and create education and employment pathways for Aboriginal and Torres Strait Islander communities. Over 680 hours of pro bono work and 20+ community events were completed. HCLTech also continued as the naming rights partner for the Jane McGrath High Tea, raising funds to support cancer patients across the region.



In New Zealand, the second batch of 20 'Rise' students commenced a year-long TechBee training program in partnership with the Ministry of Social Development. The initiative aims to promote IT careers among diverse and underrepresented communities, including Māori and Pasifika individuals.



In Sri Lanka, HCLTech concluded its charity agreement with the Ceylon School for the Deaf and Blind, donating LKR 1,019,749 to refurbish the children's hostel roof, which was successfully completed.



In Vietnam, through the Microsoft Enabler Program, HCLTech volunteers began Python training sessions for people with disabilities at the Will To Live Center. In response to Typhoon Yagi, HCLTech supported flood victims by collecting over 500 blankets/clothes and 150+ stationery items. Additionally, more than 300 used batteries were collected and safely disposed of across offices in an ongoing recycling initiative.

Europe



In Italy, HCLTech employees participated in several community initiatives in Rome, including the Race for the Cure supporting breast cancer awareness, Pajama Run 2024 for pediatric cancer research and Plastic Free Day clean-ups near the beach and the Tiber River. Volunteers also supported food drives with Banco Alimentare, raising 137 kg of food and collected €2,682 on Christmas Jumper Day for Save the Children.



In Romania, HCLTech engaged in multiple CSR activities including planting 5,000 saplings with the "Give a Tree as a Gift" and Cama Community Forest projects. Volunteers supported Save the Children Iasi, Little People and Ronald McDonald House. Employees also participated in food drives with FBAR, collecting over 626.9 tons of donations nationwide.



In France, HCLTech has partnered with Apprentis d'Auteuil since 2020, to bring coding education to middle school students. HCLTech funds the Coders of Tomorrow project, empowering young learners with tech skills and sparking their curiosity for digital innovation. In 2024, HCLTech enabled 40 students through this project. Our employees participated in the end-of-class challenge, offering a mentoring workshop to inspire future career opportunities in the world of technology.



In Portugal, employees supported local causes through blood donations, food drives with Banco Alimentar, biodiversity restoration with Plantar Uma Árvore and charity events with Casa de Proteção e Amparo de Santo António.



In Brazil, HCLTech supported digital inclusion and youth well-being in 2024. Over 165 people graduated from the Eu Cidadão program, celebrating 10 years of partnership. Through the Gol da Virada project, over 60 children received gifts and treats during special events and 20–25 holiday wish letters were fulfilled.



In Poland, HCLTech participated as a gold sponsor in the Poland Business Run, helping raise funds for individuals with mobility challenges. The team also continued its partnership with the Kraków Food Bank, contributing to food sorting, flood relief and refugee assistance. Over time, this collaboration has delivered 245,000 meals and supported 30,000 Ukrainians, while also investing in food storage infrastructure and humanitarian aid.



In South Africa, HCLTech supported inclusive education through IT infrastructure funding at the University of Johannesburg and North-West University, empowering students with disabilities. HCLTech also maintained our IT lab at Safe-Hub, a program dedicated to breaking poverty cycles among marginalized youth. Furthermore, HCLTech funded the IT lab for the South African Guide-Dogs Association, aiding individuals with visual impairments and autism in acquiring independence and life skills.



In the UK, HCLTech as supported the King’s Trust for over a decade, empowering young adults through the Get Started Programs. In 2024, HCLTech funded four Get Started with Technology programs, benefiting over 45 young adults with essential technical skills. HCLTech UK employees participated in fundraising initiatives like Walk the Talk, where our leaders and other executives from leading UK organizations in the Technology Leaders Group (TLG) walked 20 miles to raise funds.

Awards and recognitions

HCLTech received several prestigious awards and recognitions in FY25 for its impactful and innovative CSR initiatives: Please refer to the HCLFoundation Annual [Report for further details.](#)



In the US, the HCLTech Climate Action Grant in the Americas was launched in 2023. It supports scalable and sustainable climate solutions by awarding \$1 million annually to three NGOs across 10 countries—one receiving \$500,000 and two receiving \$250,000 each. Following the success of its first year, the second edition launched in FY25 saw a surge in quality applications. The 2025 winners will be announced on June 5, World Environment Day, highlighting HCLTech’s ongoing commitment to a sustainable future.





Corporate governance

HCLTech's corporate governance framework emphasizes transparency, integrity and accountability, fostering ethical conduct and strategic clarity. It ensures compliance with legal and ethical standards, resource integrity and effective communication. Strong leadership and a robust governance structure support sustainable growth and drive progress across environmental, social and operational initiatives, building trust with stakeholders.

SDG alignment



Our corporate governance philosophy is based on the following principles:



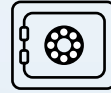
Ethical compliance

Adhering to the spirit and letter of the law, exceeding legal requirements.



Transparency

Maintaining high disclosure level. When in doubt, disclose.



Resource integrity

Distinguishing between personal and corporate resource use.



External communication

Truthful and clear communication about internal operations.



Structural simplicity

Simple and transparent corporate structure driven by business needs.



Global compliance

Adhering to laws in all operating countries.



Management's role

Acts as a trustee of shareholder's capital, not the owner.

Our Board

The Board of Directors is central to HCLTech's corporate governance, responsible for guiding strategic direction, ensuring regulatory compliance and protecting stakeholder interests. Acting with integrity and independence, the Board oversees management and aligns operations with the company's purpose and values. Its diverse, experienced members drive sustainable progress and uphold high governance standards. Board nominations and selections are based on expertise and integrity, guided by the Nomination and Remuneration Committee.

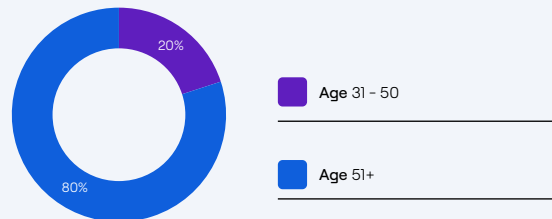
For further details, please [refer to the Annual Report](#).

Board size and composition

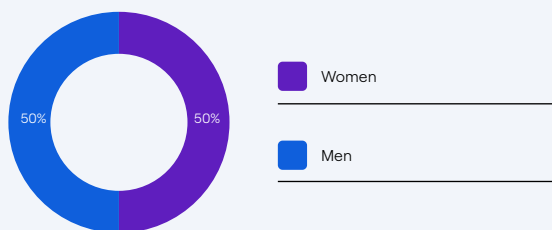
As of March 31, 2025, HCLTech's Board of Directors has ten members, including Executive, Non-Executive Non-Independent and Independent Directors, led by Chairperson Ms. Roshni Nadar Malhotra. The Board exceeds regulatory requirements with 70% Independent Directors, enhancing objectivity and stakeholder protection. Half of the Board members are women, reflecting a strong commitment to diversity and inclusive leadership. The average Board tenure is 7.5 years, balancing continuity with fresh perspectives. The Board composition complies fully with relevant SEBI and Companies Act regulations.

A brief profile of the Board Members is available on our website at <https://www.hcltech.com/leadership>.

Age diversity (board)



Gender diversity (board)



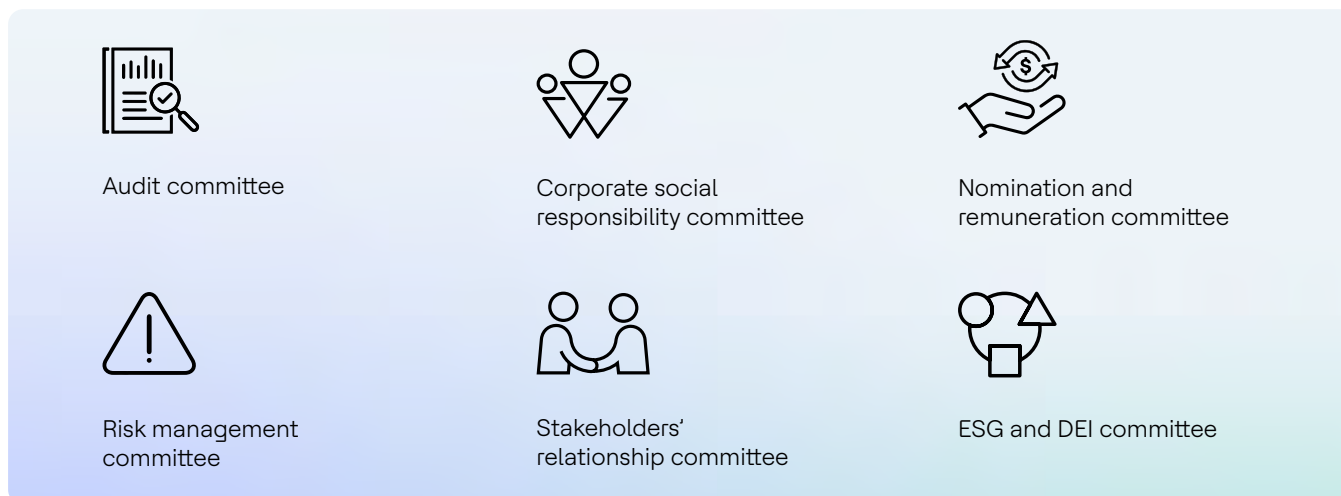
Summary of directors' skills and expertise

To fulfill our responsibilities effectively, we ensure that our Board possesses a well-rounded blend of relevant skills, industry experience and strategic insight. As part of this ongoing commitment to excellence, our directors participated in an awareness program during the financial year, focused on evolving stakeholder expectations, ethical leadership and global governance trends. Please refer to the section in the [Annual Report \(FY25\)](#).

Board Committees and due diligence

At HCLTech, Board Committees form an integral part of our corporate governance architecture, each established with the formal approval of the Board to focus on specific areas requiring specialized attention and oversight. In line with the Companies Act, 2013 and SEBI Listing Regulations, these committees operate under clearly defined and Board-approved terms of reference, supporting the Board in discharging their duties and ensuring strategic focus, regulatory compliance and responsible decision-making across the organization.

At HCLTech, we have the following Board committees:



Please refer to the Annual report for further details in the ["Board Committees" section](#).

Frequency of board meetings

In FY25, HCLTech's Board held seven meetings to review and approve key operational, financial and corporate strategies. Each meeting met quorum requirements with consistent Independent Director participation. The Board adhered to governance rules by ensuring no more than 120 days between meetings for timely decision-making. During this period, it received 76 stakeholder complaints, including 68 whistle-blower reports.

For a comprehensive overview of Board meetings and attendance, please refer to the [Annual Report for FY25](#), in the Corporate Governance Report, under the section Board Meetings and Attendance.

Board evaluation

HCLTech's Board conducted its Annual Performance Evaluation in line with the Companies Act, 2013 and SEBI regulations, assessing the Board, its Committees, the Chairperson and individual Directors through a structured, NRC-approved framework. This evaluation covered all Directors, focusing on factors like Board composition, effectiveness, participation and leadership. The Chairperson and Committees were also assessed for their roles and clarity of mandate. Board engagement was high, with 97.14% average attendance and most non-executive/independent Directors holding four or fewer mandates. Executive Director compensation follows NRC recommendations, while Non-Executive Directors receive commissions within statutory limits, based on their contributions. [More details are in the FY25 Annual Report.](#)

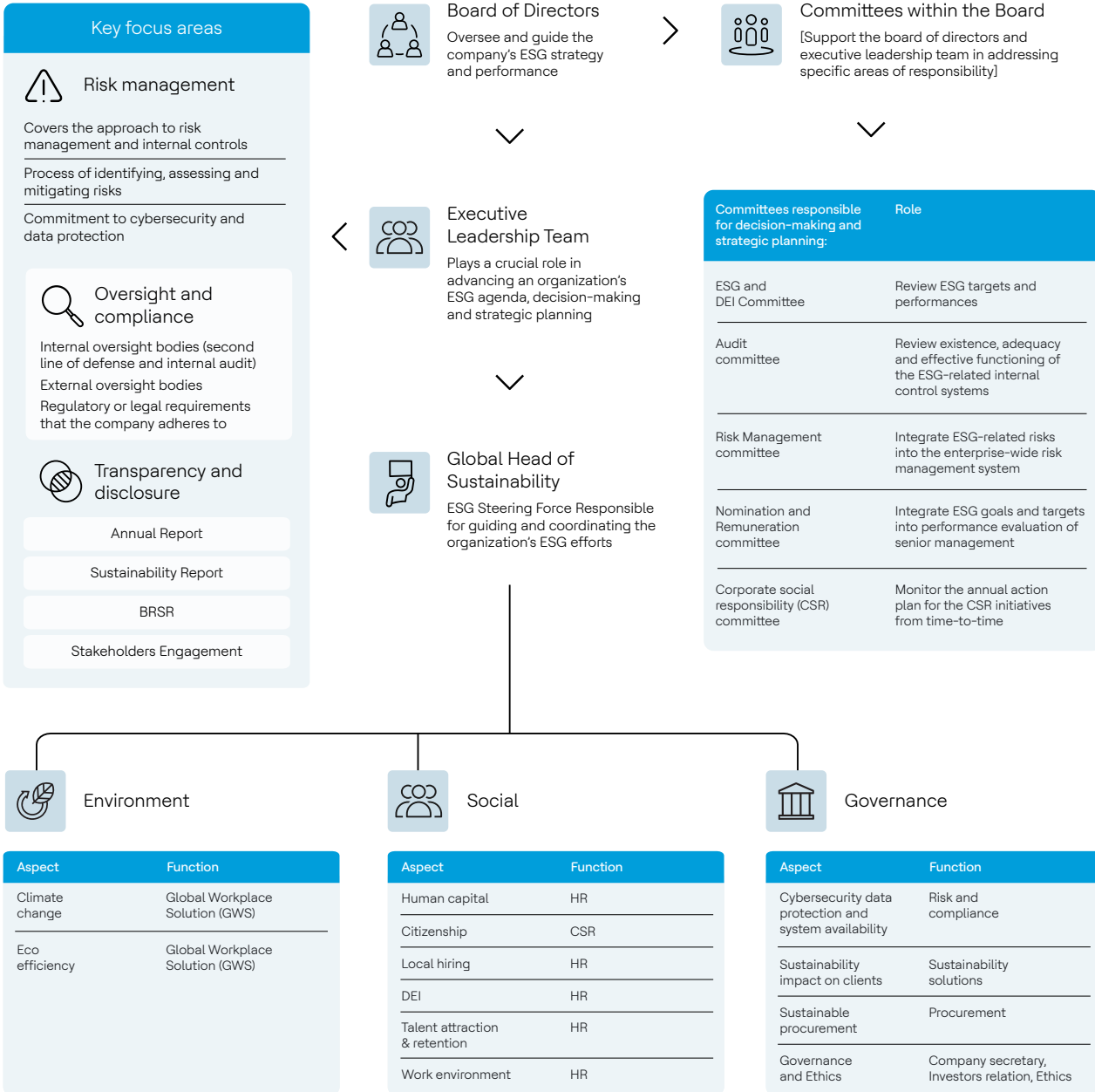
CEO compensation

In this financial year, our CEO's compensation increased by 7.90%, comprising variable components like Annual Performance Bonus, Long-Term Incentives and Restricted Stock Units tied to performance and tenure. These variables are based on targets including revenue, profit, cash flow, shareholder return, personal KPIs, strategic goals, client satisfaction, ESG and diversity. Details, including RSU vesting periods, are in the Director's report (note 19).



ESG governance

HCLTech has a strong ESG governance framework that integrates environmental, social and governance factors into decision-making and operations to ensure accountability and transparency.



To effectively implement and enforce our Sustainability strategy, we have formed a dedicated sustainability core team within the CEO and Managing Director's office. Their responsibilities include:

- Integrating sustainability principles into our overall strategy and operations
- Monitoring sustainability-related policies and processes to ensure they remain effective and relevant
- Ensuring alignment with ethical standards and global best practices
- Tracking and evaluating sustainability and ESG performance across the organization
- Reporting regularly to the ESG Committee and the CEO and Managing Director to maintain transparency and accountability

ESG and DEI Committee

The ESG Committee at HCLTech drives strategic direction for environmental sustainability, social responsibility and inclusive workplace practices, focusing on gender diversity, culture, ethnicity, disability inclusion and ESG risk management. It has strengthened the ESG governance framework by implementing controls across 12 key ESG topics. The committee has three members, including two Independent Directors, chaired by Mr. Simon John England, with Ms. Bhavani Balasubramanian and Ms. Roshni Nadar Malhotra as members. Alongside the Executive Leadership Team and sustainability core team, the committee promotes a culture of sustainable and responsible business throughout the organization.

[Further details are in the FY25 Annual Report.](#)

Memberships and associations

HCLTech actively partners with industry groups and collaborates with various stakeholders to enhance its ESG impact. We remain committed to global sustainability efforts, including our membership in the UN Global Compact and the Water Resilience Coalition (WRC), addressing the critical issues of climate change and water scarcity. In FY25, HCLTech contributed more than US\$ 277,000 in membership fees to various industry and trade associations. These associations advocate for improved business opportunities, represent the company's interests

at governmental levels and assist in addressing issues with policymakers. Some of our largest contributions are made to organizations like USISPF (\$ 100,000), NASSCOM (\$ 73,000), USIBC (\$ 50,000), UNGC (\$ 25,000), WRC (\$ 20,000) and Assocham (\$ 5500). Further details on our industry associations are provided in our Annual report. However, HCLTech does not associate with any lobbying activities, maintaining a clear distinction between collaboration and advocacy.

Notable achievements in sustainability governance over the past year include:

- Recognized as a Leader with an ESG rating of "AA" by MSCI
- Received comprehensive ESG Risk Rating of 13.9 – "Low Risk" by Sustainalytics
- Secured Gold certification from EcoVadis, positioning us in the top 5% highest rated companies
- Received S&P Global ESG Score of 67 – "Very High"
- Recognized as an honoree of Ethisphere's 2025 World's most Ethical companies for second year in a row

HCLTech's ongoing commitment to ESG governance reflects its unwavering focus on sustainable practices and positive social impact, driving both environmental responsibility and corporate excellence.

*1\$= ₹ 85



Business ethics

At HCLTech, we are deeply committed to upholding the highest standards of integrity, transparency and ethical conduct. These values form the foundation of our business practices, guiding our efforts to ensure a zero-tolerance policy toward fraud, bribery, corruption and all forms of unethical behavior across our global operations.

Anti-bribery and Anti-corruption policy

We have established robust policies and guidelines to maintain ethical conduct and ensure compliance with global standards. The Anti-Bribery and Anti-Corruption Policy (ABAC), which is enforced across all affiliates and subsidiaries globally is anchored in key anti-corruption legislations, including the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act (UKBA), the Indian Prevention of Corruption Act and the Anti-Money Laundering Policy. Complementing ABAC Policy, we also have a Conflict-of-Interest Policy, a Business Gift and Entertainment Policy, a Grievance Redressal Protocol and a Whistleblower Policy.

HCLTech maintains a strictly apolitical stance, making no contributions to political entities. Instead, we only make charitable donations to support sustainability, local charities and cultural or sporting events that are legal and ethical under local laws and practices and within the corporate governance framework of the organization.

We have implemented the Anti-Bribery Management System (ABMS), certified under ISO 37001:2016, which undergoes annual internal and external audits, with 100% of sites covered in FY25. The ABMS Quarterly Compliance Certification (ABMS QCC) conducted ensures structured disclosure of non-compliances and mitigation plans in the relevant quarter.

Training and engagement

HCLTech has established a comprehensive ethics training program to promote integrity, transparency, and accountability across all levels. By March 31, 2025, 100% of the Board of Directors and Key Management Personnel completed mandatory COBEC training on ethical business conduct, while 93% employees completed the training. The COBEC program covers key topics such as anti-corruption, anti-bribery, conflict of interest amongst other ethics topics. Regular communications on Anti-Bribery and Anti-Corruption ("ABAC") are also distributed via a dedicated email channel to reinforce the ethical culture, ensuring ethics remain central to daily operations and decision-making.

Fostering a culture of ethics at HCLTech

People managers' ethics toolkit

The E&TC team introduced a two-part toolkit for People Managers to support ethical leadership. Part 1 guides managers through ethical decision-making using practical scenarios, while Part 2 focuses on the Business Gift and Entertainment Policy (BGEPE), clarifying acceptable practices such as client gifting. The toolkit promotes integrity and trust within teams.

Recognizing employees as Ethics Champions

HCLTech honors employees who consistently demonstrate ethical behavior by naming them Ethics Champions or Ambassadors. These individuals act as role models, fostering a culture of integrity and accountability. In FY25, 26 Ethics Champions were recognized and were acknowledged through a company-wide mailer and trophies.

In-person ethics training

The E&TC team conducted "Conscious Choices – Ethics Event" across offices to emphasize ethical decision-making. Through role plays and discussions, employees engaged with real-life scenarios, thereby promoting values, accountability and reflective thinking at workplace.

Code rollout

A revamped version of the Code of Business Ethics and Conduct was launched, aligned with global standards. Available in English + 14 other languages, it features simplified language and practical examples and is accessible on both internal and external platforms to support HCLTech's diverse workforce.

Recognition and benchmarking

For the second consecutive year, HCLTech has been recognized as one of Ethisphere's 2025 World's Most Ethical Companies®, a prestigious accolade that underscores our commitment to a strong ethical culture and corporate integrity. Through our membership in Ethisphere's Business Ethics Leadership Alliance (BELA), we benchmark our practices against the world's most ethical organizations.

Conflict of interest

HCLTech upholds strict ethical standards and governance practices, as outlined in its Code of Business Ethics and Conduct, particularly for Directors and Key Managerial Personnel. The Code aims to prevent conflicts of interest across areas such as external employment, cross-board membership, personal investments, related party transactions and use of corporate opportunities. Key measures include prior Board approvals, restrictions on investments and employment of relatives and oversight of sensitive transactions like gifts and donations. The company enforces transparency through regular disclosures and has systems to monitor compliance. In FY2025, eight conflict of interest breaches were identified and addressed through formal disciplinary procedures, reaffirming HCLTech's strong commitment to ethical conduct.

Policy positions and guidelines

At HCLTech, our ethical framework is supported by a comprehensive set of governance and ESG-related policies that reinforce our commitment to integrity, transparency and sustainable business practices. These policies guide our conduct, ensure compliance with global standards and promote accountability across all stakeholder interactions. Our policies are available on our website: [Governance Policies | HCLTech](#)



Board membership and governance disclosures at HCLTech

HCLTech maintains formal mechanisms to report cross-board memberships in alignment with corporate governance standards.

Executive Directors may serve on the boards of other corporations or government bodies, provided these roles align with the interests of the software industry or serve the public good—such as contributing to economic institutions or socially beneficial organizations.

Non-Executive Directors are expected to avoid serving on the boards of competing companies. Beyond this, the only restrictions on directorships are those prescribed by law and established governance best practices.

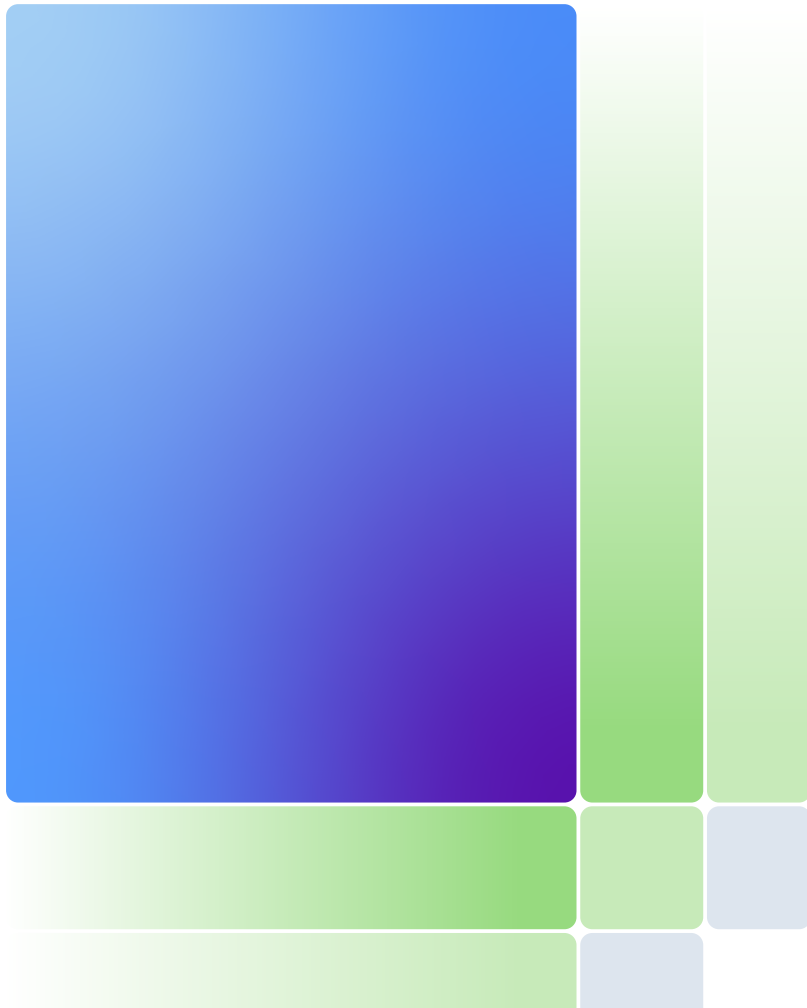
In terms of investments, HCLTech limits its equity participation to its subsidiaries, associate companies, or joint ventures. As a

large publicly listed company, HCLTech does not track the shareholdings of its suppliers or other stakeholders. However, the company discloses any individual or entity holding more than 1% of its share capital on a quarterly basis.

Additionally, HCLTech reports the details of its controlling shareholders quarterly. The company has robust reporting mechanisms in place for related parties, which include disclosures on their relationships, transactions and outstanding balances. These are reported semi-annually in compliance with regulatory and governance requirements.

Avoiding conflict of interest

HCLTech ensures transparency and accountability by maintaining a clear separation of roles between the Chairperson and the CEO. This structure reduces the concentration of authority, enhances independent oversight and strengthens governance. Ms. Roshni Nadar Malhotra serves as the Non-Executive Non-Independent Chairperson of the Board, while Mr. C. Vijayakumar is the CEO and Managing Director.



Data with purpose

HCLTech continually enhances its cybersecurity practices leveraging leading industry methodologies, the NIST framework, emphasizing awareness, real-time threat detection with AI technologies and protection of critical operations. A defense-in-depth model and structured governance ensures internal and external risk management. Cyber and privacy risks are overseen by a Board-level Risk Management Committee, supported by a network of cybersecurity champions across business units. These champions help embed best practices organization-wide, with quarterly reviews addressing regulatory updates and emerging privacy and cybersecurity concerns

100% of our Corporate enterprise IT infrastructure and information security management system is compliant to the NIST Cybersecurity framework

Horizon-sensing

HCLTech applies Horizon Sensing as a forward-looking approach to identify and assess emerging developments that could influence data privacy and cybersecurity practices. This includes continuous monitoring of regulatory landscapes, technological innovations and evolving threat vectors. The insights gathered through this process drive timely updates to internal policies, risk frameworks and compliance strategies.

At the executive level, Kevin McGee, Chief Risk Officer, is responsible for overseeing HCLTech's global cybersecurity and privacy strategy. His leadership ensures alignment across business units and operational teams. HCLTech has appointed Heward Mill Limited as its independent Data Protection Officer (DPO). The DPO conducts annual audits of our global privacy program and provides direct assurance to the Board, reinforcing accountability and transparency in how we manage personal data.

We process customer data strictly in accordance with contractual instructions, ensuring it is used solely for the delivery of agreed-upon services, with no secondary or unauthorized purposes.



Cybersecurity

Mission: Build a strong best in class Cyber Security ecosystem that will ensure trust with our employees customers and stakeholders

HCLTech's cybersecurity program is built on a robust, risk- and threat-driven foundation, aligned with the NIST Cybersecurity Framework and other leading industry standards. We adopt a defense-in-depth strategy that secures every layer of our digital ecosystem—including identity, data, host, application, network and cloud—through a well-architected, framework-led approach. Security is embedded both by design and throughout operational processes to ensure objectivity and resilience.

Our cybersecurity roadmap focuses on continuously strengthening the security posture of both the company and its clients. We leverage cutting-edge automation and artificial intelligence (AI) to proactively manage evolving cyber threats and enhance detection and response capabilities.

The Assessment and Assurance program supports ongoing evaluations of process maturity, operational baselines and control effectiveness. This proactive approach enables early identification and timely remediation of potential vulnerabilities. Integral to our defense strategy is Continuous Threat Exposure Management, encompassing cyber simulations, attack surface management and coordinated Red, Blue and Purple teaming exercises.

To foster a security-conscious workforce, HCLTech runs a continuous cybersecurity awareness and training program, complemented by an innovative initiative aimed at cultivating a 'Culture of Cybersecurity' and embedding a Security First mindset across the organization.

Our 24x7 Incident Response team manages over 100 Incident Response Playbooks (IRPs) for threats such as ransomware and DDoS attacks. Powered by threat

intelligence and a data-driven approach, the team responds swiftly to any incidents, supported by resilient backup systems and a well-established Cyber Crisis Response Plan.

We further reinforce our cybersecurity posture through robust governance aligned to the NIST framework, guided by clearly defined Key Performance Indicators (KPIs). These KPIs drive continuous improvement, enabling us to track progress, address emerging risks and optimize security priorities effectively.

Business continuity plans

HCLTech's Crisis Management Plan, led by the Chief Risk Officer, ensures business continuity and resilience during disruptions, with a strong focus on protecting employees, clients and stakeholders. Aligned with ISO 22301 and global best practices, it enables swift response and recovery for critical operations.

Embracing a "Resilience-by-Design" approach, the company integrates climate risk considerations across operations, technology, supply chains and leadership. The plan includes regular drills, simulations and continuity measures such as geographically distributed data centers, secure remote work infrastructure and robust cyber disaster recovery protocols.

HCLTech's dynamic crisis framework prioritizes proactive risk identification, real-time response and transparent communication—strengthening enterprise-wide resilience and future readiness.

Training programs

HCLTech requires all employees, new joiners, vendors and contractors to undergo mandatory training on Information Security, Data Privacy, Business Ethics and Export Compliance. Annual refreshers and continuous awareness efforts maintain ongoing vigilance.

In FY24–25, over 51,800 hours of cybersecurity training were completed. Awareness is reinforced through phishing simulations, targeted training, compliance tracking and ongoing communication—including Cybersecurity Awareness Month, interactive content, leadership messages and threat alerts—fostering a strong, organization-wide security culture.



Cybersecurity assessment

Our Information Security Management System (ISMS) is ISO 27001:2022 certified, supported by comprehensive policies and annually validated through independent third-party audits. Continuous security validation is carried out via vulnerability assessments, penetration tests and cyber simulations. A robust Continuous Threat and Exposure Management (CTEM) framework is in place, incorporating advanced techniques such as Red, Blue and Purple Teaming, DevSecOps and breach simulations. A 24x7 Cyber Defense Center ensures real-time threat monitoring and response. Regular internal and external audits further strengthen cybersecurity maturity and resilience in a dynamic threat landscape.

Data privacy and controls

HCLTech upholds the highest standards of data privacy, aligning with global regulations through a centralized governance model led by the Chief Privacy Officer, regional Privacy Officers and the Group Data Protection Officer. This structure ensures a business-aligned and consistent approach to privacy management.

Our enterprise-wide data governance program integrates privacy, security and AI risk management through structured policies, controls and regulatory compliance—building trust through responsible data use.

Certified under ISO/IEC 27701:2019, our global privacy framework includes mandatory training, defined policies, risk assessments and rights management via tools like OneTrust. Personal data is processed in accordance with key principles: lawfulness, transparency, data minimization and purpose limitation.

To foster transparency, HCLTech has launched a Privacy Trust Center, offering public insight into our data protection practices.

In FY25, no material client-impacting security breaches were reported. We are also pursuing Binding Corporate Rules (BCRs) approval in the EU/EEA as both a controller and processor, reinforcing our commitment to cross-border data compliance.

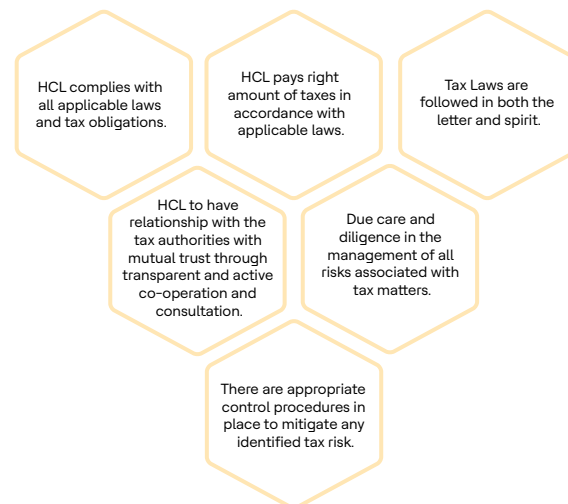
Customer data is managed per legal and contractual requirements, with strong safeguards for data subject rights and third-party privacy compliance. Privacy KPIs help drive accountability, track performance and ensure continuous improvement.

Tax strategy

HCLTech's Tax Strategy reflects our unwavering commitment to integrity, transparency and sound corporate governance. It outlines our approach to managing tax responsibilities and establishes the principles that guide tax-related decisions across the entire organization. This strategy applies uniformly to all HCLTech entities and is deeply embedded within our core value system, our enterprise risk management (ERM) framework and our internal compliance programs, including the Anti-Bribery and Anti-Corruption Policy and Code of Business Conduct.



Objective of HCL Tax Strategy is to ensure:



Approach to tax governance

HCLTech has a strong Tax Governance Framework overseen by the Board of Directors and its Audit and Risk Management Committees, which regularly review significant tax issues, audits and litigations. A quarterly tax compliance certificate, internally and externally audited, is presented to the Board and committees.

The Chief Financial Officer (CFO) is responsible for the company's tax strategy, risk management and governance. A global tax team, supported by external advisors, manages daily operations. Compliance is monitored through a tracking system with early warning mechanisms, ensuring timely updates to the Audit Committee.

Tax planning and risk management

HCLTech's tax planning approach is rooted in legality, transparency and commercial purpose, avoiding aggressive strategies or the use of tax havens. Tax treatments are applied consistently and significant matters are proactively discussed with tax authorities.

The tax function provides strategic guidance, oversees filings, manages interactions with authorities and ensures accurate reporting, with support from internal audits for control and escalation. For complex issues, HCLTech seeks external advice and engages in mechanisms like tax rulings and Advance Pricing Agreements (APAs). The company maintains open, transparent and cooperative relationships with tax authorities to address concerns promptly.

Country by country reporting

HCLTech operates in several tax jurisdictions and publishes a statement containing salient features of the financial statement of all its subsidiaries companies in Form AOC -1. HCLTech also publishes standalone audited financials of its subsidiaries on its website. A summary of our consolidated tax disclosure is as below:

Particulars	Unit	Value
Earnings before Tax	₹ \$	23,261, \$2,735M
Reported Taxes	₹ \$	5,862 \$693M
Effective Tax Rate (in %)	%	25.2%
Cash Taxes Paid	₹ \$	4,649 \$502M
Cash Tax Rate (in %)	%	20.0%

As part of financial assistance from the Indian government, we receive tax relief benefits. During FY25, the tax relief amounted to ₹ 1,572.4 Crore (\$186 million).

About HCLTech



HCLTech is a global technology company headquartered in Noida, India, with a presence in over 60 countries. HCLTech has grown to become one of India's leading IT services organizations, delivering innovative solutions and deep industry expertise to help enterprises around the world drive digital transformation.

We operate across three key business segments: IT and Business Services, Engineering and R&D Services and HCLSoftware. HCLTech partners with some of the world's largest organizations providing services and solutions in cloud, artificial intelligence, digital engineering and enterprise software.

With a global personnel of more than 220,000+ professionals and a network of over 200 delivery centers and 150+ innovation labs, HCLTech combines global scale with local insight. We continue to invest in future-ready technologies while embedding sustainability, trust and responsible business conduct at the heart of its operations.

60+
countries

220+
global delivery centers

223,420
professionals

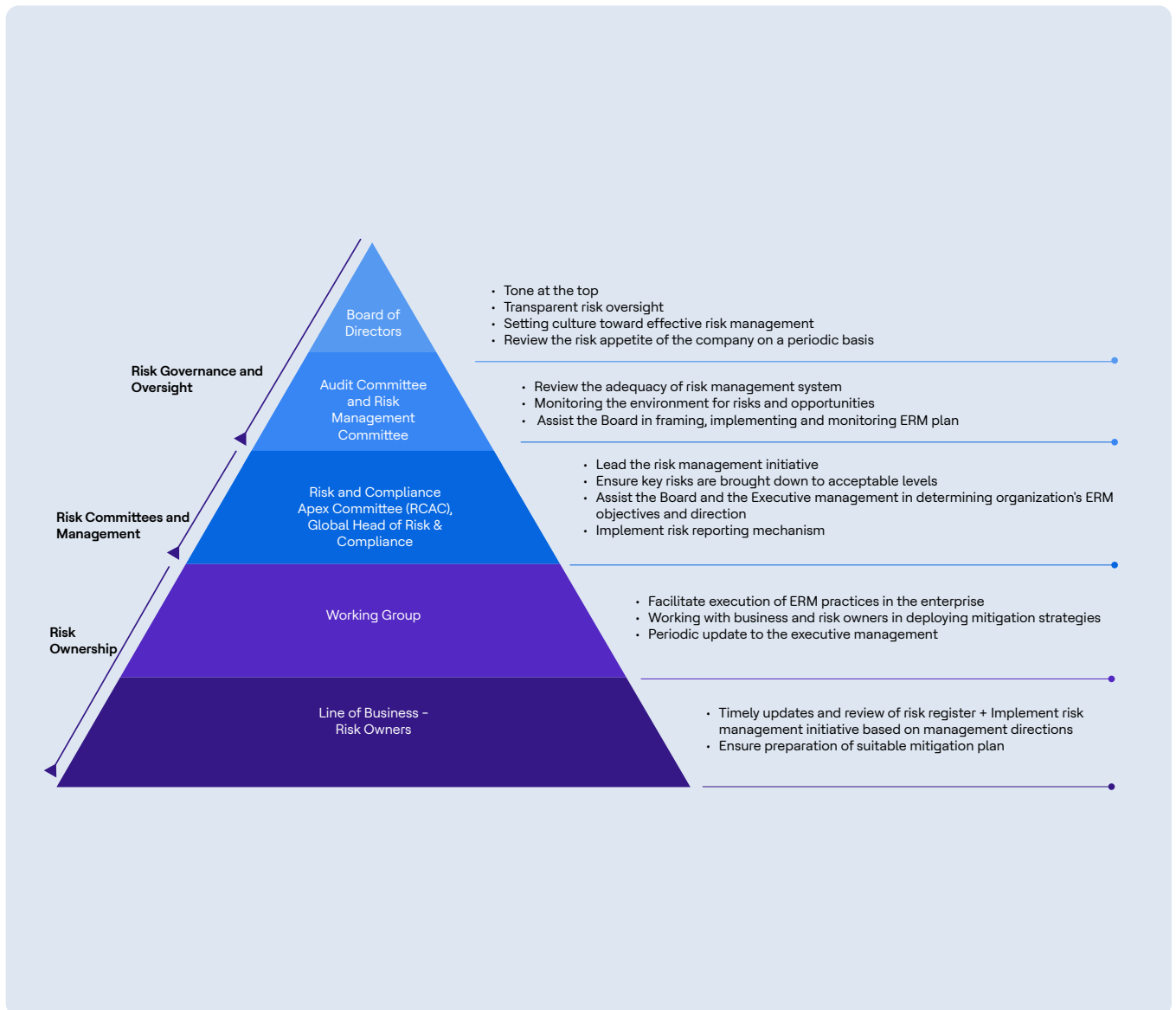


Appendix 1: Risk management process

HCLTech’s Enterprise Risk Management (ERM) program, based on ISO 31000:2018 and COSO frameworks, uses a comprehensive process and PESTLE analysis to evaluate internal and external risks across political, economic, social, technological, legal and environmental factors. The Board’s Risk Management Committee (RMC), led by Mr. Deepak Kapoor and consisting of five Independent Directors, oversees all strategic, operational, financial, technological and ESG risks. The Risk and Compliance Apex Committee (RCAC) supports ERM execution and reports to the RMC. Details are available in the FY2025 Annual Report.

Risk governance structure

HCLTech’s risk governance follows a clear top-down structure to ensure effective ERM oversight and execution. The Board of Directors sets the risk tone, approves risk appetite and receives key updates. Reporting to the Board, the Audit and Risk Management Committees review risk systems and oversee the ERM plan. The Risk & Compliance Apex Committee (RCAC), led by the Global Head of Risk & Compliance, manages daily risk policy implementation, risk mitigation and reporting. A supporting Working Group coordinates ERM practices across the company and updates executive management. Line-of-Business Risk Owners maintain risk registers, develop mitigation plans and drive risk management within their areas.



Risk universe

HCLTech categorizes its principal enterprise risks into five distinct areas:



Key emerging risk areas

Emerging risk description	Business impact	Risk mitigation actions
<p>The rapid growth of AI, especially Generative AI, presents strategic and operational risks including talent shortages, high costs for specialists and fragmented adoption due to lack of a unified vision. AI also raises concerns around bias, privacy, data security, transparency and governance. Poor-quality or unauthorized AI-generated data can harm underrepresented groups, breach compliance, or cause reputation damage, such as through deepfakes.</p>	<p>If not well managed, AI-related risks can result in missed business opportunities, poor service, client dissatisfaction and loss of competitiveness. Operationally, this may cause legal non-compliance, data breaches, copyright problems and contractual liabilities. Misuse or inaccurate AI outputs can harm customer trust, damage brand reputation and invite regulatory scrutiny, impacting long-term value and sustainability.</p>	<ul style="list-style-type: none"> • Established an AI Risk Management Framework aligned with global standards (EU AI Act, NIST AI RMF, ISO/IEC 42001) • Developed a Responsible AI adoption roadmap and lifecycle integration between AI development and risk management • Formed a GenAI Center of Excellence with cross-functional senior leadership • Created robust governance frameworks and usage guidelines to minimize risks • Set up an Office of Responsible AI & Governance led by SMEs in compliance, ethics and AI regulation • Launched scalable AI platforms (Agentic AI, AI Force, AI Foundry, etc.) • Rolled out multi-level skilling programs and an AI skills matrix • Embedded AI in enterprise functions (HR, Finance, IT, Risk) for efficiency • Formed an AI Governance Committee at leadership level to ensure alignment and oversight
<p>Meeting the increasing demand for new talent poses a significant risk and a unique opportunity.</p> <p>The increasing shifts globally towards the adoption of digital solutions and increasing range and diversity of technology solutions have put the focus on striking the right balance between demand and supply of appropriate skillsets. We view it as an opportunity to align our work culture with global trends, thereby enhancing employee retention while also</p>	<p>Failing to effectively attract and retain talented individuals can result in missed opportunities for growth and innovation, leading to decreased productivity and competitiveness.</p> <p>Additionally, the costs associated with recruiting, onboarding and training new employees are significant.</p> <p>On the other hand, successfully attracting and retaining the right talent leads to direct performance gains and ability to cater to new growth opportunities leading to better revenues.</p>	<p>HCLTech's strategy is to focus on building the workplace of tomorrow—one which promotes equality of opportunity, a collaborative and transparent culture and deploys a robust training strategy designed to meet the development needs of employees at all levels. The company provides employees with progressive career paths through internal opportunities.</p>

Another emerging risk is the growing threat of climate change. The details of our physical and transition risks are captured in the chapter "Protecting Our Planet". [Further details on our Risk identification, management and mitigation strategies can be accessed from our Annual Report FY25.](#)

Risk review and exposure

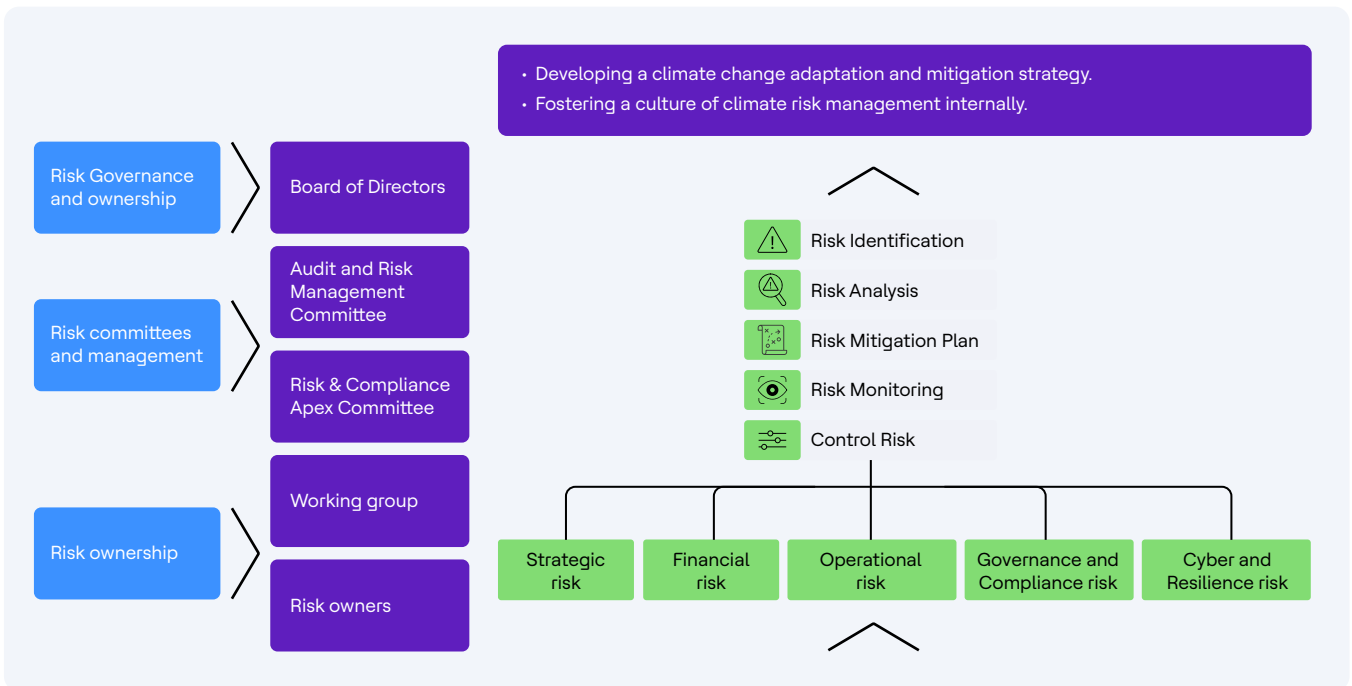
HCLTech's Enterprise Risk Management (ERM) framework identifies 12 key material topics with associated risks, opportunities, mitigation strategies and financial impacts, all approved by the Board. Risk exposure is monitored quarterly across five themes, including ESG, with findings shared among leadership and committees. ESG factors are integrated into internal audits, which are rigorously reviewed by the Audit Committee to ensure transparent and accountable risk management.

Risk culture

HCLTech fosters a strong risk-aware culture through mandatory training, leadership engagement, campaigns and interactive simulations to educate employees on risk management. By embedding risk considerations into strategic decisions and integrating ESG factors, the company ensures resilient, compliant and sustainable operations. This evolving approach supports long-term value creation and stakeholder confidence.

Risk appetite

The Board is key to overseeing HCLTech's enterprise-wide risk management, setting the tone and culture for effective risk practices. It approves risk policies and frameworks, while the Risk Management Committee oversees the ERM framework, policies, procedures, risk appetite and monitoring. The Risk Appetite framework, based on global best practices and approved by the Board, defines the company's risk-taking boundaries across strategic, financial, operational, cyber and governance risks. This framework guides consistent, risk-aware decision-making by establishing risk appetite statements, key risk indicators and tolerances, which are regularly reported to senior management and Board committees.



Quality control and compliance (QCC)

At HCLTech, the QCC framework ensures accurate and timely reporting of statutory and regulatory compliance controls across HCLTech India, its subsidiaries and global affiliates. Applicable to all functions within the organization, it provides a standardized, quarterly structure for compliance tracking and governance.

The framework follows a structured three-tier reporting mechanism involving:

1. Function-level compliance submitters
2. Country/entity-level approvers and
3. Functional leaders for final validation and sign-off

HCLTech's Global Compliance Team (GCT) oversees reporting on Compliance Tracking Tasks, Regulatory Reporting Tasks and regulatory notices, managing task assessment, endorsement and escalation to senior management and the Audit Committee. Non-compliance issues are tracked in a Risk Register until resolved, with GAP validation ensuring report accuracy. Monthly regulatory updates are shared via SharePoint and the quarterly QCC process follows strict timelines to maintain consistency and accountability across regions.

Appendix 2: Stakeholder engagement and materiality assessment

HCLTech recognizes and values the importance our stakeholders place on long-term value creation and we are committed to supporting these collective efforts. We follow a structured and inclusive approach to identify key stakeholder groups based on their influence, impact and expertise on ESG matters. Through transparent and continuous engagement, we integrate stakeholder insights into our policies and strategies, ensuring timely communication of outcomes across relevant teams. This ongoing collaboration enables us to effectively address environmental, social and governance (ESG) risks while aligning our priorities with our strategic framework – Act, Pact and Impact.



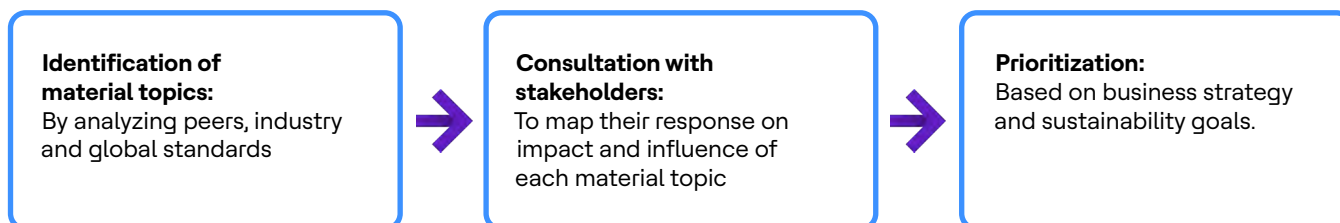
Communicating with our stakeholders

At HCLTech, we stay closely connected with our internal and external stakeholders to understand what truly matters to them and to our business. Through open conversations and interviews, we look at the risks, opportunities and impacts from both sides. This helps us focus on the issues that are most relevant and meaningful. For further details, please refer to the [BRSR – Principle 4, Essential Indicator 2 in the Annual Report.](#)

Our active engagement with internal and external stakeholders forms the basis of its comprehensive materiality assessment detailed in the next section.

Our material topics

HCLTech takes a holistic, stakeholder-aligned approach to identifying material ESG topics by assessing their significance from both internal and external perspectives. Currently focusing on 12 key areas of impact, risk and opportunity, the company uses a lens of risk, opportunity and responsibility to prioritize action and resource allocation. HCLTech is advancing this process by applying double materiality—evaluating both financial relevance and broader environmental and social impacts—to better align its sustainability strategy with stakeholder expectations. Ongoing stakeholder engagement through surveys and dialogue ensures the materiality assessment remains dynamic and responsive to emerging trends and risks.



The detailed list of material topics along with its potential risks and opportunities is provided in [BRSR Report Section A](#) within the Annual report.

Appendix 3: GRI Index

Disclosure	Chapter/Section Name	Notes	Page Number	Remarks/Reason for omission
2-1 Organizational details	About HCLTech	SR	97	
2-2 Entities included in the organization's sustainability reporting	HCLTech Sustainability Report 2024-25 >About the report BRSR > Section A23	SR; BRSR	4; 180	
2-3 Reporting period, frequency and contact point	HCLTech Sustainability Report 2024-25 > About the report BRSR > Section A9,12	SR; BRSR	4; 178	
2-4 Restatements of information	HCLTech Sustainability Report 2024-25 > About the Report>Restatement	SR	4	
2-5 External assurance	BRSR > Section A 14, 15 HCLTech Sustainability Report 2024-25 >About the Report> Assurance provider	BRSR; SR	178; 4	
2-6 Activities, value chain and other business relationships	HCLTech Sustainability Report 2024-25 > Building Sustainable Supply Chains	SR	67	
2-7 Employees	Our People supercharging sustainable progress > DEI > Workforce breakdown by gender and region	SR	47	
2-8 Workers who are not employees				Not applicable. At HCLTech we do not have workers
2-9 Governance structure and composition	HCLTech Sustainability Report 2024-25 >Corporate Governance >Our Board, Board size and composition, Board committees	SR	83-84	
2-10 Nomination and selection of the highest governance body	HCLTech Sustainability Report 2024-25 > Corporate Governance > Our Board	SR	82	
2-11 Chair of the highest governance body	HCLTech Sustainability Report 2024-25 >Corporate Governance > Board Size and Composition	SR	83	
2-12 Role of the highest governance body in overseeing the management of impacts	HCLTech Sustainability Report 2024-25 >Corporate Governance > Our Board, ESG Governance	SR	85	

2-13 Delegation of responsibility for managing impacts	HCLTech Sustainability Report 2024-25 >Corporate Governance>ESG Governance	SR	85	
2-14 Role of the highest governance body in sustainability reporting	HCLTech Sustainability Report 2024-25 >Corporate Governance > ESG Governance	SR	85	
2-15 Conflicts of interest	HCLTech Sustainability Report 2024-25 >Corporate Governance > Conflict of interest, Avoiding conflict of interest Annual Report> Director's Report> 23. Transaction with Related Parties BRSR>Section C>Principle 1 >EI 6,7 BRSR>Section C>Principle 1 >LI 2	SR; AR; BRSR	89; 117; 200, 202	
2-16 Communication of critical concerns	Annual Report> Corporate Governance Report > Director's Responsibilities HCLTech Sustainability Report 2024-25 >Corporate Governance > Frequency of board meetings	AR; SR	153; 84	
2-17 Collective knowledge of the highest governance body	Annual Report>Corporate Governance Report> Summary of Director's skills and expertise	AR	151	
2-18 Evaluation of the performance of the highest governance body	HCLTech Sustainability Report 2024-25 >Corporate Governance > Board Evaluation	SR	84	
2-19 Remuneration policies	BRSR > Section B	BRSR	193	
2-20 Process to determine remuneration	BRSR>Section C> Principle 5 >EI 3	BRSR	218	
2-21 Annual total compensation ratio	Annual Report> Note 41 under Director's report	AR	121	
2-22 Statement on sustainable development strategy	HCLTech Sustainability Report 2024-25 >CEO's message	SR	6	
2-23 Policy commitments	BRSR> Section B: Management and Process Disclosures	BRSR	193	

2-24 Embedding policy commitments	HCLTech Sustainability Report 2024-25 >Corporate Governance > Business Ethics	SR	87-88	
2-25 Processes to remediate negative impacts	HCLTech Sustainability Report 2024-25 >Corporate Governance> Business Ethics BRSR >Section C>P3>Essential Indicator 6 BRSR >Section C>P5>Essential Indicator 5	SR; BRSR	87; 206,219	
2-26 Mechanisms for seeking advice and raising concerns	BRSR > Transparency and Disclosure Compliance HCLTech Sustainability Report 2024-25 > Corporate Governance > Business Ethics	BRSR; SR	184; 87- 88	
2-27 Compliance with laws and regulations	BRSR > Section C > Principle 1 > Essential Indicator 2 BRSR > Section B10.2 BRSR >Section C>P6>Essential Indicator 13 HCLTech Sustainability Report 2024-25 >Corporate Governance > Business Ethics	BRSR; SR	200,199,226; 87-88	
2-28 Membership associations	BRSR > Principle 7 > Essential Indicators 1 (a),(b) HCLTech Sustainability Report 2024-25 >Corporate Governance > ESG Governance > Memberships & Associations	BRSR; SR	119; 86	
2-29 Approach to stakeholder engagement	HCLTech Sustainability Report 2024-25 >Stakeholder Engagement BRSR >Section C>P4>Essential Indicator 1 BRSR >Section C>P4>Essential Indicator 2	SR; BRSR	102; 211, 212	
2-30 Collective bargaining agreements	BRSR >Principle 3 > Essential Indicators 7 HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress> Respecting Human Rights	BRSR; SR	206; 55	
3-1 Process to determine material topics	HCLTech Sustainability Report 2024-25 > Our Material Topics BRSR >Section C>P4>Leadership Indicator 1	SR; BRSR	102; 216	

3-2 List of material topics	HCLTech Sustainability Report 2024-25 >Our Material Topics BRSR >SectionA26	SR; BRSR	102; 185	
3-3 Management of material topics	HCLTech Sustainability Report 2024-25 >Our Material Topics BRSR>SectionA26	SR; BRSR	102; 185	
101-1 Policies to halt and reverse biodiversity loss	HCLTech Sustainability Report 2024-25 >Empowering Communities > Harit: addressing environmental challenges	SR	74	
101-2 Management of biodiversity impacts	HCLTech Sustainability Report 2024-25 >Empowering Communities > Harit: addressing environmental challenges	SR	74	
201-1 Direct economic value generated and distributed	HCLTech Sustainability Report 2024-25 >Creating Financial Value through Sustainability	SR	95	
201-2 Financial implications and other risks and opportunities due to climate change	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Climate response	SR	19	
201-3 Defined benefit plan obligations and other retirement plans	BRSR> Principle 3>Essential Indicator 2	BRSR	205	
201-4 Financial assistance received from government	HCLTech Sustainability Report 2024-25 >Creating Financial Value through Sustainability	SR	95	
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	BRSR > Principle 5 > Essential Indicator 2	BRSR	218	
202-2 Proportion of senior management hired from the local community	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Local Hiring	SR	43	
203-1 Infrastructure investments and services supported	BRSR > Section C > Principle 8 > Leadership Indicator 6 BRSR > Section C > Principle 2 > Essential Indicator 1	BRSR	233, 203	
203-2 Significant indirect economic impacts	HCLTech Sustainability Report 2024-25 >Empowering our communities	SR	73-80	

204-1 Proportion of spending on local suppliers	HCLTech Sustainability Report 2024-25 >Building Sustainable Supply Chains > Supplier Diversity program BRSR > Section C > Principle 8 > Leadership Indicator 3C	SR; BRSR	67-68; 232	
205-1 Operations assessed for risks related to corruption	HCLTech Sustainability Report 2024-25 >Corporate Governance > Anti – Bribery and Anti- Corruption Policy	SR	87	
205-2 Communication and training about anti-corruption policies and procedures	BRSR > Principle 1 > Essential Indicator 4 HCLTech Sustainability Report 2024-25 >Corporate Governance > Business Ethics, Training and Engagement	BRSR; SR	201; 87	
205-3 Confirmed incidents of corruption and actions taken	BRSR > Section C > Principle 1 >Essential Indicator 5	BRSR	201	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	HCLTech Sustainability Report 2024-25 >Corporate Governance>Business Ethics BRSR > Principle 7 > Essential Indicator 2	SR; BRSR	87; 230	
207-1 Approach to tax	HCLTech Sustainability Report 2024-25 >Corporate Governance > Tax Strategy, Approach to Tax Governance	SR	93	
207-2 Tax governance, control, and risk management	HCLTech Sustainability Report 2024-25 >Corporate Governance >Tax Strategy, Approach to Tax Governance, Tax Planning and Risk Management	SR	93	
207-3 Stakeholder engagement and management of concerns related to tax	HCLTech Sustainability Report 2024-25 >Corporate Governance > Tax Strategy, Stakeholder engagement and management of concern related to tax	SR	93	
207-4 Country-by-country reporting	HCLTech Sustainability Report 2024-25 >Corporate Governance >Tax Strategy, Country by Country Reporting	SR	93	
301-1 Materials used by weight or volume				Not Applicable
301-2 Recycled input materials used				Not Applicable

301-3 Reclaimed products and their packaging materials				Not Applicable
302-1 Energy consumption within the organization	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Energy Management BRSR > Sec C > Principle 6 > Essential Indicator 1	SR; BRSR	32; 221, 222	
302-3 Energy intensity	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Energy Management BRSR > Sec C > Principle 6 > Essential Indicator 1	SR; BRSR	32; 221, 222	
302-4 Reduction of energy consumption	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Energy Management BRSR > Sec C > Principle 6 > Leadership Indicator 4	SR; BRSR	32-33; 227, 228	
302-5 Reductions in energy requirements of products and services				Not Applicable
303-1 Interactions with water as a shared resource	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Water Management	SR	33	
303-2 Management of water discharge-related impacts	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Water Management	SR	33	
303-3 Water withdrawal	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Water Management BRSR > Sec C > Principle 6 > Essential Indicator 3 BRSR > Sec C > Principle 6 > Leadership Indicator 1 (iii)	SR; BRSR	37; 222, 226	
303-4 Water discharge	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Water Management BRSR > Sec C > Principle 6 > Leadership Indicator 1 (iii)	SR; BRSR	37; 226	

303-5 Water consumption	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Water Management BRSR > Sec C > Principle 6 > Essential Indicator 3 BRSR > Sec C > Principle 6 > Leadership Indicator 1 (iii)	SR; BRSR	37; 222, 226	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas				Not Applicable
304-2 Significant impacts of activities, products and services on biodiversity				Not Applicable
304-3 Habitats protected or restored				Not Applicable
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations				Not Applicable
305-1 Direct (Scope 1) GHG emissions	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Emissions BRSR > Sec C > Principle 6 > Essential Indicator 7	SR; BRSR	27; 223	
305-2 Energy indirect (Scope 2) GHG emissions	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Emissions BRSR > Sec C > Principle 6 > Essential Indicator 7	SR; BRSR	27; 223	
305-3 Other indirect (Scope 3) GHG emissions	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Emissions BRSR > Sec C > Principle 6 > Leadership Indicator 2	SR; BRSR	27; 227	

305-4 GHG emissions intensity	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Emissions BRSR > Sec C > Principle 6 > Essential Indicator 7 BRSR > Sec C > Principle 6 > Leadership Indicator 2	SR; BRSR	27; 223, 227	
305-5 Reduction of GHG emissions	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Emissions BRSR > Sec C > Principle 6 > Leadership Indicator 4	SR; BRSR	28-29; 227, 228	
305-6 Emissions of ozone-depleting substances (ODS)	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Emissions	SR	30	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	BRSR > Section C > Principle 6 > Essential Indicator 6	BRSR	223	
306-1 Waste generation and significant waste-related impacts	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Waste Management	SR	16	
306-2 Management of significant waste-related impacts	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Waste Management	SR	16	
306-3 Waste generated	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Waste Management BRSR > Section C > Principle 6 > Essential Indicator 9	SR BRSR	16; 224	
306-4 Waste diverted from disposal	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Waste Management BRSR > Section C > Principle 6 > Essential Indicator 9	SR; BRSR	17-18; 224	
306-5 Waste directed to disposal	HCLTech Sustainability Report 2024-25 >Protecting our Planet > Waste Management BRSR > Section C > Principle 6 > Essential Indicator 9	SR; BRSR	17-18; 224	
308-1 New suppliers that were screened using environmental criteria	HCLTech Sustainability Report 2024-25 >Building Sustainable Supply Chains > Integrating sustainability in our supply chain process	SR	69	

308-2 Negative environmental impacts in the supply chain and actions taken	HCLTech Sustainability Report 2024-25 >Building Sustainable Supply Chains > Integrating sustainability in our supply chain process	SR	69-71	
401-1 New employee hires and employee turnover	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Attracting Talent Employee Satisfaction	SR	41,46	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	BRSR > Section C > Principle 3 > Essential Indicator 1, 2 HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress	BRSR; SR	204, 205; 50-52	
401-3 Parental leave	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Family benefits BRSR > Section C > Principle 3 >Essential Indicator 5	SR; BRSR	50-51; 206	
402-1 Minimum notice periods regarding operational changes	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress >Emotional & Professional wellbeing	SR	52	
403-1 Occupational health and safety management system	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Occupational health and safety practices (OH&S) BRSR > Section C > Principle 3 >Essential Indicator 10 A	SR; BRSR	54; 207	
403-2 Hazard identification, risk assessment, and incident investigation	BRSR > Principle 3 > Essential Indicator 10 B, C	BRSR	208	
403-3 Occupational health services	BRSR > Principle 3 > Essential Indicator 10b HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Health Benefits	BRSR; SR	208; 50	

403-4 Worker participation, consultation, and communication on occupational health and safety	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress >Safety Training and Awareness BRSR > Principle 3 > Essential Indicator 8	SR; BRSR	54; 207	
403-5 Worker training on occupational health and safety	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Safety Training and Awareness BRSR > Principle 3 > Essential Indicator 8	SR; BRSR	54; 207	
403-6 Promotion of worker health	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Health Benefits	SR	50	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	BRSR > Principle 3 > Essential Indicator 10 HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Occupational health and safety practices (OH&S)	BRSR; SR	207; 54	
403-8 Workers covered by an occupational health and safety management system	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Occupational health and safety practices (OH&S)	SR	54	
403-9 Work-related injuries	BRSR > Section C > Principle 3 > Essential Indicator 11 Our people supercharging sustainable progress > Occupational health and safety practices (OH&S)	BRSR; SR	208; 54	
403-10 Work-related ill health	BRSR > Section C > Principle 3 > Essential Indicator 11 HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Occupational health and safety practices (OH&S)	BRSR; SR	208; 54	
404-1 Average hours of training per year per employee	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Skilling and Upskilling Initiatives	SR	44	

404-2 Programs for upgrading employee skills and transition assistance programs	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Skilling and Upskilling Initiatives BRSR > Section C > Principle 3 > Leadership Indicator 4	SR; BRSR	43-45; 211	
404-3 Percentage of employees receiving regular performance and career development reviews	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Talent Development	SR	43	
405-1 Diversity of governance bodies and employees	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > DEI > Employee breakdown by gender and region	SR	47-48,83	
405-2 Ratio of basic salary and remuneration of women to men	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Pay Equity	SR	48	
406-1 Incidents of discrimination and corrective actions taken	BRSR > Section C > Principle 5 > Essential Indicator 6	BRSR	219	
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	BRSR > Principle 3 > Essential Indicator 7 HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress > Respecting Human Rights	BRSR; SR	206; 55-56	
408-1 Operations and suppliers at significant risk for incidents of child labor	HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress - Respecting Human Rights BRSR > Section C > Principle 5 >Leadership Indicator 4 BRSR > Section C > Principle 5 >Essential Indicator 6 BRSR > Section C > Principle 5 >Essential Indicator 10	SR; BRSR	55-56; 221, 223, 225	

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>BRSR > Section C > Principle 5 >Leadership Indicator 4 BRSR > Section C > Principle 5 >Essential Indicator 6</p> <p>HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress - Respecting Human Rights</p>	BRSR; SR	221; 219, 55-56	
411-1 Incidents of violations involving rights of indigenous peoples	<p>BRSR > Section C > Principle 5 >Leadership Indicator 4 BRSR > Section C > Principle 5 >Essential Indicator 6</p> <p>HCLTech Sustainability Report 2024-25 >Our people supercharging sustainable progress - Respecting Human Rights</p>	BRSR; SR	221, 219 ; 55-56	
413-1 Operations with local community engagement, impact assessments, and development programs	HCLTech Sustainability Report 2024-25 >Empowering our communities	SR	72-80	
413-2 Operations with significant actual and potential negative impacts on local communities	HCLTech Sustainability Report 2024-25 >Empowering our communities	SR	72-80	
414-1 New suppliers that were screened using social criteria	HCLTech Sustainability Report 2024-25 >Building Sustainable Supply Chains > Integrating sustainability in our supply chain process	SR	69,70	
414-2 Negative social impacts in the supply chain and actions taken	HCLTech Sustainability Report 2024-25 >Building Sustainable Supply Chains > Integrating sustainability in our supply chain process	SR	69	
415-1 Political contributions	HCLTech Sustainability Report 2024-25 >Corporate Governance>Anti - Bribery and Anti- Corruption Policy	SR	87	
416-1 Assessment of the health and safety impacts of product and service categories	<p>BRSR>principle 9 >Essential indicator6</p> <p>HCLTech Sustainability Report 2024-25 >Corporate Governance>Cybersecurity, Data Privacy</p>	BRSR; SR	235; 91,92	

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	BRSR>Principle 9 >Essential indicator6 HCLTech Sustainability Report 2024-25 >Corporate Governance>Cybersecurity, Data Privacy	BRSR; SR	235; 91,92	
417-1 Requirements for product and service information and labelling	BRSR > Principle 9 > Leadership Indicator 1 BRSR > Principle 9 > Leadership Indicator 3	BRSR	236, 236	
417-2 Incidents of non-compliance concerning product and service information and labelling	BRSR > Principle 9 > Leadership Indicator 4	BRSR	236	
417-3 Incidents of non-compliance concerning marketing communications	BRSR > Principle 9 > Leadership Indicator 4	BRSR	236	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	BRSR > Section C > Principle 9 >Essential Indicator 7 (a), (b),& c. HCLTech Sustainability Report 2024-25 >Corporate Governance>Cybersecurity, Data Privacy	BRSR; SR	235, 236; 92	

Appendix 4: ESRS and IFRS Index alignment

Chapter Name	ESRS/IFRS (ISSB)	Reference Disclosure Number
About the report	ESRS 2 BP (Basis for preparation)	1,2
	ESRS 1 (General requirements)	5.1,6.1
Our Performance on ESG Targets	IFRS S1	51
	IFRS S2	33,35,36
	ESRS 2 BP (Basis for preparation)	2
	ESRS 2 MDR (Minimum Disclosure Requirements)	MDR-Metrics, MDR- Target
Our people supercharging sustainable progress	ESRS 2 SBM (Strategy, business model and Value Chain)	1
	ESRS S1 (Own Workforce)	1-17
	ESRS S2(Workers in Value chain)	1
Empowering our communities	ESRS S3 (Affected Communities)	1-2,4-5
Putting AI in SustAInable Technology	ESRS E2 (Pollution)	2
Protecting our planet	IFRS S1	29
	IFRS S2	9,10, 13, 14, 22, 25, 29
	ESRS E1 (Climate Change) GOV (Governance)	3
	ESRS E1 (Climate Change) SBM (Material impacts, risks and opportunities and their interaction with strategy and business model)	3
	ESRS E1 (Climate Change) -Impact, risk and opportunity management	IRO- 1
	ESRS E1 (Climate Change)	1-9
	ESRS E2 (Pollution)	4
	ESRS E3 (Water and Marine resources)-Impact, risk and opportunity management	IRO- 1

	ESRS E3 (Water and Marine resources)	1, 2, 4, 5
	ESRS E5 (Resource use and circular economy)-Impact, risk and opportunity management	IRO- 1
	ESRS E5 (Resource use and circular economy)	1-6
Building Sustainable Supply Chains	ESRS S2 (Workers in Value chain)	2-4, 5
	ESRS G1 (Business Conduct)	2
Corporate governance	IFRS S1	27
	ESRS 2 GOV (Governance)	1,2
	ESRS G1 (Business Conduct)	1,3-5
	ESRS S4 (Consumers and End users)	3
Creating Financial Value through sustainability	ESRS 2 SBM (Strategy, business model and value chain)	1
About HCLTech	ESRS 2 SBM (Strategy, business model and value chain)	1
Appendix 1: Our Policies	ESRS 2 BP (Basis of preparation)	2
	ESRS 2 MDR (Minimum disclosure requirement on policies)	MDR- Policies
Appendix 2: Risk Management Process	ESRS 2 GOV (Governance)	2,5
Appendix 3: Stakeholder Engagement and materiality assessment	IFRS S1	29-30,32-33,41,44
	ESRS 2 BP (Basis of preparation)	2
	ESRS 2 GOV(Governance)	2
	ESRS 2 SBM (Interests and views of stakeholders, Material impacts, risks and opportunities and their interaction with strategy and business model)	2,3
	ESRS 2 IRO (Disclosures on the materiality assessment process)	1

INDEPENDENT ASSURANCE STATEMENT to the Management of HCL Technologies Ltd.

HCL Technologies Ltd. (Corporate Identity Number L74140DL1991PLC046369, hereafter referred to as 'HCLTech' or 'the Company') has commissioned DNV Business Assurance India Private Limited ("DNV", "us" or "we") to conduct an independent assurance of its sustainability / non-financial disclosures disclosed in its Integrated Report (hereafter referred as 'Report') for the period FY 2024-25.

Scope of Work and Boundary

The agreed scope of work included a limited level of assurance for the information on the non-financial performance indicators disclosed in the Report prepared by HCLTech based on GRI Topic-specific Standards for the identified material topics for the activities undertaken by the Company during the reporting period 01/04/2024 to 31/03/2025. The reported topic boundaries of non-financial performance are based on the materiality assessment covering Company's operations as brought out in the section 'About the Report' of the report.

A reasonable level of assurance was carried out for the below mentioned indicators which were also disclosed in the company's BRSR (Annexure 1).

- a) GRI 302: Energy 2016 - 302-1, 302-3;
- b) GRI 303: Water and Effluents 2018 - 303-3, 303-4, 303-5;
- c) GRI 305: Emissions 2016 - 305-1, 305-2, 305-4; and
- d) GRI 306 Waste 2020 - 306-3; 306-4; 306-5;

Boundary covers the performance of HCLTech's all global operations that fall under the direct operational control of the Company's Legal structure unless otherwise specified below and 'About the Report' section of the report.

GRI disclosure	Boundary for Assurance
GRI 306: Waste 2020	India Locations

Reporting Criteria and Standards

The disclosures have been prepared by HCLTech:

- With reference to the requirements of Global Reporting Initiative (GRI) standards 2021.
- Business Responsibility and Sustainability Report (BRSR) as mandated by the Securities and Exchange Board of India (SEBI), India and.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

Assurance Methodology/ Standard

DNV has carried out the assurance engagement in accordance with DNV's VeriSustain™ protocol (V6.0), which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol (V6.0) has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustain™ protocol (V6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements; ISO 14046 - Environmental management - Water footprint - Principles, requirements, and guidelines, to evaluate disclosures wrt. Greenhouse gases and water disclosures, respectively.

Basis of our conclusion

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of HCLTech. We carried out the following activities:

- We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders.
- Reviewed the disclosures in the report. Our focus included general disclosures, GRI topic specific disclosures and any other key metrics specified under the reporting framework.

DNV Headquarters, Veritasveien 1, P.O.Box 300, 1322 Høvik, Norway. Tel: +47 67 57 99 00. www.dnv.com

DNV Business Assurance India Private Limited

Our competence, and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e FY 2024-25, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.

Statement Number: DNV-2025-ASR-74060-1

- Understanding the key systems, processes and controls for collecting, managing and reporting the non-financial disclosures in report.
- Walk-through of key data sets. Understand and test, on a sample basis, the processes used to adhere to and evaluate adherence to the reporting requirements.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting requirements.
- DNV audit team conducted on-site audits for corporate offices and sites. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
- Reviewed the process of reporting as defined in the assessment criteria.
- Interviews with selected senior managers responsible for management of disclosures and review of selected evidence to support ESG KPIs and metrics disclosed the Report. We were free to choose interviewees and interviewed those with overall responsibility of monitoring, data collation and reporting the selected indicators.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for limited level of assurance for the disclosure.

On the basis of the assessment undertaken, for the GRI disclosures as mentioned in Annexure I, nothing has come to our attention to suggest that the disclosures are not fairly stated and are not prepared, in all material aspects, with reference to the reporting criteria and the principles as per DNV VeriSustain™ Protocol (V6.0) as stated below.

1. Materiality

The process of determining the issues that are most relevant to an organization and its stakeholders.

The Report explains out the materiality assessment process carried out by the Company which has considered concerns of internal and external stakeholders, and inputs from peers and the industry, as well as issues of relevance in terms of impact for HCLTech's business. The list of topics has been prioritized, reviewed and validated, and the Company has indicated that there is no change in material topics from the previous reporting period.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Materiality.

2. Stakeholder inclusiveness

The participation of stakeholders in developing and achieving an accountable and strategic response to Sustainability.

The Report brings out the stakeholders who have been identified as significant to HCLTech, as well as the modes of engagement established by the Company to interact with these stakeholder groups. The key topics of concern and needs of each stakeholder group which have been identified through these channels of engagement are further brought out in the Report.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Stakeholder Inclusiveness.

3. Responsiveness

The extent to which an organization responds to stakeholder issues.

The Report adequately brings out the Company's policies, strategies, management systems and governance mechanisms in place to respond to topics identified as material and significant concerns of key stakeholder groups.

Nothing has come to our attention to believe that the Report does not meet the requirements related to the Principle of Responsiveness.

4. Reliability/Accuracy

The accuracy and comparability of information presented in the report, as well as the quality of underlying data management systems.

The Report brings out the systems and processes that the Company has set in place to capture and report its performance related to identified material topics across its reporting boundary. The majority of information mapped with data verified through our assessments with HCLTech's management teams and process owners at the Corporate Office and sampled sites within the boundary of the Report were found to be fairly accurate and reliable. Some of the data inaccuracies identified in the report during the verification process were found to be attributable to transcription, interpretation, and aggregation errors. These data inaccuracies have been communicated for correction and the related disclosures were reviewed post correction.

Nothing has come to our attention to believe that the Report does not meet the principle of Reliability and Accuracy.

5. Completeness

How much of all the information that has been identified as material to the organization and its stakeholders is reported?

The Report brings out the Company's performance, strategies and approaches related to the environmental, social and governance issues that it has identified as material for its operational locations coming under the boundary of the report, for the chosen reporting period while applying and considering the requirements of Principle of Completeness.

Nothing has come to our attention to suggest that the Report does not meet the Principle of Completeness with respect to scope, boundary and time.

6. Neutrality/Balance

The extent to which a report provides a balanced account of an organization's performance, delivered in a neutral tone.

The Report brings out the disclosures related to HCLTech's performance during the reporting period in a neutral tone in terms of content and presentation, while considering the overall macroeconomic and industry environment.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Neutrality.

7. Sustainability Context

This addresses the requirement related to the presentation of the organization's performance in its own sustainability and general business context, i.e. a local, regional and international context.

The Report outlines how the Company monitors and evaluates its impact across local, regional, and global sustainability contexts. It reflects the Company's efforts to align its performance with broader societal needs and planetary boundaries to monitor, measure and evaluate its significant direct and indirect impacts linked to identified material topics across the Company, its significant value chain entities and key stakeholder groups.

Nothing has come to our attention to suggest that the Report does not meet the requirements related to the Principle of Sustainability Context.

Responsibility of the Company

HCLTech has the sole responsibility for the preparation of the Report and is responsible for all information disclosed in the Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and ensuring the quality and consistency of the information presented in the Report. HCLTech is also responsible for ensuring the maintenance and integrity of its website and any referenced disclosures on their website.

DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

Use and distribution of Assurance statement

This assurance statement, including our conclusion has been prepared solely for the Company in accordance with the agreement between us. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Management of the Company for our work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and HCLTech. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

Inherent Limitations

DNV's assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation/measurement errors and omissions.
- DNV's opinion on financial disclosures relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

For DNV Business Assurance India Private Limited,	
<p>Sarkar, Chandan</p> <p>Digitally signed by Sarkar, Chandan Date: 2025.07.28 19:44:21 +05'30'</p>	<p>Sharma, Anjana</p> <p>Digitally signed by Sharma, Anjana Date: 2025.07.29 09:59:33 +05'30'</p>
Chandan Sarkar Lead Verifier	Anjana Sharma Assurance Reviewer
Assurance Team: Jas Sahib Singh Chadha, Suraiya Rahman, R. Mohan Krishnan, Poornachander Maratha	

28 July 2025, Bengaluru, India.

Annexure I

GRI disclosures assured for Reasonable level of assurance as a part of the BRSR Core:

- GRI 302: Energy 2016 - 302-1, 302-3;
- GRI 303: Water and Effluents 2018 - 303-3, 303-4, 303-5;
- GRI 305: Emissions 2016 - 305-1*, 305-2**;
- GRI 306: Waste 2020 - 306-3, 306-4, 306-5;

GRI disclosures assured for Limited level of assurance:

- GRI 2: General Disclosures 2021
- GRI 3: Material Topics 2021 - 3-1; 3-2
- GRI 202: Market Presence 2016 - 202-1, 202-2;
- GRI 204: Procurement Practices 2016 - 204-1;
- GRI 205: Anti-corruption 2016 - 205-1, 205-2, 205-3;
- GRI 206: Anti-competitive behavior 2016 - 206-1;
- GRI 302: Energy 2016 - 302-4;
- GRI 303: Water and Effluents 2018 - 303-1, 303-2;
- GRI 305: Emissions 2016 - 305-3***, 305-4, 305-5, 305-6, 305-7;
- GRI 306: Waste 2020 - 306-1, 306-2;
- GRI 308: Supplier Environmental Assessment 2016 - 308-1, 308-2;
- GRI 401: Employment 2016 - 401-1, 401-2, 401-3;
- GRI 402: Labor/Management Relations 2016 - 402-1;
- GRI 403: Occupational Health and Safety 2018 - 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10;
- GRI 404: Training and Education 2016 - 404-1, 404-2, 404-3;
- GRI 405: Diversity and Equal Opportunity 2016 - 405-1, 405-2;
- GRI 406: Non-discrimination 2016 - 406-1;
- GRI 407: Freedom of Association and Collective Bargaining 2016 - 407-1;
- GRI 408: Child Labor 2016 - 408-1;
- GRI 409: Forced or Compulsory Labor 2016 - 409-1;
- GRI 411: Rights of Indigenous Peoples 2016 - 411-1;
- GRI 413: Local Communities 2016 - 413-1, 413-2;
- GRI 414: Supplier Social Assessment 2016 - 414-1, 414-2;
- GRI 416: Customer Health and Safety 2016 - 416-1, 416-2;
- GRI 417: Marketing and Labeling 2016 - 417-1, 417-2, 417-3;
- GRI 418: Customer Privacy 2016 - 418-1.

* Calculation of Scope 1 GHG emissions are based on conversion factors, emission factors considered in 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC sixth assessment report, The UK Department for Environment, Food and Rural Affairs (Defra), US Environments Protection Agency (EPA), and GHG protocol cross sector emission factors.

** Scope 2 GHG emissions for Indian operations are calculated based on emission factors in Central Electricity Authority, Govt. of India (CEA Version_20.0): Grid Emission Factors - Weighted Average Emission Rate (Incl RES), including cross-border electricity transfers which is 0.727 kgCO₂ per kWh. Scope 2 GHG emissions for rest of the countries (other than India) operations are calculated based on emission factors in Institute for Global Environmental Strategies (IGES) and GHG protocol cross sector emission factors. Scope 2 GHG emissions for purchased energy using diesel as fuel are calculated based on emission factors in The UK Department for Environment, Food and Rural Affairs (Defra), US Environments Protection Agency (EPA), and GHG protocol cross sector emission factors.

*** Calculation of Scope 3 GHG emissions are calculated based on emission factors considered in The UK Department for Environment, Food and Rural Affairs (Defra), US Environments Protection Agency (EPA), Central Electricity Authority of India (CEA), and Institute for Global Environmental Strategies (IGES), and GHG protocol cross sector emission factors.

Annexure II - Sites selected for audit

S.no	Site	Location
1.	Corporate Office	NCR-Campus, Noida
2.	India Sites (onsite)	NCR-Campus, Noida, Chennai-Elcot Campus, Bengaluru - Jigani Campus
3.	India Sites (remote audit)	Madurai, Pune, Nagpur, Hyderabad, Lucknow
4.	International Sites (remote audit)	Canada-Mississauga, Vancouver; Sri Lanka- Colombo; Mexico-Minerva, Vista; USA-Jersey City, Frisco, Parsippany; UK-London-3F & 6F, Watford-1F - 2F

HCLTech

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