

January 16, 2025

The General Manager
BSE Limited
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400 001

The Manager
National Stock Exchange of India Limited
Listing Department
Exchange Plaza, 5th Floor,
Plot No. C-1, Block-G
Bandra-Kurla Complex, Bandra(E)
Mumbai-400 051

BSE Scrip Code: 532281**NSE Scrip Code: HCLTECH****Sub: Grant of Restricted Stock Units ('RSUs')**

Dear Sir/Madam,

This is to inform you that the Nomination and Remuneration Committee ('NRC'), vide its resolution dated January 15, 2025 which was approved by circulation on January 16, 2025, has granted RSUs to the eligible employees of the Company and its subsidiaries under the HCL Technologies Limited - Restricted Stock Unit Plan 2021 ("RSU Plan 2021") and HCL Technologies Limited - Restricted Stock Unit Plan 2024 ("RSU Plan 2024"), as per details given hereunder.

Particulars	Details of RSUs granted
Brief details of RSUs granted	<ul style="list-style-type: none">3,14,798 RSUs in aggregate have been granted to 22 eligible employees of the Company and its subsidiaries under the RSU Plan 2021.49,677 RSUs in aggregate have been granted to 8 eligible employees of the Company and its subsidiaries under the RSU Plan 2024. <p>Each RSU shall entitle the RSU holder one fully paid-up equity share of ₹ 2/- each of the Company against each RSU vested and exercised and accordingly, up to 3,64,475 equity shares of ₹ 2/- each in aggregate (representing 0.013% of the paid-up equity share capital of the Company as on date) shall be transferred as per the terms of the aforesaid RSU Plans to the eligible employees.</p> <p>The aforesaid RSU Plans are being implemented through a trust mechanism wherein the trust acquires the shares from the secondary market and transfers the same to the eligible employees on exercise. No fresh shares shall be issued by the Company either to the trust or to the employees in terms of the RSU Plans.</p>

Whether the scheme is in terms of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (erstwhile known as the SEBI (Share Based Employee Benefits) Regulations, 2014).	Yes																																	
Vesting Period	<p><u>RSU Plan 2021</u></p> <table border="1"> <thead> <tr> <th>Vesting date</th> <th>No. of RSUs</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>30-Jun-2026</td> <td>14,332</td> <td>Performance based RSUs</td> </tr> <tr> <td>30-Jun-2028</td> <td>38,218</td> <td>Performance based RSUs</td> </tr> <tr> <td>30-Jun-2028</td> <td>2,62,248</td> <td>Tenure based RSUs</td> </tr> <tr> <td></td> <td>3,14,798</td> <td></td> </tr> </tbody> </table> <p><u>RSU Plan 2024</u></p> <table border="1"> <thead> <tr> <th>Vesting date</th> <th>No. of RSUs</th> <th>Remarks</th> </tr> </thead> <tbody> <tr> <td>31-Jan-2026</td> <td>362</td> <td>Performance based RSUs</td> </tr> <tr> <td>30-Jun-2026</td> <td>19,509</td> <td>Performance based RSUs</td> </tr> <tr> <td>30-Jun-2027</td> <td>543</td> <td>Tenure based RSUs</td> </tr> <tr> <td>30-Jun-2028</td> <td>29,263</td> <td>Tenure based RSUs</td> </tr> <tr> <td></td> <td>49,677</td> <td></td> </tr> </tbody> </table>	Vesting date	No. of RSUs	Remarks	30-Jun-2026	14,332	Performance based RSUs	30-Jun-2028	38,218	Performance based RSUs	30-Jun-2028	2,62,248	Tenure based RSUs		3,14,798		Vesting date	No. of RSUs	Remarks	31-Jan-2026	362	Performance based RSUs	30-Jun-2026	19,509	Performance based RSUs	30-Jun-2027	543	Tenure based RSUs	30-Jun-2028	29,263	Tenure based RSUs		49,677	
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Exercise Period	The vested RSUs shall be exercised by the eligible employees within a maximum period of 6 months from the date of vesting of RSUs.																																	
Exercise Price	₹ 2/- Per RSU <i>i.e.</i> at Par value of equity share.																																	
Diluted earnings per share pursuant to issue of equity shares on exercise of RSUs.	There will not be any dilution of earnings per share as no fresh shares shall be issued in terms of the RSU Plans.																																	

Further, 2,609 RSUs (1,682 RSUs under the RSU Plan 2021 and 927 RSUs under the RSU Plan 2024) that were earlier approved for grant have been cancelled.

This is for your information and records.

Yours faithfully,

For **HCL Technologies Limited**

Manish Anand
Company Secretary