

HCL TECHNOLOGIES LTD.

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January 4, 2022

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The Manager
National Stock Exchange of India Limited
Listing Department
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Mumbai-400 051

BSE Scrip Code: 532281

NSE Scrip Code: HCLTECH

Subject: Release – “HCL Technologies Named a Leader in Talent Readiness and Digital Talent Capability 2021 by Everest Group and Avasant RadarviewTM”

Dear Sir/ Madam,

Enclosed please find a release on the captioned subject being issued by the Company today.

This is for your information and records.

Thanking you,

Yours faithfully,
For **HCL Technologies Limited**



Manish Anand
Company Secretary

Encl: a/a



HCL Technologies Named a Leader in Talent Readiness and Digital Talent Capability 2021 by Everest Group and Avasant Radarview™

NOIDA, INDIA, Jan. 04, 2022: HCL Technologies (HCL), a leading global technology company, has been recognized as a leader in talent readiness and digital talent capability in 2021 by Everest Group and Avasant RadarView™, respectively.

The research firms commended HCL for its robust strategy and ecosystem for digital talent development, structured go-to-market and branded offerings for talent-related themes, investments in building agile workspaces, full employee lifecycle, and identifying the next generation IT skills.

In its “Talent Readiness for Next-generation IT Services PEAK Matrix® Assessment 2020” report, Everest Group said clients appreciate HCL’s openness to experiment with new talent onboarding initiatives and its focus to be future-ready from a training perspective that has helped the company position itself among the top services providers for talent readiness across competency areas. It further noted HCL’s push toward moving away from a factory-based pyramid model also resonates broadly as clients look at the next-generation IT skills.

“Structured go-to-market and branded offerings for talent-related themes has helped HCL Technologies to be positioned as a leader in the Talent Readiness for Next-generation IT Services PEAK Matrix® Assessment 2020,” said Ronak Doshi, Partner at Everest Group.

In its “Digital Talent Capability 2021 RadarView” report, Avasant Radarview lauded HCL’s digital strategy talent capabilities, talent transformation and talent investments and innovation. It highlighted HCL’s talent programs, including analytics-based skill program Skills@Scale, multiple domain capability building initiative TEX Academy, the ASCEND women’s leadership program, its New Vistas program focused on recruiting talent in Tier 2 cities, and its apprenticeship programs. The report also noted HCL’s focus has been on talent localization for on-site and onshore locations, which currently stands at 65-70% across all geographies as of FY2021.

“HCL continues to successfully deliver digital transformation for its clients supported by high availability of a digitally trained and project-ready workforce,” said Shwetank Saini, Research Leader, Avasant.

HCL believes in a culture that fosters grassroots innovation and is committed to providing its employees with an equitable, safe and inclusive work environment. With a female workforce of more than 27% and employees of 162 nationalities, HCL prides itself on employing people from diverse backgrounds, creating a unique fabric of values and traditions. HCL’s HR initiatives have received global accolades, including being recognized by the Great Place to Work®, the Top Employer Institute, Forbes Best Employer among others.

“We look for people with not only best-in-class functional skills, but also with soft skills including social intelligence, imagination, innovation, creativity and improvisation to solve unexpected problems and empathy,” said Apparao VV, Chief Human Resources Officer, HCL Technologies. “We have been strongly committed to upskilling and re-skilling our workforce to meet any future technological disruptions and provide them an inclusive, diverse and highly engaging environment.”

About HCL Technologies

HCL Technologies (HCL) empowers global enterprises with technology for the next decade, today. HCL’s Mode 1-2-3 strategy, based on its deep-domain industry expertise, client-centricity and entrepreneurial culture of Ideapreneurship™, enables businesses to transform into next-gen enterprises.

HCL offers its services and products through three business units: IT and Business Services (ITBS), Engineering and R&D Services (ERS) and Products & Platforms (P&P). ITBS enables global enterprises to transform their businesses through offerings in the areas of applications, infrastructure,





digital process operations and next-generation digital transformation solutions. ERS offers engineering services and solutions in all aspects of product development and platform engineering. P&P provides modernized software products to global clients for their technology and industry-specific requirements. Through its cutting-edge co-innovation labs, global delivery capabilities and broad global network, HCL delivers holistic services in various industry verticals, including Financial Services, Manufacturing, Technology and Services, Telecom and Media, Retail and CPG, Life Sciences and Healthcare, and Public Services.

As a leading global technology company, HCL takes pride in its diversity, social responsibility, sustainability, and education initiatives. For the 12 months ended September 30, 2021, HCL had consolidated revenue of \$10.82 billion. Its more than 187,000 ideapreneurs operate out of 50 countries.

For more information, visit www.hcltech.com

Forward-looking Statements

Certain statements in this release are forward-looking statements, which involve a number of risks, uncertainties, assumptions and other factors that could cause actual results to differ materially from those in such forward-looking statements. All statements, other than statements of historical fact are statements that could be deemed forward-looking statements, including but not limited to the statements containing the words 'planned', 'expects', 'believes', 'strategy', 'opportunity', 'anticipates', 'hopes' or other similar words. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties regarding impact of pending regulatory proceedings, fluctuations in earnings, our ability to manage growth, intense competition in IT services, business process outsourcing and consulting services including those factors which may affect our cost advantage, wage increases in India, customer acceptances of our services, products and fee structures, our ability to attract and retain highly skilled professionals, our ability to integrate acquired assets in a cost-effective and timely manner, time and cost overruns on fixed-price, fixed-timeframe contracts, client concentration, restrictions on immigration, our ability to manage our international operations, reduced demand for technology in our key focus areas, disruptions in telecommunication networks, our ability to successfully complete and integrate potential acquisitions, the success of our brand development efforts, liability for damages on our service contracts, the success of the companies /entities in which we have made strategic investments, withdrawal of governmental fiscal incentives, political instability, legal restrictions on raising capital or acquiring companies outside India, and unauthorized use of our intellectual property, other risks, uncertainties and general economic conditions affecting our industry. There can be no assurance that the forward-looking statements made herein will prove to be accurate, and issuance of such forward-looking statements should not be regarded as a representation by the Company, or any other person, that the objective and plans of the Company will be achieved. All forward-looking statements made herein are based on information presently available to the Management of the Company and the Company does not undertake to update any forward-looking statement that may be made from time to time by or on behalf of the Company.

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