

March 12, 2024

The General Manager
BSE Limited
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
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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

Subject: Release – “HCLTech recognized by Everest Group and Avasant for talent readiness”

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

HCLTech recognized by Everest Group and Avasant for talent readiness

NEW YORK, US and NOIDA, India, March 12, 2024—[HCLTech](#), a leading global technology company, announced that it has been recognized for its talent readiness and digital talent capability by Everest Group and Avasant.

Everest Group's Talent Readiness for Next-Generation IT Services PEAK Matrix® Assessment 2023 positioned HCLTech as a Leader and a Star Performer.

In [Avasant's Digital Talent Capability RadarView, 2023–2024](#), HCLTech has been positioned as a Leader for the third consecutive year.

"We are honored to be recognized by Everest Group and Avasant RadarView™ for our talent readiness and digital talent capability. This recognition is a testament to our commitment to providing our clients with the best possible services and our employees with the best possible opportunities to develop their skills and grow," said Ramachandran Sundararajan, Chief People Officer, HCLTech. He added that talent development initiatives are a strategic priority of the company, evident from its investments in the area, including advanced AI-based learning and development solutions and strategic alliances with technology providers to upskill the workforce.

Everest Group noted that HCLTech offers clients a strong delivery mix of resources skilled on next generation technologies including cloud, cybersecurity and application services. The report also noted HCLTech's strong focus on early talent development—evident from its [TechBee](#) and [apprenticeship](#) initiatives—prepares young people for global careers in technology with a chance to pursue higher education while enjoying financial independence.

"HCLTech has implemented robust talent sourcing strategies including train-hire-deploy model for talent acquisition through its strong ecosystem of academia partnerships and upskilling programs for early talent. It has a strong focus on enabling personalized skilling for its workforce and has implemented frameworks to enable non-linear and accelerated career progression, aligned with associate's aspirations and business requirements. It has effectively incorporated AI and analytics-powered solutions to optimize its workforce development and management strategies. Clients are appreciative of HCLTech's talent quality in terms of domain and technical expertise during next-generation IT services engagements." said Arpita Dwivedi, Practice Director at Everest Group.

In Avasant's Radarview™ report, HCLTech was one of the two top service providers that scored 15/15 across all three categories: digital strategy and talent capabilities, talent transformation, talent investments and innovation.

Avasant noted HCLTech's focus on its products and platforms strategy through HCLSoftware, efforts to infuse generative AI capabilities into products leveraging its orchestration and prompt engineering platform and partnerships with [Microsoft](#), [Google](#) and other companies to build joint solutions using GenAI. Avasant also noted how HCLTech has skilled over 60% of its workforce on

the latest digital technologies with a good mix of proprietary platforms and external platforms. The report lauded HCLTech's New Vistas initiative for hiring from an alternate talent pool and creating local employment opportunities while expanding its global presence.

Avasant defines digital talent capability as a combination of talent transformation strategies and processes, digital skills, digital roles and technology capabilities that enterprises and IT service providers use to develop digital talent pools and pipelines to deliver efficient and targeted digital services. Avasant's Radarview™ report on the Digital Talent Capability 2023 identifies key technology and talent-related trends and insights that are expected to have a long-term impact on any digital transformation project.

At HCLTech, we offer employees skill-based learning opportunities in digital, engineering, cloud, AI, and enterprise software with the freedom to experiment and pivot across roles and functions for an enriching career experience. To learn more about our employee value proposition, please visit www.hcltech.com/careers.

About HCLTech

[HCLTech](http://www.hcltech.com) is a global technology company, home to more than 224,000 people across 60 countries, delivering industry-leading capabilities centered around digital, engineering, cloud, AI and software, powered by a broad portfolio of technology services and products. We work with clients across all major verticals, providing industry solutions for Financial Services, Manufacturing, Life Sciences and Healthcare, Technology and Services, Telecom and Media, Retail and CPG, and Public Services. Consolidated revenues as of 12 months ending December 2023 totaled \$13.1 billion. To learn how we can supercharge progress for you, visit hcltech.com.

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