



HCL Technologies Hosts Over 500 of the Top Minds and Generates Real, Actionable Ideas for Sustainable Business in Crisis Times

Former U.S. Vice President Al Gore, Xerox CEO Anne Mulcahy and renowned management educator Gary Hamel headline dual-platform event where top business executives discuss solutions on how to sustain a successful business in the current economic climate

ORLANDO, FL — November 25, 2008 – More than 500 of the top business minds in the world discussed, debated and collaborated in Orlando last week about how to engage in a successful, sustainable, environmentally conscious business in the wake of the current global economic slowdown as HCL Technologies Ltd. (HCL) hosted its fourth-annual Global Customer Meet. Dubbed **Unstructure 2008**, the concept is an annual compendium of thoughts compiled from both the physical event and an online forum (www.unstructure.org) where participants have and will continue to exchange action-oriented ideas.

“The global economic slowdown has taken center stage and our physical environment continues to deteriorate as businesses face the most challenging times since the Great Depression,” said HCL CEO Vineet Nayar. “We were fortunate at Unstructure this year to have high quality conversations to generate positive action that will help organizations and practitioners to reinvent their strategies for sustaining growth while also playing a significant role in saving our environment .”

Highlighting HCL’s global customer meet this year was a keynote address by former U.S. Vice President Al Gore, who received the 2007 Nobel Prize for Peace for his efforts to enlighten the world community about the effects of global warming. During his address titled, “Thinking Green - Economic Strategy for the 21st Century,” Gore hailed U.S. President-Elect Barack Obama for his support for the Green movement and told those in attendance that environmentally sound practices, once thought to be a draw on the bottom line, are today viewed not only as economically sound, but also as a necessity for sustainability of businesses.

In closing, Gore noted that in the future, our children will look back on the first years of this century and either say “what were you thinking, why didn’t you act,” or, “how did you find the courage to rise up and solve the problem?” “I hope they say the latter,” he closed. “We have everything we need to solve this problem except political will but political will is a renewable resource.

Gore’s keynote underscored HCL’s larger *Go Green!* Initiative, which was omnipresent at Unstructure. In addition to the green-focused keynote, HCL made Unstructure both a paper-free and carbon-neutral event, the latter accomplished by purchasing carbon offsets from Carbonfund.org to compensate for the estimated 1,500 metric tons of carbon emissions that would be emitted by guests and HCL employees in attendance. HCL also arranged to plant



650 oak trees — roughly one for each guest and HCLite in attendance — on 2.8 acres of land in the Western Himalayas to help sustain the natural habitat of the oak silk worm, whose open-ended cocoons become “Free Silk” — meaning it was harvested after the moths had abandoned their cocoons — which was used to create the hand-crafted silk scarves that were presented to attendees as gifts.

In addition to Gore's discussion, Unstructure participants listened to keynote addresses by Xerox Chairman and CEO Anne Mulcahy, and world-renowned author and Management Educator Gary Hamel. In her address, “Sustainability: A New Business Paradigm,” Mulcahy described how to balance economic and environmental priorities, noting that creating a holistic balance between these goals is now the key to long-term sustainability. Hamel, spoke about the “Future of Management,” including innovative new ways of mobilizing talent, allocating resources, and formulating strategies.

"There's a company whose entire management model is built on the principle of reverse accountability; that is a pretty radical thought," said Gary Hamel. "I think Vineet Nayar has said, 'The value is created at the interface between employees and customers. Our job as leaders is to do everything we can to enable that value to be created and to do that you cannot have an old command and control kind of management system.'"

Unstructure also served as a platform for a number of key news announcements released by HCL and its partners. Among the announcements made at Unstructure were:

- **HCL Advances Go Green! Initiative with Carbon Neutral Global Customer Meet:** announced HCL's plans to offset carbon emissions with carbon offsets purchased from Carbonfund.org and to plant 650 trees in the Himalayas.
- **HCL Technologies and TIBCO Expand Global Alliance:** announced the expansion of HCL's strategic alliance with TIBCO Software Inc. (NASDAQ: TIBX) to include new and updated HCL solution frameworks for Business Process Management (BPM), Complex Event Processing (CEP) and Service Oriented Architecture (SOA).
- **Xerox and HCL Technologies Announce Global Partnership:** Xerox announced a strategic global alliance with HCL where HCL will serve as a systems integrator for Xerox's managed print services offering, which helps companies control office print environments to achieve continual cost savings and productivity gains.
- **Raiffeisen International Becomes the Latest Financial Institution to Benefit from Misys and HCL Development Partnership:** Misys announced that its partnerships with HCL will provide Raiffeisen International with an outsourced, flexible resource to support development needs of its new banking products and more efficiently maintain its existing products as it grows its global business. Misys and HCL have now agreed to expand the partnership to the Americas, Europe and the rest of the Asia Pacific region following the success of the alliance. The companies signed a Go to Market agreement, at a signing ceremony at **Unstructure** in Orlando, Florida.



While the event was punctuated with A-list speakers and important news, the majority of Unstructure was devoted to panel discussions that focused on topics that included surviving and thriving in the global economy, management innovations and environmental issues. Some of the panel discussion highlights included:

- **Aligning IT to Business:** discussed not only the threats, but also the opportunities created by the new models rising out of the economic downturn with an eye toward the practices businesses should follow to ensure sustainability.
- **Taking Advantage of Emerging Markets:** addressed the increasing focus in recent years on the opportunities and challenges posed by the E7, or emerging market economies, such as China, India, Brazil, Russia, Indonesia, Mexico and Turkey, to the established G7 economies in the U.S., Japan, Germany, UK, France, Italy and Canada. The panel discussed the different approaches companies must take in terms of R&D, supply chain, manufacturing and the entire front office to optimize business opportunities in these emerging markets.
- **Unlocking and Monetizing Innovation:** looked at whether employees should be encouraged to contribute to the betterment of their professions, even though such efforts very often do not have direct impact on their current jobs and employers, and whether or not this is the type of practice that makes innovation possible.
- **Creating a Lean Business:** discussed how lean principles being applied to manufacturing today have resulted in tremendous efficiencies without sacrificing quality or superior market positions for their proponents and questions whether IT companies can apply the same principles to reverse their trends of misutilized computing power, wasted software spending, reduction in quality of infrastructure support and general inconsistencies in performance.
- **Aligning Employees with Business:** looked at the incongruities of employee self-interest versus the interests of the organization and tried to answer not only if the two could be mitigated, but also if a more egalitarian form of management that places the employee first is the key to optimizing business outcomes.

While the physical event of Unstructure 2008 concluded this week, its second platform — the online discussion will continue indefinitely. Those interested in the presentations, discussions and ideas that were generated from the physical event can learn more about them or continue in their discussion by visiting www.unstructure.org.

The output of the event will be the Unstructure Ask Book – a compendium of insight and action ideas collected for businesses to use as an “Evolution” manifesto.

For more information on the Global Meet, including the detailed agenda, please visit:

<http://www.hcltech.com/global-meet2008/>.



About HCL Technologies

HCL Technologies is a leading global IT services company, working with clients in the areas that impact and redefine the core of their businesses. Since its inception into the global landscape after its IPO in 1999, HCL focuses on 'transformational outsourcing', underlined by innovation and value creation, and offers integrated portfolio of services including software-led IT solutions, remote infrastructure management, engineering and R&D services and BPO. HCL leverages its extensive global offshore infrastructure and network of offices in 19 countries to provide holistic, multi-service delivery in key industry verticals including Financial Services, Manufacturing, Aerospace & Defense, Telecom, Retail & CPG, Life Sciences & Healthcare, Media & Entertainment, Travel, Transportation & Logistics, Automotive, Government and Energies & Utilities. HCL takes pride in its philosophy of 'Employee First' which empowers our 52,714 transformers to create a real value for the customers. HCL Technologies, along with its subsidiaries, had consolidated revenues of US\$ 2.0 billion (Rs. 8300 crores), as on 30th September 2008. For more information, please visit www.hcl.in

About HCL Enterprise

HCL is a \$5 billion leading Global Technology and IT Enterprise that comprises two companies listed in India – HCL Technologies & HCL Infosystems. The 3-decade-old Enterprise, founded in 1976, is one of India's original IT garage start-ups. Its range of offerings spans Product Engineering, Custom & Package Applications, BPO, IT Infrastructure Services, IT Hardware, Systems Integration, and distribution of ICT products. The HCL team comprises over 56,000 professionals of diverse nationalities, who operate from 19 countries including 360 points of presence in India. HCL has global partnerships with several leading Fortune 1000 firms, including leading IT and Technology firms. For more information, please visit www.hcl.in

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-time frame 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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