

HCL Technologies Named to the 2010 WorldBlu List of Most Democratic Workplaces

HCL Honored as One of the 44 Most Democratic Workplaces in the World

SUNNYVALE, CA and NOIDA, India – April 13, 2010 – [HCL Technologies](#) Ltd., a leading global IT services company, today announced that it has been named to the WorldBlu List of Democratic Workplaces, sponsored by WorldBlu, a non-profit company specializing in organizational democracy.

The WorldBlu list of Most Democratic Workplaces annually recognizes organizations that demonstrate exemplary democratic practices that contribute to high performance, engagement, innovation and profitability.

HCL was selected to the list after completing an extensive employee survey, which was sent to a random sample of its worldwide employee base. HCL's organizational practices were evaluated on ten democratic principles including transparency, integrity, accountability and dialogue and listening. Developed by WorldBlu, this survey is based on a decade of research into what makes a world-class democratic organization.

This announcement came as part of the fourth annual Democracy in the Workplace Day on April 13th sponsored by the WorldBlu organization. This day recognizes and honors the 44 innovative organizations named to the 2010 list, including non-profit and for-profit organizations across the U.S., Canada, Mexico, the U.K., India, the Netherlands and Malaysia in industries including technology, healthcare, telecommunications, media, manufacturing, aerospace and retail.

“HCL has found a way to flip the corporate pyramid and truly give power to the people,” said Traci Fenton, Founder and CEO, WorldBlu. “HCL is an outstanding example of what organizational democracy can do for engagement, innovation and human development, as well as a bottom-line. HCL is a model that business leaders around the world should be studying and emulating.”

“To grow and prosper, companies must create value for their customers,” said Vineet Nayar, CEO, HCL Technologies. “To do so, the organization must support those employees who work in the value zone, the interface between the company and customers where value is genuinely created. But traditional organization structures, with many layers of management and top-down decision-making, often make it more difficult for frontline employees to do their jobs. So, at HCL, we have worked very hard to turn the organizational pyramid upside down -- by giving employees in the value zone much greater access to information, more power to resolve problems, and, in every way possible, increasing the transparency with which we do business. Such efforts redefine how employees think of themselves and how they go about their work. They come to view themselves as the fundamental source of the company's value; they generate ideas and new sources of business; most important, they take on the responsibility for change and transformation. We call this management approach Employees First, Customers Second.”

About WorldBlu

WorldBlu specializes in organizational democracy and freedom-centered leadership. Founded in 1997, WorldBlu works to inspire and support the design and development of democratic organizations worldwide. For more information, visit the WorldBlu website at <http://www.worldblu.com>.

About HCL

HCL is a \$5 billion leading global technology and IT enterprise comprising two companies listed in India - HCL Technologies and HCL Infosystems. Founded in 1976, HCL is one of India's original IT garage start-ups. A pioneer of modern computing, HCL is a global transformational enterprise today. Its range of offerings includes product engineering, custom & package applications, BPO, IT infrastructure services, IT hardware, systems integration, and distribution of information and communications technology (ICT) products across a wide range of focused industry verticals. The HCL team consists of over 62,000 professionals of diverse nationalities, who operate from 26 countries including over 500 points of presence in India. HCL has partnerships with several leading Global 1000 firms, including leading IT and Technology firms. For more information, please visit www.hcl.in

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 26 countries to provide holistic, multi-service delivery in key industry verticals including Financial Services, Manufacturing, Consumer Services, Public Services and Healthcare. HCL takes pride in its philosophy of 'Employee First' which empowers our 55,688 transformers to create a real value for the customers. HCL Technologies, along with its subsidiaries, had consolidated revenues of US\$ 2.5 billion (Rs. 11,833 crores), as on 31st December 2009 (on LTM basis). For more information, please 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-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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