

HCL Technologies Wins 2008 Optimas Award for Innovation

Company Lauded for 'Employee First, Customer Second' Management Philosophy by Workforce Management

Sunnyvale, CA and Noida, India — October 22, 2008: HCL Technologies Ltd., a leading global IT services provider, today announced it has received an ***Optimas Award*** for Innovation from *Workforce Management*. HCL received the award for the implementation of its innovative management philosophy of "Employee First, Customer Second." The magazine recognizes HCL as "unique in its community," for implementing sweeping changes in policy across the company to empower employees. Employee First aims to create a culture that empowers employees to be at the forefront of creating value for HCL's customers — built on the premise that it is the individual in an organization who deliver value to the customer, not the top management.

For 18 years, the *Optimas Awards* have recognized workforce management initiatives that directly improve business results. They are awarded annually to ten organizations that have demonstrated how their management strategies, policies and programs affect the bottom-line success of their organizations. Companies selected for this year's award are acknowledged for reinventing the workplace through efforts such as streamlining HR processes, creating innovative partnerships and confronting talent shortages.

"We are honored to be recognized by *Workforce Management* for 'Employee First, Customer Second,'" said DK Srivastava, head of Human Resources for HCL Technologies. "As engaged employees lead to engaged customers, the focus on employee empowerment has helped HCL evolve a symbiotic organizational structure with a unique culture that sets us apart from our peers and instills a strong sense of pride across the company."

"There are lots of organizations that understand the value of the workforce, and many of them are trying very hard to find new and better ways to leverage their people for better business outcomes," said John Hollon, editor of *Workforce Management*. "That's very important, of course, but *Optimas* winners go beyond that. They truly are the best of the best — these are organizations that understand that you can't just mix people, mission and culture together and expect to get a great business result."

Hollon continued, "They know all too well that these are all elements of success, but also, that mixing disparate elements together doesn't equal a winning formula. *Optimas* winners take those elements and apply them to their workforce in a way that speaks to a specific problem, situation or business imperative. And they know that in the hands of motivated and engaged people who are deeply invested in the organization's mission and culture, that these elements will not only improve their business results, but will take them to a level they might not have thought possible."

Details of HCL's award-winning management philosophy will be published in the October 20 edition of *Workforce Management*. The company will be presented with the award at a luncheon on October 28, 2008, in New York City.

The award from *Workforce Magazine* is the latest in a growing dossier of awards and recognitions for HCL Technologies and its customers. This list includes the following for HCL:

- **BusinessWeek's InfoTech 100 2008**, a compilation of the best-performing tech companies in the world

- **2008 Global Services 100**, a list of the top global services providers across 17 countries covering a range of services across IT and BPO, including IT application services, infrastructure, FAO, HRO and contact centers
- **Top 10 Best Performing Infrastructure Service Provider by Global Services Magazine**, in recognition of HCL's industry-leading achievements in Remote Infrastructure Management (RIM)
- **The ComputerWorld Honors Program 2008** recognized two of HCL's customers for their outstanding IT innovation. Merck & Company and Teradyne Inc. were both named as Laureates, while Teradyne was also recognized as a Finalist in its award category.
- HCL customer, Standard Parking Corporation, was named a winner of **Oracle's 'Empower the Green Enterprise' Award**.

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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