

Anti-Bribery & Anti-Corruption Note from our CEO

At HCL, we believe in a work culture that is based on meritocracy, high performance and result orientation. Our track record, over many years, has been built upon a solid foundation of integrity, transparency and good governance. These values form the basis of our Code of Business Ethics and Conduct (“**COBEC**”) and Anti-Bribery and Anti-Corruption policy (“**ABAC**”), which outlines our expected behavior from all our employees across the globe and defines our commitment to all stakeholders.

The COBEC and ABAC serves as framework of reference with broad guidelines to enable every HCL employee make the right choices at the workplace, as well as while dealing with others who conduct business with us. We encourage all employees to understand and embrace these ethical standards in letter and spirit, to remain above reproach at all times.

To enable every HCL employee and business associate make informed, ethical decisions, we have ensured mandatory training of the COBEC and ABAC. Further, we have institutionalized formal trainings on business integrity, health and safety, environment and sustainability, non-discrimination and other employee workplace practices.

If any of our stakeholders witness the organization, its employees or business associates deviate from the COBEC and/or ABAC, we request them to send their complaint to whistleblower@hcl.com.

Our reputation and success depends upon the personal commitment that each of us makes to uphold our organization’s values, and practice ethical behavior in all our business dealings. Let us make this commitment, regardless of employment level, position, or geographic location, both individually and collectively, to uphold the standards of business conduct in the COBEC and ABAC.

C Vijayakumar

President & CEO

HCL Technologies Ltd.

The HCL logo is located at the bottom right of the page. It consists of the letters "HCL" in a bold, blue, sans-serif font. Below the logo is a thick, dark blue horizontal bar that spans most of the width of the page.