

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

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www.hcltech.com

www.hcl.com

January 31, 2020

The General Manager
BSE Limited
Corporate Relationship Department
Phiroze Jeejeebhoy Towers
Dalal Street
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

Sub: HCL Technologies Named Top Employer Across Europe and South Africa

Dear Sir,

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

HCL



HCL Technologies Named Top Employer Across Europe and South Africa

Coveted status awarded in seven countries in recognition of HCL's best-in-class employee engagement and people practices

Noida, India – January 31st, 2020 - HCL Technologies (HCL), a leading global technology company, today announced that it has been named a Top Employer 2020 in the United Kingdom, Sweden, Germany, the Netherlands, Poland, France and South Africa. As well as achieving status as a Top Employer in multiple regions for the first time, this is also the fourteenth consecutive year that HCL has been recognized in the United Kingdom. Organizations certified as Top Employers are selected for their dedication to providing the very best working environment for employees through their progressive 'people-first' HR practices.

The Top Employers Institute is the global authority in recognizing excellence in people practices. Established more than 28 years ago, the Top Employers Institute has certified over 1,600 organizations in 119 countries across five continents. These certified Top Employers positively impact the lives of nearly 7,000,000 employees globally. HCL successfully met the standards to achieve the certification in seven different countries after being assessed for its talent strategy, workforce planning, talent acquisition, on-boarding, learning & development, performance management, leadership development, career & succession management, compensation & benefits and culture.

"Recognizing our Certified Top Employers 2020 is an extremely proud moment for us all," said David Plink, CEO, Top Employers Institute. "The level of certification that HCL has achieved in multiple regions showcases its dedication to the consistent application of HR excellence across its business. HCL's commitment to empowering its employees stands as a shining example of how employers can enrich the world of work through outstanding people practices. I'd like to extend a hearty congratulations to HCL on a fantastic achievement!"

"We are honored to receive such prestigious recognition from the Top Employers Institute regarding our people practices across Europe and South Africa," said Apparao VV, Chief Human Resources Officer, HCL Technologies. "We employ more than 12,000 people in the EMEA region and pride ourselves on being an employee-first organization by building a culture of trust and transparency across our workforce. Working together with our employees has enabled us to create a culture that facilitates growth, learning and excellence for all. Being named a Top Employer will further strengthen our brand in local markets, as we continue to invest in our people and work to empower and engage our employees."

HCL's unique ideapreneurship culture fosters grass-roots innovation, providing an opportunity for its 149,000 employees to ideate, collaborate and create everyday innovative ideas to solve customer's business problems. It is based on the fundamental belief of inverting the organizational pyramid and engaging, enabling and empowering the front-line employees who are best placed to appreciate and understand the customers' business and shape the roadmap to enhance the 'value zone' created in every interaction they have.

About HCL Technologies

HCL Technologies (HCL) empowers global enterprises with technology for the next decade today. HCL's Mode 1-2-3 strategy, through its deep-domain industry expertise, customer-centricity and entrepreneurial culture of ideapreneurship™ enables businesses to transform into next-gen enterprises.

HCL offers its services and products through three business units - IT and Business Services (ITBS), Engineering and R&D Services (ERS) and Products & Platforms (P&P). ITBS enables global enterprises to transform their businesses through offerings in areas of Applications, Infrastructure, Digital Process Operations and next generational digital transformation solutions. ERS offers engineering services and solutions in all aspects of product development and platform engineering. Under P&P, HCL provides modernized software products to global clients for their technology and industry-specific requirements. Through its cutting-edge co-innovation labs, global delivery capabilities and broad global network, HCL delivers holistic services in various industry verticals, categorized under





Financial Services, Manufacturing, Technology & Services, Telecom & Media, Retail & CPG, Life Sciences & Healthcare and Public Services.

As a leading global technology company, HCL takes pride in its diversity, social responsibility, sustainability and education initiatives. As of 12 months ended December 31, 2019, HCL has a consolidated revenue of US\$ 9.7 billion and its 149,000 ideapreneurs operate out of 45 countries. For more information, 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-timeframe 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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