

Message from the CEO and Managing Director



Dear Stakeholders,

As I reflect on the year, I am inspired everyday by how our people have embraced the opportunity to drive progress with purpose. Against a backdrop of rapid technological advancement and increasing expectations of corporate responsibility, we continued to demonstrate that sustainability is not separate from business success. It shapes how we innovate, how we engage with our stakeholders and how we create lasting value.

Through the Value Creation Portal, the truest expression of our Ideapreneurship culture, over 37,500 employees generated more than 18,900 ideas in FY26 and delivered approximately \$1.6 billion in value to clients over and above contractual commitments.

Our people remain central to HCLTech's success and we are fully invested in their health and well-being. We spent 2.08% of revenue in employee well-being, among the highest in our industry. Our commitment to an inclusive workplace is delivering tangible results. In FY26, 99.9% of women returned to work after parental leave and maternity retention in India rose from 70.53% to 81.6%, a reflection of the strength of our reintegration programs. This commitment begins at the top, with women representing 50% of our Board of Directors.

In water, we set an industry benchmark by replenishing 51 times more water than we consume, an outcome that has been verified independently. As a signatory to



The true measure of progress is not only what we achieve, but how we achieve it. At HCLTech, we are proving that when innovation is guided by purpose, growth becomes more resilient, inclusive and sustainable."

the UN Global Compact CEO Water Mandate, we are deepening collective action at the basin level, including in the Yamuna river basin. The HCL Group's Aquapreneur innovation initiative, in partnership with the World Economic Forum's UpLink platform, advances the water innovation ecosystem. Backed by a CHF 15 million commitment, it has supported 40 freshwater innovators over four years. This initiative is proof that ecosystems, not enterprises alone, will solve the world's water challenge. We also maintained our leadership by retaining 100% Zero Waste to Landfill Platinum certification across all owned campuses in India, with over 99% waste diversion.

On climate, disciplined execution turned ambition into achievement. We reduced Scope 1 and Scope 2 emissions by 55.84% against our FY20 baseline and met our SBTi 2030 target four years ahead of schedule, keeping us firmly on course to reach net zero by 2040. Renewable energy now accounts for nearly half of our total energy consumption with 89.65% of RE driving our data centers. We also recognize that the next frontier of decarbonization lies across our value chain and our supplier engagement and responsible procurement programs are building a scalable path forward.

Our commitment to inclusive growth continues through the HCLFoundation, which has positively impacted more than 8.4 million lives. We crossed a defining milestone of 155 billion liters of water harvested cumulatively, including 47.5 billion liters in FY26 alone, strengthening water security for some of India's most stressed communities.

At the heart of our progress is a simple belief: how we achieve results matters more than the results themselves. This belief encompasses everything we do, including our engagements in emerging technologies. As AI becomes foundational to enterprise transformation, we remain committed to deploying it responsibly. HCLTech became the first organization to receive the Responsible AI Institute's Organizational AI Governance Verification Badge.

Guided by strong governance, ethical business practices and a commitment to transparency, we continue to deliver on the trust our stakeholders place in us. I am pleased that Ethisphere recognized these efforts by naming HCLTech one of the World's Most Ethical Companies® for the third consecutive year.

Looking ahead, we will continue to embed sustainability into the way we run our business and support our clients. We remain focused on reducing our environmental impact, creating opportunities for our people, strengthening our communities and conducting business with the highest standards of integrity. These priorities will continue to guide our actions as we build a stronger and more resilient future.

Sincerely,

C Vijayakumar

Message from the Global Head of Sustainability

Dear Stakeholders,

Each year, our Sustainability Report provides an opportunity to reflect not only on what we have achieved, but also on what we have learned and how we will apply those lessons in the future.

We are operating in a world shaped by profound transitions. In such an environment, sustainability is an essential foundation for resilience, trust and long-term value creation.

A defining milestone this year has been the completion of our Double Materiality Assessment, strengthening how we understand both the impact of sustainability risks on our business and our impact on the world around us. This approach enables sharper decision-making, clearer prioritization and a more integrated view of long-term value creation.

In FY26, we made tangible progress across multiple dimensions of our sustainability journey. We achieved a water intensity of just 10.68 liters per capita per day, among the strongest performance levels in our industry and maintained Zero Waste to Landfill platinum certification across all our India campuses with a 99% waste diversion rate. Since our FY20 baseline, we have reduced our energy footprint by 31%.

As AI transforms industries and societies at an unprecedented speed, the responsibility to deploy it safely, ethically and transparently has never been greater. HCLTech was among the early leaders in establishing a Responsible AI framework and during FY26, we reinforced our commitment by signing the EU AI Pact and joining the AI Verify Foundation.

Our progress is ultimately made possible by our people. We are proud to maintain strong employee engagement, reflected in initiatives like managed healthcare services, with over 1,000 healthcare professionals across 51 locations providing best-in-class care to our employees. We have also strengthened accountability across our value chain, with 100% of our suppliers covered by our Supplier Code of Conduct and Green Procurement Policy. Sustainable business requires sustainable ecosystems and we remain committed to advancing both.

We were the highest-ranked India-headquartered technology company for the second consecutive year in TIME magazine's World's Best Companies and in the Professional Services category in TIME World's Most Sustainable Companies list. These recognitions provide independent validation of the progress we are making and the principles that guide us.

What I find most meaningful, however, is that sustainability at HCLTech is not confined to reporting cycles, ratings or compliance requirements. It is increasingly transforming how we think, act and grow as an enterprise.

This integration defines our excitement and confidence about our future. The challenges facing our world are complex and interconnected, but so are the opportunities. By bringing together technology and people, we are reinforcing our ability to help our clients, communities and society transition towards a more sustainable and equitable future.

Sustainability is a journey. It demands a continuous pursuit of improvement, collaboration and shared value creation. As we look ahead to FY27 and beyond, we remain committed to listening, learning and working alongside all of you to accelerate meaningful progress.

Kind regards,



Vipul Arora

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The true transformation is not in our metrics alone, but in embedding sustainability into every decision, enabling resilience, innovation and enduring value.”



Performance Highlights

\$1.6B+
in value creation

for clients over and above contractual commitments

2.08% of revenue invested in employee well-being, maintaining industry leadership

50% women on the Board, maintaining industry leadership in gender diversity

10.68 L/capita/day, the lowest water consumption in the industry

47.57 billion litres replenished, setting a new benchmark with **51x** more water replenished than consumed

4 years ahead of schedule, achieved our 2030 Scope 1 and Scope 2 reduction targets

100% campuses retained **Zero Waste to Landfill** **Platinum** certification, maintaining industry leadership since FY25

SBTi validation achieved for both short and long-term climate targets, joining a select group of global IT firms

89.65% renewable energy used in data centres; **49.79%** of total energy consumption from renewable sources

31% reduction in total energy footprint from the FY20 baseline

8.4 million lives impacted, with **54% female** beneficiaries

Global Recognitions

10 major recognitions

celebrated worldwide for leadership in sustainability, ethics and people practices

#1 India-headquartered company in the Professional Services category in **TIME World's Most Sustainable Companies** for the 2nd consecutive year

technology company in **TIME World's Best Companies** for the 2nd consecutive year

Fortune World's Most Admired Companies

6th consecutive year in Forbes World's Best Employers

3 years in a row as one of Ethisphere's World's Most Ethical Companies

4 years in a row in the S&P Global Sustainability Yearbook

MSCI AA (Leader) ESG Rating for 2 years in a row

#6 of 209 IT consulting companies in Sustainalytics ESG Risk Rating

96th percentile EcoVadis Gold rating for the 2nd consecutive year

#2 in the Perpetual Capital-Hurun India Impact 50

SDG Alignment

Delivering sustainable impact across our business, our people and our communities.



No Poverty

- Break intergenerational poverty for ultra-poor urban families through the Uday program
- Strengthen rural livelihoods and self-help groups through the Samuday program
- Enable financial inclusion and asset creation for vulnerable households



Zero Hunger

- Tackle child malnutrition and anemia through community nutrition and health interventions
- Support farmers on food security and improved agricultural practices through Samuday
- Promote kitchen gardens and sustainable local food systems



Industry, Innovation and Infrastructure

- Drive technology innovation for sustainability
- Invest in resilient digital infrastructure and solutions
- Foster startups, R&D and ecosystem partnerships



Reduced Inequalities

- Empower persons with disabilities through skilling and livelihood programs
- Advance inclusion for women, LGBTQIA+ and underrepresented groups
- Promote equitable access to opportunity across geographies



Sustainable Cities and Communities

- Operate LEED Platinum certified green campuses
- Support resilient and inclusive urban infrastructure
- Enable clean, waste-free cities through the My Clean City program



Good Health and Well-being

- Promote employee physical, mental and financial well-being
- Ensure safe, healthy and inclusive workplaces
- Expand access to preventive healthcare across communities



Quality Education

- Improve access and learning outcomes through Uday, Samuday and the HCLTech Grant
- Advance digital literacy, coding and AI skills in government schools
- Build STEM and employability pathways for underserved youth



Gender Equality

- Advance gender diversity, equality and inclusion
- Strengthen an inclusive and equitable workplace
- Support women-led enterprises and leadership development



Responsible Consumption and Production

- Optimize resource use across operations
- Embed sustainable procurement and responsible sourcing
- Reduce waste and drive circularity



Climate Action

- Decarbonize our operations and value chain
- Achieve science-based targets on the path to Net Zero
- Enable climate-positive solutions for clients



Life Below Water

- Retrieve ghost nets and marine debris through Harit coastal clean-ups
- Restore coastal ecosystems by raising mangrove saplings
- Protect marine biodiversity and endangered species



Clean Water and Sanitation

- Practice responsible water stewardship within our operations
- Operate Zero Liquid Discharge and rainwater harvesting at campuses
- Replenish community water resources and recharge structures



Affordable and Clean Energy

- Increase renewable energy adoption across operations
- Drive energy efficiency and demand reduction
- Enable clean energy access in underserved communities



Decent Work and Economic Growth

- Create quality jobs and continuous learning
- Drive inclusive growth in communities and the supply chain
- Uphold fair wages and responsible labor practices



Life on Land

- Restore indigenous ecosystems and biodiversity through afforestation
- Plant native saplings and rejuvenate water bodies with communities
- Advance land restoration and habitat conservation



Peace, Justice and Strong Institutions

- Uphold the highest standards of ethics, transparency and accountability
- Respect human rights across the value chain
- Maintain strong governance and anti-corruption systems



Partnerships for the Goals

- Join global coalitions such as the CEO Water Mandate
- Engage with multi-stakeholder initiatives
- Collaborate with partners to scale impact