DIRECTORS' REPORT

Dear Shareholders,

The Board of Directors ("Board") has immense pleasure in presenting the **34th Directors' Report** of HCL Technologies Limited ("HCLTech" or the "Company") together with the Audited Financial Statements for the Financial Year ("FY") ended March 31, 2026.

1. Financial Results

Key highlights of the financial results of the Company prepared as per the Indian Accounting Standards ("Ind AS") for the financial year ended March 31, 2026, along with corresponding numbers of the previous financial year ended March 31, 2025, are as under:

(₹ in crores)

Particulars	Consolidated		Standalone	
	FY ended		FY ended	
	March 31, 2026	March 31, 2025	March 31, 2026	March 31, 2025
Revenue from operations	1,30,144	1,17,055	55,031	51,105
Other income	1,530	2,485	2,205	1,234
Total Income	**1,31,674**	**1,19,540**	**57,236**	**52,339**
Total Expenses	**1,08,616**	**96,279**	**40,531**	**35,865**
Profit before exceptional items and tax	**23,058**	**23,261**	**16,705**	**16,474**
Exceptional items	956	-	6,681	-
Profit before tax	**22,102**	**23,261**	**10,024**	**16,474**
Tax Expense	5,450	5,862	2,397	4,208
Profit for the year	**16,652**	**17,399**	**7,627**	**12,266**
Other comprehensive income	3,709	705	(1,815)	(81)
Total comprehensive income for the year	**20,361**	**18,104**	**5,812**	**12,185**
Earnings per share of ₹2 each				
Basic (in ₹)	**61.46**	**64.16**	**28.17**	**45.25**
Diluted (in ₹)	**61.36**	**64.09**	**28.12**	**45.21**

2. Business Overview and State of Affairs

HCLTech brings together the best of technology and its people to supercharge progress for clients. HCLTech is a preferred digital transformation partner to Global 2000 enterprises. The Company has a differentiated and future-ready portfolio spanning engineering, digital, cloud, AI and software. With global delivery network spanning across 60 countries and deep partnerships with leading hyperscalers and technology providers, HCLTech enables its clients to deploy cutting-edge digital technologies at speed and scale, delivering measurable, real-world outcomes.

HCLTech aspires to be among the best AI solutions providers in the world. The Company has built a full-stack AI solutions portfolio to accelerate AI adoption in enterprises. The Company's AI-powered propositions, supported by robust bookings and sustained revenue growth in FY 2025-26, underscore its purpose of bringing together the best of technology and its people to supercharge progress.

As enterprises increase investments in AI and adjacent technologies, HCLTech is well-positioned to address evolving client needs and unlock new avenues for sustainable growth.

On a consolidated basis, the Company's revenue from operations for the financial year under review was ₹1,30,144 crores as against ₹1,17,055 crores for the previous financial year. The profit for the financial year under review was ₹16,652 crores as against ₹17,399 crores for the previous financial year.

On a standalone basis, the Company's revenue from operations for the financial year under review was ₹55,031 crores as against ₹51,105 crores in the previous financial year. The profit for the financial year under review was ₹7,627 crores as against ₹12,266 crores for the previous financial year.

The state of affairs of the Company is presented as part of the Management Discussion and Analysis Report which shall form part of the Annual Report for FY 2025-26.

3. Dividend

The Board has paid the following interim dividends during the financial year under review:

S. No.	Dividend Paid during FY 2025-26	Date of Declaration	Rate of Dividend per Share (face value of ₹2 each)	Dividend amount (₹ in crores)
1.	1st Interim Dividend	April 22, 2025	18/-	4,877
2.	2nd Interim Dividend	July 14, 2025	12/-	3,251
3.	3rd Interim Dividend	October 13, 2025	12/-	3,247
4.	4th Interim Dividend	January 12, 2026	12/-	3,247
			Total	**14,622**

Note: *The dividend amount is the gross amount before deduction of tax at source by the Company. Total tax deducted at source was approx. ₹1,389 crores.*

The Board declared an interim dividend of ₹24 per share for FY 2026-27 on April 21, 2026, after approval of the financial results of the Company for the quarter and year ended March 31, 2026.

4. Transfer to Reserves

The closing balance of the retained earnings of the Company, on a standalone basis, as on March 31, 2026, after all appropriations and adjustments was ₹20,245 crores.

For complete details on movement in Reserves and Surplus during the financial year under review, please refer to the Statement of Changes in Equity included in the Standalone and Consolidated financial statements of the Company for FY 2025-26.

5. Share Capital

During the financial year under review, the Company did not issue any equity shares. As on March 31, 2026, the Authorized share capital of the Company was ₹6,03,40,00,000/- divided into 3,01,70,00,000 equity shares of face value of ₹2/- each.

The Issued, Subscribed and Paid-up equity share capital of the Company as on March 31, 2026, was ₹5,42,73,30,192/- divided into 2,71,36,65,096 equity shares of face value of ₹2/- each.

6. USD Denominated Unsecured Notes Issued by a Wholly Owned Subsidiary

HCL America Inc., a step-down wholly owned subsidiary of the Company incorporated under the laws of California, USA in March 2021 had issued 1.375% senior unsecured notes ("Notes") of USD 500 million. The Notes carried an unconditional and irrevocable guarantee by the Company. In February 2023, the Notes of USD 247.793 million in aggregate principal amount were bought back & cancelled by HCL America Inc.. Further, on March 10, 2026, HCL America Inc. has fully repaid the balance outstanding Notes of USD 252.207 million in aggregate principal amount. As there are no outstanding Notes, the said guarantee has been released by the Trustee of the Notes.

7. Management Discussion and Analysis Report

The Management Discussion and Analysis Report in terms of Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, (the "Listing Regulations") shall form part of the Annual Report of the Company for FY 2025-26.

8. Subsidiaries, Associates and Joint Ventures

As on March 31, 2026, the Company has 125 subsidiaries and 3 associate companies within the meaning of Sections 2(87) & 2(6) of the Companies Act, 2013, respectively.

A. <u>Incorporation of new subsidiaries during the financial year under review</u>

1. HCL Technologies Holdings GmbH was incorporated under the laws of Austria as a step-down wholly owned subsidiary of the Company.
2. HCL Technologies Middle East LLC was incorporated under the laws of UAE as a step-down wholly owned subsidiary of the Company.

B. <u>Acquisitions during the financial year under review</u>

1. Wobby BV, headquartered in Belgium, an Agentic AI software startup that provides AI Data Analyst 'Agents' for data warehouses was acquired by Actian Germany GmbH, a company incorporated in Germany and a step-down wholly owned subsidiary of the Company.
2. Finergic Solutions Pte. Ltd., headquartered in Singapore, that provides core banking and wealth management transformation programs was acquired by HCL Singapore Pte Ltd., a company incorporated in Singapore and a step-down wholly owned subsidiary of the Company.

   Pursuant to this acquisition, Finergic Consulting Pte. Ltd. (incorporated in Singapore) and Finergic Luxembourg S.A. (incorporated in Luxembourg) became the step-down wholly owned subsidiaries of the Company w.e.f. March 6, 2026, being the date of completion of the acquisition.

C. Subsidiaries merged/closed during the financial year under review

The Company's endeavour is to achieve organisational efficiency by optimising resources and managing costs for operation in various countries. Accordingly, after taking into consideration the business aspects, local laws and regulations, etc., the Company takes appropriate actions for internal restructuring by integrating businesses amongst subsidiaries so as to reduce the number of entities.

Considering the above, the following subsidiaries of the Company were merged/closed during the year under review:

1. Zeenea Benelux (incorporated in Belgium), a step-down wholly owned subsidiary was voluntarily liquidated on April 10, 2025.
2. Geometric China, Inc. (incorporated in China), a step-down wholly owned subsidiary was de-registered on September 24, 2025.
3. CeleritiFinTech Limited (incorporated in the United Kingdom) a Joint Venture of the Company was liquidated on October 28, 2025.
4. Actian International Inc. (incorporated in Delaware, USA), a step-down wholly owned subsidiary was merged with and into Actian Corporation (incorporated in Delaware, USA), a step-down wholly owned subsidiary on December 1, 2025.
5. Confinale (UK) Limited (incorporated in the United Kingdom), a step-down wholly owned subsidiary was voluntarily dissolved on January 27, 2026.

D. Financial Statements of the Subsidiaries

In terms of the requirements of Section 129(3) of the Companies Act, 2013, as amended from time to time (the "Act"), a statement containing salient features of the financial statements of the Company's subsidiaries, associates and joint ventures in Form AOC-1 shall form part of the Annual Report of the Company for FY 2025-26.

In terms of the provisions of Section 136 of the Act and Regulation 46 of the Listing Regulations, the standalone and consolidated financial statements of the Company along with relevant documents for FY 2025-26 shall be available on the website of the Company at https://www.hcltech.com/investor-relations/financial-results. The financial statements of the subsidiaries for FY 2025-26 shall also be available on the website of the Company at https://www.hcltech.com/investor-relations/subsidiaries-financials.

9. Material Changes and Commitments Affecting Financial Position Between the End of the Financial Year and the Date of the Report

There have been no material changes and commitments which affect the financial position of the Company, that have occurred between the end of the financial year to which the financial statements relate and the date of this Report.

10. Directors and Key Managerial Personnel

Details of the composition of the Board, appointments/re-appointments/retirement of directors during the financial year under review and details of declaration by Independent Directors are provided in the Corporate Governance Report which shall form part of the Annual Report for FY 2025-26. ("Corporate Governance Report").

During the financial year under review, there was no change in the Key Managerial Personnel of the Company.

11. Number of Meetings of the Board

During the financial year under review, eight meetings of the Board were held. The details of the meetings are provided in the Corporate Governance Report.

12. Board Committees

The Company has the following Board Committees as on March 31, 2026:

a) Audit Committee

b) Nomination and Remuneration Committee

c) Stakeholders' Relationship Committee

d) Risk Management Committee

e) Corporate Social Responsibility Committee

f) ESG & Diversity Equity Inclusion Committee

Details of the composition of the Committees, their key terms of reference, attendance of Members at meetings of the Committees and other requisite details are provided in the Corporate Governance Report.

13. Board Evaluation

The Annual Performance Evaluation of the Board, its Committees, the Chairperson of the Board and the individual directors was undertaken by the Board/Independent Directors in terms of the provisions of the Act and the Listing Regulations. The evaluation was carried out in terms of the framework and criteria of evaluation as approved by the Nomination and Remuneration Committee of the Company. The process and criteria of evaluation is explained in the Corporate Governance Report.

14. Statutory Auditors and Statutory Audit Report

M/s. B S R & Co. LLP, Chartered Accountants (Firm Registration No.: 101248W/W-100022) the Statutory Auditors of the Company, were re-appointed as the Statutory Auditors of the Company in the Thirty-Second Annual General Meeting ("AGM") of the Company held on August 13, 2024 for a term of five consecutive years from the conclusion of the said AGM till the conclusion of the Thirty-Seventh AGM to be held in the year 2029.

There are no qualifications, reservations, adverse remarks or disclaimer by the Statutory Auditors in their Report for FY 2025-26. The Statutory Auditors have not reported any incident of fraud to the Audit Committee during the financial year under review.

15. Secretarial Auditor and Secretarial Audit Report

M/s. Makarand M. Joshi & Co. ("MMJC"), Practicing Company Secretaries, (Firm Registration No.: P2009MH007000), were appointed as the Secretarial Auditor of the Company in the Thirty-Third Annual General Meeting of the Company held on August 26, 2025 to hold the office for a period of five consecutive years commencing from FY 2025-26 till FY 2029-30. The report of the Secretarial Auditor for FY 2025-26 is enclosed as Annexure 1 to this Report.

There are no qualifications, reservations, adverse remarks or disclaimers by the Secretarial Auditor in their report. The Secretarial Auditor has not reported any incident of fraud during the financial year under review.

16. Maintenance of Cost Records

The maintenance of cost records and the requirement of a cost audit as prescribed by the Central Government under the provisions of Section 148 of the Act are not applicable to the business activities carried out by the Company. Accordingly, such cost accounts and records are not maintained by the Company.

17. Annual Return

Pursuant to the provisions of the Sections 92(3) & 134(3)(a) of the Act, the Annual Return of the Company for FY 2025-26 is available on the website of the Company at https://www.hcltech.com/investor-relations/annual-reports.

18. Policy on Directors' Appointment and Remuneration

The Nomination and Remuneration Committee ("NRC") formulates the criteria for determining the qualifications, positive attributes and independence of directors in terms of its charter. While evaluating the suitability of individual Board members, the NRC considers factors such as educational and professional background, general understanding of the Company's business dynamics, professional standing, personal & professional ethics, integrity & values, and willingness to devote sufficient time & energy in carrying out their duties and responsibilities effectively.

The NRC also assesses the independence of directors at the time of their appointment/re-appointment as per the criteria prescribed under the provisions of the Act, the rules made thereunder and the Listing Regulations.

The Remuneration Policy for Directors, Key Managerial Personnel and other employees is available on the website of the Company at https://www.hcltech.com/corporate/remuneration-policy.

19. Risk Management Policy

The Company has developed and implemented a Risk Management Policy that ensures appropriate management of risks in line with its internal systems and culture.

A detailed section on Risk Management is provided in the Management Discussion and Analysis Report, which shall form part of the Annual Report for FY 2025-26.

20. Internal Financial Control Systems and their Adequacy

The Company's internal financial control systems are commensurate with its size and nature of its operations and such internal financial controls are adequate and are operating effectively. The Company has adopted policies and procedures for ensuring orderly and efficient conduct of the business. These controls have been designed to provide reasonable assurance regarding recording and providing reliable financial and operational information, adherence to the Company's policies, safeguarding of assets from unauthorized use & prevention and detection of frauds & errors, the accuracy & completeness of the accounting records, and the timely preparation of reliable financial disclosures.

21. Significant and Material Orders

There are no significant and material orders passed by the regulators or courts or tribunals impacting the going concern status and Company's operations in future.

22. Particulars of Loans, Guarantees and Investments

The particulars of loans, guarantees and investments, as required under Section 186 of the Act and Schedule V of the Listing Regulations, have been disclosed in the financial statements for FY 2025-26.

23. Transactions with Related Parties

The particulars of transactions entered into with the related parties have been given in Annexure 2 to this Report in the Form AOC-2 in compliance with the provisions of Section 188(1) of the Act and applicable rules made thereunder. The Company has in place a 'Related Party Transaction Policy', which is available on the website of the Company at https://www.hcltech.com/corporate/related-party-transaction-policy.

24. Corporate Social Responsibility

The Company contributes progressively to the socio-economic and environmental advancement of the planet with Corporate Social Responsibility ("CSR") at the very core of its existence. To meet its goals, the Company drives its CSR agenda through its CSR arm, HCLFoundation, a public charitable trust.

The CSR Committee of the Company is *inter alia* responsible for formulating, recommending and monitoring the CSR Policy of the Company which contains the approach and direction given by the Board, and includes guiding principles for selection, implementation and monitoring of activities as well as formulation of the annual action plan.

The composition of the CSR Committee, and other details including brief outline of the CSR Policy of the Company, the amount that the Company was required to spent in terms of the provisions of the Act, and the amount that was actually spent during the financial year under review are set out in Annexure 3 to this Report in the format as prescribed under the Companies (Corporate Social Responsibility Policy) Rules, 2014.

The CSR projects, as approved by the Board for FY 2026-27 are available on the website of the Company at https://www.hcltech.com/investor-relations/corporate-social-responsibility.

25. Dividend Distribution Policy

The Company's wealth distribution philosophy aims at sharing its prosperity with its shareholders, through a formal earmarking/disbursement of profits to its shareholders. In accordance with Regulation 43A of the Listing Regulations, the Company has formulated and adopted a Dividend Distribution Policy which provides for the circumstances under which the members may or may not expect dividend, the financial parameters, internal and external factors, utilization of retained earnings, etc. The Dividend Distribution Policy is available on the website of the Company at https://www.hcltech.com/corporate/dividend-distribution-policy.

26. Unclaimed Dividend and Transfer to the Investor Education and Protection Fund

Pursuant to the provisions of Section 124 of the Act, the dividend amounts which have remained unclaimed in the unpaid dividend account for a period of seven years from the date of transfer have been transferred by the Company to the Investor Education and Protection Fund ("IEPF") established by the Central Government under Section 125 of the Act. The details of the unclaimed dividend amount which will be transferred to the IEPF in the subsequent years are provided in the Corporate Governance Report. Further, according to the IEPF Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, the shares in respect of which dividend has not been paid or claimed by the members for seven consecutive years or more are also required to be transferred to the demat account of the IEPF Authority. Accordingly, during the financial year under review, the Company has transferred 23,081 equity shares to the demat account of the IEPF Authority. The details of such shares are available on the website of the Company at https://www.hcltech.com/investor-relations/iepf.

27. Deposits

The Company has neither any outstanding deposits nor it has accepted any deposits from the public during the financial year under review.

28. Proceedings Pending under the Insolvency and Bankruptcy Code, 2016

There are no proceedings initiated/pending against the Company under the Insolvency and Bankruptcy Code, 2016.

29. Valuation Done at the Time of one Time Settlement

There were no instances of one-time settlement with the Banks or Financial Institutions.

30. Corporate Governance Report

The Corporate Governance Report in terms of Regulation 34(3) of the Listing Regulations, along with the Statutory Auditors' certificate thereon shall form part of the Annual Report for FY 2025-26.

31. Business Responsibility and Sustainability Report

The Business Responsibility and Sustainability Report ("BRSR") has been prepared in the format prescribed by SEBI and includes disclosures under the Essential and Leadership Indicators aligned with the nine principles of the National Guidelines on Responsible Business Conduct ("NGRBC"). The report provides stakeholders with an overview of the Company's policies, practices and performance across key Environmental, Social and Governance ("ESG") areas.

Pursuant to SEBI Circular No. SEBI/HO/CFD/CFD-SE-2/P/CIR/2023/122 dated July 12, 2023, as amended, SEBI has introduced BRSR Core, comprising identified key performance indicators linked to the NGRBC principles, which are subject to mandatory independent assurance. Accordingly, an independent reasonable assurance on the applicable BRSR Core indicators is being obtained. Further on a voluntary basis, the Company shall also obtain limited assurance on non-core parameters. The Assurance statement shall be attached with the BRSR and shall form part of the Annual Report.

The Company also publishes a standalone Sustainability Report, prepared with reference to the Global Reporting Initiative Standards 2021, providing additional details on its ESG strategy and performance. The Sustainability Report for FY 2025-26 shall be made available on the Company's website.

32. Sustainability

HCLTech's commitment to supercharging progress sustainably and responsibly is guided by its Act–Pact–Impact philosophy, which anchors business growth in accountability, transparency, and resilience.

In FY 2025-26, the Company conducted a Double Materiality Assessment to identify material topics most relevant for long-term value creation, considering both its impacts on people, the environment, and the economy, as well as the sustainability-related risks and opportunities influencing business performance.

To further strengthen strategic decision-making, HCLTech periodically assesses climate-related risks across 2030, 2040, and 2050 time horizons, enhancing its understanding of transition and physical risks and reinforcing resilience planning. The Company's sustainability roadmap is anchored in its 2030 priorities and supported by its ambition to achieve net-zero emissions by 2040 validated by SBTi, enabling a credible, phased transition aligned with business strategy and innovation-led growth. With industry leading performance on water, waste management and other metrics, the Company continues to reduce costs and improve operational resilience by embedding Sustainability into its core operations.

Beyond its operations, HCLTech leverages its digital, engineering, and responsible technology capabilities to help clients embed sustainability into core business decisions, operating models, and digital transformation initiatives. HCLTech also remains focused on creating positive social impact by investing in communities, skills, inclusive growth, contributing to a more resilient, equitable, and future-ready society.

The Company's Sustainability initiatives have produced these outcomes:

- Energy consumption has decreased by 31% in comparison to baseline year 2020, with a 56% reduction in non-renewable energy usage.
- Achieved a 55.84% reduction in scope 1 and 2 emissions, 4 years ahead of the target year 2030, compared to the baseline year 2020.
- Achieved a 9.56% reduction in scope 3 emissions compared to base year 2020.
- Achieved 49.79% of renewable energy across global operations.
- Impacted 8.4 million lives with 54% female beneficiaries through its CSR arm, HCLFoundation, and helped 16,800 persons with disability.
- Planted over 4.5 million saplings, developed water structures, rejuvenated water bodies replenishing 51 times the amount of water consumed by HCLTech.
- Maintained 100% TRUE Zero Waste to Landfill Platinum certification for all campuses in India.

Several leading ESG rating and assessment agencies have recognized HCLTech as a leader on account of its performance:

- **S&P Global Sustainability Yearbook**

  Included for the 4th year in a row, with 16% improvement in the score compared to the previous year.

- **EcoVadis**

  Awarded EcoVadis Gold rating for the second year in a row, ranking in the 96th percentile globally in FY 2025-26.

- **MSCI ESG Ratings**

  Achieved AA rating for strong ethics and human capital practices.

- **Science Based Targets initiative ("SBTi")**

  Climate targets validated for both near-term and long-term goals.

- **Perpetual Capital – Hurun India**

  Perpetual Capital – ranked HCLTech #2 among top 50 companies featured in India Impact 50 list 2026 for embedding Sustainable Development Goals in core operations.

33. Awards and Recognitions

HCLTech has been named to Fortune magazine's 2026 World's Most Admired Companies list, recognizing its consistent performance, technology-led innovation and commitment to long-term value creation for clients, employees and stakeholders. The Company has been recognized by TIME magazine in two of its flagship global rankings: the World's Best Companies 2025 and the World's Most Sustainable Companies 2025. It is the highest-ranked India-headquartered technology company on the list for the second consecutive year.

The other key recognitions that the Company received during the financial year under review are as follows:

- Chairperson, Roshni Nadar Malhotra featured among:
  - Forbes World's 100 Most Powerful Women
  - Fortune Most Powerful Women in Asia
  - Business Today India's Most Powerful Women in Business
- CEO & Managing Director, C. Vijayakumar named India's Best CEO (IT Services Large Cap) by Fortune India.
- Among Asia's Most Honored in Extel's 2025 Executive Team rankings, including Best CEO, Best CFO and Best IR Team awards. Achieved 17 Top 3 rankings (across Overall, Buy-Side and Sell-Side categories) in the Technology IT Services and Software sector, out of which 9 were No. 1 rankings.
- Recognized as one of the World's Most Ethical Companies® by Ethisphere for the third consecutive year.
- Ranked 8th most valuable IT services brand globally by Brand Finance.
- Featured in Forbes list of World's Best Employers for the sixth year in a row.
- Named one of America's Best Employers for New Grads 2025 by Forbes for the second consecutive year.

A detailed list of the awards and recognitions received by the Company during the financial year under review is provided in the Corporate Overview section of the Annual Report for FY 2025-26.

34. Organization Effectiveness - People-Led, AI-First Growth Engine

At HCLTech, its people are the driving force behind its ability to deliver sustained value in a rapidly changing world. As technology reshapes industries and business models, HCLTech's focus remains clear, building a workforce that is skilled, adaptable, and empowered to lead change.

HCLTech is committed to attracting, developing, and retaining the best talent by creating an environment rooted in trust, inclusion, and continuous growth. Its people strategy is anchored in a skills-first philosophy, where capability building, internal mobility, and future-ready learning pathways enable its workforce to stay ahead of evolving client and market needs. As of March 31, 2026, HCLTech's global workforce stood at 2,27,181, supported by sustained engagement actions and an LTM attrition rate of 12.5%. HCLTech operates at global scale with strong local relevance—present in 60 countries with team members from 167 nationalities. The Company continue to expand its footprint through strategic partnerships and AI advancements and maintain nearshore presence in 20 locations, with over 90% of employees hired locally.

To build the next talent layer at scale and at the right cost, the Company refreshed its operating model around well-defined capabilities and skills. Capability units anchor employee development, talent mobility, career growth and the selection of external talent, while delivery units maximize execution excellence, client-centricity and wallet-share expansion—each aligned tightly to business strategy and talent priorities.

HCLTech investments in digital platforms, AI-driven talent practices ensure that every individual has the opportunity to grow, contribute meaningfully, and realize their full potential.

The Company is investing decisively in reskilling and upskilling to keep its workforce future-ready. During the period, over 2,20,000 employees completed 9.3 million hours of learning, and 1,35,892 employees were trained in AI skills. This investment in capability building is complemented by a portfolio of people products that accelerate career mobility, development, and individual aspiration—enabled by integrated digital platforms such as TalentXchange, MentorMe, and Aspire.

- TalentXchange, HCLTech AI-powered internal talent marketplace, connects employees to opportunities aligned with their skills, interests, and career goals enabling a unified and transparent career progression journey.
- MentorMe, HCLTech global mentoring platform enrolling over 40,000 employees offers tailored mentoring journeys by connecting mentors and mentees based on compatibility and shared development objectives. HCLTech's internally developed virtual mentor, MentorBot, helps employees navigate workplace challenges and dilemmas, reducing stress through a supportive, GenAI-powered coaching experience. In parallel, the Company is strengthening leadership capability through the SuperManager program, which reinforces effective manager behaviours by recognizing positive actions and impacts—creating reusable, contextual insights that help managers lead effectively within HCLTech.
- The Aspire Learning Journey Program uses a 4D learning model—e-learning, instructor-led training, hands-on practice, and capstone projects to deliver a holistic experience. A structured curriculum with interim assessments, final assessments and capstones supports continuous skill development and career growth.
- HCLTech Talent Navigator platform, a suite of 12 AI agents enhances job descriptions, constructs skill rubrics, builds profile match reports, and provides SWOT analysis based on interview reviews—enabling internal and external fulfilment.

At HCLTech, employee experience is not a program—it is a design principle. The Company executed a Talent Management Strategy that strengthens collaboration, cultural understanding and delivery outcomes, supported by its award-winning EARS (Employee Action and Response System)—a large-scale, digital-first approach to continuously listen, act in real time, and close the loop with measurable impact. The initiative was recognized by The Economic Times, the People First Limited platform and the Brandon Hall Group. HCLTech strengthened two-way engagement at scale through its Digital People Partner, enabled via a global community page. With more than 90% of employees participating, the Company receive transparent, candid feedback on policies, processes and technology—supporting data-driven decisions and continuous improvement. The initiative won in the Employee Experience category at the HR World EX awards and was also recognized for Leading Practices in Employee Engagement at the People First HR Excellence Awards.

HCLTech builds talent early and at scale. In FY 2025–26, the Company onboarded 11,744 freshers, including through its TechBee program that recruits highly talented class 12 graduates. The Company structured development framework combines rigorous training, real-world exposure, continuous learning, and support for higher education—helping sustain a future-ready pipeline. Gen Z represents 31% of HCLTech global workforce, reinforcing its position as an employer of choice for next-generation talent.

The Company is widening access to talent beyond traditional hubs through New Vistas and nearshore programs, tapping diverse skill pools in India and globally. New Vistas locations in India now represent 17% of its India headcount; during the year under review

HCLTech expanded the network with new center in GIFT City, Ahmedabad.

With a diverse, global workforce spanning multiple generations, geographies, and disciplines, the Company fosters a culture that values collaboration, transparency, and shared purpose.

HCLTech is reimagining the hire-to-retire experience as a digital, AI-enabled and SAP-powered ecosystem-where data, skills, and seamless platforms come together to deliver intuitive, consumer-grade journeys for employees and managers. Through Project Transcend, the Company is building a unified, insight-led people architecture that enhances agility, accelerates outcomes, and enables a truly future-ready, skills-based organization.

The Company is building a diverse workforce across multiple dimensions in a verifiable, measurable manner. In FY 2025-26, gender diversity stood at 29.6%. The CEO & Managing Director plays a primary role in overseeing the Company's Diversity, Equity and Inclusion ("DE&I") initiatives. To affirm and guide HCLTech's ESG commitment and gender diversity agenda, the Board oversees a dedicated ESG and Diversity Equity Inclusion Committee. The Company's DE&I Centre of Excellence delivers Inclusion at Scale, a transformational learning program that builds awareness and capability through short, scalable video modules. The Company's efforts have been recognized across programs including Best Advance in Leadership Development for Women and Best Learning Program that Supports and Promotes Diversity, Equity, Inclusion and Belonging, and by Avtar & Seramount.

- HCLTech was named a winner in the BCWI (Best Companies for Women in India) 2025 list, reflecting its focus on fostering inclusive workplaces for women. HCLTech was also inducted into the BCWI "Hall of Fame", recognizing its consistent presence in the rankings for over five years.
- HCLTech was recognized as an "Exemplar of Inclusion" in the seventh edition of the Most Inclusive Companies Index ("MICI") 2025 by Avtar & Seramount. This recognition underscores its commitment to an equitable workplace that embraces diversity across gender, disability, LGBTQ+ identities, age, region, and more.

Looking ahead, HCLTech will continue to build a future-ready, skills-led workforce aligned to the evolving demands of an AI-driven world. The Company focus remains on strengthening capability, enhancing employee experience, and enabling greater agility across the organization. Through these efforts, the Company aims to unlock the full potential of its people and drive sustained, long-term value.

35. Conservation of Energy, Research and Development, Technology Absorption, Foreign Exchange Earnings and Outgo

Disclosures of particulars as required under Section 134(3)(m) of the Act read with the Companies (Accounts) Rules, 2014 to the extent applicable to the Company are set out in Annexure 4 to this Report.

36. Directors' Responsibility Statement

Pursuant to the provisions of Section 134 of the Act, the Board of Directors, to the best of its knowledge and ability, confirm that:

a) The financial statements have been prepared in accordance with the accounting standards issued by the Institute of Chartered Accountants of India and the requirements of the Act to the extent applicable to the Company. There have been no material departures from prescribed accounting standards while preparing these financial statements;

b) The Board of Directors has selected the accounting policies described in the notes to the accounts, which have been consistently applied, except where otherwise stated. The estimates and judgments relating to the financial statements have been made on a prudent basis, in order that the financial statements reflect in a true and fair manner, the state of affairs of the Company as at March 31, 2026, and the profit of the Company for the year ended on that date;

c) The Board of Directors has taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;

d) The annual accounts have been prepared on a going concern basis;

e) The Board of Directors has laid down internal financial controls to be followed by the Company and that such internal financial controls are adequate and are operating effectively; and

f) The Board of Directors has devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems are adequate and operating effectively.

37. Employee Stock Options Plans

HCL Technologies Limited - Restricted Stock Unit Plan 2021 & HCL Technologies Limited - Restricted Stock Unit Plan 2024 (collectively referred to as "HCLTech RSU Plans"):

Pursuant to the approvals of shareholders of the Company obtained on November 28, 2021, and July 3, 2024 via Postal Ballot, the Board of Directors of the Company has been authorized to adopt and implement 'HCL Technologies Limited - Restricted Stock Unit Plan 2021' ("RSU Plan 2021") and 'HCL Technologies Limited - Restricted Stock Unit Plan 2024' ("RSU Plan 2024") respectively, and grant Restricted Stock Units ("RSUs") to the Eligible Employees of the Company and/or its Subsidiaries/Associate Company(ies). Further, at the Annual General Meeting held on August 26, 2025, the shareholders approved a variation in the RSU Plan

2024, pursuant to which overall RSU grant limit was increased from 84,60,000 (Eighty-four lakhs sixty thousand) RSUs to 1,17,60,000 (One crore seventeen lakhs sixty thousand) RSUs and the maximum number of RSUs that may be granted in one or more tranches to an Eligible Employee under the RSU Plan 2024 was increased from 13,00,000 (Thirteen lakhs) RSUs to 33,00,000 (Thirty-three lakhs) RSUs.

Brief details of the HCLTech RSU Plans are as under:

Details	RSU Plan 2021	RSU Plan 2024
Total number of RSUs to be offered	A maximum of 1,11,00,000 (One crore eleven lakhs) RSUs in one or more tranches may be granted under the RSU Plan 2021, which on exercise would entitle not more than 1,11,00,000 (One crore eleven lakhs) equity shares of ₹2/- each (approximately 0.41% of the paid-up equity share capital as on March 31, 2021), with each such RSU conferring a right upon the Grantee to apply for one equity share of the Company, which may be adjusted for any corporate action(s) in terms of the RSU Plan 2021.	A maximum of 1,17,60,000 (One crore seventeen lakhs sixty thousand) RSUs in one or more tranches may be granted under the RSU Plan 2024, which on exercise would entitle not more than 1,17,60,000 (One crore seventeen lakhs sixty thousand) equity shares of ₹2/- each (approximately 0.43% of the paid-up equity share capital as on March 31, 2025), with each such RSU conferring a right upon the Grantee to apply for one equity share of the Company, which may be adjusted for any corporate action(s) in terms of the RSU Plan 2024.

HCLTech RSU Plans grant RSUs to the Eligible Employees who receive equity shares on exercise of the vested RSUs.

HCLTech RSU Plans have been implemented by way of secondary acquisition of equity shares of the Company by HCL Technologies Stock Options Trust ("HCLTech Trust") for transferring the same to the RSU Grantees on exercise of the vested RSUs by them. Accordingly, no fresh shares are issued or will be issued by the Company either to the HCLTech Trust or the RSUs Grantees.

HCLTech RSU Plans are in compliance with the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, as amended from time to time ("SEBI SBEB & SE Regulations") and there have been no changes in the HCLTech RSU plans during the financial year under review except the variation as mentioned above.

The details of the HCLTech RSU Plans including requirements specified under Regulation 14 of the SEBI SBEB & SE Regulations are available on the website of the Company at https://www.hcltech.com/investor-relations/disclosures-under-sebi-regulations-2015.

38. Whistleblower Policy/Vigil Mechanism

The Company has formulated and published a Whistleblower Policy to provide Vigil Mechanism for employees, directors and other stakeholders of the Company to report genuine concerns (including reporting of unethical, improper practices and instances of leakage of unpublished price sensitive information) and to ensure strict compliance with ethical and legal standards across the Company. The provisions of this Policy are in line with the provisions of the Section 177(9) of the Act and the Listing Regulations. The said Policy is available on the website of the Company at https://www.hcltech.com/corporate/whistleblower-policy and details of the same are also provided in the Corporate Governance Report.

39. Observance of the Secretarial Standards Issued by the Institute of Company Secretaries of India

The Company complies with all applicable Secretarial Standards issued by the Institute of Company Secretaries of India and notified by the Ministry of Corporate Affairs.

40. Disclosure Under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The Company has in place a Prevention and Redressal of Sexual Harassment at Workplace Policy in line with the requirements of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company has constituted an Internal Complaints Committee for the redressal of all sexual harassment complaints. These matters are also being reported to the Audit Committee. The Details of the Policy and sexual harassment complaints are provided in the Corporate Governance Report.

41. Maternity Benefit Act, 1961

The Company has complied with the provisions of the Maternity Benefit Act, 1961 and corresponding provision of Social Security code, 2020 during the year under review.

42. Particulars of Employees

The information required pursuant to provisions of Section 197(12) of the Act read with Rule 5(1) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 are given below:

A. The ratio of remuneration of each director to the median remuneration of the employees of the Company for the FY 2025-26:

S. No.	Name of the Director	Ratio to median remuneration of employees[1]
Executive Director		
1.	Mr. Vijayakumar Chinnaswamy ("C. Vijayakumar"), CEO & Managing Director[2]	291.9
Non-Executive Director[3]		
2.	Mr. Amitabh Kant[4]	-
3.	Ms. Bhavani Balasubramanian	13.3
4.	Mr. Deepak Kapoor	13.2
5.	Ms. Lee Fang Chew	15.2
6.	Ms. Nishi Vasudeva	13.0
7.	Ms. Roshni Nadar Malhotra	11.8
8.	Mr. Shikhar Neelkamal Malhotra ("Shikhar Malhotra")	11.1
9.	Mr. Simon John England	14.7
10.	Mr. Thomas Sieber[5]	-
11.	Ms. Vanitha Narayanan	16.0

Notes:

1) *The Company's workforce is spread across multiple countries, therefore, the median remuneration of employees has been determined after converting the remuneration of all global employees into Indian Rupee ("INR") equivalent remuneration using the applicable country-to-India Purchasing Power Parity ("PPP") conversion factor as on March 31, 2026.*

2) *Mr. C. Vijayakumar, Chief Executive Officer & Managing Director, is based in the USA and draws remuneration from HCL America Inc., a step-down wholly owned subsidiary of the Company. For the purpose of calculating the remuneration ratio, his remuneration has been converted into INR equivalent using the applicable USA-to-India PPP conversion factor as on March 31, 2026. Thereafter, this remuneration has been compared with the median remuneration of global employees to calculate the ratio.*

3) *The remuneration of Non-Executive Directors comprises of sitting fees and commission paid/ payable for FY 2025-26.*

4) *Mr. Amitabh Kant was appointed as Non-Executive Independent Director of the Company w.e.f. September 8, 2025 and received remuneration only for part of FY 2025-26. Hence, information of his remuneration is incomparable and has not been provided.*

5) *Mr. Thomas Sieber retired on completion of his tenure as Independent Director of the Company w.e.f August 26, 2025. Hence, his remuneration is incomparable and has not been provided.*

B. The percentage increase in remuneration of each Director, Chief Executive Officer, Chief Financial Officer, Company Secretary in the FY 2025-26:

i. Percentage increase/(decrease) in Remuneration of Non-Executive Directors

S. No.	Name of the Director	% Increase/ (Decrease) in remuneration in the financial year
1.	Mr. Amitabh Kant [1]	-
2.	Ms. Bhavani Balasubramanian	78.07
3.	Mr. Deepak Kapoor	80.99
4.	Ms. Lee Fang Chew [2]	-
5.	Ms. Nishi Vasudeva	69.47
6.	Ms. Roshni Nadar Malhotra	74.32
7.	Mr. Shikhar Malhotra	82.25
8.	Mr. Simon John England	43.59
9.	Mr. Thomas Sieber[3]	-
10.	Ms. Vanitha Narayanan	73.03

Notes:

1) *Mr. Amitabh Kant was appointed as Non-Executive Independent Director of the Company during the current year (FY 2025-26) and therefore the increase/(decrease) in remuneration is not applicable.*

2) *Ms. Lee Fang Chew was appointed as Non-Executive Independent director of the Company w.e.f. April 24, 2024, and received remuneration for part of FY 2024-25. Hence, the increase/(decrease) in remuneration is not comparable.*

3) *Mr. Thomas Sieber retired on completion of his tenure as Independent Director of the Company w.e.f on August 26, 2025, and received remuneration only for part of FY 2025-26. Hence, the increase/(decrease) in remuneration is not comparable.*

ii. Percentage increase/(decrease) in remuneration of Executive Director and Key Managerial Personnel

S. No.	Name of Key Managerial Personnel	Designation	% Increase/(Decrease) in remuneration in the financial year after considering the LTI payment & perquisite value of RSUs exercised	% Increase/(Decrease) in Remuneration in the financial year without considering the LTI payment & perquisite value of RSUs exercised
1.	Mr. C. Vijayakumar[1]	CEO & Managing Director	66.98%	22.86%
2.	Mr. Shiv Kumar Walia[2]	Chief Financial Officer	-	-
3.	Mr. Manish Anand	Company Secretary	(6.65) %	0.99%

Notes:

1) *Mr. C. Vijayakumar is based in the USA and draws remuneration from HCL America Inc., a step-down wholly owned subsidiary of the Company, incorporated under the laws of California, USA and he did not receive any remuneration from the Company. A detailed break-up of his remuneration has been provided in the Corporate Governance Report.*

2) *Mr. Shiv Kumar Walia was appointed as the Chief Financial Officer of the Company w.e.f. the close of business hours on September 6, 2024. Since the remuneration paid to Mr. Shiv Kumar Walia for FY 2024-25 was for part of the year, the remuneration paid to him in FY 2025-26 is not comparable with that for FY 2024-25.*

C. **The percentage increase in the median remuneration of employees in the financial year:** 5.4%, with respect to calculation of this percentage, please refer to note no. 1 given at point 42A above.

D. **The number of permanent employees on the rolls of the Company:** As on March 31, 2026, there were 1,70,811 permanent employees on the rolls of the Company. In addition, there were 56,370 employees on the rolls of its subsidiaries.

E. **Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any exceptional circumstances for increase in the managerial remuneration:** The average percentage increase made in the salaries of employees other than the managerial personnel in the last financial year was 2.97 %. The remuneration paid to the CEO & Managing Director is within the limits approved by the shareholders, the percentage change in remuneration has been stated in point b(ii) above and the details of the remuneration have been provided in the Para 20 of the Corporate Governance Report.

F. The Company affirms that the remuneration is as per the Remuneration Policy of the Company.

G. **Variable Pay Compensation:** The variable compensation is based on clearly laid out performance criteria and measures. The variable compensation is paid in the form of Annual Performance linked Bonus, Long-Term Incentive ("LTI") and Restricted Stock Units (based on Performance and/or Tenure). The parameters for variable compensation include achieving targets related to Revenues, EBIT, Net profit, Free cashflow, Total Shareholder Return, personal KPPs, strategic goals and other metrices such as client satisfaction, ESG, Diversity, etc.

43. Statement of Employees Pursuant to Rules 5(2) & 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014

In terms of Rules 5(2) & 5(3) of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, a separate exhibit forming part of this report contains the following:

a) the list of top ten employees of the Company in terms of the remuneration drawn in FY 2025-26;

b) a statement containing the names of the employees employed throughout the financial year and in receipt of remuneration of ₹1.02 crores or more per annum; and

c) a statement containing the names of the employees employed for part of the year and in receipt of remuneration of ₹8.50 lacs or more per month.

This exhibit is available on the website of the Company at https://www.hcltech.com/investor-relations/annual-reports . The Annual Report is being sent to the shareholders excluding the aforesaid exhibit. Shareholders interested in obtaining this information may access the same from the Company's website.

44. Large Corporates

As on March 31, 2026, the Company does not fall in the category of Large Corporates for FY 2025-26, as it does not exceed the thresholds given in the SEBI circular SEBI/HO/DDHS/DDHS-RACPOD1/P/CIR/2023/172 dated October 19, 2023.

45. Acknowledgements

The Company has achieved impressive growth through competence, hard work, solidarity, co-operation and the support of employees at all levels. The Board wishes to place on record its appreciation of the significant contributions made by the employees of the Company and its subsidiaries/associate companies. The Board also wishes to thank the customers, vendors, other business associates and investors for their continued support in the Company's growth and also wishes to thank the government authorities, banks and other regulatory bodies for their co-operation and assistance extended to the Company.

For and on behalf of the Board of Directors of
HCL Technologies Limited

Roshni Nadar Malhotra
Chairperson
DIN- 02346621

Place: Noida (U.P.), India
Date: April 21, 2026

Annexure 1 to the Directors' Report

SECRETARIAL AUDIT REPORT

for the Financial Year ended March 31, 2026

[Pursuant to section 204(1) of the Companies Act, 2013 and rule No.9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

To,
The Members,
HCL Technologies Limited
806, Siddharth, 96, Nehru Place,
Delhi-110019, India.

We have conducted the secretarial audit of the compliance of applicable statutory provisions and the adherence to good corporate governance practices by **HCL Technologies Limited** (hereinafter called 'the Company'). Secretarial Audit was conducted in a manner that provided us a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing our opinion thereon.

Auditor's Responsibility:

Our responsibility is to express an opinion on the compliance of the applicable laws and maintenance of records based on audit. We have conducted the audit in accordance with the applicable Auditing Standards issued by The Institute of Company Secretaries of India. The Auditing Standards required that the Auditor shall comply with statutory and regulatory requirements and plan and perform the audit to obtain reasonable assurance about compliance with applicable laws and maintenance of records.

Based on our verification of the Company's books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of secretarial audit, we hereby report that in our opinion, the Company has, during the audit period covering the financial year ended on March 31, 2026 (hereinafter called the 'Audit Period') complied with the statutory provisions listed hereunder and also that the Company has proper Board processes and compliance mechanism in place to the extent, in the manner and reporting made hereinafter:

We have examined the books, papers, minute books, forms and returns filed and other records maintained by the Company for the financial year ended on March 31, 2026 according to the provisions of:

(i) The Companies Act, 2013 ('the Act') and the rules made thereunder;

(ii) The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the rules made thereunder;

(iii) The Depositories Act, 1996 and the Regulations and Bye-laws framed thereunder;

(iv) Foreign Exchange Management Act, 1999 and the rules and regulations made thereunder to the extent of Foreign Direct Investment and Overseas Direct Investment **(External Commercial Borrowings are not Applicable to the Company during the Audit Period);**

(v) The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):-

   (a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011;

   (b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;

   (c) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018; **(Not Applicable to the Company during the Audit Period)**

   (d) The Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021;

   (e) The Securities and Exchange Board of India (Issue and Listing of non-convertible Securities) Regulations, 2021; **(Not Applicable to the Company during the Audit Period)**

   (f) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 2025 erstwhile Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993 regarding the Companies Act and dealing with client;

   (g) The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2021; **(Not Applicable to the Company during the Audit Period)** and

   (h) The Securities and Exchange Board of India (Buy-back of Securities) Regulations, 2018; **(Not Applicable to the Company during the Audit Period)**

   We have also examined compliance with the applicable clauses of the following:

   (i) Secretarial Standards issued by the Institute of Company Secretaries of India and notified by the Ministry of Corporate Affairs.

   (ii) The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and amendments made thereunder. ('Listing Regulations')

During the audit period the Company has complied with the provisions of the Act, Rules, Regulations, Guidelines and Standards, etc. as mentioned above.

We further report that, having regard to the compliance system prevailing in the Company and on the examination of the relevant documents and records in pursuance thereof, on test- check basis, the Company has generally complied with Sector/Industry based law applicable as mentioned below:

- The Special Economic Zone Act, 2005
- Software Technology Parks of India Rules and Regulations.

We further report that

The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors. The changes in the composition of the Board of Directors that took place during the audit period were carried out in compliance with the provisions of the Act and Listing Regulations.

Adequate notice is given to all Directors to schedule the Board Meetings, agenda and detailed notes on agenda were sent at least seven days in advance (except few meetings were convened at a shorter notice for which necessary approval were obtained as per applicable provisions) and a system exists for seeking and obtaining further information and clarifications on the agenda items before the meeting and for meaningful participation at the meeting.

All decisions at Board Meetings and Committee Meetings are carried out unanimously as recorded in the minutes of the meetings of the Board of Directors or Committee of the Board, as the case may be.

We further report that there are adequate systems and processes in the Company commensurate with the size and operations of the Company to monitor and ensure compliance with applicable laws, rules, regulations and guidelines.

We further report that during the audit period, the Company has obtained the shareholder approval in the Annual General meeting on August 26, 2025 for Variation in the HCL Technologies Limited- Restricted Stock Unit Plan 2024 and authorization for Secondary acquisition of equity shares of the Company by HCL Technologies Stock Options Trust for implementation of variation in 'HCL Technologies Limited – Restricted Stock Unit Plan 2024' and providing financial assistance in this regard.

For Makarand M. Joshi & Co.
Company Secretaries
ICSI UIN: P2009MH007000
Peer Review Cert. No.: 6832/2025

Makarand M. Joshi
Partner
FCS No.: 5533
CP No.: 3662
UDIN: F005533H000160127

Date: April 21, 2026
Place: Mumbai

This report is to be read with our letter of even date which is annexed as Annexure A and forms an integral part of this report.

'Annexure A'

To,
The Members,
HCL Technologies Limited
806, Siddharth, 96, Nehru Place,
Delhi-110019, India.

Our Report of even date is to be read along with this letter.

1. Maintenance of secretarial record is the responsibility of the management of the Company. Our responsibility is to express an opinion on these secretarial records based on our audit.
2. We have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the secretarial records. The verification was done on test basis to ensure that correct facts are reflected in Secretarial records. We believe that the processes and practices, we followed provide a reasonable basis for our opinion.
3. We have not verified the correctness and appropriateness of financial records and Books of Accounts of the Company.
4. Wherever required, we have obtained the Management representation about the compliance of laws, rules and regulations and happening of events etc.
5. The compliance of the provisions of Corporate and other applicable laws, rules, regulations, standards is the responsibility of management. Our examination was limited to the verification of procedures on test basis.
6. The Secretarial Audit report is neither an assurance as to the future viability of the company nor of the efficacy or effectiveness with which the management has conducted the affairs of the company.

For Makarand M. Joshi & Co.
Company Secretaries
ICSI UIN: P2009MH007000
Peer Review Cert. No.: 6832/2025

Makarand M. Joshi
Partner
FCS No.: 5533
CP No.: 3662
UDIN: F005533H000160127

Date: April 21, 2026
Place: Mumbai

Annexure 2 to the Directors' Report

FORM NO. AOC-2

(Pursuant to clause (h) of sub-section (3) of Section 134 of the Companies Act, 2013
and Rule 8(2) of the Companies (Accounts) Rules, 2014)

Form for disclosure of particulars of contracts/arrangements entered into by the Company with related parties referred to in sub-section (1) of Section 188 of the Companies Act, 2013 including certain arm's length transactions under third proviso thereto.

1. **Details of contracts or arrangements or transactions not at arm's length basis**

   During the financial year ended March 31, 2026, HCL Technologies Limited ("HCLTech") has not entered into any contract or arrangement or transaction with its related parties which is not at arm's length.

2. **Details of material contracts or arrangement or transactions at arm's length basis**

   a) Name(s) of the related party and nature of relationship:

   During the financial year ended March 31, 2026, the material transactions in terms of Regulation 23 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 were undertaken with the following step-down wholly owned subsidiaries, being the related parties:

S. No.	Name of the step-down wholly owned subsidiaries	Registration Number	Place of Incorporation	Amount of transaction (₹ in crores)
1.	HCL Technologies Corporate Services Limited	11234311	UK	26,341
2.	HCL America Inc.	C 1505609	USA	9,476

   b) Nature of contracts/arrangements/transactions:

   Rendering of services, sale of product and other miscellaneous income to third party clients under revenue share arrangement.

   c) Duration of the contracts/arrangements/transactions:

   The transactions are on-going.

   d) Salient terms of the contracts or arrangements or transactions including the value, if any:

   - HCLTech along with above-mentioned step-down wholly owned subsidiaries provide IT/ITES services to the existing and new clients under a revenue share arrangement, including such support and general administrative services as may be required from time to time.
   - The respective parties pay or receive revenue share attributable to the services provided directly by them for the clients.
   - The respective parties diligently perform their respective obligations under the contracts in a timely manner and provide services in accordance with the work order issued by the customer;
   - The respective parties submit invoices for its revenue share on timely basis for the services provided for each project to the client as per the terms of contract and promptly pay the same;
   - The respective parties are responsible for all the expenses incurred in connection with providing its services; and
   - The parties to comply with the local, state and federal laws and regulations applicable while providing services.

   e) Date(s) of approval by the Board, if any:

   The approval of the Board for the aforesaid transactions was not applicable as these transactions were in the ordinary course of business and on arm's length basis. These transactions were approved by the Audit Committee of the Company under the omnibus approval basis the criteria approved by the Board.

   f) Amount paid as advances, if any:

   NIL.

For and on behalf of the Board of Directors of
HCL Technologies Limited

Roshni Nadar Malhotra
Chairperson
DIN- 02346621

Place: Noida (U.P.), India
Date: April 21, 2026

Annexure 3 to the Directors' Report

ANNUAL REPORT ON CORPORATE SOCIAL RESPONSIBILITY ("CSR") ACTIVITIES

1. **A brief outline of the Company's CSR policy**

The objective of the CSR policy (the "Policy") of the Company is to lay down the guiding principles for selection, implementation, monitoring, and evaluation of CSR activities as well as formulation of the Annual Action Plan, for ensuring growth and advancement of society and conservation of natural resources. To meet its goals, the Company drives its Corporate Social Responsibility agenda through its CSR arm, HCLFoundation, a public charitable trust.

HCLFoundation has been registered with the Ministry of Corporate Affairs to undertake CSR activities, and accordingly it undertakes projects and programmes, as part of its CSR mandate, aligned to the Sustainable Development Goals. The CSR activities, projects and programmes undertaken by the Company are those that are approved by the Board of Directors on the recommendation of the CSR Committee and are covered under the areas set out in Schedule VII of the Companies Act, 2013. The CSR initiatives are inclusive, gender transformative, with special attention to the ultra-poor, people with disabilities and environment conservation.

The key CSR streams are early Childhood Care & Development, Health, Education, Skill Development & Livelihood, Water, Sanitation & Hygiene, Environment, Disaster Risk Reduction & Response and Gender & Inclusion.

2. **The composition of the CSR Committee as on March 31, 2026**

S. No.	Name of Director	Designation/Nature of Directorship	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1.	Ms. Roshni Nadar Malhotra	Chairperson Non-Executive Non-Independent Director	2	2
2.	Ms. Bhavani Balasubramanian	Member, Independent Director	2	2
3.	Mr. Simon John England	Member, Independent Director	2	2

3. **The web-link where Composition of CSR Committee, CSR policy and CSR projects approved by the Board are disclosed on the website of the Company**

https://www.hcltech.com/investor-relations/corporate-social-responsibility

4. **Provide the executive summary along with web-link(s) of Impact Assessment of CSR projects carried out in pursuance of sub-rule (3) of Rule 8 of the Companies (Corporate Social Responsibility Policy) Rules, 2014**

During the financial year under review an independent impact assessment of 117 projects was carried out through the independent agencies. The executive summary of these impact assessment reports is attached herewith as Appendix-A to this Annexure-3.

The detailed impact assessment reports are available on the website of the Company at https://www.hcltech.com/investors/corporate-social-responsibility-hcl.

			(₹/crores)
5.	a)	**Average net profit of the Company as per Section 135(5)**	15,216.13
	b)	**Two percent of average net profit of the Company as per Section 135(5)**	304.32
	c)	**Surplus arising out of the CSR projects or programmes or activities of the previous financial years**	Nil
	d)	**Amount required to be set off for the financial year, if any**	Nil
	e)	**Total CSR obligation for the financial year [(b)+(c)-(d)]**	304.32

			(₹/crores)
6.	a)	**Amount spent on CSR Projects (both ongoing project and other than ongoing project)**	300.50
	b)	**Amount spent in Administrative Overheads**	2.00
	c)	**Amount spent on Impact Assessment, if applicable**	1.82
	d)	**Total amount spent for the financial year [(a)+(b)+(c)]**	304.32

e) **CSR amount spent or unspent for the financial year:**

Total amount spent for the financial year (in ₹/crores)	Amount unspent (in ₹/crores)				
	Total amount transferred to unspent CSR account as per Section 135(6)		Amount transferred to any fund specified under Schedule VII as per second proviso to Section 135(5)		
	Amount	Date of transfer	Name of the fund	Amount	Date of transfer
304.32	NA				

f) **Excess amount for set-off, if any**

S. No.	Particulars	Amount (in ₹/crores)
(i)	Two percent of average net profit of the Company as per Section 135(5)	304.32
(ii)	Total amount spent for the financial year	304.32
(iii)	Excess amount spent for the financial year [(ii)-(i)]	Nil
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous financial years, if any	Nil
(v)	Amount available for set off in succeeding financial years [(iii)-(iv)]	Nil

7. **Details of unspent Corporate Social Responsibility amount for the preceding three financial years**

S. No.	Preceding Financial Year	Amount transferred to unspent CSR account under Section 135(6) (in ₹)	Balance amount in Unspent CSR Account under Section 135(6) (in ₹)	Amount spent in the financial year (in ₹)	Amount transferred to a fund specified under Schedule VII as per second proviso to Section 135(5), if any		Amount remaining to be spent in succeeding financial years (in ₹)	Deficiency, if any
					Amount (in ₹)	Date of transfer		
NA								

8. **Whether any capital assets have been created or acquired through Corporate Social Responsibility amount spent in the financial year**

No

The Company has not directly created or acquired any capital asset through CSR Spent during the financial year ended March 31, 2026. All CSR expenditure has been done through the implementing agencies.

9. **Specify the reason(s), if the Company has failed to spend two percent of the average net profit as per Section 135(5)**

Not Applicable

C. Vijayakumar
CEO & Managing Director
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Date: April 21, 2026

Appendix – A of Annexure 3

Executive Summary – Impact Assessment Carried Out During the Year

HCLFoundation implements the CSR Policy of HCLTech. HCLFoundation has been implementing unique CSR projects, which are in line with the Schedule VII of Companies Act 2013. All projects of HCLFoundation contribute to inclusive growth and development of underprivileged communities through a life cycle-based integrated community development approach, and address pressing environmental challenges. During the FY 2025-26, Impact Assessments were conducted for 117 eligible completed projects, under each long-term flagship program, by independent agencies. The projects undertaken for impact assessment covered the broad thematic categories of Early Childhood Care and Development ("ECCD"), Education, Environment, Health, Water, Sanitation & Hygiene ("WASH"), Skill Development & Livelihood ("SD&L"), Holistic Rural Development and Sports.

The assessments were undertaken basis the guidance under various frameworks including OECD-DAC REECIS (Relevance, Effectiveness, Efficiency, Impact, Coherence, and Sustainability), IRECS (Inclusiveness, Relevance, Effectiveness, Convergence and Sustainability), KAB (Knowledge, Attitude and Behaviour) model, basis statistically relevant sample size. The Social Return on Investment ("SROI") has been computed for most of the projects. A summary of the Impact Assessments is provided below, categorized flagship program-wise, for each eligible project within the designated theme.

Project wise Impact Assessment Summary, under each flagship program:

A. *Samuday* – Rural Development Flagship Program by HCLFoundation:

Samuday is HCLFoundation dedicated effort to elevate rural India. The Program encourages residents to recognize their challenges, collaborate in devising solutions, and subsequently take charge of implementation. Samuday provides crucial professional assistance, ensuring a sustainable and community-driven development process. By instilling a sense of ownership, this holistic vision seeks to foster enduring positive transformations in rural areas.

A. 1 Thematic Focus: Health **No. of Projects:** 8 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: SGS India Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
1	Strengthening of Community Platforms for Promoting Healthcare Including Preventive Healthcare HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To enhance access, utilisation and quality care for pregnant women, lactating mothers, and young children by ensuring last-mile health services at Village Health and Nutrition Day (VHND) platforms. **The project impact:** • Benefited ~34,420 people. • 80–90% of beneficiaries reporting positive ratings across key parameters such as cleanliness, seating, and privacy. 46% of beneficiaries completed visits within 30 minutes, up from ~12.6%. ~70% reported reduced financial burden per visit (n=208). ***SROI: 1.7-1.9:1***
2/3	Mobile Health Clinic Programme Promoting Healthcare Including Preventive Healthcare HCLFoundation (CSR00001087) Sevamob (CSR00001153) Hardoi, Uttar Pradesh	**Project objective:** To address health-care segment by bridging last mile gaps in access to primary healthcare and facilitating quality consultations, diagnostics, free medicines, and referral services at the community level. **The project impact:** • Supported- 3,40,000+ beneficiaries. • 90% of beneficiaries reported a partial or complete reduction in dependence on private healthcare; 72% of beneficiaries reported a reduction in household health expenditure (n=131). ***SROI: 3.1:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
4/5/6	Child Nutrition Management Programme for Eradicating Malnutrition HCLFoundation (CSR00001087) Purvanchal Gramin Vikas Sansthan (CSR00001051) Rajkumari Foundation (CSR00002302) Hardoi, Uttar Pradesh	**Project objective:** To reduce early childhood malnutrition through community based Maternal, Infant, and Young Child Nutrition approach, improving caregiver practices including feeding behaviors, strengthening convergence with public health systems to reduce nutrition vulnerability. **The project impact:** • Benefitted over 4,275 households. • ~89.6% counselling penetration, indicating effective last-mile delivery and high alignment with beneficiary needs; 75% of caregivers reported reduced illness frequency, reflecting improved child wellbeing; 55% of caregivers adopted improved feeding practices 58% of children demonstrated improved dietary diversity (n=120). ***SROI: 1.1:1***
7	Strengthening of Health & Wellness Centers for Promoting Healthcare Including Preventive Healthcare HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To promote preventive healthcare by addressing critical gaps in frontline human resources, improving access to quality and continuous care for women and children reliant on public health systems. **The project impact:** • Benefitted total 37,500 pregnant women. • 95% of women reported improved staff availability during delivery; 88% of beneficiaries reported that accessing services had become easier; Between 73% and 77% of beneficiaries reported improvements in antenatal care quality, delivery safety, newborn care, and counselling services (n=196). ***SROI: 2.28:1***
8	Strengthening of Community Health Centers for Promoting Healthcare Including Preventive Healthcare HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To strengthen community health centers through improved access to affordable and timely healthcare and reducing barriers related to distance, cost, and limited availability of medical specialists. **The project impact:** • Benefitted 37,500 pregnant women. • ~1,01,400 teleconsultations annually. • 79% of beneficiaries visit the centres multiple times 96% of beneficiaries report a reduced need to visit hospitals. 67% of beneficiaries reported quicker access to services (n=186). ***SROI: 3:1***

A. 2 **Thematic Focus:** Agriculture **No. of Projects:** 3 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: SGS India Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
9	Crop Practice Improvement: Traditional Crops & Crop Diversification HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To help small-holder farm incomes and resilience through promoting diversified cropping systems across seasons, widening crop portfolios and capacity building and seasonal support. **The project impact:** • Benefitted 45,000+ Farmers. • 70% of households introduced at least one new crop and 43% expanded cultivation across three seasons. Average annual farm income increased ~4× (from ~₹50,887 to ~₹2,03,548), driven by diversified crops contributing ~58% of post-intervention income. It generated incremental income of ₹60,000–₹90,000 per household annually without proportional input increases (n=224). ***SROI: 3.05:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
10	Agriculture Market Development (Vegetable Collection Centre Project) HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To strengthen marginal farmer incomes by improving market access through village level aggregation, collective selling, facilitating transaction and transparency for small and marginal vegetable farmers. **The project impact:** • Total Farmers linked: 3,162. • Achieved scale, aggregating ~50,999 quintals of produce and facilitating ₹86.5 crore in value across 7,553 farmers, demonstrating strong initial uptake. • Median price realisation improved up to ~₹4/kg for active users. • ~60–65% of farmers reported reduced distress selling, indicating improved income predictability. 70% of farmers report greater transparency and ~75% reduction in transport costs (n=164). ***SROI: 1.5:1***
11	Farmer Training and Capacity Building HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To enhance marginal farmer's productivity through training led capacity building, improvising agronomic practices and farmer decision making capabilities and promoting cost efficient and resilient farming systems and convergence with public agricultural extension services. **The project impact:** • Benefitted 3,850 smallholder farmers, with high engagement as 90% attended training sessions. ~68% of farmers adopted two or more improved practices and ~70% reported reductions in input costs, reflecting improved farm level efficiency (n=224). • Average annual farm income increased from ~₹50,887 to ~₹2,03,548. ***SROI: 1.43:1***

A. 3 Thematic Focus: Livelihoods **No. of Projects:** 4 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: SGS India Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
12	Dairy Value Chain Development Project Focusing on Dairy Livelihood Enhancement HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To strengthen dairy based livelihoods by addressing constraints in productivity, service access, and market efficiency. **The project impact:** • Benefitted 25,000+ Dairy Farmers. • Median monthly earnings increased from ~₹7,000 to ₹21,500. • Median veterinary savings of ~₹1,000 per month and significant transaction efficiency gains as milk sale time reduced from a full day to ~30 minutes (n=155). ***SROI: 15.9:1***
13	Women Entrepreneurship Project Focusing on Livelihood Enhancement Through Women Entrepreneurship	**Project objective:** To foster rural livelihoods by enabling vulnerable households to establish micro enterprises by providing seed capital, training, and handholding support for enterprise development.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**The project impact:** • Benefitted 2,700 women Artisans. • Over 50% of beneficiaries reported an increase in income, with average monthly earnings estimated at ~ ₹3,500, Additionally, 44% reported improved income stability. • 75% of enterprises remained operational even after 3-5 years after establishment. • 64.5% of households reported using enterprise income for education for children, healthcare, and asset creation (n=89). ***SROI: 2.44:1***
14	Handicraft Cluster Development Programme Enhancing Vocational Skills for Women Through Handicraft Jaipur Rugs Foundation (CSR00002266) Hardoi, Uttar Pradesh	**Project objective:** To strengthen rural livelihoods by transforming traditional skills into sustainable livelihood opportunities. **The project impact:** • Benefitted 1,800+ Women. • 73% women reported earning between ₹3,000 - ₹4,000 per month (n=140). • Increased confidence, reduced financial dependence and improved recognition within households, signaling shifts in intra-household dynamics. ***SROI 1.24:1***
15	Handicraft Cluster Development Programme Enhancing Vocational Skills for Women Through Handicraft HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To strengthen rural livelihoods by transforming traditional skills into sustainable livelihood opportunities and enabling market linkages. **The project impact:** • Benefitted 3,000+ Women. • 66% women reported earning between ₹3,000 - ₹4,000 per month. • 81% of respondents reported improvements in household wellbeing, with women actively contributing to children's education, healthcare, and daily expenses. • Qualitative findings indicate increased confidence, reduced financial dependence, and improved recognition within households, signaling shifts in intra-household dynamics (n=140). ***SROI 1.71:1***

A. 4 **Thematic Focus:** Water, Sanitation and Hygiene ("WASH") **No. of Projects:** 6 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Protiviti India Member Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
16	Clean Village Project Focusing on Promotion of Sanitation and Making Available Required Infrastructure and Process for Safe Management for Solid-Waste and Creating Clean Community HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To enhance WASH practices by addressing environmental challenges including greywater stagnation, plastic waste, groundwater contamination and strengthening local systems and practices to mitigate environmental and public health risks. **The project impact:** • Total population benefitted: 1,40,000. • 91% Households received waste management training, 63% Households correctly identify segregation methods (n=287). ***SROI: 2.35:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
17	Clean Village Project Focusing on Promotion of Sanitation and Making Available Required Infrastructure and Process for Safe Management for Solid Waste and Creating Clean Community Umang Sunehra Kal Sewa Samiti (CSR00000658) Hardoi, Uttar Pradesh	**Project objective:** To enhance WASH practices by addressing environmental challenges including greywater stagnation, plastic waste, groundwater contamination and strengthening local systems and practices to mitigate environmental and public health risks. **The project impact:** • Total population benefitted: 1,40,000. • 88% segregation of waste vs 3% (control) and 85% daily collection of waste vs 4% (control); 90% perceive cleanliness as shared responsibility (n=287). ***SROI: 2.35:1***
18	Liquid Waste Management Project Focusing on Promotion of Sanitation and Making Available Safe Drinking Water and Conservation of Natural Resources and Maintaining Quality of Soil, Air and Water HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To enhance WASH practices by addressing environmental challenges including greywater stagnation, plastic waste, groundwater contamination and strengthening local systems and practices to mitigate environmental and public health risks. **The project impact:** • Total population benefitted: 3,500 (615 Households). • 94% of households recognised the importance of regular drain cleaning; 47% believed cleaning daily or every alternate day is necessary (n=287). ***SROI: 2.35:1***
19	Liquid Waste Management Project Focusing on Promotion of Sanitation and Making Available Safe Drinking Water and Conservation of Natural Resources and Maintaining Quality of Soil, Air and Water Social Association for Nurturing, Knitting and Linking People (CSR00017564) Hardoi, Uttar Pradesh	**Project objective:** To enhance WASH practices by addressing environmental challenges including greywater stagnation, plastic waste, groundwater contamination and strengthening local systems and practices to mitigate environmental and public health risks. **The project impact:** • Total population benfitted: 3,500 (615 Households). • 12 ponds rejuvenated and regular draining and cleaning. • Improved Infrastructure for Liquid Waste Management. • Improved Water Conservation and Resource Recharge (n=287). ***SROI: 2.35:1***
20	Clean Nagar Panchayat Project Focusing on Promotion of Sanitation The Indo Global Social Service Society (CSR00001677) Hardoi, Uttar Pradesh	**Project objective:** To enhance WASH practices by addressing environmental challenges including greywater stagnation, plastic waste, groundwater contamination and strengthening local systems and practices to mitigate environmental and public health risks. **The project impact:** • 32,955 Households impacted. • 88% segregation of waste vs 3% (control) and 85% daily collection of waste vs 4% (control). Also, 90% perceive cleanliness as a shared responsibility (n=287). ***SROI: 2.35:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
21	Piped Water Supply Project Focusing on Promotion of Sanitation and Making Available Safe Drinking Water HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To enhance WASH practices by addressing environmental challenges including greywater stagnation, plastic waste, groundwater contamination and strengthening local systems and practices to mitigate environmental and public health risks. **The project impact:** • 3,937 Households impacted. • 52% increase in tap connections. Thus, saving 10–40 mins daily, resulting in reduced drudgery for women (n=287). ***SROI: 2.35:1***

A. 5 **Thematic Focus:** Solar & Renewable Energy **No. of Projects:** 2 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: BDO India Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
22	Solar Mini-Grid Village Electrification Programme for Ensuring Environmental Sustainability HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To promote renewable energy usage by enabling reliable electricity access for households, institutions, and local enterprises. **The project impact:** • 32 Mini Grids installed. • Households reported reduced reliance on kerosene and improved living conditions. • Community safety has improved significantly due to 1,107 streetlights with respondents highlighting safer mobility at night for women and children. • Environmentally, the systems mitigate approximately 480 tonnes of carbon dioxide emissions annually, contributing to cleaner air and reduced dependence on fossil fuels (n=39). ***SROI: 2.34:1***
23	Solar Electricity Enabled Rooftop Electrification Programme for Ensuring Environmental Sustainability HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To promote renewable energy usage by enabling reliable electricity access for households, institutions, and local enterprises. **The project impact:** • 32 Health Facilities, 5 Livelihood & Agri Units supported. • For health facilities, RTS systems supply power for critical loads for extended hours, enabling 24x7 availability of essential services. • For schools, RTS provides reliable power during academic hours (typically 9 am–5 pm), overcoming the chronic absence of daytime grid supply. • For Panchayat Bhawans and livelihood centres, RTS ensures full operation throughout working hours, enabling the use of ICT, EV charging, sewing machines, dairy equipment and other appliances. ***SROI: 2.34:1***

A. 6 **Thematic Focus:** Education **No. of Projects:** 4 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: BDO India Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
24	Happy School Project Promoting Education Among Children	**Project objective:** To promote healthy education through improved school infrastructure and learning environment.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**The project impact:** • Impacted 2,50,000+ students from 1,000 Schools. • 100% students report improved attendance. 100% sports participation increased; wellbeing improved. • Community impact created: 100% satisfied with project changes (n=275). ***SROI: 3.44:1***
25/26/ 27	Sakshar Samuday Project Promoting Education and Employment Enhancing Vocation Skills Among Women Sarvodaya Ashram (CSR00001407) HCLFoundation (CSR00001087) Human Upliftment Mission (CSR00002505) Hardoi, Uttar Pradesh	**Project objective:** To promote healthy education through improved school infrastructure and learning environments. **The project impact:** • 93.2% reported improved family quality of life. • 99.5% adopted better health & hygiene practices. • 21.2% moved into new employment or self-employment (n=820). ***SROI: 3.11:1***

A. 7 **Thematic Focus:** Panchayati Raj Institution **No. of Projects:** 2 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: BDO India Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
28/29	Panchayat Raj Institutions Project Focusing on Rural Community Development and Community Institution Development Project Promoting Gender Equality, Empowering Women HCLFoundation (CSR00001087) Hardoi, Uttar Pradesh	**Project objective:** To promote community institution development through strengthening infrastructure and digital service delivery systems. Besides this, enabling financial inclusion to improve access to essential services and economic opportunities. **The project impact:** • Total 360 Gram Panchayats benefitted. • >80% Panchayat Raj Institutions functionaries trained; role clarity improved (2% → 31% "very good"). • Gram Panchayat Development Plan quality enhanced: 65% household participation (vs 20% control). • Utilisation increased to 73% (vs 30% control) with expanded service portfolios (n=290). ***SROI: 2.91:1***

B. *Uday* – A comprehensive urban CSR Flagship Program by HCLFoundation:

A comprehensive urban CSR program, Uday fosters equitable and sustainable development of the city's most vulnerable population, most of whom are daily wage earners. Uday is an integrated solution to break the vicious cycle of urban poverty. Uday is empowering not just individuals, rather uplifts entire family of people, who mostly live in 'urban slums'. Operational in 11 cities, where HCLTech has a presence, Uday is building clean, green, healthy and empowered communities, a CSR response to our immediate neighbourhoods.

B. 1 Thematic Focus: Early Childhood Care and Development **No. of Projects:** 6 **Projects Period:** FY 2020-21 to 2023-24 **Impact Assessment Agency:** Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
30	Strengthening the Access & Quality of Childcare Services for All Young Children under 6 years through Home, Centre, and Community Based Approaches. NalandaWay Foundation (CSR00001780) Noida, Uttar Pradesh and Chennai, Tamil Nadu	**Project objective:** Enhanced Child development through early learning, school readiness, and socio-emotional development through story play-based Early Childhood Care and Education ("ECCE") delivery via Anganwadis (Gutar-Goo), promoting foundational literacy and numeracy through play and story based, child centred learning in underserved communities (Fundango). **The project impact:** • 4,800+ children reached through play and story/activity based learning. • 84–96% reported learning improvements across communication, numeracy, creativity, and school readiness (n = 76 parents; n = 96 students). • 92% received learning kits, 88% used them daily; 99% parents and 97% students preferred activity based learning. • 96% students found English–Maths easier; 94% enjoyed sessions. • 97% receptive and 89% preferred continuing story based learning, indicating strong pedagogy acceptance. ***SROI: Gutar-Goo 1.41:1 & Fundango: 1.35:1***
31	Services & Infrastructural Strengthening under (ICDS) for Addressing Health, Nutrition, and the Development Needs of Young Girls & Boys Society For Educational Improvement and Innovation Centre for Learning Resources (CSR00004441) Lucknow, Uttar Pradesh	**Project objective:** To enhance Early Childhood Care and Development ("ECCD") outcomes by strengthening early learning, nutrition, and health services through Shishuvan Centres, building capacity of Anganwadi workers to improve service quality and delivery. **The project impact:** • 437 children (0–6 years) received integrated ECCD support through Shishuvan and Anganwadi centres. • 90% learning gains and 88% health access would not have occurred without the project (n = 41 parents). • 413 Anganwadi workers trained and 30 centres upgraded, strengthening routines and engagement. ***SROI: 2.21:1***
32	Strengthening the Access & Quality of Childcare Services for All Young Children under 6 years through Home, Centre, and Community Based Approaches United Way of Bengaluru (CSR00000324) Bengaluru, Karnataka	**Project objective:** To enhance ECCD by improving Anganwadi infrastructure, early learning, nutrition, health services and enhancing parental engagement to support holistic child development **The project impact:** • 8,065+ children (0–6 years) impacted across 40 Anganwadi Centres. • 100% improved school readiness and 88–94% gains in communication, numeracy, creativity, and social skills (n = 94). • 95% of caregivers engaged in income generating activity during Anganwadi hours. ***SROI: 3.11:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
33	Strengthening the Access & Quality of Childcare Services for All Young Children under 6 years through Home, Centre, and Community Based Approaches Bro. Siga Social Service Guild (CSR00001696) Chennai & Madurai, Tamil Nadu	**Project objective:** To facilitate holistic ECCD services by integrating early learning, nutrition, health services at the community level and fostering caregivers' engagement to improve child development outcomes. **The project impact:** • 1,400 children (0–6 years) from urban poor communities accessed integrated ECCD services across 4 centres. • 96% of caregivers (n = 100) reported adequate nutrition for children and 88% reported improved child health. • 90–95% of caregivers reported improvement in early learning and social skills, supporting school readiness. ***SROI: 1.48:1***
34	Services & Infrastructural Strengthening under Integrated Child Development Services (ICDS) for Addressing Health, Nutrition, and the Development Needs of Young Girls & Boys Cohesion Foundation Trust (CSR00000148) Noida, Uttar Pradesh	**Project objective:** To foster holistic child development through strengthening Anganwadi infrastructure, pedagogy, capacity building, and parental engagement to enhance delivery of health and nutrition services. **The project impact:** • 15,608 children (0-6 years) benefitted in Noida. • 90%+ of parents (n = 100) reported improvements in early learning and school readiness. • 100% growth monitoring, 96% parent sessions, 100% Parent Teacher meetings (n = 100). ***SROI: 2.28:1***
35	Strengthening the Access & Quality of Childcare Services for All Young Children under 6 years through Home, Centre, and Community Based Approaches Mobile Creches for Working Mothers Child (CSR00002639) Noida, Uttar Pradesh	**Project objective:** To provide safe, stimulating and nutrition-secured crèche services by strengthening early learning, child health, and reducing parental stress. **The project impact:** • 1,100+ children (0–6 years) from migrant and low-income families received integrated services through crèches. • 90% early learning gains and 93% improved child health reported by parents. (n=40). 100% growth monitoring enabled early malnutrition identification and care. ***SROI: 1.97:1***

B. 2 Thematic Focus: Education **No. of Projects:** 10 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
36	Promoting STEM Learning & Digital Literacy	**Project objective:** To improve access to digital learning and STEM engagement through classroom Information and Communication Technology ("ICT") integration, hands-on robotics, STEM learning, and digital skill development for government school students.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	American India Foundation (CSR00001977) Madurai, Tamil Nadu	**The project impact:** • ~9,036 students in 20 Madurai Corporation Schools received ICT and robotics exposure. • 62% of students (n = 61) accessed digital learning through school ICT Labs. • Robotics showed higher impact, with 88% enjoyment, 63% improved problem solving, and 31% (n = 48) advancing to projects or competitions. ***SROI: 1.75:1***
37	My School - Enhancement of State/Under-served Schools to Strengthen the Quality of Primary and Secondary Education Leading to Relevant and Effective Learning Outcomes Organization for Eelam Refugees-Rehabilitation (CSR00002808) Chennai & Madurai, Tamil Nadu	**Project objective:** To strengthen student leadership and civic participation through Children Parliament in government schools. **The project impact:** • ~28,613 students across 40 government schools in Chennai and Madurai engaged in Children Parliament led leadership activities. • 98% of students participated, with strong gains in confidence (81%) and public speaking (99%). • 91% of students reported improved interaction with teachers and peers, strengthening participatory school culture. (n = 134) ***SROI: 2.02:1***
38	Gurukul - Bridge, Remedial, After-School Support Classes/Police Clubs/Mobile Education Vans Ramakrishna Mission Students Home (CSR00006101) Chennai, Tamil Nadu	**Project objective:** To improve learning continuity and employability readiness through Integrated education and skill certification. Early Science, Technology, Engineering and Mathematics ("STEM") exposure for youth, community-based academic and career support. **The project impact:** • 5,600+ learners in Chennai accessed English communication, TALLY, robotics, and tuition support. • 96% students reported improvement in confidence (n=26) and 53% secured jobs/internships TALLY among participants (n=46). • 93% had first time robotics exposure, with 100% expressing interest in STEM. ***SROI: 2.28:1***
39	My School - Enhancement of State/Under-served Schools to Strengthen the Quality of Primary and Secondary Education Leading to Relevant and Effective Learning Outcomes Bodh Siksha Samiti (CSR00005686) Noida, Uttar Pradesh	**Project objective** To strengthen access, retention, and foundational learning through targeted remedial education, improved classroom practices, and active school–community engagement. **The project impact:** • 1.13 lakh+ students supported across Noida government schools. • 87% reduced learning gaps, 94% regular attendance, 100% re-enrolment. • 96% found digital tools useful, 94% improved subject understanding (n=70). ***SROI: 1.75:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
40	Promoting STEM Learning & Digital Literacy Socio Economic Development Trust (CSR00002297) Chennai & Madurai, Tamil Nadu; Noida & Lucknow, Uttar Pradesh and Nagpur, Maharashtra	**Project objective** To strengthen quality STEM education through hands-on science centres, clubs, mentorship, experiential learning, and curriculum-aligned STEM activities in government schools. **The project impact:** • 58,700+ students benefitted across five cities reached via STEM, education and youth platforms. • 98% students reported better science understanding, 83% better exam performance (n = 218). • 93% students reported life skills gains (n = 127), 90% leadership/ confidence gains (n = 382). ***SROI: Young Kalam 2.32:1 & Firodia Karandak 2.75:1***
41	Gurukul - Bridge, Remedial, After-School Support Classes/Police Clubs/Mobile Education Vans Rasta (CSR00001890) Noida, Uttar Pradesh	**Project objective** To support educational continuity and holistic development through non-formal, remedial education, mainstreaming support, nutrition, digital exposure, and community engagement. **The project impact:** • 6,700+ children in Noida supported through non formal education, Open Basic Education ("OBE"), and mainstreaming. • 93% of students mainstreamed (n = 55) and 65% OBE learners (n = 37) achieved paragraph level reading. • 60% students avoided grade misplacement i.e., students are in age-appropriate grades. ***SROI: 2.81:1***
42	Gurukul - Bridge, Remedial, After-School Support Classes/Police Clubs/Mobile Education Vans Don Bosco Anbu Illam (CSR00001253) Chennai, Tamil Nadu	**Project objective:** To ensure school retention and holistic adolescent development through structured after school academic support, sports, and life skills education. **The project impact:** • 10,400+ children and adolescents from vulnerable urban communities supported through remedial education and sports led engagement. • 70% improved academic performance and 96% regular attendance. 65% of students aimed to pursue higher education (n = 100). ***SROI: 2.41:1***
43	i) Gurukul - Bridge, Remedial, After-School Support Classes/Police Clubs/ Mobile Education Vans ii) Providing Market Oriented Employable Skills with Wage/Self-Employment Opportunities Through Skill Training Centres (Yuvakendras) Hope Foundation (CSR00000472) Chennai, Tamil Nadu	**Project objective:** To improve academic performance, digital readiness, and school continuity through structured after school academic support, digital and life skills that reduce juvenile risk. **The project impact:** • 460+ students in Chennai supported through remedial education and after school engagement. • 98% regular attendance and 86% improved academics (n = 100). • 62% leadership gains, 99% felt safer, 100% increased trust police/ community. ***SROI: 1.94:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
44	My School - Enhancement of State/Under-served Schools to Strengthen the Quality of Primary and Secondary Education Leading to Relevant and Effective Learning Outcomes Katha (CSR00002432) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To strengthen foundational reading skills in government primary schools through story-based classroom pedagogy, improved reading infrastructure, and teacher capacity building. **The project impact:** • 26,174 students in Noida government primary schools supported through attendance and remedial reading. • 87% of students reported reduced learning gaps, 94% improved reading confidence, 90% higher attendance motivation. • 96% better cross subject understanding, 94% improved comprehension (n=101). ***SROI: 1.19:1***
45	My School - Enhancement of State/Under-served Schools to Strengthen the Quality of Primary and Secondary Education Leading to Relevant and Effective Learning Outcomes Masoom (CSR00000360) Nagpur, Maharashtra	**Project objective:** To enable adolescents, youth, and adult learners to complete Secondary School Certificate ("SSC") and improve employability through night school, remedial SSC academic support, and mobile computer training. **The project impact:** • 8,934 adolescents and working learners supported through night schools, SSC support, and Tech on Wheels. • 79% students reported improved marks, 91% better exam skills, 95% planned Class 11–12 (n = 163). • 100% gained computer skills, 95% improved job/course access, 98% no time loss (n = 46). ***SROI: Night School 4.33:1 & Tech on Wheels 4.75:1***

B. 3 **Thematic Focus:** Skill Development and Livelihoods **No. of Projects:** 17 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Deloitte Touche Tohmatsu LLP

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
46	Socio-Economic and Psychological Empowerment of Women Aawahan – The New Voice (CSR00001504) Lucknow, Uttar Pradesh	**Project objective:** To strengthen women's livelihoods and economic participation through market linked skills, Self Help Groups collectivization, digital inclusion, and access to government schemes. **The project impact:** • 1,656 women trained and mobilised through 32 Self Help Groups. • 40% of women reported average monthly income ₹2,251 using project linked skills *(handicrafts, jute production and mushroom cultivation).* • 77% plan to continue using the skills learned for income generation in the future. • 72% received support to access identity documents and welfare schemes (Aadhaar, PAN, pensions, etc.) reducing out-of-pocket costs of ₹400–700. • 32% reported starting to save money after joining the project, compared to only 7% who could save earlier (n=57). ***SROI: 3.45:1***
47	Socio-Economic and Psychological Empowerment of Artisans Including Women	**Project objective:** To support women and artisans through skills, enterprise development, and stronger market linkages to enable sustainable livelihoods.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	Access Development Services (CSR00002703) Noida & Khurja, Uttar Pradesh	**The project impact:** • 673 women and artisans benefitted across Noida and Khurja clusters. • Average income of artisans rose by ₹4,757 in Noida and ₹2,743 in Khurja. • 93% of Noida respondents (n=154) improved business knowledge and household decision making. • 82% of Khurja respondents gained income/visibility via ADS supported melas. 74% expressed intent to start enterprises, indicating emerging livelihood sustainability (n=35). ***SROI: 2.34:1***
48	Strengthening the Value Chain of Arts & Crafts sector & Linking Artisans to Customers (A2C) Directly All India Artisans and Craftworkers Association (CSR00000620) Barabanki, Lucknow, Noida & Sambhal, Uttar Pradesh	**Project objective:** To revive traditional craft livelihoods by improving artisan skills, incomes, market access, and social protection through collective and digital enablement. **The project impact:** • 1,102 artisans supported Barabanki and Sambhal clusters. • 100% of artisans (n=56) received documentation and scheme access. • 93% improved technical skills, with daily income gains of ₹150–200. • 96% Artisans reported that accessing support from All India Artisans and Craftworkers Welfare Association ("AIACA") staff was easy, indicating strong last mile project accessibility. • 84% of families (n=10) reported reduced financial stress, though market expansion remained gradual. ***SROI: 1.98:1***
49	Digital Literacy and Life Skill training for Government schools' students Ankur Yuva Chetna Shivir (CSR00006097) Lucknow, Uttar Pradesh	**Project objective:** To improve government school students' digital literacy, life skills, career awareness, and employment readiness through a structured youth development model. **The project impact:** • 22,075 students benefitted through school based digital and life-skills training. • 98% of surveyed students reported confidence in using computers through school based labs, despite 75% of them lacking access to a computer at home. • 94% improved communication and confidence. • 59% Students can now complete online applications independently or with minimal assistance. • 100% of counselling participants (n=284) gained career awareness. ***SROI: 1.98:1***
50	Socio-Economic and Psychological Empowerment of Women Aroha Multipurpose Society (CSR00003195) Nagpur, Maharashtra	**Project objective:** To empower women by providing market relevant skills, flexible livelihood options, Self Help Groups support, and income generation opportunities. **The project impact:** • 342 urban poor women trained through centre based skill programmes. • 86% of surveyed women (n=103) reported income increase with average annual income rising to ₹55,300. • 98% reported consistent engagement throughout the project. • Women reported regular savings of ₹300–600/month. • 80% undertook independent home based work towards sustainable livelihoods post-training. ***SROI: 1.32:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
51	Providing Market Oriented Employable Skills with Wage/Self-Employment Opportunities Through Skill Training Centres (Yuvakendras) Bright Light Society (CSR00001369) Hyderabad, Telangana	**Project objective:** To enhance employability of urban youth through market-oriented, placement linked vocational training and post placement support. **The project impact:** • 1,306 youth trained through placement-linked vocational courses (such as retail, customer service, hospitality, and allied service sector roles). • 82% placement rate with average annual income of ₹1,29,351. • 96% Beneficiaries reported an increase in their confidence levels (n=272). • 92% Beneficiaries reported that the trainers provided adequate training. • Employers reported faster induction and improved workplace readiness among trainees. ***SROI: 5.14:1***
52	Providing Market Oriented Employable Skills with Wage/Self-Employment Opportunities Through Skill Training Centres (Yuvakendras) Centre for Sustainable Development (CSR00002028) Bengaluru, Karnataka	**Project objective:** To build technical skills and entrepreneurship in wastewater infrastructure, enabling employment while promoting sustainable urban water management. **The project impact:** • 590 youth trained in wastewater and green skills. • 86% of surveyed youths (n=173) rated training facilities excellent. • 96% reported that the application process was easy. • 50% earned ₹15,001–20,000/month. • Strong practical skilling achieved, with continued scope to deepen employer linkages. ***SROI: 1.18:1***
53	Strengthening Government Institutions - Govt. Schools/ Colleges, Polytechnics, Industrial Training Institutes ("ITIs") etc. Grey Sim Learnings Foundation (CSR00000153) Chennai, Tamil Nadu and Lucknow, Uttar Pradesh	**Project objective:** To strengthen youth employability by building a school to employment pathway through career awareness, ITIs, industry-aligned skilling, and placement. **The project impact:** • 32,436 students (SkillRath) and 668 youth (Yuvakendra) benefitted. • SkillRath improved awareness of ITI and technical career pathways in students at government schools. • 81% placement rate in Yuvakendra (n=130) with average salary of ₹16,473/month. 95% of surveyed trainees reported improved confidence and decision making. • School–ITI–industry linkages strengthened within the public skilling ecosystem. ***SROI: Yuvakendra 6.84:1 & Skill Rath 1.28:1***
54	Providing Market Oriented Employable Skills with Wage/Self-Employment Opportunities Through Skill Training Centres (Yuvakendras)	**Project objective:** To enable youth to transition into formal employment through vocational training, life skills, and placement linked skilling pathways.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	Head Held High Foundation (CSR00000919) Bengaluru, Karnataka; Hyderabad, Telangana and Lucknow, Uttar Pradesh	**The project impact:** • 932 youths trained across three states through centre-based, placement-linked skilling. • 77% of surveyed youth (n=70) could not afford paid training otherwise. • 98% improved skills (*such as digital literacy, spoken English, typing, workplace readiness, and problem solving skills*); 97% gained confidence. • 77% secured employment post training with average ₹1,65,936 annual income. 87% reported improved family financial stability. • 21% Reported to have been Saving between ₹500 to ₹5,000. ***SROI: 4.24:1***
55	Career Guidance & Counselling India Literacy Project (CSR00001431) Chennai, Tamil Nadu	**Project objective:** To equip government school students with career awareness, guidance, and decision making skills for informed education and career pathways. **The project impact:** • 27,625 students reached through structured career guidance. • 70% of surveyed students (n=309) found training sessions very useful. • 96% of Students reported that the career options were clearly explained. • 89% Students reported that their interest in science has increased. • System level impact achieved through trained counsellors and school integration. ***SROI : 4.33:1***
56	Providing Market Oriented Employable Skills with Wage/Self-Employment Opportunities Through Skill Training Centres (Yuvakendras) Katha (CSR00002432) Noida, Uttar Pradesh	**Project objective:** To address employability gaps among migrant youth through vocational, soft skills, and leadership training linked to employment opportunities. **The project impact:** • 1,048 migrant youth trained in market-aligned vocational courses. • 81% Surveyed youth confirmed training provided was relevant to job/ industry and met its objective of improving employability (n = 149). • Monthly salaries ranged ₹13,000–21,000 and average annual savings increased by ₹6,067. • Strong counselling and post placement handholding for job retention. ***SROI: 1.27:1***
57	Socio-Economic and Psychological Empowerment of Women Mon Ami Foundation (CSR00001562) Noida, Uttar Pradesh	**Project objective** To improve economic resilience of migrant women through craft based skills, collectivization through Self Help Groups, and access to structured markets. **The project impact:** • 301 migrant women trained under the Craft Hub (hub and spoke) livelihood model. • 71% of surveyed women (n=19) were first time participants in structured livelihood activities. • Average monthly income increased by ₹3,125 among surveyed beneficiaries following project participation. • Self Help Group structures supported collective production, streamlined payments, and regular savings of up to ₹500/month among surveyed members, strengthening financial inclusion. ***SROI: 0.65:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact (“n” refers to the total number of units sample size)
58	Providing Market Oriented Employable Skills with Wage/Self-Employment Opportunities Through Skill Training Centres (Yuvakendras) Noida Deaf Society (CSR00000396) Noida, Uttar Pradesh	**Project objective:** To improve employability of hearing impaired youth through vocational training, soft skills, employer sensitization, and formal sector placements. **The project impact:** • 1,069 hearing-impaired youth trained. 492 placed in formal jobs post training. • The intervention enabled access to stable, entry level formal employment for hearing-impaired youth, contributing to improved income security, as reflected in placement outcomes and impact valuation. • Average annual income gain of ₹69,000. • Improved long-term employability and independence observed. ***SROI: 2.33:1***
59	Socio-Economic and Psychological Empowerment of Artisans Including Women Safe Society (CSR00003132) Lucknow, Uttar Pradesh	**Project objective** To promote women's economic empowerment through market-linked livelihoods, artisan skilling, health awareness, and access to formal systems. **The project impact:** • 3,619 women reached through livelihood and health interventions. • 88% of surveyed beneficiaries (n=34) earned using project-linked skills *(such as chikankari and fine embroidery, stitching, handicraft production, sanitary pad making and sale)*. • Women surveyed are currently earning income using the skills learned through the project, with the average income reported ₹4,558. • 97% reported increased confidence and decision making power. • Participation in savings behaviour increased from 32% before the intervention to 100% post intervention. ***SROI: 3.71:1***
60	Strengthening the Value Chain of Arts & Crafts Sector & Linking Artisans to Customers (A2C) Directly Tisser Artisans Trust (CSR00019081) Amravati, Nagpur & Chandrapur, Maharashtra	**Project objective** To enhance incomes of rural and tribal women artisans through skill building, institutional strengthening, and market linkages. **The project impact:** • 750 women artisans trained across 11 blocks. • Skills strengthened in stitching, dyeing, painting, and diversification. • Among surveyed artisans (n=25), monthly earnings ranged from ₹2,000 to ₹10,000 (average ~₹4,000). • Market access enabled via retail, exhibitions, and online platforms. • Livelihood continuity observed beyond project period. ***SROI: 1.27:1***
61	Providing Market Oriented Employable Skills with Wage/Self-Employment Opportunities Through Skill Training Centres (Yuvakendras) Udayan Care (CSR00000619) Noida, Uttar Pradesh	**Project objective** To make youths job ready through vocational skills, communication training, life skills, and career guidance. **The project impact:** • 972 low income youth trained in IT and digital skills (data entry/IT, Tally, customer care, desktop publishing). • 97% Surveyed youth found that the application/enrollment process was easy to follow (n = 64). 98% youth reported improvement in relevant technical skills through training. • Average post training income ₹18,125/month. 68% of youth rated the quality of teaching for the course as 'excellent'. • 81% confirmed training provided was very relevant to job/industry. ***SROI: 2.27:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
62	Promoting Women's and Girl's Empowerment and Leadership Vasavya Mahila Mandali (CSR00001970) Vijayawada, Andhra Pradesh	**Project objective** To promote economic and social empowerment of urban women through integrated skilling, livelihood support, counselling, and financial inclusion. **The project impact:** • 36,573 women reached through counselling, skilling, and livelihoods. • First time earners earned ₹5,000–6,000/month, while revival grant recipients earned ₹14,000–15,000/month. • 100% Beneficiaries reported improvement in their family's economic situation (n= 257). • 96% of Beneficiaries reported that the tele-counselling services were comfortable. • 98% Beneficiaries reported that they are confident to identify and report cases. • Kalamkari artisan income doubled from ₹200 to ₹400/day. ***SROI: 4.82:1***

B. 4 Thematic Focus: Health **No. of Projects:** 15 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Ernst & Young LLP

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
63	Reproductive, Maternal, New-born, Child & Adolescent Health (RMNCH +A) Agragami India (CSR00001610) Gautam Buddha Nagar, Uttar Pradesh	**Project objective** To improve maternal and child health outcomes through strengthened reproductive, family planning, and Maternal and Child Health ("MCH") services with robust referral systems and community engagement. **The project impact:** • 1,43,661 married eligible couples and adolescents benefitted through intervention. • Preventive health awareness (Antenatal Care, Maternal nutrition, Birth spacing, Hygiene) increased from 53% (moderate) to 84% (high) (n=299). • Knowledge of where to access government health services rose sharply from 19% to 92%. • Contraceptive awareness was highest for condoms (87%) but remained lower for Oral Contraceptive Pills (31%), and Emergency contraception (20%). ***SROI: 2.3:1***
64	Non-Communicable/ Communicable Diseases, Elderly care, Nutrition, Well Being and Mental Health in and Around Urban Slum Communities and Schools George Institute for Global Health (CSR00001327) Vijayawada, Andhra Pradesh	**Project objective** To enhance community health outcomes by strengthening preventive care, outreach services, and stakeholder led learning and evidence based advocacy. **The project impact:** • 20,472 people benefitted across slums & peri-urban settlements. • Effective COVID-19 adaptation through tele consults & kits. • Improved Non-Communicable Disease ("NCD") screening & management (Hypertension/diabetes/anaemia). • ASHA workers trained on NCD & maternal health. • Enhanced Antenatal care/Post Natal Care uptake among pregnant women. ***SROI: 1.37:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
65	Non-Communicable/ Communicable Diseases, Elderly care, Nutrition, Well Being and Mental Health in and Around Urban Slum Communities and Schools National Institute of Mental Health and Neuro Sciences (CSR00006218) Bengaluru, Karnataka	**Project objective** To strengthen mental health systems through improved provider capacity, community psychosocial support, and continuous digital learning and collaboration. **The project impact:** • 502 participants with mental disorders and substance use disorders. • Strengthened Primary Health Centre/Urban Primary Health Centre ("PHC/UPHC") mental health readiness. • Sustained neuro psychiatric care during COVID-19. • Improved competencies of doctors/ASHAs/ANMs via Learning Management System ("LMS"). • Established Kshema Kendras for community psychosocial support. ***SROI: 1.06:1***
66	Non-Communicable/ Communicable Diseases, Elderly care, Nutrition, Well Being and Mental Health in and Around Urban Slum Communities and Schools Saint Hardyal Educational and Orphans Welfare Society (CSR00000665) National Capital Region	**Project objective** To support vulnerable elderly populations through rescue, shelter, essential geriatric care, and pathways to rehabilitation or dignified long-term care. **The project impact:** • 3,251 abandoned, homeless, and medically vulnerable elderly impacted through the project. • 95–99% (n=90) reported safety, reduced loneliness, improved wellbeing. • 99% received routine healthcare; 97%had emergency access. • Zero out-of-pocket Expenses after enrolment (from ₹17,902). ***SROI: 2.05:1***
67	Non-Communicable/ Communicable Diseases, Elderly care, Nutrition, Well Being and Mental Health in and Around Urban Slum Communities and Schools SIP Memorial Trust (CSR00002754) Chennai, Tamil Nadu	**Project objective** To support children and adolescents through strengthened health, nutrition, treatment adherence, and psychosocial wellbeing for holistic development. **The project impact:** • 750 HIV/TB infected and affected individual. • Strengthened Antiretroviral Therapy/TB adherence via monitoring. • Counselling built emotional confidence & reduced stigma. • Improved immunity, appetite & reduced illness episodes. • Lower household medical expenses. ***SROI: 2.2:1***
68	Reproductive, Maternal, New-born, Child & Adolescent Health (RMNCH +A) Sustainable Healthcare Advancement (SUHAM) Trust (CSR00002980) Madurai, Tamil Nadu	**Project objective** To improve health outcomes in urban slums by strengthening preventive practices, healthcare access, and community-led behaviour change systems. **The project impact:** • 7,020 people benefitted through intervention. • 83–99% (n=70) participation in health sessions. • Strong NCD awareness & adherence. • 91% consistent ANC attendance. • 99% Immunisation & Iron and Folic Acid ("IFA") adherence. • Nutrition gardens in 750 households. ***SROI: 1.62:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
69	Non-Communicable/ Communicable Diseases, Elderly care, Nutrition, Well Being and Mental Health in and Around Urban Slum Communities and Schools The Banyan (CSR00001155) Chennai, Tamil Nadu	**Project objective** To support homeless individuals with psychosocial disabilities through emergency care, shelter, rehabilitation, and dignified community reintegration. **The project impact:** • 2,280 people with psychosocial disabilities benefitted through this project. • 99% (n=17) new residents accessed immediate safe shelter & care. • 93% successful reintegration into families/communities. 94–99% (n=106) reported improved wellbeing & dignity. • Access to ID documents & social entitlements. • Strong participation in vocational & livelihood training. ***SROI: 2.98:1***
70	Reproductive, Maternal, New-born, Child & Adolescent Health (RMNCH +A) Vatsalya (CSR00001158) Lucknow, Uttar Pradesh	**Project objective** To strengthen reproductive and youth health by promoting safe contraception, male engagement, youth friendly Sexual and Reproductive Health ("SRH") services, and system capacity. **The project impact:** • The project served 61,714 beneficiaries. • Health/Family Planning awareness improvement in women from 29% to 96% (n=80) and in men from 14% to 95%. (n=80). • 100% (n=80) adolescents supported gender equality norms. • High male engagement in maternal care. • Reduced out-of-pocket Expenditure across groups. ***SROI: 2.8:1***
71	Non-Communicable/ Communicable Diseases, Elderly care, Nutrition, Well Being and Mental Health in and Around Urban Slum Communities and Schools Cancer Institute (WIA) (CSR00007235) Madurai, Tamil Nadu	**Project objective:** To reduce tobacco and substance use among students through early identification, school-based prevention, cessation support, and tobacco free environments. **The project impact:** • 15,556 adolescents impacted through project. • 85% (n=57) students gained improved tobacco risk awareness. • Health Ambassadors strengthened peer learning & monitoring. • Increased screening & referral uptake through awareness. • 100% schools-maintained tobacco free compliance. • 70% nearby shops stopped selling tobacco. ***SROI: 1.21:1***
72	Non-Communicable/ Communicable Diseases, Elderly care, Nutrition, Well Being and Mental Health in and Around Urban Slum Communities and Schools Cancer Institute (WIA) (CSR00007235) Chennai, Tamil Nadu	**Project objective:** To advance cancer prevention and care through tobacco control, early detection, continuity of care, survivor wellbeing, and inclusion. **The project impact:** • 88,239 direct and Indirect Beneficiaries. • Youth mobilisation through Youth Ambassador for Cancer Control clubs and campaigns. • Strengthened early detection for breast/cervical/oral cancers. • Enabled tobacco cessation through Community-Based Tobacco Cessation ("CBTC") counselling. • Ensured uninterrupted cancer & COVID-19 care with dedicated wards and oxygen systems. • Provided wigs, prostheses, voice aids for survivors. ***SROI: 1.12:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
73	Universal Health Care through Health System Strengthening Catholic Bishops' Conference of India (CBCI) Society for Medical Education (CSR00008207) Bengaluru, Karnataka	**Project objective:** To strengthen NCD care in Bruhat Bengaluru Mahanagara Palike South Zone through gap identification, provider capacity building, integrated facility and community based services. **The project impact:** • Improved NCD screening for 5,426 people. • Strong task shifting to ANMs enabling faster care. • Better dietary behaviours & medication adherence. • Strengthened referral & community-facility linkage. ***SROI: 1.75:1***
74	Non-Communicable/ Communicable Diseases, Elderly care, Nutrition, Well Being and Mental Health in and Around Urban Slum Communities and Schools Community Health Education Society (CHES) (CSR00002811) Chennai, Tamil Nadu	**Project objective:** To support children's development by strengthening health, learning, psychosocial wellbeing, and successful transition to independent adulthood. **The project impact:** • 356 Anandha Illam children supported. • 96% (n=80) received regular health check ups & supplements. • 99% beneficiaries reported good health & strong psychosocial wellbeing. • 83% improvement in exam performance. • Strong Antiretroviral Therapy adherence support reported after project initiation. • ₹1,666 monthly reduction in household expenditure. ***SROI:1.54:1***
75	Reproductive, Maternal, New-born, Child & Adolescent Health (RMNCH +A) EKAM Foundation (CSR00003758) Chennai, Tamil Nadu	**Project objective:** To strengthen maternal and newborn health through improved community awareness, facility readiness, and quality, continuous care for high risk cases. **The project impact:** • 49,979 people benefitted from urban communities. • 80% (n=34) reported physiotherapy/yoga improved maternal mobility & recovery. • 90% beneficiary mothers reported feeling more confident in discussing breastfeeding challenges. • Improved PHC readiness & trust in government facilities. ***SROI: 2.43:1***
76	Reproductive, Maternal, New-born, Child & Adolescent Health (RMNCH +A) Family Planning Association of India (FPAI) (CSR00002424) Madurai, Tamil Nadu	**Project objective:** To promote adolescent health through improved knowledge, screening, access to key health services, and strengthened life skills and healthy behaviours. **The project impact:** • 21,768 students were benefitted through health education, clinical screening and behaviour change communication to improve adolescent health. • 93% (n=120) Sexual and Reproductive Health and Rights ('SRHR") awareness among students. • 100% (n=240) girls improved menstrual hygiene practices. • 99% anaemia screening coverage. ***SROI: 2.92:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
77	Reproductive, Maternal, New-born, Child & Adolescent Health (RMNCH +A) Family Planning Association of India (FPAI) (CSR00002424) Noida, Uttar Pradesh	**Project objective** To strengthen family planning and reproductive health through SRHR awareness, modern contraception uptake, effective referrals, and local capacity building. **The project impact:** • 1,64,929 people benefitted through the project. • 89% (n=285) improved knowledge of Sexual and Reproductive Health and Rights/Family Planning ("SRHR/FP"). • 94% adoption of modern contraceptive methods. • 75% improved confidence accessing health facilities. • Reduced out-of-pocket Expenses for 78% households. ***SROI: 2.25:1***

B. 5 Thematic Focus: Water, Sanitation & Hygiene ("WASH") **No. of Projects:** 7 **Projects Period:** FY 2020-21 to 2023-24 **Impact Assessment Agency:** Ernst & Young LLP

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
78	Ensuring Access to Safe Drinking Water & Sanitation Ankur Yuva Chetna Shivir (CSR00006097) Lucknow, Uttar Pradesh	**Project objective:** To improve access to WASH facilities through strengthened menstrual hygiene management, WASH soft skills, and access to public sanitation. **The project impact:** • Benefitted 40,000+ people across 20 government schools, 21 Anganwadi Centres. • Functional household toilets increased from 31% to 87% in the community (n=100). • 99% of students (n=120) reported access to school/public toilets. • 79% of students reported that pad banks & hygiene corners were maintained. ***SROI: 2.92:1***
79	Ensuring Access to Safe Drinking Water & Sanitation Gujarat Mahila Housing Trust (CSR00001364) Lucknow, Uttar Pradesh	**Project objective:** To improve household sanitation access in underserved slums through hygiene promotion, menstrual hygiene practices, and strengthened waste management systems. **The project impact:** • Impacted 6,000+ people across 2 urban slum settlements. • 99% (n=200) reported reduction in illnesses post project intervention. • Hygienic Menstrual Hygiene Management ("MHM") practices rose from 2.4% to 99%. All households received MHM sessions and open discussions at home. • Turnaround time for sanitation related grievance redressal applications dropped from more than 2 weeks to 2–3 days via the Lucknow One App, helplines and direct ward coordination. ***SROI: 2.65:1***
80	School, WASH & Sports Infrastructure Strengthening	**Project objective:** To strengthen gender segregated and child friendly WASH facilities through improved sanitation infrastructure and reliable access to safe drinking water.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	Habitat for Humanity India Trust (CSR00000402) Lucknow, Uttar Pradesh and Bengaluru, Karnataka	**The project impact:** • Benefitted 7,000+ students across 4 schools. • Through *infrastructure** in school premises and awareness sessions, project promoted positive hygiene behaviour, better WASH practices including Menstrual Hygiene Management (MHM) facilities and drainage facilities. **Toilets including Persons with Disabilities (PwD) access, handwashing stations, drinking water facilities, rainwater harvesting, furniture and school boundary walls.* ***SROI: 1.21:1***
81	School, WASH & Sports Infrastructure Strengthening Modern Architects for Rural India (CSR00000168) Hyderabad, Telangana	**Project objective:** To promote healthy WASH behaviours through safe, gender segregated sanitation access, stakeholder accountability, and enhanced WASH and menstrual hygiene awareness. **The project impact:** • Benefited 24,000+ students and people across 11 government schools. • 97.5% (n=123) reported toilets were clean and maintained and 61.8% (n=123) reported handwashing stations were fully functional. • 86.2% reported girls have access to private spaces within their schools for the purpose of changing their sanitary pads and managing their periods. • 92.7% respondents have felt a significant improvement in their attendance at school. ***SROI: 1.63:1***
82	Ensuring Access to Safe Drinking Water & Sanitation National Institute of Women Child & Youth Development (CSR00000206) Nagpur, Maharashtra	**Project objective:** To enable household sanitation and improved WASH practices through strengthened Community Life Centres and community led sustainability mechanisms. **The project impact:** • 4,800+ people benefitted from urban slum and schools. • 95% (n=100) reported reduced illness frequency. • Waste segregation awareness improved from 17% to 94%. • Safe storage of drinking water rose from 49% to 94%. ***SROI: 1.26:1***
83	Ensuring Access to Safe Drinking Water & Sanitation Population Services International (CSR00008365) Lucknow, Uttar Pradesh	**Project objective** To address WASH challenges through strengthened citizen engagement, responsive grievance redressal, and promotion of safe WASH practices. **The project impact:** • Benefitted 90,000+ residents from 49 slums settlements under this intervention. • Daily door-to-door waste collection availability up from 36% to 98% and waste segregation practices increased from 5% to 98% (n=100). • Satisfaction with municipal services increased from 2% to 98% . • Households accessing government schemes experienced a clear reduction in out-of-pocket expenditure, with an average monthly financial benefit of ₹542 per household. ***SROI: 2.47: 1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
84	Ensuring Access to Safe Drinking Water & Sanitation Society for Community Health Awareness Research and Action (CSR00000836) Bengaluru, Karnataka and Chennai, Tamil Nadu	**Project objective:** To improve WASH and nutrition practices through strengthened community institutions, enhanced sanitation infrastructure, and access to preventive health services. **The project impact:** • Benefitted 22,000+ people were engaged from schools and communities. • 100% community members reported higher awareness on hygiene, menstrual health, nutrition, disease prevention and government schemes through sessions, pictorial tools and IVR messages that were easier to understand. • 84% (n=120) students reported reduced out-of-pocket expenses for waterborne illnesses, with fewer families spending ~ ₹1000 on treatment. ***SROI: 2.96:1***

B. 6 Thematic Focus: Sports for Change **No. of Projects:** 6 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
85	'Sports for Change' - Sports Training & Holistic Development Association of Disabled Person (CSR00007486) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To support para-athlete progression through structured para sports training, disability classification, health support, and holistic development across competitive levels. **The project impact:** • 50+ para-athletes trained through structured, multi-discipline coaching. • 97% (n=29) of para-athletes reported improvement in sports knowledge. • 93% improvement in techniques after structured coaching. • 83% admitted that they progressed to a higher competition level after joining. ***SROI: 1.64:1***
86	'Sports for Change' - Sports Training & Holistic Development Dribble Academy Foundation (CSR00000164) Noida, Uttar Pradesh	**Project objective:** To support holistic youth development through structured basketball training, life skills education, and school based/evening centre engagement for underserved youth. **The project impact:** • 1,100+ students impacted through quality basketball coaching in government educational institutions. • 91% of students (n=100) had no prior exposure to basketball, indicating strong outreach to first generation athletes.97% reported experiencing positive changes post joining, indicating a strong perceived impact of the project on personal well-being. • 22% (n=74) progressed to district-level & 21% (n=74) to state-level competitions. ***SROI: 2.59:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
87	'Sports for Change' - Sports Training & Holistic Development Guru Nanak Educational Society (CSR00005883) Chennai, Tamil Nadu	**Project objective:** To develop sporting talent, life skills, higher education and progression pathways through cricket and volleyball training in government schools for underserved children. **The project impact:** • 200+ students impacted with strong participation of girls. • 98% (n=44) reported no prior exposure to professional cricket training before joining the project. Post project intervention, 70% represented at district-level and 7% have progressed to state-level representation. • 93% (n=40) respondents had no prior exposure to professional volleyball training before joining the project. Post project intervention, 35% of respondents reported representing the state. ***SROI: 2.05:1***
88	'Sports for Change' - Sports Training & Holistic Development Kalvi Trust (CSR00002936) Madurai, Tamil Nadu	**Project objective:** To enable sport-based development through multi-sport coaching, fitness, competition exposure, and Education linked progression pathways. **The project impact:** • 450+ identified students trained regularly across 10 sports disciplines under sports for excellence. • 88% (n=32) responded to better performance in sports post intervention. • 66% responded to better time management and discipline, while 72% (n=32) admitted improvement in leadership skills post project's intervention. ***SROI: 2.92:1***
89	'Sports for Change' - Sports Training & Holistic Development Maatru Pratishtana (CSR00002130) Bengaluru, Karnataka	**Project objective:** To support sport-based development through football, kabaddi, and para-athletics training, fitness and competitive exposure and education–sports pathways. **The project impact:** • Trained 1,800+ students with structured sports coaching. • 20% (n=60) respondents participated at national-level and 22% at state-level tournaments in football. • 10% respondents participated at national-level and 5% at state-level tournaments in kabaddi. ***SROI: 2.92:1***
90	'Sports for Change' - Sports Training & Holistic Development Slum Children Sports Talent and Education Development Society (CSR00004857) Chennai, Tamil Nadu	**Project objective:** To support holistic development of underprivileged children through structured football training and competitive exposure, skill growth, education continuity, and safe routines. **The project impact:** • 100 excellence players received intensive football training and exposure. • 58% (n=50) noticed significant improvement in football skills post intervention. • 22% noticed better discipline and time management post intervention. • 32% participated in national level competition. ***SROI: 2.54:1***

C. ***Harit* – A distinct flagship program by HCLFoundation for Environment Action:**

HCLFoundation launched Harit – The Green Initiative a distinct flagship program for Environment Action; with the vision 'to conserve, restore and enhance indigenous environmental systems and respond to climate change in a sustainable manner through community engagement. Throughout the process, Harit ensures at building scalable and replicable models that are economically viable, socially acceptable, environmentally sustainable, holistic and inclusive.

C. 1 Thematic Focus: Afforestation and Habitat Restoration **No. of Projects:** 7 **Projects Period:** FY 2020-21 to 2023-24 **Impact Assessment Agency:** Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
91	Increase in Green Cover, Carbon Sequestration, Native Biodiversity Through Afforestation and Habitat Improvement Give Me Trees Trust (CSR00001668) Gautam Buddha Nagar & Lucknow, Uttar Pradesh	**Project objective:** To promote urban habitats and biodiversity through afforestation and ecological site enhancement by promoting community engagement. **The project impact:** • 4 sites with 450k+ saplings, 70–90% survival, rich native biodiversity (n=49). • Recorded up to 101 bird and 59 butterfly species. • Total carbon stock: ~40,528 tonnes; soils support long term growth. ***SROI: 3.22:1***
92	Increase in Green Cover, Carbon Sequestration, Native Biodiversity Through Afforestation and Habitat Improvement Indian National Trust for Art and Cultural Heritage (INTACH) (CSR00010202) Chamoli & Almora, Uttarakhand	**Project objective:** To conserve biodiversity by conserving sacred species including Rudraksha and Bhojpatra, along with associated native species through community led afforestation in their natural range. **The project impact:** • 24,890 plants across 16 acres; 70–80% (n=40) survival. • 310+ tonnes CO_2e stored, visible sapling growth and biodiversity increase. • Strong cultural value with 98% community recognition. ***SROI: 2.72:1***
93	Increase in Green Cover, Carbon Sequestration, Native Biodiversity Through Afforestation and Habitat Improvement Siruthuli (CSR00000023) Coimbatore, Tamil Nadu	**Project objective:** To restore intervened ecosystem through removal of invasive species and mass plantation and fostering environmental awareness through community engagement activities. **The project impact:** • 28.5 hectare restored with ~95% (n=26) survival using native & dense plantations. • Improved green cover, groundwater recharge, microclimate, and biodiversity. • Strong community participation and carbon sequestration achieved. ***SROI: 3.24:1***
94	Increase in Green Cover, Carbon Sequestration, Native Biodiversity Through Afforestation and Habitat Improvement	**Project objective:** To promote ecosystem regeneration by restoring native flora through targeted plantation and natural regeneration. Besides this, emphasis was also on engaging communities and volunteers to promote environmental stewardship.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	Saytrees Environmental Trust (CSR00000702) Bengaluru, Karnataka and Gautam Buddha Nagar, Uttar Pradesh	**The project impact:** • Kotgaon: 152.46 tonnes of CO_2e stored and sequestered in above and below ground biomass. • Increase in organic carbon (1.4%) and moisture content (32.32%) indicates that continuous litter fall and root development have enhanced the soil health, 97% (n=36) respondents reported noticing an increase in the presence of birds and insects in the project area. • Govindpura: 13.368 tonnes of CO_2e stored and sequestered in above and below ground biomass. • Bande Nala Sandra: 27 acre lake restoration enhanced water storage, groundwater recharge, biodiversity. ***SROI: 1.66:1***
95	Reduction in Carbon-Di-Oxide Emissions. Care India Solutions for Sustainable Development (CSR00000786) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To promote community awareness on clean cooking practices and smoke-related health risks. **The project impact:** • Improved cookstoves reduced smoke, fuel use, cooking time, and drudgery. • 79% (n=61) reported enhancement in domestic life. • 75% reported fuel saving. • Awareness raised via SHE Schools and demos. ***SROI: 2.28:1***
96	Increase in Green Cover, Carbon Sequestration, Native Biodiversity Through Afforestation and Habitat Improvement Aroha Multipurpose Society CSR00003195) Nagpur, Maharashtra	**Project objective:** To enable greener tomorrow through establishing school nutrition gardens, plantation drives and enabling awareness of biodiversity, climate action, and resource conservation. **The project impact:** • 18 acres restored with 15,189 native trees; 163 tonnes CO_2e stored. • Supports rich biodiversity, signs of a functioning habitat. • Strong school-led environmental education and behaviour change. ***SROI: 3.06:1***
97	Increase in Green Cover, Carbon Sequestration, Native Biodiversity Through Afforestation and Habitat Improvement Thuvakkam Welfare Association (CSR00000956) Chennai, Tamil Nadu	**Project objective:** To develop urban forests by enhancing green cover through creation of mini urban forest eco scapes and promoting environmental awareness. **The project impact:** • 21,000+ native trees restored degraded land. • 80–85% (n=10) survival; cooler microclimate reported by 80% residents. • Increased native biodiversity and carbon storage. ***SROI: 2.33:1***

C. 2 Thematic Focus: Water Conservation **No. of Projects:** 5 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
98	Conservation and Rejuvenation of Waterbodies Through Community Engagement	**Project objective:** To conserve and rejuvenate waterbodies by restoring degraded village ponds, revival of local ecosystems and groundwater recharge. The focus was also on enhancing community ownership for long-term conservation and sustainable water resource management.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	Action Aid (CSR00000955) Gautam Buddha Nagar, Uttar Pradesh	**The project impact:** • ~79,650 cum water holding restored; high community satisfaction. • Visible ecological recovery with birds, fish, and greenery returning. • Ponds rated "good" by 96% (n=92) post restoration. ***SROI: 2.2:1***
99	Conservation and Rejuvenation of Waterbodies Through Community Engagement Society for Development Alternatives (CSR00000829) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To revive waterbodies through various community awareness drives and enhancement of urban green cover. **The project impact:** • 25,008 cum added storage across four ponds. • Cleaner water, reduced odour and higher water levels reported. • Strong outreach via schools, street plays, and plantation recognition. ***SROI: 2.49:1***
100	Conservation and Rejuvenation of Waterbodies Through Community Engagement Green Yatra Trust (CSR00000236) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To restore ecological assets by improving green cover, water retention, biodiversity and strengthening community stewardship. **The project impact:** • 12+ villages benefited; 50,000+ saplings with 80–85% (n=8) survival. • 1 lakh+ m^3 water storage, 943 tonnes CO_2e mitigated. • Improved biodiversity, livelihoods, and cleaner environments. ***SROI: 2.1:1***
101	Conservation and Rejuvenation of Waterbodies Through Community Engagement Development of Humane Action (DHAN) Foundation (CSR00000273) Madurai, Tamil Nadu.	**Project objective:** To revive water bodies and increase green cover by promoting community awareness and stewardship for sustainable natural resource management through informed and sustainable water governance through institutional convergence and digital tools such as WATER DAMS. **The project impact:** • Integrated afforestation and waterbody restoration benefited ~52,775 people. • Improved water security, biodiversity, and cooler microclimates. • ~5,400 tonnes CO_2e sequestration and strong governance via WATER DAMS. ***SROI: 2.86:1***
102	Increase in Green Cover, Carbon Sequestration, Native Biodiversity Through Afforestation and Habitat Improvement Gorakhpur Environmental Action Group (CSR00000748) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To restore degraded pond ecosystems, enable stewardship and environmental awareness through engagement activities and Harit Clubs. **The project impact:** • 11 waterbodies rejuvenated. • 1,924 beneficiaries reached. • Harit Clubs engaged 1,254 students in conservation actions created a scalable, integrated urban restoration model. ***SROI: 2.05:1***

C. 3 Thematic Focus: Animal Welfare **No. of Projects:** 3 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
103	Improving Lives of Stray Animals and Addressing Human Animal Conflict Inside Community Areas Humane Animal Society (CSR00001630) Coimbatore, Tamil Nadu	**Project objective:** To promote human-animal relationship through scaling sterilisation and anti-rabies vaccination to mitigate public health risks. The objective was also to improve urban animal management in line with statutory guidelines. **The project impact:** • 4,150 dogs sterilised, 6,185 Dogs vaccinated, 498 dogs rescued and treated. • 68% reduced rabies fear (n=25). • 44% improved child safety. • 76% reduction in dog related road accidents. ***SROI: 2.3:1***
104	Improving Lives of Stray Animals and Addressing Human Animal Conflict Inside Community Areas Friendicoes Seca (CSR00001140) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To work on disease control through population management through the Animal Birth Control ("ABC") programme, systematic vaccination drives, and treatment services for distressed animals in targeted locations. **The project impact:** • 8,422 dogs sterilised and vaccinated through Animal Birth Control and Anti-Rabies Vaccination. • 97% reported reduced aggressive dog behaviour (n=39). • 100% reported greater comfort moving around without fear of dogs. • 82% of respondents stated fear of rabies has reduced in the last 6 to 12 months. • 100% reported no dog bite or dog-related medical care incident. ***SROI: 2.7:1***
105	Addressing Wildlife Emergencies During Disasters in the Brahmaputra Valley, Assam, India Wildlife Trust of India (CSR00003675) Golaghat, Nagaon, Biswanath, Tinsukia, Dibrugarh, Assam	**Project objective:** To address preventive and curative emergencies by reducing human–wildlife conflict through community awareness, promotion of safe behaviours, wildlife rescue, treatment, rehabilitation, capacity building through trainings and safe release mechanisms. **The project impact:** • Community-linked wildlife rescue system strengthened. • 1,681 animals rescued; release rates rose to ~75% (n=16). • Built trust, safer practices, and scalable flood-response model. ***SROI: 4.1:1***

C. 4 Thematic Focus: Coastal & Marine Conservation **No. of Projects:** 2 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
106	Improvement of Coastal and Marine Habitats for Native Biodiversity Tree Foundation (CSR00001088) Chennai, Tamil Nadu	**Project objective:** To foster coastal and marine ecosystem improvement through engaging fishing communities across 20 coastal villages for strengthening marine conservation and promoting stakeholder's stewardship. **The project impact:** • Fisher-led beach patrols improved turtle nesting and cleaner waters. • Ghost net removal enhanced safety and biodiversity. • 90% (n=21) adoption of responsible practices with livelihood support. ***SROI: 2.36:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
107	Improvement of Coastal and Marine Habitats for Native Biodiversity Development Research Communication and Service Centre (CSR00002927) North & South 24 Parganas, West Bengal	**Project objective:** To restore Sundarbans ecosystem through community led mangrove as well as multipurpose tree conservation and plantation to reduce erosion and safeguard livelihoods. **The project impact:** • 6,15,850 mangroves planted across 58 hectares. • 1.2 million tonnes CO_2e sequestered; erosion reduced. • Strong biodiversity gains and women led protection groups. ***SROI: 3.54:1***

C.5 **Thematic Focus:** Environment Education **No. of Projects:** 2 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
108	Enhancing Environment Awareness Among Communities by Environment Education World Comics India (CSR00000618) Bengaluru & Mangalore Karnataka; Hyderabad, Telangana; Chennai & Madurai, Tamil Nadu; Nagpur, Maharashtra and Lucknow & Noida, Uttar Pradesh	**Project objective:** To promote environmental knowledge through environmental education among school students using grassroots comics on local environmental issues and encouraging pro-environment behaviours through child friendly participatory learning tools. **The project impact:** • 3,799 students engaged. • 25,030 reached indirectly improving awareness on pollution, water and waste. • Strong gains in awareness and real world observation. ***SROI: 2.89:1***
109	Enhancing Environment Awareness Among Communities by Environment Education Centre for Wildlife Studies (CSR00002135) Anamalai Tiger Reserve Landscape (Coimbatore & Tiruppur), Tamil Nadu	**Project objective:** To encourage ecological stewardship by enhancing students' understanding of biodiversity, forest ecosystems, and wildlife roles, including safe behaviours in human–wildlife interface areas. **The project impact:** • 2,399 students trained on wildlife coexistence. • 100% (n=115) reported behaviour change, high confidence in discussions. ***SROI: 2.08:1***

D. HCLTech Grant – Rural Development flagship program by HCLFoundation:

HCLTech Grant is a Corporate Social Responsibility (CSR) commitment by HCLTech, through HCLFoundation in India, to strengthen and empower NGOs, engage with them, as well as recognize them for their path-breaking work. Till Edition X, the HCLTech Grant awarded the winning NGOs in each of the categories of Environment, Health and Education, a grant of ₹5 Crore (~US$0.65 million) for a 4 years' project. The two other runners-up in each category receive a grant of ₹25 lakhs (~US$0.03 million) for a year-long project which is mutually agreed with HCLTech Grant after the final Jury meet.

D. 1 **Thematic Focus:** Health **No. of Project:** 1 **Project Period:** FY 2019-20 to 2023-24
Impact Assessment Agency: Chrysalisis Services Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
110	Humanitarian Assistance to Strengthen Inclusion and Safety of Vulnerable Persons Especially Women and Children in Conflict Affected Areas of J&K	**Project objective:** To enhance mobility and quality of life for people with disabilities through community-based rehabilitation, assistive devices, and caregiver support.

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
	She Hope Society for Women Entrepreneurs (CSR00005286) Kupwara, Baramulla, Rajouri, Poonch and Srinagar, Jammu & Kashmir	**The project impact:** • 10,985 people with disabilities accessed rehabilitation, assistive devices, and homebased care. • 99% accessed rehab, 95% used assistive devices, 90% reported improved confidence and wellbeing (n=149). • 96% of caregivers improved care capacity and 73% reported better livelihood participation. ***SROI 3.34:1***

D. 2 **Thematic Focus:** Environment **No. of Project:** 1 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Aspire Impact Ratings Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
111	Securing Baghmara–Balpakram Elephant Corridor by Notifying 1000 Hectares Corridor Forest as Village Reserve Forests (VRFs), for Unhindered Movement of Elephants and Other Wildlife in Garo Green Spine, Meghalaya Wildlife Trust of India (CSR00003675) South Garo Hills, Meghalaya	**Project objective:** To strengthen community led conservation, reduce human–elephant conflict, and improve livelihoods and climate resilience through forest restoration, coexistence measures, and inclusive local stewardship. **The project impact:** • 1,115 households across 20 villages engaged in community led conservation. • 96% (n = 354) improved conservation awareness, 99% (n=65) observed biodiversity recovery and 71% (n = 262) reported no human–elephant injuries or fatalities. • 87% (n = 321) reduced tree cutting, 81% (n = 299) reduced hunting, 76% (n = 280) supported elephant corridors, ~6,700 tonnes carbon sequestered, and 88% of livelihood participants (n = 324) earned income from fisheries. ***SROI: 1.36:1***

E. My Clean City – A flagship program to implement effective solid waste management in Noida.

NOIDA is a bustling metropolitan with all the dynamics and complexities associated with one. As the city grows exponentially day by day, so does the amount of municipal solid waste generate within its periphery. With its corporate headquarters in NOIDA, U.P. and realising that there is a need for long-term vision to manage solid waste, HCLFoundation has partnered with NOIDA Authority to strengthen city's waste management system and contribute to making it one of the cleanest cities in the country.

E. 1 **Thematic Focus:** Water, Sanitation and Hygiene ("WASH") **No. of Projects:** 6 **Projects Period:** FY 2020-21 to 2023-24
Impact Assessment Agency: Protiviti India Member Private Limited

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
112	Sustainable Cities Project Focusing on Promotion of Sanitation HCLFoundation (CSR00001087) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To foster WASH access among residents through waste management systems, strengthening institutional as well as community capacity and infrastructure development to improve service efficiency. **The project impact:** • Benefitted total population of 50,000. • 89 electric collection vehicles deployed across 24 sectors. 86 composting units established and 8.2 tonnes waste diverted. 18+ Garbage Vulnerable Points eliminated and converted into public spaces. ***SROI: 1.5:1***

S. No.	Project Name, Implemented By & Location	Project objectives Vs Impact ("n" refers to the total number of units sample size)
113/114	Clean Urban Village Project Focusing on Promotion of Sanitation and Making Available Safe Drinking Water HCLFoundation (CSR00001087) Hand in Hand Inclusive Development and Services (CSR00001154) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To foster WASH access among residents through waste management systems, strengthening institutional as well as community capacity and infrastructure development to improve service efficiency. **The project impact:** • Benefitted 2,16,200+ people (34,500 Households). • Infrastructure and Service delivery have improved in all the 40 urban villages (n=64). ***SROI: 1.5:1***
115	Chakachak Urban Village Project Focusing on Promotion of Sanitation HCLFoundation (CSR00001087) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To foster WASH access among residents through waste management systems, strengthening institutional as well as community capacity and infrastructure development to improve service efficiency. **The project impact:** • Benefitted total population of 1,80,000+ (3,000 average population in urban village of Noida). • 62 villages are categorized as "Chakachak Villages" by HCLFoundation implying they have improved in elimination of open dumps in public areas (though some private plot dumping might persist). Regular cleaning and active community monitoring. ***SROI: 1.5:1***
116/117	Clean Sectors Project Focusing on Promotion of Sanitation HCLFoundation (CSR00001087) Nehru Foundation for Development (CSR00001260) Gautam Buddha Nagar, Uttar Pradesh	**Project objective:** To foster WASH access among residents through waste management systems, strengthening institutional as well as community capacity and infrastructure development to improve service efficiency. **The project impact:** • Benefitted total population of 50,000+. • 89 electric collection vehicles deployed across 24 sectors. • 86 composting units established and 8.2 tonnes waste diverted. • 18+ Garbage Vulnerable Points eliminated and converted into public spaces. ***SROI: 1.5:1***

Annexure 4 to the Directors' Report

Particulars pursuant to Section 134(3)(m) of the Companies Act, 2013 read with the Companies (Accounts) Rules, 2014

A) Conservation of Energy and Water

As a responsible corporate, the Company believes that it has got accountability to the future and an imperative role to play in addressing global challenges, climate change, and environmental sustainability. The Company has made a commitment to conserve the environment by adopting several "Green Initiatives" and being responsible for energy & water management in its area of operations. These initiatives will drive energy & water consumption in an efficient, economical, and environment friendly manner throughout all its premises.

The initiatives and good practices adopted or expanded by the Company towards conservation of energy and water during FY 2025-26 are described below:

1. **Renewable Energy Purchase** – In continuation with its commitment to reduce "Carbon footprint", the Company is committed to substitute 80% of electricity with renewable energy by 2030. The source of renewable energy is wind, solar and Hydro based electricity. By transitioning electricity supply to renewable sources globally, the Company has so far transitioned 49.85% of its energy requirement to renewable sources which is equal to 1,26,757.65 MWh. Out of this, 69,896.43 MWh for its facilities in India which includes 3,023.87 MWh generated from onsite solar plant installations, and 56,861.22 MWh for its GEO locations. This has enabled the Company to reduce carbon emissions footprint by 61,738.38 tCO_2e (Tons of Carbon dioxide equivalent) out of which 49,626.45 tCO_2e in India and of 12,111.93 tCO_2e in GEO locations.

2. **High Side: Chiller Operational Performance Improvement**– Performance improvement programs such as chiller plant manager automation, set temperature moderation basis seasonal variations, cooling tower retrofit, fills replacement and increasing cooling tower approach has enabled the Company to optimize 323.57 MWh of energy and has helped to reduce 229.73 tCO_2e of emissions.

3. **Low Side: HVAC Operational Performance Improvement**– Efficiency improvement measures of Low Side of HVAC systems implemented in major facilities which involved energy efficient unit installation, Energy efficient VRF (Variable Refrigerant Flow) & DX-system (Direct Expansion) installation, AHU belt driven motor replacement to energy efficient EC (Electronically Commutated) Fan installation, HVAC Optimization by UPS consolidation related activities. This has enabled the Company to optimize 856.99 MWh of energy and has helped to reduce 608.46 tCO_2e of emissions.

4. **Energy efficient Lighting and Control** - The Company extended its initiative to expand use of LED (Light Emitting Diode) lighting in all the facilities including workspace, cafe/pantry, pathways, outdoor & basements, and operational control enhancement measures such as installation of motion sensors, daylight harvesting feature which resulted in optimum usage of lighting and energy saving. Energy savings accrued by these initiatives is 175.32 MWh of absolute energy consumption thereby reducing 124.47 tCO_2e emissions.

5. **Effective Utilization of UPS** - Based on UPS (Uninterruptible Power Supply) Load demand assessment, enabled sleep mode feature in the UPS system to meet dynamic load requirement. The initiative of replacement of "End of Life" UPS with energy efficient Modular UPS along with correct sizing of UPS Capacity. This Optimization measure resulted in energy savings of 573.96 MWh and emission reduction of 407.51 tCO_2e.

6. **Technology Adoption** - Process improvement in the AHU – From conventional type motor replacing into efficient EC fan, Introduction of HVLS fan (High Volume and Low speed), AHU fan motor integration through VFD, introduction of SBR (Scale Bio-remove) Technology in Cooling tower enabled energy optimization of 1,076.82 MWh of absolute energy consumption and has helped to reduce 764.54 tCO_2e emissions.

7. **Water Conservation** - The Company's focus on water conservation was strengthened by reducing the water flow by using Scale Bio removal enhanced with a de-ionization in the cooling tower and a garden water sprinkler automation. All this has enabled the Company to conserve 28.50 ML of water.

   A summary of above-mentioned operational efficiency related interventions is tabulated as below.

S. No.	Intervention Particulars	Energy (MWh)	Emission Reduction (tCO_2e)	Actual Investment Lakh (₹)
1	**Renewable Energy Consumption**			
i)	Renewable Power Purchase (India)	69,896.43	49,626.45	-
ii)	Renewable Power Purchase (GEO)	56,861.22	12,111.93	-
Sub Total 1		**1,26,757.65**	**61,738.38**	**-**
2	**Energy Optimization & Efficiency Improvement intervention**			
i)	Chiller Operational Performances Improvement	323.57	229.73	210.57
ii)	HVAC Operational Performances Improvement	856.99	608.46	1,360.98
iii)	Energy Efficient Lighting and Controls	175.32	124.47	52.63
iv)	Effective utilization of UPS	573.96	407.51	-
v)	Technology Adoption	1,076.82	764.54	594.87
Sub Total 2		**3,006.66**	**2,134.71**	**2,219.05**
Total Emission Avoidance & Reduction			**63,873.09**	**2,219.05**

Conversion reference Grid Emission Factors – CO_2 Baseline Database for the "Indian Power Sector" Nov'2025 (V21.0). Weighted average emission factor of the Indian Grid taken in 0.710 tCO_2e/MWh.

S. No.	Water Optimization Intervention Particulars	Facility Covered	FY 2025-26 (ML)	Investment (in ₹ Lakhs)
1	AHU Condensation, Neem Base chemical & SBR	Noida Campus	1.76	2.25
2	STP treated water using in Cooling tower instead of Raw water	Lucknow Campus	6.34	-
3	STP treated water using in Cooling tower instead of Raw water	Lucknow NSEZ	4.43	-
4	Garden Sprinkler Automation	Madurai Campus	0.35	4.95
5	SBR (Scale Bio Remover) Installation	Bangalore Campus	11.12	-
6	Garden Sprinkler Automation	Chennai Campus	4.51	2.74
Total			**28.51**	**9.94**

8. Initiatives and Best Practices

8.1. UPS Optimization

Conventional UPS at Bangalore Campus upgraded to energy-efficient modular UPS with optimized capacity. The upgrade improves energy efficiency and reduces electricity costs and emissions. It enhances overall operational efficiency and supports sustainability goals. Modular design enables easy scalability and flexibility for future load requirements.

8.2. On-Site Solar PV Project

Solar PV modules were installed to substitute portion of grid energy which improves the facility adoption and increase the share of Renewable energy, and the system is connected to an IoT (Internet of Things) platform for easy monitoring and reliable operation.

8.3. HRW (Heat Recovery Wheeling) Implementation

HRW systems at Chennai and Bangalore campuses upgraded with free cooling to improve efficiency. Cool outdoor air is used directly during suitable conditions, reducing reliance on chillers. Automation system monitors conditions and activates free cooling as needed.

This reduces energy use, lowers costs, and supports sustainable HVAC operations.

8.4. Retrofit Emission Control Device ("RECD")/Dual Fuel Kit Implementation for DG Sets

RECD/Dual Fuel Kit systems implemented across India Campus to control DG (Diesel Generator) emissions. The solution reduces pollutants and ensures compliance with pollution control norms. Designed and installed with minimal disruption, followed by validation through certified testing.

This initiative improves air quality, enhances safety, and supports sustainability and ESG (Environmental, Social Governance) goals.

8.5. Enhancing Water Quality Compliance with Inline Digital Sensors

Implementation of digital inline sensors at Vijayawada Campus WTP (Water Treatment Plant) and RO (Reverse Osmosis) plants to enable real-time water quality monitoring. Manual testing has been replaced with continuous monitoring of key parameters like pH (Potential of Hydrogen), TDS (Total Dissolved Solids), and hardness. The system provides automated alerts and trend analysis for faster and proactive response. This initiative improves compliance, reduces manual effort, protects equipment, and enhances overall water management efficiency.

8.6. Sensor-Based Water Franking System for Sustainable Garden Irrigation

Sensor-based water irrigation system implemented at Madurai Campus using treated STP (Sewage Treatment Plant) water. Automated drip irrigation controlled by soil moisture sensors ensures water is used only when required. The system improves irrigation efficiency, reduces water wastage, and supports healthier landscaping. This initiative strengthens sustainable water management, with sensor calibration identified as key for long-term performance.

8.7. Cooling Tower Automation Using WBT (Wet Bulb Temperature) & DBT (Dry Bulb Temperature) Sensors

Advanced automation implemented at Madurai Campus to optimize cooling tower efficiency and energy consumption. Sensors for Wet Bulb and water temperatures enable intelligent control based on real-time conditions. Cooling tower fans are automatically regulated through VFDs (Variable Frequency Drive) to operate only as required. This improves efficiency, reduces energy usage, and supports sustainability goals through data-driven control.

8.8. Enthalpy Based AHU (Air Handling Unit) Fan Automation for HVAC Energy Efficiency

Enthalpy-based HVAC automation implemented at Madurai Campus to improve comfort and energy efficiency. Temperature and humidity sensors enable real-time control of AHU fans through VFDs. The system dynamically adjusts airflow and fresh air intake based on demand conditions. This enhances HVAC efficiency, reduces power consumption, and supports sustainable operations.

8.9. Automated Sand Filter Operations Using Motor Operated Valves

Motor Operated Valves ("MOV")-based automation implemented in STP and WTP filtration systems at Madurai Campus to improve efficiency. Filtration and backwash cycles are now automatically controlled, reducing manual intervention. The system enhances filtration performance, improves reliability, and increases recycled water availability. This initiative conserves water, reduces effort, and strengthens sustainable water management practices.

8.10. APGC Based Self Powered Urinal Sensor Implementation

APGC (Auto Power Generated and Conserved System)-based self-powered urinal sensors implemented at Noida Campus as "Proof of Concept" to eliminate battery dependency and improve hygiene. Sensors generate power from water flow, removing the need for electricity and battery replacements. The solution reduces maintenance effort, operational costs, and significantly minimizes e-waste. This initiative enhances sustainability, improves reliability, and provides a scalable solution for future deployment.

8.11. HVLS Fan Implementation for Energy Efficient Café Operations

HVLS fans implemented in cafeteria spaces across Noida, Chennai, and Bangalore campuses to improve air circulation and comfort. The system enables uniform airflow with low energy use, reducing dependence on conventional HVAC systems. AHU usage reduced by up to 50% during peak hours while maintaining occupant comfort. This initiative delivers energy savings, enhances comfort, and supports sustainability and carbon reduction goals.

8.12. EC Fan–Based AHU Modernization with Enhanced IAQ (Indoor Air Quality) Control

Upgradation of conventional AHUs to energy-efficient EC fan–based systems across Noida, Chennai, and Bangalore campuses and RONCR_A8&9 Sector 60 facility. The upgrade improves energy efficiency and indoor air quality, with advanced filtration enabling better PM2.5 control. Phased implementation ensures minimal disruption while delivering up to 15% energy savings and improved comfort. This initiative reduces maintenance, lowers carbon footprint, and serves as a scalable model for HVAC modernization.

8.13. Transport Sustainability through Electric Vehicles.

In FY 2023-24, the successful rollout of electric vehicles (EVs) in Bengaluru and Hyderabad marked a key milestone in advancing our sustainable mobility initiatives. Through structured long-term contracts and phased scaling, EV adoption significantly increased across both locations. We achieved a total reduction of 934.30 tCO_2e projecting emission reduction compared to Petrol/Diesel -operated vehicles for FY 2025-26. (Till March 2026).

Hyderabad:

The EV program began with 106 vehicles and was expanded to 151 EVs by March 2026. Out of 1,37,631 total annual trips, EVs accounted for approximately 80% of the trip coverage, demonstrating a higher level of electrification maturity at this location for the period of FY 2025-26. This initiative resulted in a reduction of 502.47 tCO_2e emissions.

Bangalore:

EV operations commenced with an initial deployment of 15 vehicles, which scaled up to 75 EVs by March 2026. During the FY 2025-26, a total of 85,873 trips were undertaken annually, with EVs contributing to 31% of the overall trips. This initiative resulted in a reduction at Bangalore Jigani Campus of 431.83 tCO_2e emissions.

8.14. Green Building Certification.

Firstly, a substantial portion of HCLTech real estate portfolio is aligned with globally recognized green building standards. During the reporting period, 13.80 million square feet—representing 73.66% of HCLTech's total building space—has been certified under several leading Green Building Certification programs. These include certifications such as LEED by the USGBC, IGBC, BREEAM, CASBEE, NABERS, Green Star (Australia), EDGE, and TRUE (Total Resource Use & Efficiency), among others. This demonstrates the Company's dedication to high standards across diverse geographies.

Looking at the Company owned assets, the sustainability performance is particularly noteworthy. Of the total company-owned building portfolio, 98.43%—equivalent to 11.20 million square feet—has achieved the highest 'Platinum' level certification. This underscores the Company's focus on energy efficiency, minimizing environmental impact, enhancing occupant well-being, and ensuring long-term asset resilience. These certifications bring tangible benefits, including reduced energy and water consumption, improved zero waste performance, better indoor environmental quality, and lower operational emissions, all of which align closely with the Company broader ESG objectives.

Additionally, sustainability considerations are increasingly being factored into the Company's leasing decisions. Currently, 35.14% of HCLTech leased portfolio, amounting to 2.59 million square feet, is certified by recognized Green Building Councils. This reflects the Company's proactive engagement with landlords and stakeholders to promote environmentally responsible workplaces, both in owned and leased assets.

8.15. On the CDP 2025 assessments

HCLTech continue to demonstrate strong leadership beyond its direct operations. In the CDP Supplier Engagement Assessment ("SEA") 2025, HCLTech achieved an 'A' score, reflecting best-in-class performance in engaging suppliers on climate-related issues for four consecutive years. This places the Company among a select group of global organizations that have advanced supply chain climate governance and effective supplier collaboration.

On Climate Change assessment, HCLTech earned a 'B' score, placing it in the Management band. This recognition highlights the Company ongoing efforts to strengthen climate governance, enhance emissions management practices, and systematically improve climate performance across its operations.

The Company has also made meaningful progress in water stewardship. For the CDP 2025 Water Security disclosure, HCLTech achieved a 'B' score, again in the Management band. This demonstrates the Company structured approach in identifying, managing, and mitigating water-related risks throughout its operations.

B) Technology Absorption, Adaptation, and Innovation

HCLTech' s long-term competitiveness is anchored in its ability to rapidly absorb emerging technologies, adapt them to enterprise and industry contexts, and convert them into scalable innovations. The Company's modernization journey is powered by implementing best-of-breed SaaS solutions and by leveraging GenAI & AI Intelligent automation. Objectives are to enhance employee experience, increase efficiency & productivity and strengthen the overall security posture.

1. Best-of-breed SaaS solutions

I. HR Management System

Implemented HR Management system on Cloud to accelerate hiring. Improved talent quality & cost savings through channel optimization, Integration with Job portals for quicker reach and reduction in manual interventions.

Enables new joiner productive from Day 1 through laptop allocation, SAP ID activation, access to e-mail. It also provides enhanced candidate and new joiner experience through seamless experience prior to joining.

GenAI infused Talent Navigator has been implemented to handle talent supply chain. System matches employee with the right opportunity and helps employee achieve their career goals faster.

This solution has helped the Company to find the right external talent faster. It has also created opportunity for internal employees to find the right opportunity across entire company and grow further within HCLTech.

II. Time and Attendance System

Rolled out new SaaS based time and attendance system across 12 countries. This is a single unified solution to track time, manage project timesheets, schedules and time-off and ensures automated compliance to local laws.

This has helped the Company to be compliant at source without any manual intervention. It has also ensured that the organization moved into a single unified system.

III. Device Based Billing System

Automated invoice processing for device-based billing solution. This is one of the kind solutions within IT industry to handle complex invoicing processing without manual intervention.

This solution has significantly reduced manual work involved in creating device-based invoices. It has also improved time it takes to create accurate invoices rather by improving DSO.

IV. Contract Lifecycle management system

Went live with successful rollout of the Post-Contract Lifecycle Management capability, powered by AI driven auto extraction of obligations and clauses. The implementation marks a significant step forward in transforming HCLTech contract management processes.

With the introduction of AI enabled extraction, HCLTech now have an automated and reliable mechanism to identify, categorize, and structure contractual obligations and key clauses across diverse contract types.

This advancement not only accelerates the review cycle but also enhances accuracy, compliance tracking, and downstream execution of contract.

2. GenAI & AI Intelligent Automation

I. Enterprise Automation

As part of HCLTech AI automation journey, the Company has successfully deployed 60+ use cases across HR, Finance, BTIS, and IT. Few use-cases are Contract Intelligence, AP Posting, Claim Validation, Incident Resolver Agents, Appraisal Mentoring Agent, RFX Responder, Lead Gen Agent and EKM Copilot.

These solutions are built as embedded AI agents within core business processes, enabling faster responses, reduced cycle times, improved quality and consistency, and significant reduction in human effort.

AI Force is being utilized across Testing and Vulnerability remediation initiatives.

In testing, AI Force automatically generates test cases from BRDs and requirement artifacts resulting in an approximate 25% reduction in manual test case generation effort and successfully generated 5000+ valid test cases across 300+ crs.

AI Force delivers AI-generated fix recommendations based on vulnerabilities identified in AppScan reports. This significantly reduces dependence on manual analysis leading to an estimated 20% reduction in developer effort. AI Force has generated remediation/guidance for 300+ vulnerabilities across multiple applications.

II. Infra Automation

AI and GenAI evolved into the default intelligence layer across infrastructure services, enterprise platforms, operations, and internal productivity workflows - strengthening proactive service management and operational resilience.

Key advancements included predictive automation, AI-driven event correlation, conversational interfaces, LLM-led network orchestration at scale, and custom GenAI use cases spanning vulnerability insights, compliance monitoring, policy enforcement, identity governance, and intelligent data reconciliation.

III. AI-Enabled Digital Workplace

Advanced AI-enabled digital workplace focused on improving Digital Employee Experience ("DEX") through expanded self-service, workflow standardization, and intelligent automation.

Building on ServiceNow implementation, the focus shifted to measurable impact at scale. Automation-led endpoint provisioning, password lifecycle management, workflow consolidation, and zero-touch device enablement significantly reduced manual service desk dependency.

These initiatives resulted in reduction of end-user tickets and substantial improvement in user-to-ticket efficiency ratios, simplifying employee-IT interactions and enhancing productivity across the enterprise.

Major outcomes are

- Substantial reduction in manual efforts (100+ FTEs) through automation of workflows and standardization of processes.

- Enhanced User Experience enabled by self-service capabilities, streamlined process flows, and accelerated response times.
- Implementation of zero-touch provisioning, automated system monitoring, self-healing functions, and proactive issue identification.
- Enhanced compliance reporting, proactive vulnerability management, automated remediations, and strengthened security measures.
- Increased uptime during system upgrades, minimized business interruptions, and greater reliability of services.

3. Enhancing Security Posture

Cybersecurity continues to be the Company's top priority. Perimeter less ecosystem, evolving threat landscape and advancements in threat vectors especially due to increased AI/ML based threats, HCLTech continue to build a more agile & adaptive cybersecurity posture.

HCLTech sharp focus has been to enhance Defence-in-Depth methodology covering various aspects including Identity, Data, Network, Perimeter, Application & API and Cloud security.

Cyber security risks are increasing due to increased digitalization and changing threat landscape, HCLTech is continuously looking at ways and means of enhancing its cybersecurity posture and some of the major interventions during the year are included below.

- Migration to a modernized endpoint security platform-to enable effective threat management across end points and servers.
- Data Security Posture Management ("DSPM") for visibility and protection of organization's sensitive information.
- Unified Cloud Security solution ("CNAPP") for enhanced visibility, threat protection and proactive vulnerability management.
- Micro Segmentation implemented to reduce attack surface by restricting lateral movement of threat vectors.
- Next Generation SIEM platform onboarded for detecting and responding to dynamic and complex cyber threats by leveraging AI/ML and behavioural analytics with speed and high accuracy.
- Identity security has been strengthened through implementation of AD-Tiering, Privileged Access Workstation ("PAW"), Password Vault Management etc. This initiative is a testimony to HCLTech's continued focus on Identity Security.
- EASM – Mature the framework to assess HCLTech's external surface area, detect & respond to any potential threats to minimize its threat exposure.

4. Awards and Recognitions

External award name	Project awarded for	Category
CIO 100 Award by Foundry (CIO Magazine)	Order 2 Cash Transformation	The Evangelist 100
SAP ACE Special Jury Recognition award	Order 2 Cash Transformation	The Disruptor – Finance & Spend Management category
Hitachi Vantara	Data Innovation Awards 2026	Industry Transformation Pioneer
CX Distinguished Digital Resilience Award	HCLTech (GIT) partnered with Cisco CX to enhance workload security, augment network monitoring to optimize availability, and improve the Wi-Fi experience	Distinguished Digital Resilience Award
EWF (Executive Women's Forum) – Regional connect	Appreciation for the continued advocacy and support	Outstanding support and advocacy for equity efforts -Cyber Security community

C) Research and Development

At HCLTech, Research and Development ("R&D") is a strategic imperative—not a peripheral function—and remains central to its identity as a global technology leader. HCLTech R&D agenda strengthens its services, software, and industry solutions portfolio by combining deep domain expertise, engineering excellence, AI-led architectures, and ecosystem collaboration to create differentiated, IP-led solutions that help clients navigate a rapidly evolving technology landscape.

A cornerstone of this model is the disciplined conversion of research into deployable assets—reusable patterns, productized accelerators, and scalable platform capabilities that compound value across engagements and industries.

This progress is anchored in clearly defined innovation priorities aligned with enterprise transformation trends and its long-term strategic roadmap.

1. Artificial Intelligence & Generative AI

Artificial Intelligence and Generative AI remained a core priority in FY 2025-26, marking Company transition from experimentation to enterprise-scale operationalization.

HCLTech's AI investments now extend beyond model adoption to the infrastructure layer required to deploy AI reliably and securely at scale:

- **LLM Orchestration & Guardrailing:** Intellectual property spanning multi-agent coordination, dynamic model selection, hallucination detection, and policy automation—designed for regulated industries where output reliability is critical.

- **Running Models on Edge Devices:** IP enabling deployment of compressed LLMs on resource-constrained devices through capability-aware optimization and iterative compression.
- **Voice Agent Platform ("DPO"):** A multilingual, cloud-native voice agent platform featuring semantic caching (Milvus), real-time quality evaluation, and native integrations with Amazon Connect and Azure DevOps. Live PoCs include spam-call filtering and enterprise call assistance.
- **Efficient Vector Storage:** INT8 embedding compression for RAG pipelines, delivering infrastructure cost efficiencies and productization potential within AI contracts.
- **AI Governance:** Patents covering automated determination of human intervention thresholds in AI interactions and automated code generation for ML model operations.

HCLTech is building applied AI architectures that enterprises can adopt not merely integrating third-party models.

2. Physical AI: Robotics, Edge AI & Automotive

Extending this AI-first philosophy beyond digital workflows, the Company is applying the same architectural rigor to physical environments where intelligence must operate reliably at the edge. HCLTech investments in Physical AI—spanning robotics, edge AI, IoT, and automotive technologies. Key areas include:

- **Edge LLM Architecture:** A patented framework using Device Capability Vectors and per-layer compression controls governed by a Semantic Preservation Score. Models deploy only when output fidelity meets defined thresholds—an approach suited to industrial environments where GPU infrastructure is constrained.
- **Automotive & ADAS:** Innovations in glare reduction, parking assistance, exit safety, occupant protection systems (including air capsule deployment), and underbody collision prevention assemblies.
- **Robotics Verification:** Frameworks for certifying autonomous systems in safety-critical deployments across manufacturing, logistics, and defence adjacencies.

HCLTech is not manufacturing robots; it is building the software and IP layer that makes autonomous systems certifiable, deployable, and commercially viable.

3. Security, PQC & Data Resilience

As intelligence becomes increasingly distributed and embedded, security, resilience, and future-ready cryptographic foundations become mission-critical.

In FY2025-26, the Company addressed codebase vulnerability refinement, network security, and data protection. A particularly forward-looking cluster focuses on Post-Quantum Cryptography (PQC), where regulated enterprises face defined migration timelines. HCLTech's IP supports a structured assessment-to-remediation advisory model.

Additional focus on data resilience span AI-assisted backup, dynamic caching, and automated compliance scanning.

The convergence of deep ERS engineering (VLSI, CAD, embedded systems) with AI and edge computing creates a differentiated capability that neither pure-play AI vendors nor traditional IT services firms can easily replicate.

4. Platform-Led Strategy and Ecosystem Partnerships

HCLTech's R&D investments are increasingly organized around scalable platform constructs designed for repeatable industry transformation.

Flagship offerings—including AI Force, VisionX, Autonomous Accounts Payable, and the Intelligent Regulatory Platform—represent the productized outcomes of sustained R&D investment.

At the center of this portfolio is AI Force, HCLTech's Agentic AI and GenAI platform, designed to automate and augment workflows across software engineering, IT operations, data engineering, and enterprise business processes—while remaining secure, compliant, and enterprise-ready.

AI Force–driven service transformation is enabling faster time-to-market, improved operational efficiency, and enhanced decision-making through real-time intelligence—both for clients and within HCLTech's own operations.

HCLTech continue to mature its service transformation methodology and strengthen delivery consistency through targeted investments in SLMs, enabling scalable, high-quality execution.

To accelerate scale and time-to-market, HCLTech complement internal innovation with deep co-innovation across a global ecosystem including OpenAI, NVIDIA, Microsoft, AWS, Google, and leading OEMs and ISVs. These partnerships provide early access to frontier capabilities and enable joint solution validation.

5. Product Launch - Cochlear MedTech

Driven by its commitment to building a more equitable society, HCLTech continues to make purposeful investments that improve lives.

As an extension to this philosophy, HCLTech continued to invest in the Cochlear MedTech product- which is at the final stages of getting CDSO approval- for its launch in the Indian market.

6. HCLSoftware

HCLSoftware demonstrated a disciplined innovation-to-commercialization pathway.

The team advanced Generative and Agentic AI, while strengthening traditional AI/ML through focusing on novel similarity metrics and anomaly detection techniques.

Core efforts focused on building robust, secure, and scalable AI agent architectures. IP development spanned - MCP server generation from Swagger APIs, GenAI-driven REST service orchestration, Safety risk detection in LLM outputs, Functional accuracy verification of GenAI responses, Self-improving agents, Agent generation from natural language inputs, Knowledge transfer from agents to human users, Dynamic model selection, Transaction-to-business-flow mapping, Automated agent testing, Marketing content analysis and optimization, Domain copilots for banking, Statistical digital twins.

Jansunwai GenNext (IGRS) - A notable example of applied R&D is the deployment of Jansunwai GenNext across Uttar Pradesh—India's largest administrative ecosystem.

The system processes over 50,000 citizen grievances daily across 14 Indian dialects, accepting multimodal inputs including text, handwriting, voice, and images. Powered by HCLSoftware AION, it converts unstructured submissions into structured governance intelligence within minutes, enabling machine-assisted prioritization based on urgency and administrative relevance. Designed with sovereign data control, role-based access, and full auditability, the platform has reduced manual administrative effort by an estimated 60–70% while enabling 24/7 operations. This deployment establishes a replicable benchmark for AI-enabled public service delivery at scale.

Building on such applied learnings, HCLSoftware launched GenAI Extensions to embed generative AI into developer and delivery tools—covering story generation, test case development, code generation, and test automation. Selected testing scenarios have reported productivity improvements of up to 50%.

7. **Strengthening Semiconductor Leadership -** HCLTech's Engineering and R&D Services ("ERS") has built an advanced semiconductor lab, reinforcing its leadership in silicon engineering and related services. These investments enable deeper work across chip design, verification, validation, system integration and co-engineering with software and platforms, placing ERS at the forefront of the semiconductor services ecosystem.

Forward Outlook

Looking ahead to FY 2026-27, HCLTech will build on its innovation momentum through focused investments in Advanced AI Robotics, Quantum, IP-led solutions and deep research.

Within Engineering and R&D Services, a dedicated team of AI engineers and domain experts is advancing differentiated IP that translates scientific discovery into commercially deployable solutions.

A compelling illustration of this ambition is HCLTech Drug Discovery IP program, which integrates quantum-inspired methods, advanced AI, and quantum hardware pathways. Supported by structured academic collaborations providing wet-lab validation and domain data, this program aims to transform theoretical algorithms into decision-grade, enterprise-ready IP.

HCLTech Software's forward roadmap reflects a similarly disciplined focus on innovation and commercialization. Priorities include CPU-based inference optimization, Distributed training architectures, Power-efficient AI algorithms, Evaluation of AI–quantum integration pathways.

Strategic platforms—including Signal Intelligence Platform, Sales Intelligence Platform, and DocQuest—will undergo internal adoption to validate value before external commercialization.

HCLTech R&D investments reflect a structured, long-term commitment to innovation that is scientifically rigorous, commercially grounded, and strategically aligned with future enterprise transformation.

8. **Expenditure on R&D for the years ended March 31, 2026 and March 31, 2025 are as follows:**

(₹ in crores)

Particulars	Financial Year ended	
	March 31, 2026	March 31, 2025
Amount charged to the statement of profit and loss	802	590
R&D expenditure as a percentage of revenues	1.46%	1.15%

D) Foreign Exchange Earnings and Outgo

The Company is an export-oriented unit and majority of its business are from certain clients outside India. During the financial year under review, a substantial portion of the revenue of the Company was derived from the exports.

The foreign exchange earned and spent by the Company during the financial year, on accrual basis, is as follows:

(₹ in crores)

Particulars	Financial Year ended	
	March 31, 2026	March 31, 2025
Foreign exchange earnings	**50,376**	**48,056**
Foreign exchange outgo		
- Expenditure in foreign currency	13,905	6,847
- CIF value of imports	14	1,357
- Dividend remitted in foreign currency	2,296	2,551
	16,215	**10,755**

For and on behalf of the Board of Directors of HCL Technologies Limited

Roshni Nadar Malhotra
Chairperson
DIN- 02346621

Place: Noida, (U.P.), India
Date: April 21, 2026