



Community Impact and Inclusive Growth

Community Impact and Inclusive Growth

Where business strength meets social purpose



In India, HCLTech’s social responsibility agenda is driven through HCLFoundation, which delivers high-impact, long-term programs across education; grassroots sports; health and sanitation; skill development and livelihoods; environment; and disaster risk reduction and response.

Over the past 15 years, HCLFoundation has transformed intent into enterprise-grade execution, embedding rigor, accountability and measurable outcomes into every intervention. Its footprint now spans 20 states and 3 union territories, reflecting both depth and reach.

To date, our initiatives have impacted more than 8.4 million lives, including 54% women, while water stewardship efforts have harvested over 155 billion liters of water. In FY26 alone, HCLTech employees contributed more than 765,000 hours of volunteering and our partnership with FEBA reached 12.2 million lives across 19 European Union countries and Turkey.

These outcomes reflect our commitment to building resilient communities, advancing equity and creating sustainable value that extends far beyond our business operations.

INR 1,984 Cr
(approximately \$223.47 million)
 Total India CSR deployment since inception, channelled through HCLFoundation

8.4 million+ lives
 Touched till date, 54% women, across 20 states and 3 union territories

HCLFoundation FY26 Highlights

People & Communities

765,000+

Hours of HCLTech employee volunteering

163,000+

People linked with social security schemes

43,000+

Youth trained in 21st century skills (85% placement)

10,000+

Exclusive women-led SHGs impacting over 116,000 women

10,948

Students supported under Uday (89% Class 10 pass)

22,000+

Students reached through Sports for Change

Planet & Restoration

155B+ Liters

Water harvested cumulatively (47.5B Liters in FY26)

74,000

Acres greened and under community management

3.5M+

Saplings planted till date through plantation drives

Partnerships & Recognition

\$5M

HCLTech Americas Grant over five years

4,500+

Artisans across 40+ clusters via My E-Haat

Eight

New government partnerships signed in FY26

11

Major awards received during the year

#2

Hurun India Impact 50 – 2026

How HCLFoundation works

HCLFoundation drives the CSR agenda of HCLTech in India through five flagship programmes and four special initiatives, each aligned to a material development priority. Governance sits with the CSR Committee of the Board, chaired by Ms. Roshni Nadar Malhotra.

Strategic direction is provided by Dr. Nidhi Pundhir, Senior Vice President – Global CSR, HCLTech and Director, HCLFoundation. Program execution rests with on-ground teams in multiple locations across India.

The portfolio addresses



Environment



Urban transformation



Rural development



Artisan livelihoods



Sports for inclusion



Capacity building



Employee volunteering



Environment Action

Harit, HCLFoundation’s flagship environmental initiative, is designed to conserve, restore and strengthen indigenous ecosystems while advancing sustainable climate action through active community participation.

Harit delivered a defining milestone in FY26, reaching 155 billion liters of cumulative water harvesting signalling scale with scientific rigor. Through waterbody restoration, resilient infrastructure and nature-based solutions across water-stressed regions, Harit is strengthening water security, enhancing climate resilience and enabling communities to sustainably manage and preserve their natural resources.

The Tamil Nadu Government recognized this work with the Best Water Conservation Award, Industry body ASSOCHAM followed with the Excellence in Water Conservation and Climate Change Mitigation Award.

181,797 saplings
saplings of terrestrial, mangrove and shelter belt species planted

120,833 kg
of ghost nets and marine debris collected

483 acres
of ecosystem value improved; 84 acres of waterbodies rejuvenated

70,901 people
reached through environmental education and awareness

The first Harit Summit, held in Delhi NCR in February 2026, brought together 250+ participants from 105+ organizations along with Padma Bhushan awardee Dr Anil Prakash Joshi and Padma Shri awardee Jadav Molai Payeng. Generation for Climate Action (GenCAN) was selected as an Outstanding Flagship Project in the RCE Awards 2025 by the United Nations University, engaging 2,147 student leaders across 256 schools.

Case Study

Rejuvenation of Traditional Water Body (Madurai, Tamil Nadu)

Madurai's Surakulam Kanmoi, a 4.53 acre traditional water reservoir (Oorani), was rejuvenated by a community-led effort that increased its water-holding capacity by 27 million liters. HCLFoundation funded the restoration project while the community pays for the maintenance.



Capacity building in action: enabling community-led environmental stewardship

Case Study

Yamuna case study

HCLFoundation has instituted integrated river basin stewardship in the Yamuna basin, systematically addressing water stress, ecological degradation and pollution through a holistic, systems-oriented framework. Anchored within the CEO Water Mandate and the Water Resilience Coalition, the initiative advances collective corporate action across priority basins by 2030 and aligns with SDG 6, SDG 13 and SDG 15. The model synthesizes nature-based interventions, hydrological stewardship, circular waste management and community-centric governance to generate scalable and replicable outcomes. A pioneering "source code" ecosystem methodology has catalyzed the transformation of degraded landscapes into biodiversity-rich urban forests through strategic collaborations with district administrations and the National Mission for Clean Ganga (NMCG), while preserving governmental

custodianship of land resources. Participatory stewardship remains central, with communities contributing both financially and technically, while embedding indigenous knowledge into design and maintenance. Waste management efforts mitigate plastic leakage, while initiatives near heritage landscapes, including the Taj Mahal, integrate ecological restoration. Through multi-stakeholder convergence and technology-enabled scaling, the initiative aspires to establish a resilient, water-positive Yamuna ecosystem.



Inclusive Urban Development

The Uday program is designed to address urban poverty through a multi-pronged approach, tackling critical challenges across healthcare, education, livelihoods and sanitation.

It operates across seven cities at the intersection of early childhood care, education, health, water and sanitation, skilling and livelihoods, focused on the most vulnerable urban communities.

10,948 students supported, with an 89% pass rate for Class 10 and 91.6% for Class 12

21,000+ children received eye care screenings, 16,000+ individuals reached through cancer screening

43,000+ youth trained in 21st century skills — logistics, IoT, cybersecurity, apparel manufacturing technology — with 85% placement

78,500+ participants engaged in Skill Development and Livelihood programs; 1,878 Anganwadi workers upskilled in play-based pedagogy

10,000+ exclusive women-led SHGs impacting over 116,000 women, earning an average INR 10,000 (approximately \$112) a month

AI in public health

At Uday, AI is being meaningfully integrated into public health efforts to support healthcare staff, enhance decision-making and deliver better outcomes for people. Through the VinCense mHealth platform, communities benefit from early risk stratification for NCDs, while large-scale screenings led by ASHA workers enable

proactive health interventions. Innovations such as affordable haemoglobin testing and AI-enabled lung cancer screening are improving early detection, accessibility and health outcomes at scale.



Rural Transformation

Samuday celebrated ten years of driving integrated rural development through a sustainable and replicable model spanning health, education, livelihoods, agriculture, environment and WASH. To mark the milestone, HCLFoundation hosted the Samuday Rural Development Conference in Lucknow with the Chief Secretary of Uttar Pradesh as Chief Guest. The convening saw government leaders, development experts, partners and community representatives to reflect on a decade of impact, exchange insights and shape a collective vision for the future of rural transformation.

The program expanded to 10 new districts of UP through the MAATI (Market based Agri Allied Transformation Initiative) project. **Hardoi became the first district in UP with all Community Health Centres electrified through rooftop solar.** We also opened a Counselling and Digital Access Center and the Samuday Sports Complex in Hardoi this year.



Creating safe, engaging spaces for dialogue on menstrual hygiene

101,464 adolescents screened for anaemia across five blocks of Hardoi; prevalence reduced by 20–22%

3,668 households connected to a solar mini grid network; 435 kW of renewable infrastructure developed

1,104 schools, 136,172 students reached through Happy School ICT enabled smart classrooms across 11 blocks

155 Gram Panchayats declared TB-free in Hardoi

32,000+ households in Hardoi covered for door-to-door waste collection

The HCLTech Board of Directors led by Chairperson Ms. Roshni Nadar Malhotra visited Samuday in Hardoi, Uttar Pradesh, as part of its commitment to informed CSR governance and stakeholder engagement. Through direct interactions with communities and on-ground exposure to interventions across water security, livelihoods, healthcare, nutrition, renewable energy and digital access, the Board gained valuable insights into the programme’s impact, sustainability and long-term development outcomes. The visit also included the inauguration of community infrastructure and the foundation-laying of new institutions designed to strengthen the region’s future growth and resilience.

Case Study

Cervical and Breast Cancer Awareness and Screening (Madurai, Tamil Nadu)

In urban slum communities, low awareness and stigma often delay life-saving cancer screenings. Supported by HCL Foundation, FPAI Madurai led targeted interventions in Karumpalai through awareness drives, screening camps and follow-up care. The initiative reached 388 women, with 286 undergoing Pap smears and all receiving clinical breast examinations. Counselling and referrals reduced fear, improved first-time screening uptake and strengthened community trust in preventive healthcare systems.



My Clean City addresses issues such as single use plastic pollution, untreated waste, contaminated water and the dignity and safety of sanitation workers. **The HomoSEP SEWER robot**, India’s first septic tank and manhole cleaning robot with a 2,000-liter tank capacity, was donated to Noida Authority. It cleaned 636 underground sewage drains and removed 114,000+ liters of sludge without human entry into manholes. The program expanded to three new cities in Uttar Pradesh – Agra, Hardoi and Prayagraj – and sensitized 24,000+ households on source segregation.

My Clean City by HCLFoundation, in partnership with the Noida Authority, organized Swachhata Mela 2026, engaging over 5,000 stakeholders

to celebrate progress in cleanliness and sustainable living while driving awareness on waste management and responsible behavior. The event combined expert dialogues, interactive exhibitions and community participation, with a strong focus on recognizing grassroots contributors—felicitating sanitation workers, students and Waste Champions and distributing sanitation kits to 5,100 Safai Karamcharis (Cleaners)—reinforcing collective ownership of Noida’s cleanliness agenda.



Community action in motion: driving cleaner and healthier neighborhoods



Launched in 2015, the HCLTech Grant empowers NGOs to drive scalable, high-impact transformation across rural India, strengthening community resilience through innovation, governance excellence and sustained impact delivery.

The program marked a significant milestone during the year with the successful completion

of its 10th edition in India. Water and Biodiversity were introduced as two new categories, bringing the total to four core focus areas, with annual commitment now at INR 24 crores (approximately \$2.9 million). The winning NGO from each category receives a grant of INR 5 crore (approximately \$563,500) for a four-year project while the two runners-up from each category are awarded INR 50 lakhs each (approximately \$56,350) for a two-year project.

21,953 people provided livelihood opportunities; 68,503 acres of land brought under tree cover

12,306 NAAT tests for TB conducted; 11,678 preterm babies screened for retinopathy of prematurity

305,520 saplings planted; 161 indigenous varieties of paddy, 30 species of fruits and 24 species of fish conserved

1,866 applications received for Edition XI of HCLTech Grant; 318,604 km traveled across 73 districts in 20 states and 3 union territories over 38 days of due diligence



Celebrating a decade of impact: HCLTech Grant marks its 10th edition

Case Study

Habitat and Grassland Restoration (Kutch, Gujarat)

In Abdasa, Kutch, degradation of grazing lands threatened livelihoods and biodiversity. Supported by the HCLTech Grant, The Corbett Foundation restored grasslands by removing invasive Neltuma juliflora and enriching soil with biochar. Communities now practice controlled, rotational grazing, strengthening ecological balance and climate resilience. In FY26, 200 acres were restored and 4.9 lakh kg biomass converted to biochar. Improved fodder availability supported biodiversity recovery and sustainable local livelihoods.

My E-Haat

My E-Haat is an initiative that strengthens community well-being by empowering artisan ecosystems through market access, skill development and digital inclusion.

In FY26, it engaged 4,500+ artisans across 40+ clusters in 13 states, enhancing livelihoods and resilience. The third edition of the My E-Haat Conclave, held at Noida Haat under the theme "Woven Stories: The Looms of Legacy," convened a diverse ecosystem of stakeholders, including government, civil society, academia and industry representatives, to catalyse collaborative pathways for artisan empowerment. Further reinforcing its impact narrative, My E-Haat short film "An Ode to Indian Artisans," was recognized as the Best CSR Film for Artisan Empowerment at the 3rd Socio CSR Film Awards.

Strengthening transparency and trust across the value chain, HCLFoundation partnered with Kosha.ai to introduce traceability and authenticity into the handmade ecosystem, transforming fragmented craft practices into structured, verifiable data systems. This not only enhances market confidence but also positions artisans more competitively in evolving global value chains. Across regions, HCLTech's engagement with artisan communities continues to sustain and revitalize distinctive craft traditions from the vibrant Pochampally (Ikkat) weaves of Telangana to the intricate Benarasi textiles of Varanasi, the delicate Chikankari embroidery of Lucknow and the handloom traditions of Barabanki. Through these sustained efforts, My E-Haat is not only preserving heritage skills but also unlocking dignified livelihood opportunities, strengthening the social and cultural fabric of communities at scale.



My E-Haat: sustaining craft, strengthening communities

Case Study

Connecting Artisans to Customers (Lucknow, Uttar Pradesh)

The brand "Shwet", launched with HCLFoundation partner Safe Society to promote Chikankari handloom products, has now been incorporated as Shwet Private Limited, a company fully owned and led by women artisans, including its Board of directors. A promise made at launch, kept in full.



Sports for Change (SFC) advances community well-being by leveraging sport as a catalyst for inclusion, leadership and social transformation. It enables underserved children and youth to realize their potential through structured training, access to infrastructure and holistic development pathways.

Since its inception, the initiative has reached 74,449 lives with 55% female participation. In its 7th edition, the SFC Competition engaged 12,256 children from 14 states across 11 sports. The new SFC Excellence Leagues ran nine competitions across Football, Kabaddi, Volleyball and Girls Cricket, with 844 students competing against professional guest teams.

22,000+ students reached:
141 in national level and 9 in international level tournaments

27 international and 490 national players have emerged through SFC since inception

440 para-athletes supported, including gifting of advanced equipment to 14 elite athletes equipped through partnership with the Paralympic Committee of India

131 wheelchairs provided across five states with the Wheelchair Basketball Association; 120 blind football athletes supported in Tamil Nadu

Case Study

Akshaya, sprinter

From a single-income family in Tamil Nadu, Akshaya was introduced to sports by HCLFoundation, with SFC providing the financial and travel support to reach national camps. Her achievements now include silver at the 2023 Under 18 Asian Championship and bronze at the 2025 Under 20 Asian Championship





Through Academy, HCLFoundation drives capacity building across the development sector:

27,000+ learner engagements in FY26, with an upgraded Learning Management System administering 300+ concurrent online examinations

Programs such as ARSH for You and CSR: Its Applied Aspects, alongside webinar series on child safety, craft, diabetes, mental health and rabies prevention, collectively engaged 900+ participants

HCLTechies or time spent in community service can make a significant difference in society. The spirit of ‘giving back’ and engaging with nation-building lays framework of the program.

Case Study

Paramesh Gupta, Vijayawada

Paramesh contributed 243 volunteer hours and positively impacted 705 beneficiaries in a short span of time – from accompanying 100+ children on a train journey to Tumkur for the SFC South Zone Championship to capacity building sessions at the Yuvakendra Skill Development Center



Transforming employee passion into collective community impact



Power of One is an employee volunteering and payroll giving program as well as the cornerstone of the HCLFoundation’s work for positive urban transformation. It is based on the belief that a small contribution made by the

7,760+ HCLTechies clocked 28,130+ hours in support of HCL Foundation initiatives pan India

69 HCLTech clients were engaged across Foundation sites to showcase impact and collaborate

1,580+ employees voluntarily donated blood

336 young minds and sporting talents were supported through the My Scholar payroll giving initiative

Digital Inclusion

Closing the digital divide

Digital infrastructure should leave no one behind. Through HCLFoundation’s CSR programs in India and country level initiatives across the Americas, EMEA and APAC, HCLTech’s digital inclusion work has impacted millions of lives to date, building digital literacy, accessibility and access to opportunity.

46,000+ schools

Reached through Digital Literacy, Coding, Computational Thinking (DLCC) and AI program across Uttar Pradesh with the Basic Education Department

1,300+ students

Benefiting from ICT labs established by HCLTech and Anglo American in South Africa’s Northern Cape

How HCLTech advances digital inclusion

Inclusive design as default. Accessibility, language inclusion and pricing inclusion are integrated into HCLTech’s product and go-to-market strategies, supported by ORAIG’s Responsible AI principles. This addresses the social and reputational risk of technology solutions that inadvertently exclude underserved populations through inaccessible design.

HCLFoundation led community access. HCLFoundation’s digital inclusion initiatives reach community members across India, the Americas, EMEA and APAC. These include digital and financial literacy training, infrastructure access in underserved schools and skill development programs for women, youth and persons with disabilities.

Employee-led volunteering. HCLTech employees worldwide contribute time and skills to extend digital access, from refurbishing laptops for zero waste digital inclusion to running coding workshops for primary school children.

Featured digital inclusion programs

India, DLCC and AI in Hardoi schools

Under HCLFoundation’s Samuday rural transformation program, the Digital Literacy, Coding, Computational Thinking and AI (DLCC and AI) initiative was piloted in 26 schools of Hardoi and is now being replicated across 46,000 plus schools in Uttar Pradesh in collaboration with the Basic Education Department. Through the Happy School intervention, ICT enabled smart classrooms reach 1,104 schools, 136,172 students and over 2,000 trained teachers across 11 blocks of Hardoi.

South Africa, ICT labs in primary schools

In partnership with Anglo American, HCLTech established ICT labs at Moraladi Primary School and Robanyane Toto Primary School in the Northern Cape, benefiting more than 1,300 students through improved digital learning infrastructure. A separate collaboration with MTN Group upgraded digital infrastructure at Rutasetshaba High School in the Sedibeng West District. HCLTech also supported the South African Guide Dogs Association for the Blind by upgrading a digital lecture room with assistive technology, benefiting 379 individuals.

Brazil, Eu Cidadão

In Brazil, HCLTech advanced digital inclusion through the Eu Cidadão project, running computer and mobile learning workshops in São Leopoldo that helped more than 50 participants from vulnerable communities gain digital skills. The partnership now spans over a decade of community impact in southern Brazil.

Poland, Sarigato Foundation laptop refurbishment

HCLTech volunteers in Poland contributed to digital inclusion by refurbishing laptops at the Sarigato Foundation, supporting youth education and promoting zero waste practices. The initiative combines circular economy principles with educational access.



Fostering innovation with Digital Labs for children in South Africa



Global CSR

Beyond India - the same blueprint, locally adapted

HCLFoundation in India is the source code for how HCLTech engages communities worldwide — a codified, structured, scalable blueprint for socioeconomic and environmental development. A **global CSR Council** guides the work across regions, supported by **voluntary, country-based networks of HCLTech employees**. These councils serve as the link between HCLTech’s CSR vision and grassroots action: members hold the work accountable at a local level, identify credible non-profit partners, surface community needs and inspire wider employee participation.

The portfolio addresses **environmental sustainability, education, health, well-being, disability inclusion, food security, community development and disaster response** — adapted in every market to the issues that matter most locally.

Global CSR at a glance

\$5 million

Committed over five years through the HCLTech Grant for Climate Action in the Americas

12.2 million lives

Reached through the HCLTech × FEBA partnership across 19 European countries and Turkey

FY26 Highlights

\$1 million

awarded annually to winning NGOs and runner ups from 10 Countries across the Americas under the HCLTech Grant for Climate Action (Americas)

Osa Conservation

deemed winner, Daily Acts and Ocean Wise announced runners up

13-year of partnership

with The King’s Trust in the United Kingdom, 45+ young adults upskilled through four Get Started with Technology programs in 2025

26 youth led STEAM Project Awards

funded by HCLTech across 15 countries through the Girl Up partnership

67 awardees

strengthened through the Girl Up Innovation Lab; 3 HCLTech employees engaged as mentors

351 food banks and 43,000 charitable partners

supported through the HCLTech × FEBA partnership

15,000 saplings

planted by HCLTech employees and families in Teleorman County, Romania

1,300+ students

benefited from ICT labs established by HCLTech and Anglo American at two primary schools in South Africa’s Northern Cape

600+ young women leaders

convened by HCLTech at the Girl Up Global Leadership Summit under the theme “Unmuted: Girls Resetting the System”

52 units

of blood and plasma donated by HCLTech employees in Canada with Canadian Blood Services

120 Ukrainian refugees

reached through HCLTech employee gatherings at the NIĆ café bookstore in Kraków, Poland

HCLTech Grant for Climate Action in the Americas

Announced in September 2023, the HCLTech Grant for Climate Action in the Americas is our flagship global climate commitment. **HCLTech has pledged \$5 million over five years** to impact focused, Americas based not-for-profit organizations advancing climate action and biodiversity conservation.

Each annual cycle distributes \$1 million across three NGOs:

\$500,000
to one category winner

\$250,000
to each of two runners up

The grant is open to NGOs across 10 countries in the Americas: the United States, Canada, Mexico, Guatemala, Costa Rica, Brazil, Panama, Peru, Argentina and Colombia. Winners receive virtual roundtable support and collaboration opportunity with a global consulting partner alongside the financial award.

Second Edition winners – 2025

Osa Conservation – Costa Rica (Winner).

Osa Conservation works to conserve the globally significant terrestrial and marine biological diversity of the Osa Peninsula. The grant supports the organization’s ecosystem stewardship, scientific research, education and training and the creation of sustainable economic opportunities for local communities.



Community-led conservation for biodiversity protection

Daily Acts – United States (Runner up).

Daily Acts will use the grant to advance its community-powered climate resilience initiative across Petaluma, California and beyond – blending government strategy with grassroots action on water management, stormwater mitigation and social infrastructure.



Children taking part in a planting drive organized by Daily Acts

Ocean Wise – Canada (Runner up).

Ocean Wise will dedicate the grant to its kelp forest restoration project on the Pacific coast. By managing urchin overpopulation through advanced technology and ecological research, the project aims to strengthen marine biodiversity and support coastal communities.



Revitalizing kelp forests and coastal ecosystems

Regional engagement

Country councils give the global program its local texture. Three recurring themes ran through the year’s work across all three regions: **education and digital access; health, disability and food security; and environmental volunteering.**

EMEA

Education and youth opportunity. In the United Kingdom, HCLTech continued its 13-year-long partnership with **The King’s Trust**. In 2025, HCLTech funded four Get Started with Technology programs, equipping more than 45 young adults with essential technical skills. Ashish K. Gupta, Global Head of New Business Incubation Group at HCLTech, joined leaders from the Trust’s Technology Leaders Group on the **Walk the Talk** challenge, walking 20 miles together to raise funds for young adults. In Italy, HCLTech’s CRS Italy members ran **HighCreativityLabs** – interactive coding workshops in Rome that introduced primary school children to Scratch.



HCLTech UK employees supported youth opportunity through “Walk the Talk”

Environmental volunteering: In Romania, more than 30 HCLTech employees and their families planted **15,000 saplings** in Teleorman County

under the “Gift a Tree” campaign. In Poland, HCLTech volunteers ran cleanup drives around water reservoirs across five cities, collecting approximately **5.5 tons of waste**. HCLTech employees secured second place in the **Healthy Cities** challenge with nearly eight million steps. In France, HCLTech employees participated in the “Mai à Vélo” sustainable mobility campaign.



Driving reforestation through community engagement – 15,000 saplings planted by employees and families in Romania

Health, disability and inclusion: In Poland, HCLTech volunteers ran community gatherings for approximately **120 Ukrainian refugees** at the NIĆ café bookstore in Kraków, in collaboration with PlebeianHelpers. HCLTech employees also supported MOPS Kraków by refurbishing community rooms used by elderly residents and people with disabilities, refurbished laptops at the Sarigato Foundation to advance digital inclusion. They also organized a blood donation drive at the HCLTech O3 Campus in Kraków that engaged 16 employees and resulted in 13 successful donations. Teams from HCLTech in Kraków and Warsaw participated in the Poland Business Run 2025, supporting more than 100 individuals recovering from amputations and mastectomies.



Fostering inclusive spaces through community engagement for Ukrainian refugees in Poland

In Romania, HCLTech employees raised funds through a Back-to-School campaign with NGO Anima Mia, supporting 30 children from disadvantaged backgrounds. HCLTechies volunteered at the Speranța Dog Shelter in Bucharest and ran workshops at Ronald McDonald Houses in Iași and Timișoara for families of children receiving medical care. HCLTech employees also supported public transfusion centers through voluntary blood donation, with donations rising from **30 across six centers in 2024 to 50 across thirteen centers in 2025**. HCLTech Romania received a Prize of Excellence at the Zâmbet în Dar charity gala by Save the Children Iași.

In Italy, HCLTech employees participated in the 26th edition of the **Race for the Cure** for breast cancer awareness, joined the national **Pijama Run** to raise funds for children undergoing cancer treatment with LILT and raised funds for Save the Children through Christmas Jumper Day at the Rome Laboratory. In France, HCLTech employees translated **Braille books** from English to French for the Blind Women's Cricket Team, supporting athletes during the Blind Women's T20 Cup and distributed over

50 gifts to children undergoing cancer treatment at a hospital in Lyon.

Festive season and community care: In Portugal, HCLTech employees delivered Christmas gift packages and handwritten messages to elderly residents of Lar de São Mateus, partnered with Comunidade Vida e Paz to support food bank activities and volunteered at the International Wheelchair Basketball Tournament, organized by Associação Portuguesa de Deficientes in Lisbon. In Sweden, HCLTech employees partnered with Giving People to support 13 families and 30 children during Christmas — providing gifts and food items— and ran a Winter Clothes Collection Drive with Göteborgs Stadsmission. In Bulgaria, HCLTech employees came together for a Mountain Day hike in the Vitosha mountains and built a sun shelter for rescued dogs at a local animal shelter.

Americas

Civic engagement and food security: In Canada, HCLTech employees donated **52 units of blood and plasma** across Ontario and Moncton in partnership with Canadian Blood Services, joined a shoreline cleanup during Earth Month with A Greener Future, sorted food donations at



Blood and plasma donations in Canada, enabled by the compassion and commitment of HCLTech employees

Sun Youth Organization's Montreal warehouse and assembled Christmas baskets with Sun Youth Organization. In the United States, HCLTech employees at the East Brunswick office hosted a post Diwali potluck in November 2025, collecting **76 pounds of food** for Feeding America's Franklin Township, NJ location.

Community development and disaster response: In Guatemala, HCLTech employees and their families planted **200 native trees** at Cementerio La Verbena, Guatemala City, in collaboration with the Municipality of Guatemala. HCLTech volunteers engaged 95 children with Down syndrome at Fundación Margarita Tejada through inclusive activities and donated 198 stuffed toys, distributed **70 food kits** to vulnerable families through Asociación Casa del Alfarero and ran a month-long earthquake relief drive for families in Santa María de Jesús, Sacatepéquez. During the festive season, HCLTech employees prepared 32 donation kits for children through the El Regalo Perfecto initiative.

Digital inclusion and welfare: In Brazil, HCLTech volunteers advanced digital inclusion through the **Eu Cidadão project**, running computer and mobile learning workshops in São Leopoldo that helped more than 50 participants from vulnerable communities gain digital skills. In Mexico, HCLTech employees volunteered at **Refugio Buenos Chicos** in Guadalajara to support dog rescue and rehabilitation and partnered with the **Nunutzi Kie Multiple Care Center** on Children's Day to donate essential items for children with special needs.

APAC

Education infrastructure: In South Africa, HCLTech delivered the region's most substantial education investment. In partnership with **Anglo American**, HCLTech established ICT labs at **Moraladi Primary School and Robanyane Toto Primary School** in the Northern Cape, benefiting more than **1,300 students** through improved digital learning infrastructure. In a separate collaboration with **MTN Group**, HCLTech

upgraded digital infrastructure at Rutasetshaba High School in the Sedibeng West District. HCLTech also supported the **South African Guide Dogs Association for the Blind** by upgrading a digital lecture room with assistive technology, benefiting 379 individuals and partnered with **North-West University** to support its Disability Rights Unit through student grants and assistive technology. In July 2025, HCLTech employees in South Africa marked Nelson Mandela Day by preparing meals for children at a nursery school and an orphanage.



In South Africa, HCLTech partnered with North-West University to support the Disability Rights Unit

Health and community: In Singapore, HCLTech mobilized 108 employees and eight volunteers for the **SGX Cares Bull Charge Charity Run 2025**, joining over 5,000 participants in raising more than **\$2.5 million** for underprivileged children, families, people with disabilities and the elderly. In Sri Lanka, HCLTech employees channeled Power of One funding to repair the nearly 100-year-old roof of the girls' hostel at a school for the Deaf and Blind in Ratmalana, restoring safe accommodation for vulnerable students. In Vietnam, HCLTech organized a blood donation drive in July 2025 that engaged 113 participants and collected **97 units of blood**.

Reconciliation and dialogue: In Australia, HCLTech launched the first module of its Reconciliation Action Plan — Learning from Country — on the company’s iSuccess learning platform, beginning a continuous program to build cultural understanding and reconciliation within the organization and the wider community. In New Zealand, HCLTech co-hosted **She Sharp’s first South Island event** at the University of Otago on November 21, 2025, in partnership with She Sharp and the Dunedin City Council. The event opened conversations on AI, ethics, creativity, inclusion and new career pathways for young women in technology across the region.



A glimpse of She Sharp’s first South Island event hosted by HCLTech, She Sharp and the Dunedin City Council

Global partnerships at work

Two multi country partnerships translate HCLTech’s employee giving into systemic reach.

HCLTech × Girl Up — youth leadership and STEAM

HCLTech’s partnership with Girl Up advances **gender justice, youth leadership and inclusive STEAM pathways for young women and girls**. In 2025, HCLTech supported Girl Up’s STEAM for Social Good programming, enabling youth led innovation, mentorship and systems level change.

600+

Young leaders convened by HCLTech as sponsor of the 2025 Girl Up Global Leadership Summit under the theme “Unmuted: Girls Resetting the System”

26

Youth led STEAM initiatives funded by HCLTech across 15 countries through STEAM Project Awards

67

Young leaders strengthened through the Innovation Lab — mentorship, peer learning and collaboration enabled by HCLTech

3

HCLTech employees engaged with Girl Up alumni through the three month Alum Mentorship Program

HCLTech also supported the **Girl Up USA STEAM Hackathon — Girl Tank, Innovating Safe Spaces** — where participants developed and pitched solutions promoting safety and inclusion, with select teams receiving continued support. A virtual Lunch n’ Learn session, Tech for Good: Women Shaping the Future, enabled intergenerational learning and career insights in STEAM.

HCLTech × FEBA — turning surplus into support

Through the Power of One campaign, HCLTech partnered with the **European Food Banks Federation (FEBA)** to address food insecurity and reduce food waste across **19 European countries and Turkey**. With rising demand on food banks, HCLTech funding supported food collection, redistribution, warehouse maintenance and utilities — ensuring continuity of services so that food banks could focus on delivering essential support:

351

Food banks supported by HCLTech across 19 European countries and Turkey

43,000

Charitable partners engaged in the FEBA redistribution network

Together, this collaboration reached 12.2 million beneficiaries, reinforcing a resilient food relief network across Europe.

Awards and external recognition

HCLFoundation received the following recognitions:

- “Institutional Honor – Foundational Contribution to Nation-Building” from Times Foundation at the TOI National CSR Summit 2026

- Best Water Conservation Award from the Government of Tamil Nadu
- Excellence in Water Conservation and Climate Change Mitigation Award at ASSOCHAM CSR and Sustainability Awards 2025
- “Best CSR Film for Artisan Empowerment” for the short film “An Ode to Indian Artisans” at the 3rd Socio CSR Film Award
- Ranked #2 in Hurun India Impact 50 (2026)
- Samuday recognised for sustained impact in rural development (CSR Conclave 2026, Thoothukudi)
- *Building India from its Roots* won Best Commercial (Asian Independent Film Festival)
- Samuday felicitated for contributions in Sandila (NITI Aayog Aspirational Block Programme)
- TB Elimination Felicitation, Uttar Pradesh
- Recognition under the Zero Poverty P4 (Public-Private-People Partnership) initiative, Vijayawada
- Recognition at NEP 2020 Stakeholders Meet, Srinagar
- Launch of UDGAM – digital portal for educational innovations (with SCERT)

Looking ahead

As we move forward, we will continue to strengthen our ongoing interventions across rural development, urban transformation and environmental action. By combining community-centric approaches with technology, data and AI-enabled solutions, we aim to improve programme efficiency, enhance decision-making and scale sustainable impact. Through collaboration with governments, institutions, partners and communities, we will continue to build resilient ecosystems that enable inclusive and lasting development.