Message from Chairperson

Roshni Nadar Malhotra

Dear Shareholder,

FY23 has been another year of strong growth for our company as we crossed the $12.5 billion revenue mark, now going to market as 'HCLTech' with a refreshed purpose: to bring together the best of technology and our people to supercharge progress.

We delivered this performance in the backdrop of a challenging global economic environment. This underscores the strength and resilience of our diversified portfolio that makes us a preferred partner of global enterprises. Another notable milestone this year was HCLSoftware crossing the $1 billion ARR (Annual Recurring Revenue) mark, validating our investment in this business segment.

Technology continues to be a top priority for enterprises as they recalibrate their business models for enhanced efficiencies, serving customers in a digital-first world and weaving in sustainability agendas into their strategy. While the current economic headwinds may force some businesses to defer low-priority technology spends in the short-term, core technology spending is expected to grow further.

The emergence of generative AI (GenAI) has made the landscape more exciting as it opens up new opportunities for enterprises to supercharge growth and productivity and for humanity to unlock the benefits of digital technologies. HCLTech is well positioned to respond to the requirements of businesses in this evolving technology landscape and help them stay ahead of the curve. GenAI fused into our technology offerings will enable us to deliver superior solutions and customization for our clients.

We continue to invest aggressively to build new capabilities across our portfolio themes of Digital, Engineering, Cloud, AI and Software. A key part of this capacity building is boosting our in-house R&D and innovation engine, deepening partnerships across the ecosystem and most importantly, upskilling our people, who remain the biggest enabler of our ability to drive digital transformation of our clients.

Organization culture is extremely important for us to deliver on our strategy, especially as we have a growing tribe of Gen Z employees within the company. We have a sharp focus on providing an open, vibrant and inclusive workplace to our people while offering them platforms to unlock their potential. We are rated as Top Employer in 25 countries and are doubling down on our initiatives to make the company a magnet for top talent, globally.

A key focus area for the company has been our environment, social and governance (ESG) agenda and I am happy to share that we continue to make rapid strides in this area. In particular, I would like to highlight that HCLTech replenished 26 times more water than it consumed across its operations in India. Our ESG

> **The emergence of GenAI has made the landscape more exciting as it opens up new opportunities for enterprises to supercharge growth and productivity and for humanity to unlock the benefits of digital technologies."**

interventions and performance have seen us being recognized on global platforms and we will build on this foundation and benchmark with the best in the world.

Our company continues to uplift and transform local communities. Corporate social responsibility is not a checklist for us but a purpose and commitment. In India, HCL Foundation's programs have transformed millions of lives through interventions in areas such as education, skill development, livelihoods, healthcare and environment. And we are now taking this source code beyond India to supercharge progress for communities by partnering with leading global charitable organizations.

This year, our Founder and Chairman Emeritus, Shiv Nadar, was honored with the Lifetime Achievement Awards by The Economic Times and the U.S.-India Strategic Partnership Forum (USISPF). It's a fitting tribute to the HCLTech story and everyone who has been a part of it.

In closing, I'd like to thank all our stakeholders for your continued trust and support. Your confidence in us is the cornerstone of our success, encouraging us to aim higher and strive further. Together, we will continue to forge ahead and explore new frontiers to supercharge progress.

Regards,

Roshni Nadar Malhotra

Message from CEO & Managing Director

C Vijayakumar

Dear Shareholder,

HCLTech delivered a stellar performance in FY23, crossing many important milestones and building on a strong momentum in our chosen markets. We delivered this strong performance in the backdrop of continued macroeconomic transition.

At the beginning of FY23, we communicated a clear set of five strategic objectives:

- Leadership through **differentiated services and products**
- **Employer of choice** in professional services across all our key geographies
- Preferred **Digital partner for Global 2000** enterprises in chosen markets
- Weave **ESG (Environmental, Social and Governance) goals** into business strategy
- Deliver top quartile TSR (Total Shareholder Return) over the medium term

During the past 12 months, we have made meaningful progress on each of these objectives.

"

Our revenues crossed the ₹100,000 crores milestone and our employee base reached the 225,000 mark."

Our overall revenues grew 13.7% YoY in constant currency, with the services business registering an impressive growth of 15.8% YoY underlined by a healthy margin performance. Our revenues crossed the ₹100,000 crores milestone and our employee base reached the 225,000 mark (including an intake of 25,000+ entry level employees), while our services portfolio encompassing Digital, Engineering, Cloud, AI and Software, coupled with our strategic alliances, all punched in equal weight.

As we registered this impressive financial performance, we also doubled down on our market leadership by emerging as the only service provider in the world to be rated as a Leader in all six Gartner Magic Quadrant reports related to IT services. This is a very important and comprehensive testament to the vision, strategy and maturity of all our offerings in our largest IT & Business Services segment and positions us as a clear frontrunner in the integrated IT services market. We continue to dominate the Engineering and R&D Services segment with broad-based offerings that are highly acclaimed in the industry. Our transformation efforts to build a growing software product portfolio saw good results during the year.

Our employees are helping us retain this lead by leveraging the learning and development programs we offer to keep them on the forefront of technology trends. This year, the company trained 70,000+ employees in digital skills and 150,000+ in other core skills. We invested 9.4 million person-hours in training during the fiscal year, which is an emphatic reiteration of the learning mindset and commitment of our people. We believe that an established and proactive regime of upskilling can help us stay competitive in the rapidly changing environment and unlock the agility that our people need to thrive.

Our workplaces are evolving too. We continue to believe in the virtual-first, hybrid workplace model, with flexibility for employees to use office spaces and leverage remote working as needed. Our approach has been balanced and measured, led by active dialogues with our people and clients to develop a 'right-mix for the right-time-and-right-place' model.

We continue to make progress on our ESG commitments, having pledged to be net zero by 2040. Almost one-fifth of our energy consumption today comes from renewable sources, and we have reduced our per capita Scope 1 and 2 greenhouse gas emissions by 70%. We are also very proud to be 26x water positive across our operations in India. Our diligent efforts around all these arenas resulted in HCLTech being recognized as an ESG leader in the software and services industry in MSCI ESG ratings. We were also included in Sustainalytics' 2023 Top-Rated ESG Companies list and were designated an 'Industry Mover' in the S&P Global Sustainability Yearbook 2023.

On the corporate social responsibility (CSR) agenda, HCL Foundation has made significant strides by impacting more than five million lives in India while harvesting 32 billion liters of water for reuse in communities. We also continue to support different social initiatives worldwide through our global CSR councils.

The year also saw another important milestone in the form of our wide-ranging brand transformation—establishing our new HCLTech brand identity, underpinned by the positioning of **Supercharging Progress™** and a new employee value proposition of **Find Your Spark**. Both have re-energized the company's cultural fabric and collective performance.

Our balanced business model has put us in a position of great advantage

In FY24, we continue to operate in an environment of high volatility. A combination of factors including geopolitical uncertainties, rising inflation and softening of consumer spending in a few sectors are creating some turbulence in the market.

As a result, the rally in technology spending triggered by the pandemic is now stabilizing, and clients are consolidating their technology spends to ensure speed and focus on the most cost-effective and revenue-impacting technologies. Enterprises are also consolidating vendors that have delivered with consistency, efficiency and measurable impact, and can offer a large suite of services.

Our unique portfolio mix spans a wide gamut of operational and transformational technologies across Digital, Engineering, Cloud, AI and Software, and this depth and breadth continues to position us as a partner of choice and partner full of choices for Global 2000 organizations. A client CXO put it most discernibly: "HCLTech is a partner for every season and every right reason."

This unique stature owes itself, in equal parts, to the cutting-edge work we continue to do in various emerging and mature tech spaces as well as to our expertise, which reinforces HCLTech's position as a trusted innovation advisor to our clients.

In AI, for example, we are one of the few companies in the world with experience and embracement of enterprise AI from its early days. With an elaborate AI ecosystem and extensive range of AI services, today we serve our clients across semiconductors, software, data, algorithms, cloud and more. We are also an early adopter of GenAI technologies as a consumer and a launch partner for all the major hyperscalers on their GenAI stack.

"

Our unique portfolio mix spans a wide gamut of operational and transformational technologies across Digital, Engineering, Cloud, AI and Software, and this depth and breadth continues to position us as a partner of choice and partner full of choices for Global 2000 organizations."

From a delivery perspective, we've continued to embrace our nearshore model, continuing to expand into the U.S., Mexico, Brazil, Eastern Europe and parts of Asia. Over the last three years, we've doubled nearshore headcount and expanded our New Vistas locations to smaller markets across India, which now account for 13% of our total workforce in India.

"

Together with our people and our partners, we believe we can shape a new era of technology transformation where speed meets scale, resilience meets responsibility and profits meet purpose."

Looking ahead

Looking ahead, we remain optimistic of the growth momentum of our company.

We are committed to delivering top quartile total shareholder return (TSR) by focusing on sustained organic growth, better profitability and increasing return on invested capital while maintaining superior cash conversion metrics. We are executing well on the pre-defined capital allocation of a minimum payout of 75% of net income cumulatively during FY22-FY26. Together with our people and our partners, we believe we can shape a new era of technology transformation where speed meets scale, resilience meets responsibility and profits meet purpose.

This aspiration is fueled by the passion of our people, the trust of our clients and the faith invested in us by our shareholders, to each of whom we remain deeply grateful.

In closing, I'd like to thank all committed HCLTechies around the world who demonstrate an unwavering commitment to deliver value and embrace our culture of Ideapreneurship. Our newly articulated brand purpose is **to bring together the best of technology and our people to supercharge progress.** At HCLTech, we are committed to ensuring that technology complements and accelerates positive and inclusive progress for everyone–our clients, our people, our communities and the planet at large.

Sincerely,

C Vijayakumar

Founder

Shiv Nadar
Founder, HCL Group;
Chairman Emeritus and
Strategic Advisor to
the Board

Board of Directors

Roshni Nadar Malhotra
Chairperson,
Non-Executive,
Non-Independent

C Vijayakumar
CEO & Managing Director

Shikhar Malhotra
Director,
Non-Executive,
Non-Independent

Non-Executive, Independent Directors

Deepak Kapoor
Director

S Madhavan
Director

Dr. Mohan Chellappa
Director

Nishi Vasudeva
Director

Robin Ann Abrams
Director

Dr. S Shankara Sastry
Director

Simon John England
Director

R Srinivasan
Director

Thomas Sieber
Director

Vanitha Narayanan
Director

Key to Board Committee membership

- Audit Committee
- Corporate Social Responsibility Committee
- Nomination and Remuneration Committee
- Finance Committee
- Stakeholders' Relationship Committee
- Risk Management Committee
- ESG and Diversity Equity Inclusion Committee
- **C** Respective Chair of each Committee

As of July 12, 2023

Leadership Team

C Vijayakumar
CEO & Managing Director

Ajay Bahl
Chief Growth Officer,
Americas, Mega Industries

Ajit Kumar
Chief Information Officer

Anil Ganjoo
Chief Growth Officer,
Americas, TMT and
RCPG Industries

Apparao V V
Chief Delivery Officer

Ashish Kumar Gupta
Chief Growth Officer,
Europe and Africa,
Diversified Industries

Jagadeshwar Gattu
President,
Digital Foundation Services

Jill Kouri
Chief Marketing Officer

Kalyan Kumar
Chief Technology Officer
and Head, Ecosystems,
and Chief Product Officer,
HCLSoftware

Kevin McGee
Corporate Vice President,
Risk and Compliance

Dr. Nidhi Pundhir
Vice President and
Global Head, CSR

Prateek Aggarwal
Chief Financial Officer

Raghu Kidambi
Corporate Vice President
and Global Head,
Digital Process Operations

Raghu Raman Lakshmanan
General Counsel

Rahul Mohta
Executive Vice President
and Head, Enterprise
Performance Office

Rahul Singh
Chief Operating Officer,
Corporate Functions

Rajiv Shesh
Chief Revenue Officer,
HCLSoftware

**Ramachandran
Sundararajan**
Chief People Officer

Santhosh Jayaram
Global Head,
Sustainability

Shrikanth Shetty
Chief Growth Officer,
Americas, Life Sciences
and Healthcare Industries

Srimathi Shivashankar
Corporate Vice President
and Global Head,
EdTech Business

Srinivasan Seshadri
Chief Growth Officer and
Global Head,
Financial Services

Sriram Hariharan
Executive Vice President,
Strategy, Corporate
Development and
Business Enablement

Swapan Johri
President,
Growth Markets

Vijay Guntur
President,
Engineering and R&D
Services

A Year of Supercharged Growth

$12.6B
Revenue

₹101,456 Cr
Revenue

18.5% increase YoY

₹19,488 Cr
Profit before tax

15% increase YoY

18.2%
Profit before taxes, finance costs and other income in FY23

₹18,009 Cr
Operating cash flow

4-year CAGR: 19%

57
New large deals signed

$8.9B
New deal TCV

6.6% increase YoY

90%
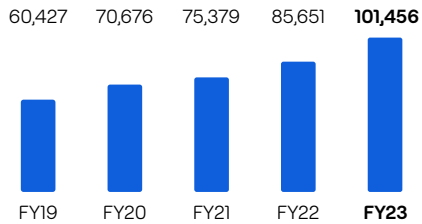**Total increase in $100M+ clients over past four FYs**

Revenue from Operations
(₹ Cr)

10.9%
CAGR*

Constant currency

FY19	FY20	FY21	FY22	FY23
60,427	70,676	75,379	85,651	**101,456**

Profit before Taxes, Finance Costs and Other Income
(₹ Cr)

11.7%
CAGR*

FY19	FY20	FY21	FY22	FY23
11,853	13,911	15,437	16,204	**18,483**
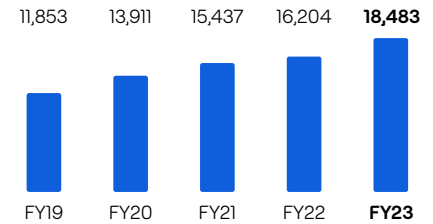
Profit after Tax
(₹ Cr)

10.1%
CAGR*

FY19	FY20	FY21	FY22	FY23
10,120	11,057	11,145	13,499	**14,851**

Diluted EPS
(₹ Cr)

10.5%
CAGR*

FY19	FY20	FY21	FY22	FY23
36.78	40.75	41.07	49.77	**54.79**
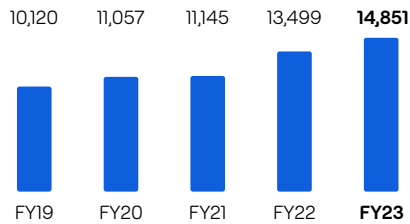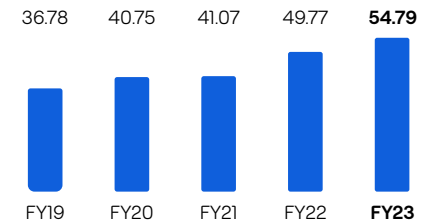
Employee Metrics
(Headcount)

FY19	FY20	FY21	FY22	FY23
137,965	150,423	168,977	208,877	**225,944**

Segment Revenue**
(₹ Cr)

11,109
16,802
74,015

- IT and Business services
- Engineering and R&D services
- HCLSoftware
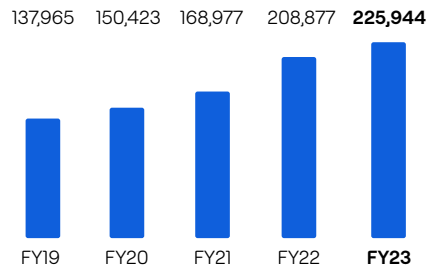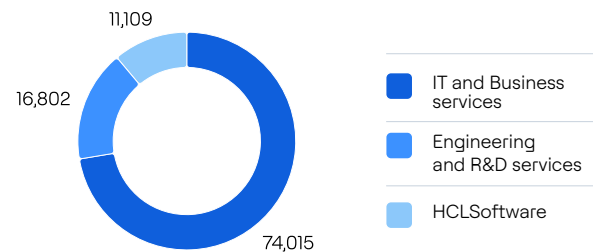
Client Category
(Number of Clients)

	FY19	FY20	FY21	FY22	FY23
$100M+	10	15	15	16	**19**
$50M+	29	30	35	43	**46**
$10M+	166	171	178	208	**229**
$5M+	283	308	318	349	**375**
$1M+	623	791	809	882	**939**
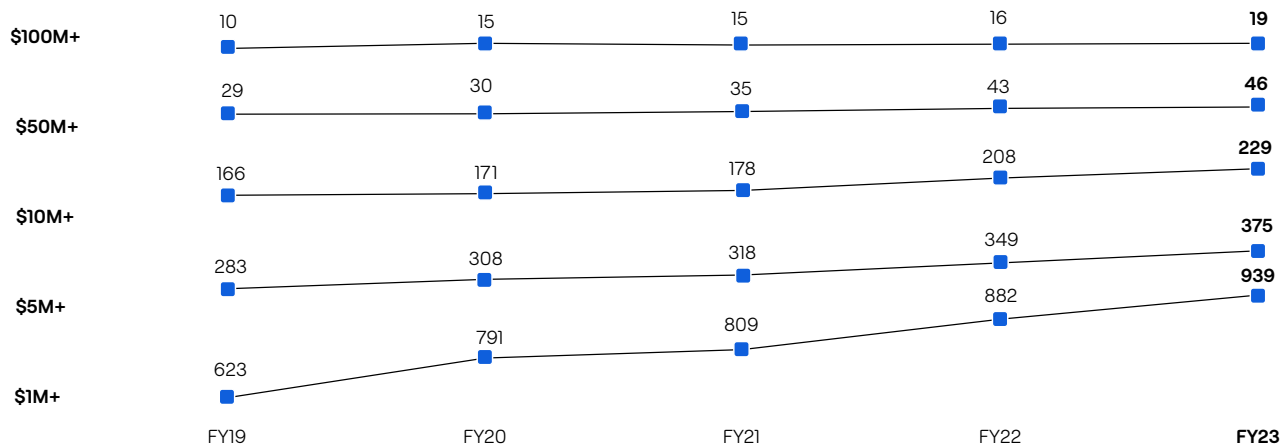
*4-year CAGR   **Includes inter-segment revenue of ₹470 crores.

Our Global Footprint

60
Countries

161
Nationalities

225,944
Employees

210+
Delivery Centers

150+
Engineering Labs

Countries

Angola	Bulgaria	Czech Republic	Germany	Ireland
Argentina	Canada	Denmark	Guatemala	Israel
Australia	Chile	Egypt	Hong Kong	Italy
Austria	China	Estonia	Hungary	Japan
Belgium	Colombia	Finland	India	Lithuania
Brazil	Costa Rica	France	Indonesia	Luxembourg
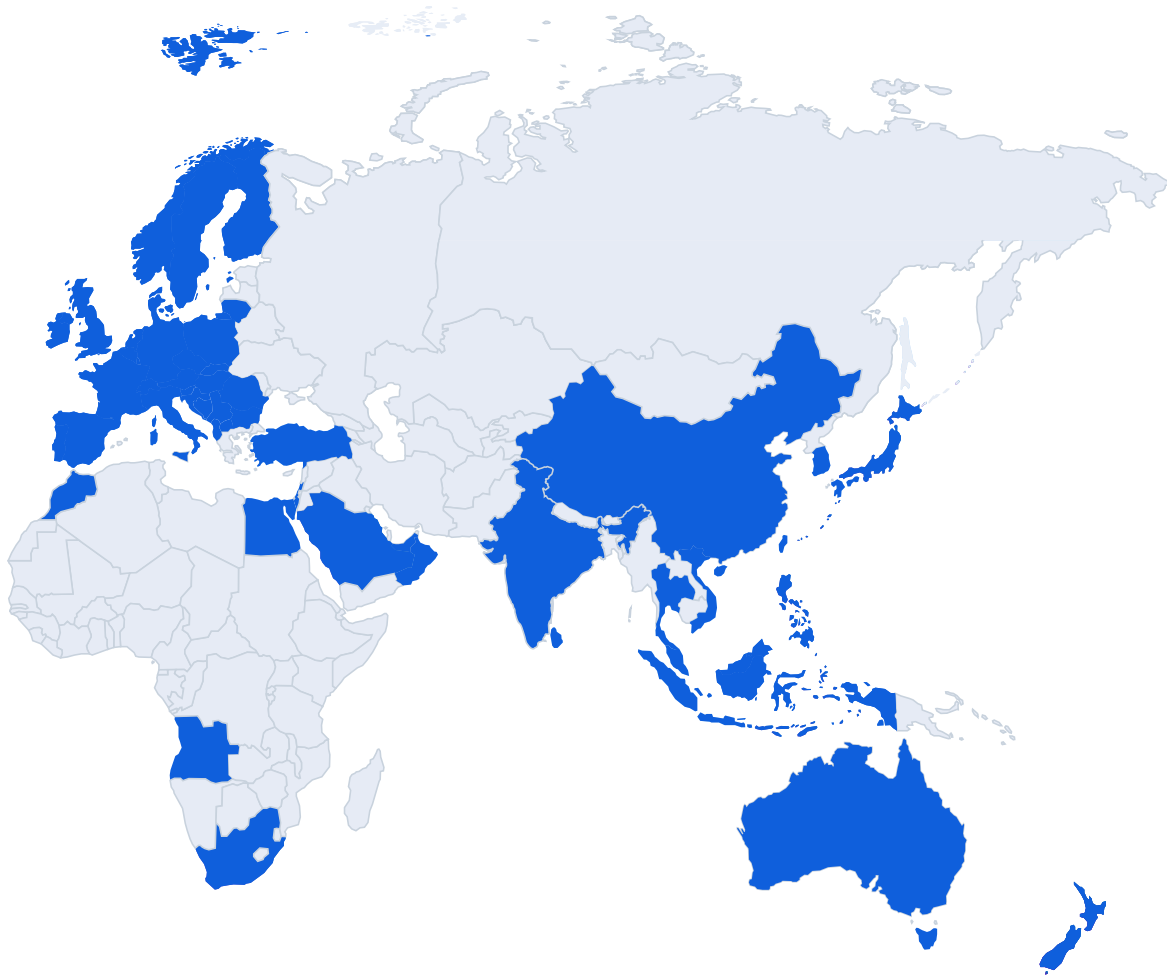
Malaysia	Oman	Portugal	South Korea	Thailand
Mexico	Panama	Romania	Spain	Turkey
Morocco	Peru	Saudi Arabia	Sri Lanka	UAE
Netherlands	Philippines	Singapore	Sweden	United Kingdom
New Zealand	Poland	Slovakia	Switzerland	United States
Norway		South Africa	Taiwan	Vietnam

Our New Brand Identity

This year, we launched the new HCLTech brand identity, underpinned by the distinct positioning of Supercharging Progress™ that captures the essence of what we do today and our aspiration of what we want to do more of–at scale, for our stakeholders. We also crafted a new purpose for our organization:

To bring together the best of technology and our people, to supercharge progress.

For our
Clients

We help deliver business outcomes for our clients, at speed and at scale; vested to solve day-to-day or complex challenges with both pragmatism and resilience.

For our
People

We help current (and prospective) employees "find their spark" and supercharge their career potential.

For our
Communities

We believe that impact comes from within, and it drives our long-standing commitment to the communities where we work and live.

For our
Planet

We deliver long-lasting impact through our actions as a company and through our pacts with stakeholders for a more sustainable future.

Brand transformation

This evolution marked a major milestone on the company's journey, as the new identity, purpose and positioning enable us to embrace a distinct global brand identity while retaining connectivity to our legacy. The process required an extensive strategic audit and review that engaged hundreds of staff, senior company leadership and trusted clients and partners. A talent-facing narrative in the form of an employee value proposition, 'Find Your Spark,' complements our external-facing brand position and emphasizes its commitment to helping current and prospective employees maximize their career potential and ambitions.

The impact of our new brand

Our new brand identity was unveiled to employees across the globe with great enthusiasm and celebrations. We hosted a live-stream broadcast from our New York City office, reaching all employees who participated in launch celebrations and watch parties across our global facilities, from London to Dubai and Noida to Sydney. The launch was accompanied by a comprehensive update of various brand touchpoints, including our website, intranet, social media, facilities, merchandise and internal communications. Additionally, integrated digital, employee advocacy and PR campaigns generated millions of impressions and reignited interest in the HCLTech brand.

A brand launch powered by our people

HCLTech and MetLife Stadium partnership: A shared vision

HCLTech is now a Cornerstone partner and the Official Digital Transformation Partner of MetLife Stadium, the largest U.S. East Coast stadium and the two American football teams it hosts–the New York Giants and the New York Jets.

The partnership will drive the adoption of best-in-class technology inside and outside the stadium through immersive, seamless, real-time digital engagement. HCLTech is one of the four top-tier partners with prominent brand visibility in and around the stadium, including a private, branded 74-seat suite to host guests at concerts, events and games year-round.

L to R: John Mara, President and CEO, New York Giants; Jill Kouri, Chief Marketing Officer, HCLTech; Ron VanDeVeen, President and CEO, MetLife Stadium; C Vijayakumar, CEO & Managing Director, HCLTech and Woody Johnson, Chairman, New York Jets at the unveiling of the partnership at the MetLife Stadium.

HCLSoftware races ahead with Ferrari

HCLSoftware has forged a multi-year strategic partnership with legendary Formula One® team, Scuderia Ferrari. The partnership will see HCLSoftware become a strategic partner to the historic racing team, with a focus on supplying high-performance, precision technology.

The HCLSoftware logo now dons the Scuderia Ferrari car, giving the brand global visibility in a sport that's regarded as pinnacle of automotive technology. HCLSoftware enables Ferrari to accelerate its digital journey. HCLVolt MX and HCLAppScan solutions will be implemented by Ferrari to enhance employee experience and security.

HCLSoftware is proud to have its brand logo on the front of Ferrari's new SF-23 race car, and to continue being partners in this multi-year relationship.

Awards and Recognitions

The US-India Strategic Partnership Forum honored HCLTech Founder and Chairman Emeritus, Shiv Nadar, with the Lifetime Achievement Award.

HCLTech Chairperson, Roshni Nadar Malhotra, received The Economic Times Lifetime Achievement Award on behalf of HCLTech Founder and Chairman Emeritus, Shiv Nadar, from Nirmala Sitharaman, Minister of Finance, Government of India.

HCLTech Chairperson, Roshni Nadar Malhotra, received the Business Today Most Powerful Women in Business Award from Smriti Irani, Minister of Women and Child Development, Government of India.

Executive Recognitions

- HCLTech Founder and Chairman Emeritus Shiv Nadar was honored with the Lifetime Achievement Award at The Economic Times Awards for Corporate Excellence for his pioneering contributions as an entrepreneur and philanthropist.

- U.S.-India Strategic Partnership Forum honored HCLTech Founder and Chairman Emeritus, Shiv Nadar, with the Lifetime Achievement Award for his contribution to business and philanthropy.

- HCLTech Chairperson Roshni Nadar Malhotra won the Business Today Most Powerful Women in Business Award 2023.

- Fortune India recognized HCLTech Chairperson Roshni Nadar Malhotra with the Most Powerful Women Award 2022.

- HCLTech CFO Prateek Aggarwal won the CII Leading CFO of the Year 2022 Award in the IT & ITES category.

Corporate Recognitions

National CSR Award 2020, instituted by the Ministry of Corporate Affairs, Government of India

Rated as an ESG 'Leader' in the software and services industry by MSCI

Included in S&P Global Sustainability Yearbook 2023 as an 'Industry Mover' for demonstrating sustainable business practices

Included in Sustainalytics' 2023 list of ESG Top-Rated Companies in the software and services industry segment and in the Asia Pacific Region

Healthy Workplaces Award 2022 from Arogya World

Best Supply Chain Solutions Award under the 'Highly Commended' category, at the Adam Smith Awards Asia 2022

Diversity and Inclusion Recognitions

- Included in the 100 Best Companies for Women in India list and was recognized as Exemplar of Inclusion in the Most Inclusive Companies Index by Avtar & Seramount
- HCLTech was included in:
  - Seramount's Global Inclusion Index
  - Bloomberg Gender Equality Index
  - Pride Circle India Workplace Equality Index
- Recognized as the Diverse Company for 2022 at the Global DEI Summit 5.0, organized by The Times of India and Ask Insights

Employer Recognitions

- Won bronze at The Economic Times Human Capital Awards for Power of One employee volunteering initiative
- Received Regional Top Employer certification in 25 countries under the Top Employer 2023 Program. The company ranked No. 1 in 18 of these. HCLTech was also recognized as a Top Employer in three key geographies: North America, Europe and Asia Pacific
- Certified as a Great Place to Work in the U.S.
- Won in Mega Companies category in AmbitionBox Best Places to Work in India Awards 2022
- Won multiple awards from Brandon Hall in the following categories:
  - Two gold, two silver and one bronze in the Diversity, Equity & Inclusion category
  - Two gold in the Human Resources category
  - Three gold and one bronze in the Learning and Development category
  - Two gold, one silver and one bronze in the Talent Management category

Business Recognitions

- Google Cloud Global Breakthrough Partner of the Year 2021 Award
- Dell Technologies Global Excellence in Expansion Award
- VMware 2022 Partner Value Award
- Winner in the Outstanding Cloud Offering category at the Digital Bankers Middle East & Africa Retail Banking Innovation Awards 2021
- DRYiCE™ won the 'LogicMonitor GSI Excellence Award' at LM Elevate 2022 conference
- 'Outstanding Value' award at the 2022 Honda NAIP Supplier Conference
- 'SIIA CODiE' (The Software & Information Industry Association) awards 2022 for 'Best Customer Service Solution' and 'Product Management Team of the Year'
- 'Emerging GSI of the year 2021': India, South Korea and Asia region by Proofpoint
- American Honda Supplier of the Year Award for Outstanding Value in PLM Managed Services
- Recognized as the System Integrator Certification Partner of the Year at the MongoDB Partner of the Year Awards
- Named a Titanium member, the highest level of recognition, at the Intel® Network Builders Winners' Circle Awards for the second consecutive year

Analyst Recognitions

- HCLTech was positioned as a Leader in 2022 Gartner® Magic Quadrant™ for Custom Software Development Services, Worldwide*
- HCLTech was positioned as a Leader in 2022 Gartner® Magic Quadrant™ for Public Cloud IT Transformation Services*
- HCLTech was positioned as a Leader in 2023 Gartner® Magic Quadrant™ for Outsourced Digital Workplace Services*
- HCLTech was positioned as a Leader in 2022 Gartner® Magic Quadrant™ for Data Center Outsourcing and Hybrid Infrastructure Managed Services, Worldwide*
- HCLTech was positioned as a Leader in 2022 Gartner® Magic Quadrant™ for Managed Mobility Services, Global*
- HCLTech was positioned as a Leader in 2022 Gartner® Magic Quadrant™ for Managed Network Services*
- Forrester Wave™: Multi-cloud Managed Services Providers, Q1 2023
- Forrester Wave™: Cloud Migration and Managed Service Partners in Asia Pacific, Quarter 4 2022Avasant's Digital Masters 2022 RadarView™
- IDC MarketScape: Worldwide Adobe Experience Cloud Professional Services 2022 Vendor Assessment (Doc #US47542221, June 2022)
- IDC MarketScape: Worldwide SAP Implementation Services 2022 Vendor Assessment (Doc #US48395822, June 2022)
- IDC MarketScape: Worldwide Managed Cloud Security Services in the Multicloud Era 2022 Vendor Assessment (Doc #US48761022/September 2022)
- IDC MarketScape: Asia/Pacific Managed Security Services 2022 Vendor Assessment (Doc #AP49101222, November 2022)
- HCLSoftware won the Customer's Choice award in Gartner Peer Insights 'Voice of the Customer': Application Security Testing
- HCLSoftware Experience rated as No. 1 in B2E Experience in Gartner Critical Capabilities for Digital Experience Platforms
- HCLSoftware rated as a Strong Performer in Forrester Wave: Enterprise Marketing Suites
- HCLSoftware won the Customer's Choice award in Gartner Peer Insights 'Voice of the Customer': Multichannel Marketing Hubs
- HCLSoftware rated as a Strong Performer in Forrester Wave: Value Stream Management Solutions