

January 8, 2026

The General Manager  
**BSE Limited**  
Corporate Relationship Department  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai- 400 001

The Manager  
**National Stock Exchange of India Limited**  
Listing Department  
Exchange Plaza, 5th Floor,  
Plot No. C-1, Block-G  
Bandra-Kurla Complex, Bandra(E)  
Mumbai-400 051

**BSE Scrip Code: 532281****NSE Scrip Code: HCLTECH****Sub: Grant of Restricted Stock Units ('RSUs')**

Dear Sir/Madam,

This is to inform you that the Nomination and Remuneration Committee ('NRC'), in its meeting held on January 8, 2026, has granted RSUs to the eligible employees of the Company and its subsidiaries under the HCL Technologies Limited - Restricted Stock Unit Plan 2021 ("RSU Plan 2021") and HCL Technologies Limited - Restricted Stock Unit Plan 2024 ("RSU Plan 2024"), as per details given hereunder.

Particulars	Details of RSUs granted
Brief details of RSUs granted	<ul style="list-style-type: none"><li>601 RSUs in aggregate have been granted to 1 eligible employee of the Company under the RSU Plan 2021.</li><li>24,659 RSUs in aggregate have been granted to 5 eligible employees of the Company and its subsidiaries under the RSU Plan 2024.</li></ul> <p>Each RSU shall entitle the RSU holder one fully paid-up equity share of ₹ 2/- each of the Company against each RSU vested and exercised and accordingly, up to 25,260 equity shares of ₹ 2/- each in aggregate (representing 0.001% of the paid-up equity share capital of the Company as on date) shall be transferred as per the terms of the aforesaid RSU Plans to the eligible employees.</p> <p>The aforesaid RSU Plans have been implemented through a trust mechanism wherein the trust acquires the shares from the secondary market and transfers the same to the eligible employees on exercise. No fresh shares shall be issued by the Company either to the Trust or to the employees in terms of the RSU Plans.</p>

Whether the scheme is in terms of the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 (erstwhile known as the SEBI (Share Based Employee Benefits) Regulations, 2014).	Yes												
Vesting Period	<p><u>RSU Plan 2021</u></p> <table> <tr> <th>Vesting Date</th><th>No. of RSU</th></tr> <tr> <td>30-Jun-28</td><td>601</td></tr> </table> <p><u>RSU Plan 2024</u></p> <table> <tr> <th>Vesting Date</th><th>No. of RSU</th></tr> <tr> <td>31-Jan-27</td><td>8,685</td></tr> <tr> <td>30-Jun-27</td><td>4,708</td></tr> <tr> <td>31-Mar-28</td><td>11,266</td></tr> </table>	Vesting Date	No. of RSU	30-Jun-28	601	Vesting Date	No. of RSU	31-Jan-27	8,685	30-Jun-27	4,708	31-Mar-28	11,266
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Exercise Period	The vested RSUs shall be exercised by the eligible employees within a maximum period of 6 months from the date of vesting of RSUs.												
Exercise Price	₹ 2/- Per RSU i.e. at Par value of equity share.												
Diluted earnings per share pursuant to issue of equity shares on exercise of RSUs.	There will not be any dilution of earnings per share as no fresh shares shall be issued in terms of the RSU Plans.												

Further, 23,925 RSUs under the RSU Plan 2024 that were earlier approved for grant have been cancelled.

This is for your information and records.

Yours faithfully,

For **HCL Technologies Limited**

**Manish Anand**  
Company Secretary