

July 24, 2025

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: Approval for variation in the 'HCL Technologies Limited - Restricted Stock Unit Plan 2024' of the Company

Dear Sir / Madam,

This is to inform you that based on the recommendations of the Nomination and Remuneration Committee, the Board of Directors in its meeting held on July 24, 2025, has approved the following variations in the 'HCL Technologies Limited - Restricted Stock Unit Plan 2024' ("RSU Plan 2024"), that was approved by the shareholders of the Company through Special Resolutions passed on July 3, 2024, via Postal ballot:

- i. Increase the limit for grant of RSUs by 33,00,000 RSUs which shall entitle the RSU holder one fully paid-up equity share of ₹ 2/- each of the Company against each RSU exercised representing approximately 0.12% of the paid-up equity share capital of the Company as on March 31, 2025. Accordingly, the overall grant limit of RSUs that can be granted under the aforesaid plan shall increase from 84,60,000 RSUs to 1,17,60,000 RSUs; and
- ii. Increase the maximum limit of RSUs that may be granted under the aforesaid plan to an Eligible Employee to 33,00,000 RSUs from the existing limit of 13,00,000 RSUs.

Apart from the above variations, all other terms and conditions of the RSU Plan 2024 shall remain unchanged with respect to its implementation and administration as approved initially by the shareholders of the Company on July 3, 2024.

The RSU Plan 2024 will continue to be implemented through a trust mechanism wherein the Trust, formed for this purpose, will continue to acquire equity shares of the Company through secondary market; and no fresh shares will be issued by the Company to implement the aforesaid variation in the RSU Plan 2024. Accordingly, there would be no equity dilution for the shareholders of the Company. The aggregate equity shares that can be exercised against the RSUs granted under the said plan shall not exceed 1,17,60,000 equity shares of Rs. 2/- each of the Company (0.43% of share capital of the Company as on March 31, 2025).

The aforesaid variation in the RSU Plan 2024 is in accordance with the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and is subject to the approval of the shareholders of the Company that will be taken in due course.

This is for your information and records.

Yours faithfully,

For **HCL Technologies Limited**

Manish Anand
Company Secretary