

HEXT/SE/2026/114**Date: October 28, 2026**

**To,
The Manager
Listing Department
National Stock Exchange of India
Limited
Exchange Plaza, Bandra-Kurla
Complex,
Bandra (East), Mumbai - 400 051
Symbol: HEXT**

**The General Manager
Department of Corporate Services
BSE Limited**

**Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001
Scrip Code:544362**

Dear Sir/ Madam,

Subject: Outcome of the Board Meeting of Hexaware Technologies Limited ("Company") held on Wednesday, October 28, 2026.

Ref: Our earlier intimation under reference no. HEXT/SE/2026/110 dated October 19, 2026 ('Intimations').

Request you to note of the outcome of the Meeting of the Board of Directors of the Company, held on October 28, 2026:

a) Approval of financial results:

The Board of Directors of the Company have approved unaudited standalone and consolidated financial results for the quarter and nine months ended September 30, 2026. A copy of the unaudited Financial Results of the Company, along with a copy of the Limited Review Report from Statutory Auditors are enclosed as **Annexure A**.

The press Release on unaudited Financial Results for the quarter and nine months ended September 30, 2026, is enclosed as **Annexure A1**.

The QR Code containing the aforesaid financial results will be published in the newspapers in the pursuant to Regulation 47 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The aforesaid financial results will also be available on the Company's website on <https://hexaware.com/investors/quarterly-results/>.

b) Appointment of Mr. Arjun Shah (DIN: 12007913), as Additional Director in the capacity of Non-Executive Non-Independent Director

The Board of Directors based on the recommendation of the Nomination and Remuneration Committee, have today approved the appointment of Mr. Arjun Shah (DIN: 12007913) as an Additional Director in the capacity of Non-Executive Non-Independent Director of the Company w.e.f October 29, 2026, subject to approval of the shareholders of the Company.

HEXAWARE TECHNOLOGIES LIMITED

Regd. Office: 8th Floor, 13th Level, Q1, Loma Co-Developers1 Private Limited, Plot No.Gen-4/1, TTC Industrial Area, Ghansoli, Navi Mumbai-400710, Maharashtra, India | Tel: +91 022 3326 8585 |

Email: investori@hexaware.com CIN: L72900MH1992PLC069662 | URL: www.hexaware.com

Mr. Arjun Shah is not debarred from holding the office of Director by virtue of any order passed by SEBI or any other such authority.

With reference to above, please find appended herewith **Annexure B** for information pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

c) Appointment of Mr. Gregory Michael Zeluck (DIN: 00682118), as Additional Director in the capacity of Non-Executive Non-Independent Director

The Board of Directors based on the recommendation of the Nomination and Remuneration Committee, have today approved the appointment of Mr. Gregory Michael Zeluck (DIN: 00682118) as an Additional Director in the capacity of Non-Executive Non-Independent Director of the Company w.e.f October 29, 2026, subject to approval of the shareholders of the Company.

Mr. Gregory Michael Zeluck is not debarred from holding the office of Director by virtue of any order passed by SEBI or any other such authority.

With reference to above, please find appended herewith **Annexure C** for information pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

d) Resignation of Mr. Neeraj Bharadwaj (DIN: 01314963), Non-Executive Non-Independent Director of the Company w.e.f October 28, 2026

Mr. Neeraj Bharadwaj has tendered his resignation as a Non-Executive and Non-Independent Director of the Company, with effect from close of business hours on October 28, 2026, due to other commitments and responsibilities. Consequently, Mr. Neeraj Bharadwaj also ceases to be a member of the Stakeholders Relationship Committee, Corporate Social Responsibility Committee and Environmental, Social and Governance Committee of the Company.

The letter of resignation received from Mr. Neeraj Bharadwaj is enclosed herewith as **Annexure D**.

With reference to above, please find appended herewith **Annexure D1** for information pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

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e) Resignation of Mr. Julius Genachowski (DIN: 09365873), Non-Executive Non-Independent Director of the Company w.e.f October 28, 2026

Mr. Julius Genachowski has tendered his resignation as a Non-Executive and Non-Independent Director of the Company, with effect from close of business hours on October 28, 2026 due to other commitments and responsibilities. Consequently, Mr. Julius Genachowski also ceases to be a member of the Corporate Social Responsibility Committee of the Company.

The letter of resignation received from Mr. Julius Genachowski is enclosed herewith as **Annexure E**.

With reference to above, please find appended herewith **Annexure E1** for information pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

f) Approval of Slump Sale of Tech SMC Square India Private Limited

Pursuant to entity rationalization, the Board of Directors have approved Slump Sale of Tech SMC Square India Pvt Ltd from Hexaware Technologies Inc, USA to Tech SMC Squared (GCC) India Private Limited, all being wholly owned subsidiaries /step down wholly owned subsidiary of the Company.

With reference to above, please find appended herewith **Annexure F** for information pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

g) Approval of merger of wholly owned step-down subsidiary companies into wholly owned subsidiaries:

Pursuant to entity rationalization, the Board of Directors have approved merger of subsidiaries:

1. Merger of Identity and Access Solutions Canada Inc., step down wholly owned subsidiary with and into Hexaware Technologies Canada Limited, Canada, wholly owned subsidiary
2. Merger of IT Glitterz LLC, USA, step down wholly owned subsidiary with and into Hexaware Technologies Inc, USA, wholly owned subsidiary

With reference to above, please find appended herewith **Annexure G** for information pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

h) Incorporation of Subsidiary Company in Mauritius:

The Board of Directors have approved incorporation of a wholly owned subsidiary Company in Mauritius with an initial investment upto USD 01 Million, in one or more tranches.

Additional information as required under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, will be intimated in due course.

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i) Voluntary liquidation / wind down of step-down subsidiary in Netherland:

Mobiquity BV, step down wholly owned subsidiary shall be wind down through voluntary liquidation process subject to necessary approvals as per the applicable law.

With reference to above, please find appended herewith **Annexure H** for information pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

j) Resignation of Senior Management Personnel:

Mr. Girish Pai, Executive Vice President and Global Head - Data, Senior Management Personnel, has tendered his resignation which is effective from the closure of business hours on November 13, 2026, to pursue other career opportunities

The letter of resignation received from Mr. Girish Pai is enclosed herewith as **Annexure I**.

With reference to above, please find appended herewith **Annexure I1** for information pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

k) Re-constitution of committees of the Board:

Pursuant to change in Directors, board of Directors has approved re-constitution of following committees of the Board:

- i. Stakeholders Relationship Committee
- ii. Corporate Social Responsibility Committee
- iii. Environmental, Social and Governance Committee

The details of revised composition of the committees in which changes are reflected are given in **Annexure J**

l) Appointment of Mr. Vivek Jetley, as CEO of the Company.

As per our intimation on September 02, 2026, Mr. Vivek Jetley, has been appointed as CEO of the Company w.e.f October 28, 2026

m) Cessation of Mr. R Srikrishna as CEO & Executive Director of the Company:

As per our intimation on September 02, 2026, Mr. R Srikrishna ceases to be CEO & Executive Director w.e.f closure of business hours on October 28, 2026

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n) Allotment of Equity Shares:

The Board of Directors of the Company have approved allotment of 13,00,000 equity shares having face value of Rs.1 each at issue price of Rs.382.5 per share to Hexaware Employees Benefit Trust (Erstwhile Hexaware Employees Stock Option Trust 2024) ("Trust").

The aforesaid shares will be transferred by the Trust to employees on exercise of option under Hexaware Employees Stock Option Plan 2024.

The meeting commenced at 5:32 p.m. IST and concluded at 7:46 p.m IST

Kindly take this communication on record.

Yours faithfully,

For Hexaware Technologies Limited

GUNJAN
SUMIT
METHI

Digitally signed
by GUNJAN
SUMIT METHI
Date: 2026.10.28
21:58:55 +05'30'

Gunjan Methi
Company Secretary and Compliance Officer

HEXAWARE TECHNOLOGIES LIMITED

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B S R & Co. LLP

Chartered Accountants

14th Floor, Central B Wing and North C Wing
 Nesco IT Park 4, Nesco Center
 Western Express Highway
 Goregaon (East), Mumbai – 400 063, India
 Telephone: +91 (22) 6257 1000
 Fax: +91 (22) 6257 1010

Limited Review Report on unaudited consolidated financial results of Hexaware Technologies Limited for the quarter ended 30 September 2026 and year to date results for the period from 01 January 2026 to 30 September 2026 pursuant to Regulation 33 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended

To the Board of Directors of Hexaware Technologies Limited

1. We have reviewed the accompanying Statement of unaudited consolidated financial results of Hexaware Technologies Limited (hereinafter referred to as “the Parent”), and its subsidiaries (the Parent and its subsidiaries together referred to as “the Group”) for the quarter ended 30 September 2026 and year to date results for the period from 01 January 2026 to 30 September 2026 (“the Statement”), being submitted by the Parent pursuant to the requirements of Regulation 33 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“Listing Regulations”).
2. This Statement, which is the responsibility of the Parent’s management and approved by the Parent’s Board of Directors, has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34 “*Interim Financial Reporting*” (“Ind AS 34”), prescribed under Section 133 of the Companies Act, 2013, and other accounting principles generally accepted in India and in compliance with Regulation 33 of the Listing Regulations. Our responsibility is to express a conclusion on the Statement based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410 “*Review of Interim Financial Information Performed by the Independent Auditor of the Entity*”, issued by the Institute of Chartered Accountants of India. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

We also performed procedures in accordance with the circular issued by the Securities and Exchange Board of India under Regulation 33(8) of the Listing Regulations, to the extent applicable.

4. The Statement includes the results of the entities mentioned in Annexure I to the Statement:
5. Based on our review conducted and procedures performed as stated in paragraph 3 above and based on the consideration of the review reports of the other auditors referred to in paragraph 6 below, nothing has come to our attention that causes us to believe that the accompanying Statement, prepared in accordance with the recognition and measurement principles laid down in the aforesaid Indian Accounting Standard and other accounting principles generally accepted in India, has not disclosed the information required to be disclosed in terms of Regulation 33 of the Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.
6. We did not review the interim financial results of Twenty Two Subsidiaries included in the Statement, whose interim financial results reflects total revenues (before consolidation adjustments) of Rs. 5,697 million and Rs. 15,927 million, total net profit after tax (before consolidation adjustments) of Rs. 118 million and Rs. 569 million and total comprehensive income (before consolidation adjustments) of Rs. 132 million and Rs 574 million, for the quarter ended 30 September 2026 and for the period from 01 January 2026 to 30 September 2026 respectively, as considered in the Statement. These interim financial results has been reviewed by other auditors whose reports have been furnished to us by the Parent’s management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures included in respect of these subsidiaries, is based solely on the reports of the other auditors and the procedures performed by us as stated in paragraph 3 above.

Registered Office:

B S R & Co. (a partnership firm with Registration No. BA61223) converted into B S R & Co. LLP (a Limited Liability Partnership with LLP Registration No. AAB-8181) with effect from October 14, 2013

14th Floor, Central B Wing and North C Wing, Nesco IT Park 4, Nesco Center, Western Express Highway, Goregaon (East), Mumbai - 400063

B S R & Co. LLP

Limited Review Report (Continued)

Hexaware Technologies Limited

Our conclusion is not modified in respect of this matter.

For **B S R & Co. LLP**

Chartered Accountants

Firm's Registration No.:101248W/W-100022

Jaclyn
Desouza

Digitally signed by
Jaclyn Desouza
Date: 2026.10.28
21:13:18 +05'30'

Jaclyn Desouza

Partner

Mumbai

28 October 2026

Membership No.: 124629

UDIN:26124629ILIWUS2582

Limited Review Report (Continued)**Hexaware Technologies Limited****Annexure I**

The consolidated financial results include financial results of the Parent Company and the following entities.

Sr. No	Name of component	Relationship
1	Hexaware Technologies, Inc.	Subsidiary
2	Hexaware Technologies, Mexico S. De. R.L. De. C.V.	Subsidiary
3	Hexaware Technologies UK Limited	Subsidiary
4	Hexaware Technologies Asia Pacific Pte Limited	Subsidiary
5	Hexaware Technologies GmbH.	Subsidiary
6	Hexaware Technologies Canada Limited	Subsidiary
7	Hexaware Technologies Saudi LLC	Subsidiary
8	Hexaware Technologies Hong Kong Limited	Subsidiary
9	Hexaware Technologies Nordic AB	Subsidiary
10	Hexaware Information Technologies (Shanghai) Company Limited	Subsidiary
11	Mobiquity BV	Subsidiary
12	Hexaware Technologies South Africa (Pty) Ltd	Subsidiary
13	Hexaware Technologies Belgium SRL	Subsidiary
14	Hexaware Technologies ARG SAS	Subsidiary
15	Hexaware Technologies SL (Private) Limited	Subsidiary
16	Softcrylic LLC	Subsidiary
17	Hexaware Information Technologies SDN. BHD.	Subsidiary
18	Mobiquity Softech Private Limited	Subsidiary
19	Softcrylic Technology Solutions India Private Limited	Subsidiary

Limited Review Report (Continued)**Hexaware Technologies Limited**

20	Hexaware Al Balagh Technologies LLC	Subsidiary
21	Hexaware Novelty Technologies Ltd	Subsidiary
22	Mobiquity Coöperatief U.A.	Subsidiary
23	Tech SMC Square India Private Limited	Subsidiary
24	Tech SMCSquared (GCC) India Private Limited	Subsidiary
25	SMC Squared LLC	Subsidiary
26	Hexaware Technologies Services	Subsidiary
27	Hexaware Technologies Colombia S.A.S	Subsidiary
28	CyberSolve (I) Private Limited	Subsidiary
29	Identity and Access solutions LLC	Subsidiary
30	Identity And Access Solutions Canada Inc	Subsidiary
31	IT Glitterz LLC	Subsidiary
32	Consulting Professionals Services Holdings Ltd	Subsidiary
33	Consulting Professionals Services Limited	Subsidiary

Hexaware Technologies Limited

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CIN: L72900MH1992PLC069662

Tel: (+91) 22 3326 8585 E-mail: investori@hexaware.com Website: www.hexaware.com

Consolidated Interim Statement of Financial Results

(INR millions, except share and per share data)

	September 30, 2026 (Unaudited)	For the quarter ended June 30, 2026 (Unaudited)	September 30, 2025 (Audited)	For the nine months ended September 30, 2026 (Unaudited)	September 30, 2025 (Audited)	For the year ended December 31, 2025 (Audited)
INCOME						
Revenue from operations	39,331	38,452	34,836	113,913	99,522	134,304
Change in value of contingent consideration (net) (Refer note 6)	1,663	-	-	1,927	1,587	3,820
Other income (Refer note 9)	(169)	(501)	103	(717)	160	63
TOTAL INCOME	40,825	37,951	34,939	115,123	101,269	138,187
EXPENSES						
Employee benefits expense (Refer note 8 and 10)	22,991	22,664	19,835	67,112	57,535	77,938
Finance costs	254	328	260	872	693	1,005
Depreciation and amortisation expense (Refer note 11)	871	817	889	2,595	2,376	3,613
Other expenses (Refer note 12)	10,678	9,735	8,988	29,378	26,652	37,252
TOTAL EXPENSES	34,794	33,544	29,972	99,957	87,256	119,808
PROFIT BEFORE EXCEPTIONAL ITEMS AND TAX	6,031	4,407	4,967	15,166	14,013	18,379
Exceptional Items						
Impact of new Labour Codes (Refer Note 13)	-	-	-	-	-	1,111
Restructuring expenses (Refer Note 7)	597	-	-	597	-	-
PROFIT BEFORE TAX	5,434	4,407	4,967	14,569	14,013	17,268
Tax expense						
Current tax	887	1,222	1,366	3,359	3,393	4,516
Deferred tax charge / (credit)	253	(117)	(98)	98	(147)	(931)
Total tax expense	1,140	1,105	1,268	3,457	3,246	3,585
PROFIT FOR THE PERIOD/YEAR	4,294	3,302	3,699	11,112	10,767	13,683
OTHER COMPREHENSIVE INCOME (OCI)						
Items that will not be reclassified subsequently to profit or loss						
Remeasurement of defined benefit plan	97	89	(6)	317	(71)	50
Income tax relating to items that will not be reclassified to profit or loss	(18)	(20)	(2)	(65)	12	(6)
Items that will be reclassified subsequently to profit or loss						
Exchange differences on translating the financial statements of foreign operations	493	(39)	1,422	2,736	2,026	2,584
Net change in fair value of cash flow hedges	122	1,184	(1,060)	(452)	(904)	(971)
Income tax relating to items that will be reclassified to profit or loss	(25)	(245)	212	75	181	223
TOTAL OTHER COMPREHENSIVE INCOME	669	969	566	2,611	1,244	1,880
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD/YEAR	4,963	4,271	4,265	13,723	12,011	15,563
Profit/(Loss) for the period/year attributable to:						
Shareholders of the Company	4,309	3,299	3,702	11,124	10,773	13,692
Non-controlling interests	(15)	3	(3)	(12)	(6)	(9)
	4,294	3,302	3,699	11,112	10,767	13,683
Other comprehensive income / (losses) attributable to:						
Shareholders of the Company	669	969	567	2,612	1,245	1,881
Non-controlling interests	[^]	[^]	(1)	(1)	(1)	(1)
	669	969	566	2,611	1,244	1,880
Total comprehensive income / (losses) for the period/year attributable to:						
Shareholders of the Company	4,978	4,268	4,269	13,736	12,018	15,573
Non-controlling interests	(15)	3	(4)	(13)	(7)	(10)
	4,963	4,271	4,265	13,723	12,011	15,563
Paid-up Equity share capital - Equity shares of face value of INR 1 each	610	610	609	610	609	609
Other equity (Including non-controlling interests)						62,517
Earnings per share (INR) :						
Basic	7.06*	5.41*	6.09*	18.25*	17.72*	22.51
Diluted	7.01*	5.38*	5.99*	18.11*	17.44*	22.16
<i>*Not annualised</i>						
Dividend per share (INR) :						
Interim dividend on equity shares	-	8.50	-	8.50	5.75	11.50

[^] represents value less than INR 0.5 million

Hexaware Technologies Limited
Consolidated Interim Segment Information

(INR millions)

	September 30, 2026 (Unaudited)	For the quarter ended June 30, 2026 (Unaudited)	September 30, 2025* (Audited)	For the nine months ended September 30, 2026 (Unaudited)	September 30, 2025* (Audited)	For the year ended December 31, 2025* (Audited)
Segment Revenue						
Travel and Transportation (T&T)	2,703	2,784	2,730	8,251	8,429	11,338
Financial Services (FS)	11,441	11,029	10,325	33,152	29,895	40,358
Banking	3,720	3,465	3,030	10,452	8,350	11,761
Healthcare & Insurance (H&I)	8,922	8,897	7,760	26,008	21,173	28,324
Technology, Products and Platforms (TPP)	880	816	741	2,526	2,445	3,242
Professional Services (PS)	5,366	5,313	4,597	15,267	14,107	18,474
Manufacturing and Consumer (M & C)	6,299	6,148	5,653	18,257	15,123	20,807
Revenue from operations	39,331	38,452	34,836	113,913	99,522	134,304
Segment Profit						
Travel and Transportation (T&T)	1,194	1,213	1,176	3,660	3,706	5,030
Financial Services (FS)	3,409	3,429	3,317	10,245	9,810	13,151
Banking	1,611	1,468	1,067	4,416	3,204	4,483
Healthcare & Insurance (H&I)	3,285	3,164	2,455	9,458	7,732	10,344
Technology, Products and Platforms (TPP)	306	317	279	912	789	1,136
Professional Services (PS)	2,038	2,084	1,819	5,940	5,890	7,642
Manufacturing and Consumer (M & C)	2,215	2,284	2,184	6,706	5,784	8,045
Segment Profit	14,058	13,959	12,297	41,337	36,915	49,831
Add :						
Exchange rate differences (net)	(297)	(783)	(95)	(1,325)	(369)	(641)
Change in value of contingent consideration (net) (Refer note 6)	1,663	-	-	1,927	1,587	3,820
Other income (Excluding exchange rate differences)	128	282	198	608	529	704
Less :						
Depreciation and amortisation	(871)	(817)	(889)	(2,595)	(2,376)	(3,613)
Finance costs	(254)	(328)	(260)	(872)	(693)	(1,005)
Unallocated corporate expenses	(8,396)	(7,906)	(6,284)	(23,914)	(21,580)	(30,717)
Profit before exceptional items and tax	6,031	4,407	4,967	15,166	14,013	18,379
Less: Impact of new Labour Codes (Refer note 13)	-	-	-	-	-	1,111
Less: Restructuring expenses (Refer Note 7)	597	-	-	597	-	-
Profit before tax	5,434	4,407	4,967	14,569	14,013	17,268
Less : Tax Expense	(1,140)	(1,105)	(1,268)	(3,457)	(3,246)	(3,585)
Profit for the period/year	4,294	3,302	3,699	11,112	10,767	13,683

The reportable operating segments have been identified taking into account the services offered to customers globally operating in different industry segments based on management approach. The Chief Operating Decision Maker evaluates the Group's performance and allocates resources based on analysis of various performance indicators. The Group's organization structure reflects the industry segmentation.

Assets and liabilities are not identified to any reportable segments, since these are used interchangeably across segments and consequently, the management believes that it is not practicable or meaningful to provide segment disclosures relating to total assets and liabilities.

Note :

*There is change in segment break up as compared to December 31, 2025. As of December 31, 2025, Technology, Products and Platforms (TPP) and Professional Services (PS) were combined under Hi-Tech and Professional Services (HTPS), from the quarter ended March 31, 2026, it has been presented under separate heading.

Select explanatory notes to the Consolidated Interim Statement of Financial Results

- 1 The Consolidated Interim Statement of Financial Results for the quarter and nine months ended September 30, 2026 have been prepared in accordance with Ind AS 34 - Interim Financial Reporting prescribed under Section 133 of the Companies Act, 2013 read with Companies (Indian Accounting Standards) Rules as amended from time to time.
The results have been prepared in terms of Regulation 33 of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.
- 2 The consolidated interim financial results of Hexaware Technologies Limited ('the Company') for the quarter and nine months ended September 30, 2026 and quarter ended June 30, 2026 are unaudited and have been subjected to limited review by the statutory auditors. However, the consolidated financial results for the quarter and nine months ended September 30, 2025 and year ended December 31, 2025 have been subjected to audit. These results have been reviewed by the Audit Committee and have been approved for issue by the Board of Directors at its meeting held on October 28, 2026.
- 3 The equity shares of the Company were re-listed on National Stock Exchange of India Limited ("NSE") and BSE Limited ("BSE") from February 19, 2025.
- 4 599,506 equity shares of face value of INR 1 each were issued during the nine months ended September 30, 2026 and 149,530 equity shares of face value of INR 1 each were issued during the quarter ended September 30, 2026 on exercise of employee stock options in accordance with the Company's employee stock option schemes.
- 5 1,073,623 treasury shares held by a controlled trust consolidated as a part of the Company are outstanding as at September 30, 2026 (1,673,129 as at December 31, 2025) and have been excluded while calculating weighted average shares for EPS.
- 6 a) The Group has recognised a net gain on remeasurement of contingent consideration (earnout) payable towards acquisitions of business amounting to INR 1,663 million and INR 1,927 million in the quarter and nine months ended September 30, 2026 respectively, based on re-assessment of the actual performance for the applicable period of the businesses acquired.
The Group has also re-assessed carrying value of customer relations recognised on the related acquisition and has provided for impairment loss of INR 556 million for the quarter and nine months ended September 30, 2026. The impairment loss considers the best estimate of forecasted revenues, cashflows from the acquired business and underlying customer relations.

b) The Group has recognised a gain on remeasurement of contingent consideration (earnout) payable towards acquisition of business amounting to INR 1,587 million for the nine months ended September 30, 2025 and INR 3,820 million for the year ended December 31, 2025, based on a settlement agreement and expected payout re-assessed based on the actual performance for the applicable period of the business acquired. The Group has also re-assessed carrying value of customer relations recognised on the related acquisition and has provided for impairment loss of INR 394 million for the nine months ended September 30, 2025 and INR 1,473 million for the year ended December 31, 2025. The impairment loss considers the value of customer relations derived based on multi-period excess earnings method using discount rate of 14.2%, best estimate of forecasted revenues, cashflows from the acquired business and underlying customer relations.
- 7 During the quarter ended September 30, 2026, the management approved a plan to restructure its operations in Netherlands which includes voluntary separation of certain employees and closure of unutilised leased office space. In connection with this restructuring plan, the Group has made provision of INR 647 million during the quarter (comprising of INR 603 million towards severance cost and INR 44 million towards legal fees), write-back of lease liability of INR 72 million (net of ROU w/off of INR 78 million) and accelerated amortization of leasehold improvement of INR 22 million. We expect this plan to be substantially completed by the end of the second quarter of FY 2027.
- 8 Employee benefit expense includes provision for the separation cost of INR 163 million and Employee stock option compensation cost reversal of INR 90 million associated with separation of CEO in accordance with the terms of the contract.

9 Other income includes:

(INR millions)

	For the quarter ended			For the nine months ended		For the year ended
	September 30, 2026	June 30, 2026	September 30, 2025	September 30, 2026	September 30, 2025	December 31, 2025
Loss due to Exchange rate difference	(297)	(783)	(95)	(1,325)	(369)	(641)
Total	(297)	(783)	(95)	(1,325)	(369)	(641)

10 Employee benefits expense includes:

(INR millions)

	For the quarter ended			For the nine months ended		For the year ended
	September 30, 2026	June 30, 2026	September 30, 2025	September 30, 2026	September 30, 2025	December 31, 2025
Employee stock option compensation cost	110	80	89	322	342	456
Non-recurring Employee benefit and severance costs	-	-	-	-	328	328
Enterprise Resource Planning (ERP) Transformation cost	-	-	82	52	296	371
Total	110	80	171	374	966	1,155

11 Depreciation and amortisation expense includes:

(INR millions)

	For the quarter ended			For the nine months ended		For the year ended
	September 30, 2026	June 30, 2026	September 30, 2025	September 30, 2026	September 30, 2025	December 31, 2025
Amortisation of intangible assets acquired in business combination	217	266	308	740	755	1,082
Accelerated amortisation of RoU and leasehold improvements of certain offices leases on optimisation	-	-	-	-	-	326
Total	217	266	308	740	755	1,408

12 Other expenses includes:

(INR millions)

	For the quarter ended			For the nine months ended		For the year ended
	September 30, 2026	June 30, 2026	September 30, 2025	September 30, 2026	September 30, 2025	December 31, 2025
Specific charge for customers	-	-	-	-	782	782
Enterprise Resource Planning (ERP) Transformation cost	-	-	51	65	258	283
Acquisition related costs	-	47	17	47	145	174
Impairment of customer relations associated with earlier acquisitions	556	-	-	556	394	1,696
Professional fees associated with separation of CEO	19	-	-	19	-	-
Total	575	47	68	687	1,579	2,935

Select explanatory notes to the Consolidated Interim Statement of Financial Results (continued)

- 13 On November 21, 2025, the Government of India notified the four Labour Codes - the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020 ('Labour Codes') which consolidate twenty-nine existing labour laws into a unified framework governing employee benefits during employment and post-employment. The Group has considered restructured compensation of its employees with effect from April 1, 2026 and assessed and disclosed the additional cost impact of these changes on the basis of the best information available, consistent with the guidance provided by the Institute of Chartered Accountants of India. Considering the materiality and regulatory-driven, non-recurring nature of this impact, the Group has presented such incremental impact as "Impact of new Labour Codes" under "Exceptional items" in the statement of profit and loss for the year ended December 31, 2025. The incremental impact consisting of additional gratuity provision of INR 818 million and provision towards compensated absences of INR 293 million primarily arising due to change in definition of wage under the aforesaid codes.
- 14 On May 28, 2026, Hexaware Technologies UK Limited completed acquisition of 100% ownership in Consulting Professionals Services Holdings Limited together with its wholly owned subsidiary Consulting Professionals Services Limited ("CPS") for upfront payment of GBP 6 million (INR 735 million) and additional contingent consideration of upto GBP 5 million (INR 606 million) payable upon meeting future financial performance. The Group has attributed acquisition value of GBP 11 million (INR 1,341 million) towards fair value of acquired customer contract / relationship. The allocation of the purchase consideration is final.
- CPS is a specialist technology consulting and professional services firm delivering high-value consulting covering regulatory compliance, technology infrastructure, governance and risk, and business transformation to a FTSE 100 client.
- The transaction costs of INR 47 million has been included in the statement of profit and loss account and shown as an one time expense for the quarter ended June 30, 2026 and nine months ended September 30, 2026.
- 15 a) **In US:** Mobiquity Velocity Solutions Inc and Mobiquity Inc (both being wholly owned step-down subsidiaries of the Company) were merged into Hexaware Technologies Inc. ("HTI") (wholly owned subsidiary of the Company) with effect from January 01, 2026, and Softcrylic LLC (wholly owned subsidiary of the Company) merged into HTI with effect from May 01, 2026.
- b) **In Netherlands:** Mobiquity Consulting BV (wholly owned step-down subsidiary of the Company) merged into Mobiquity BV (wholly owned step-down subsidiary of the Company) with effect from January 01, 2026. The Company has received the No Objection declaration on merger from the Court of Amsterdam on January 30, 2026.
- c) **In India:** The Company has filed application with National Company Law Tribunal (NCLT) for the merger of wholly owned subsidiaries of the Company, viz., Mobiquity Softech Private Limited and Softcrylic Technology Solutions India Private Limited with and into the Company on December 20, 2025. The Company is awaiting necessary direction from the NCLT.
- 16 **Other Claims :**
- During the quarter ended June 30, 2025, one of the European Customer had disputed the amount payable to the Group of USD 9.1 million (equivalent to INR 782 million). The mediation proceedings initiated did not culminate in a settlement and hence the Group initiated formal recovery proceedings by filing a complaint against the Customer before the United States District Court for the Southern District of New York (SDNY). Since then, A Berlin court has placed the Customer under preliminary insolvency administration following the self-filing for insolvency proceedings. The Group had taken charge of the said receivable in the statement of profit and loss in the previous year.
- During the year ended December 31, 2025, the Group received a notice from Natsoft Corporation and Updraft LLC ("Plaintiff"), for alleged infringement of certain patents and breach of contract by the Company and its material subsidiary "Hexaware Technologies Inc". The Plaintiff has claimed USD 500 million. The Group had filed motion to dismiss the infringement claim filed by the Plaintiff in United States District Court, Northern District of Illinois, Eastern Division. The United States District Court for the Northern District of Illinois has dismissed the federal patent-related infringement claims by the Plaintiff. Natsoft has subsequently filed additional/amended claims. The matter continues to be sub-judice.
- Based on the assessment, the Group believes that the complaint is without any merit and is unlikely to result in an adverse order and accordingly, does not expect the same to have any material financial impact on the Group.
- 17 On October 20, 2026, the Board of Directors of the Company have declared 2nd interim dividend of INR 9.50 per equity share of INR 1 each for FY 2026.
- 18 The results for the quarter and nine months ended September 30, 2026, are available on the BSE Limited website (URL: www.bseindia.com), the National Stock Exchange of India Limited website (URL: www.nseindia.com) and on the Company's website (URL: www.hexaware.com/investor-relations).

For and on behalf of the Board of Directors of HEXAWARE TECHNOLOGIES LIMITED
CIN: L72900MH1992PLC069662

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R. Srikrishna
CEO & Executive Director
DIN 03160121
Place: USA
Date: October 28, 2026

Limited Review Report on unaudited standalone financial results of Hexaware Technologies Limited for the quarter ended 30 September 2026 and year to date results for the period from 01 January 2026 to 30 September 2026 pursuant to Regulation 33 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended

To the Board of Directors of Hexaware Technologies Limited

1. We have reviewed the accompanying Statement of unaudited standalone financial results of Hexaware Technologies Limited (hereinafter referred to as “the Company”) for the quarter ended 30 September 2026 and year to date results for the period from 01 January 2026 to 30 September 2026 (“the Statement”) (in which are included interim financial results of an ESOP trust).
2. This Statement, which is the responsibility of the Company’s management and approved by its Board of Directors, has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34 “*Interim Financial Reporting*” (“Ind AS 34”), prescribed under Section 133 of the Companies Act, 2013, and other accounting principles generally accepted in India and in compliance with Regulation 33 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (“Listing Regulations”). Our responsibility is to issue a report on the Statement based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410 “*Review of Interim Financial Information Performed by the Independent Auditor of the Entity*”, issued by the Institute of Chartered Accountants of India. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.
4. Based on our review conducted as above, nothing has come to our attention that causes us to believe that the accompanying Statement, prepared in accordance with the recognition and measurement principles laid down in the aforesaid Indian Accounting Standard and other accounting principles generally accepted in India, has not disclosed the information required to be disclosed in terms of Regulation 33 of the Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.

For B S R & Co. LLP

Chartered Accountants

Firm’s Registration No.:101248W/W-100022

Jaclyn  Digitally signed
by Jaclyn Desouza
Date: 2026.10.28
21:14:31 +05'30'

Jaclyn Desouza

Partner

Mumbai

28 October 2026

Membership No.: 124629

UDIN:26124629PPZMIF5428

Registered Office:

B S R & Co. (a partnership firm with Registration No. BA61223) converted into B S R & Co. LLP (a Limited Liability Partnership with LLP Registration No. AAB-8181) with effect from October 14, 2013

14th Floor, Central B Wing and North C Wing, Nesco IT Park 4, Nesco Center, Western Express Highway, Goregaon (East), Mumbai - 400063

Hexaware Technologies Limited

Registered Office: 8th floor, 13th Level, Q1, Loma Co- Developers 1 Private Limited, Plot no. Gen-4/1, TTC Industrial Area, Ghansoli, Navi Mumbai - 400710, Maharashtra, India

CIN: U72900MH1992PLC069662

Tel: (+91) 22 3326 8585 E-mail: investor@hexaware.com Website: www.hexaware.com

Standalone Interim Statement of Financial Results

(INR in millions, except share and per share data)

	September 30, 2026 (Unaudited)	For the quarter ended June 30, 2026 (Unaudited)	September 30, 2025 (Audited)	For the nine months ended September 30, 2026 (Unaudited)	September 30, 2025 (Audited)	For the year ended December 31, 2025 (Audited)
INCOME						
Revenue from operations	21,741	20,914	19,473	62,377	55,292	73,888
Other income (Refer note 6)	(230)	(561)	84	(889)	236	169
TOTAL INCOME	21,511	20,353	19,557	61,488	55,528	74,057
EXPENSES						
Employee benefits expense (Refer note 7)	9,583	9,394	8,206	27,674	24,239	32,920
Finance costs	131	173	157	439	496	675
Depreciation and amortisation expense (Refer note 8)	443	395	371	1,252	1,077	1,472
Other expenses (Refer note 9)	8,734	7,743	7,314	24,018	20,906	27,553
TOTAL EXPENSES	18,891	17,705	16,048	53,383	46,718	62,620
PROFIT BEFORE EXCEPTIONAL ITEMS AND TAX	2,620	2,648	3,509	8,105	8,810	11,437
Exceptional Items						
Impact of new Labour Codes (Refer Note 12)	-	-	-	-	-	1,033
PROFIT BEFORE TAX	2,620	2,648	3,509	8,105	8,810	10,404
Tax expense						
Current tax	441	835	877	1,919	2,098	3,043
Deferred tax charge / (credit)	161	(187)	(74)	30	(80)	(435)
Total tax expense	602	648	803	1,949	2,018	2,608
PROFIT FOR THE PERIOD/YEAR	2,018	2,000	2,706	6,156	6,792	7,796
OTHER COMPREHENSIVE INCOME (OCI)						
Items that will not be reclassified subsequently to profit or loss						
Remeasurement of defined benefit plan	78	90	(6)	302	(72)	11
Income tax relating to items that will not be reclassified to profit or loss	(15)	(19)	(1)	(61)	13	(3)
Items that will be reclassified subsequently to profit or loss						
Net change in fair value of cash flow hedges	122	1,184	(1,060)	(452)	(904)	(971)
Income tax relating to items that will be reclassified to profit or loss	(25)	(245)	212	75	181	223
TOTAL OTHER COMPREHENSIVE INCOME/(LOSS)	160	1,010	(855)	(136)	(782)	(740)
TOTAL COMPREHENSIVE INCOME FOR THE PERIOD/YEAR	2,178	3,010	1,851	6,020	6,010	7,056
Paid-up Equity share capital - Equity shares of face value of INR 1 each	610	610	609	610	609	609
Other equity						31,983
Earnings per share: (INR)						
Basic	3.31*	3.28*	4.45*	10.10*	11.17*	12.82
Diluted	3.28*	3.26*	4.38*	10.02*	10.99*	12.62
* Not Annualised						
Dividend per share: (INR)						
Interim dividend on equity shares	-	8.50	-	8.50	5.75	11.50

Select Explanatory notes to the Standalone Interim Statements of Financial Results

- 1 The Standalone Interim Statement of Financial Results for the quarter and nine months ended September 30, 2026 have been prepared in accordance with Ind AS 34 - Interim Financial Reporting prescribed under Section 133 of the Companies Act, 2013 read with Companies (Indian Accounting Standards) Rules as amended from time to time.
The results have been prepared in terms of Regulation 33 of SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.
- 2 The standalone interim financial results of Hexaware Technologies Limited ('the Company') for the quarter and nine months ended September 30, 2026 and quarter ended June 30, 2026 are unaudited and have been subjected to limited review by the statutory auditors. However, the standalone financial results for the previous periods including quarter and nine months ended September 30, 2025 and year ended December 31, 2025 have been subject to audit.
These results have been reviewed by the Audit Committee and have been approved for issue by the Board of Directors at its meeting held on October 28, 2026.
- 3 The equity shares of the Company were re-listed on National Stock Exchange of India Limited ("NSE") and BSE Limited ("BSE") from February 19, 2025.
- 4 599,506 equity shares of face value of INR 1 each were issued during the nine months ended September 30, 2026 and 149,530 equity shares of face value of INR 1 each were issued during the quarter ended September 30, 2026 on exercise of employee stock options in accordance with the Company's employee stock option schemes.
- 5 1,073,623 treasury shares held by a controlled trust consolidated as a part of the Company are outstanding as at September 30, 2026 (1,673,129 as at December 31, 2025) and have been excluded while calculating weighted average shares for EPS.

6 Other income includes:

	September 30, 2026	For the quarter ended June 30, 2026	September 30, 2025	For the nine months ended September 30, 2026	September 30, 2025	For the year ended December 31, 2025
Gain/(loss) due to Exchange rate difference	(342)	(691)	(58)	(1,290)	(146)	(358)
	<u>(342)</u>	<u>(691)</u>	<u>(58)</u>	<u>(1,290)</u>	<u>(146)</u>	<u>(358)</u>

7 Employee benefits expense includes:

	September 30, 2026	For the quarter ended June 30, 2026	September 30, 2025	For the nine months ended September 30, 2026	September 30, 2025	For the year ended December 31, 2025
Employee stock option compensation	(1)	81	28	116	100	131
Employee stock option compensation cost reversal associated with separation of CEO	(32)	-	-	(32)	-	-
Non-recurring Employee benefit and severance costs	-	-	-	-	328	328
Enterprise Resource Planning (ERP) Transformation cost	-	-	82	52	294	369
Total	(33)	81	110	136	722	828

8 Depreciation and amortisation expense includes:

	September 30, 2026	For the quarter ended June 30, 2026	September 30, 2025	For the nine months ended September 30, 2026	September 30, 2025	For the year ended December 31, 2025
Amortisation of intangible assets acquired in business combination	-	-	3	-	8	10
Total	-	-	3	-	8	10

9 Other expenses includes:

	September 30, 2026	For the quarter ended June 30, 2026	September 30, 2025	For the nine months ended September 30, 2026	September 30, 2025	For the year ended December 31, 2025
Enterprise Resource Planning (ERP) Transformation cost	-	-	51	65	258	283
Professional fees associated with separation of CEO	19	-	-	19	-	-
Acquisition related costs	-	47	17	47	145	170
Total	19	47	68	131	403	453

- 10 During the year ended December 31, 2025, the Company received a notice from Natsoft Corporation and Updraft LLC ("Plaintiff"), for alleged infringement of certain patents and breach of contract by the Company and its material subsidiary "Hexaware Technologies Inc". The Plaintiff has claimed USD 500 million. The Company had filed motion to dismiss the infringement claim filed by the Plaintiff in United States District Court, Northern District of Illinois, Eastern Division. The United States District Court for the Northern District of Illinois has dismissed the federal patent-related infringement claims by the Plaintiff. Natsoft has subsequently filed additional/amended claims. The matter continues to be sub-judice.
Based on the assessment, the Company believes that the complaint is without any merit and is unlikely to result in an adverse order and, accordingly, does not expect the same to have any material financial impact on the Company.
- 11 a) In US: Mobiquity Velocity Solutions Inc and Mobiquity Inc (both being wholly owned step-down subsidiaries of the Company) were merged into Hexaware Technologies Inc. ("HTI") (wholly owned subsidiary of the Company) with effect from January 01, 2026, and Softcrylic LLC (wholly owned subsidiary of the Company) merged into HTI with effect from May 01, 2026.
b) In Netherlands: Mobiquity Consulting BV (wholly owned step-down subsidiary of the Company) merged into Mobiquity BV (wholly owned step-down subsidiary of the Company) with effect from January 01, 2026. The Company has received the No Objection declaration on merger from the Court of Amsterdam on January 30, 2026.
c) In India: The Company has filed application with National Company Law Tribunal (NCLT) for the merger of wholly owned subsidiaries of the Company, viz., Mobiquity Softech Private Limited and Softcrylic Technology Solutions India Private Limited with and into the Company on December 20, 2025. The Company is awaiting necessary direction from the NCLT.
- 12 On November 21, 2025, the Government of India notified the four Labour Codes - the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020, and the Occupational Safety, Health and Working Conditions Code, 2020 ('Labour Codes') which consolidate twenty-nine existing labour laws into a unified framework governing employee benefits during employment and post-employment. The Company has considered restructured compensation of its employees with effect from April 1, 2026 and assessed and disclosed the additional cost impact of these changes on the basis of the best information available, consistent with the guidance provided by the Institute of Chartered Accountants of India. Considering the materiality and regulatory-driven, non-recurring nature of this impact, the Company has presented such incremental impact as 'Impact of new Labour Codes' under "Exceptional items" in the statement of profit and loss for the year ended December 31, 2025. The incremental impact consisting of additional gratuity provision of INR 767 million and provision towards compensated absences of INR 266 million primarily arising due to change in definition of wage under the aforesaid codes.
- 13 In accordance with Ind AS during the year ended December 31, 2025, the Company has voluntarily adopted accounting policy relating to recognition of changes in fair value of contingent consideration subsequent to initial recognition as an adjustment to the cost of investment rather than profit or loss. The previous period numbers for the quarter ended June 30, 2026 and nine months ended September 30, 2025 have been restated to give effect to the change in accounting policy. There is no impact on the statement of cash flows.
- 14 On October 20, 2026, the Board of Directors of the Company have declared 2nd interim dividend of INR 9.50 per equity share of INR 1 each for FY 2026.
- 15 The results for the quarter and nine months ended September 30, 2026, are available on the BSE Limited website (URL: www.bseindia.com), the National Stock Exchange of India Limited website (URL: www.nseindia.com) and on the Company's website (URL: www.hexaware.com/investor-relations).

For and on behalf of the Board of Directors of HEXAWARE TECHNOLOGIES LIMITED

CIN: L72900MH1992PLC069662

RAMAKARTHIKEYAN SRIKRISHNA

R. Srikrishna

CEO & Executive Director

DIN 03160121

Place: USA

Date: October 28, 2026

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FOR IMMEDIATE RELEASE

Hexaware Reports Q3CY26 Revenue at USD 411.9 Mn, Up 4.3% YoY Q3CY26 Adjusted EBIT Margin at 13.8%, Increase of 17 bps QoQ

Mumbai, Oct 28, 2026 – Hexaware Technologies (NSE: HEXT), a global provider of IT solutions and services, today announced financial results for the third quarter of calendar year 2026 ended Sep 30, 2026.

Financial Summary and Highlights

	USD Mn			INR Mn		
	Q3CY26	QoQ (%)	YoY (%)	Q3CY26	QoQ (%)	YoY (%)
Revenue	411.9	1.6%	4.3%	39,331	2.3%	12.9%
EBIT	50.2	(9.3%)	(13.5%)	4,791	(8.5%)	(6.5%)
PAT	44.9	28.8%	7.2%	4,294	30.0%	16.1%

Constant Currency Growth	Q3CY26	
	QoQ %	YoY %
Revenue	1.7%	4.5%

Revenue:

- Q3CY26: USD 411.9 Mn | INR 39,331 Mn
 - **USD:** +1.6% QoQ and +4.3% YoY | **INR:** +2.3% QoQ and +12.9% YoY
 - **Constant Currency:** +1.7% QoQ and +4.5% YoY

Profitability:

- **Adjusted EBIT⁽¹⁾:**
 - **Q3CY26:** 13.8% | +17 bps QoQ and (88 bps) YoY in % terms
 - +2.9% QoQ and (1.9%) YoY in absolute terms
- **Basic EPS:**
 - **Q3CY26:** INR 7.06 | +30.5% QoQ and 15.9% YoY

Key Client Metrics

- Added one customer in the USD 20Mn+ category (LTM basis), increasing the total to 17 (from 16 in the previous quarter)
- Top 10 customer revenue concentration at 35.4% in Q3CY26 (LTM basis)

Key People Metrics

- Closing Headcount: 35,887, QoQ net addition of 1,381 with 386 net addition in IT
- Voluntary Attrition for IT⁽²⁾: 11.1%
- Q3CY26 Utilization Rate for IT⁽³⁾: 84.9%

Other Key Metrics

- DSO (Billed + Unbilled) at 77 in Q3CY26, of which Billed is 41
- LTM Q3CY26 Operating Cash Flow (OCF) to Reported Profit % at 109.6%
- Cash and Cash Equivalents Position as of Sep 30, 2026, is USD 199 Mn⁽⁴⁾ ⁽⁵⁾

Leadership Speak

"I am delighted to join Hexaware at an exciting time for the company and our industry. What attracted me to Hexaware is its talented people, deep client relationships, and entrepreneurial culture. With AI creating new possibilities for enterprises across industries, I believe we have a tremendous opportunity to build on these strengths, deepen the impact we create for our clients, and shape the next phase of Hexaware's growth."

Vivek Jetley, CEO

"Q3 reflected continued progress across several key financial and operating metrics. Revenue grew sequentially, accompanied by a higher adjusted EBIT margin and strong cash conversion. Our focus now is to carry the momentum from our stronger businesses into broader growth while staying disciplined and investing in the capabilities that build lasting value."

Vikash Jain, CFO

Notes: (1) QoQ and YoY growth in EBIT (USD terms) is calculated against adjusted EBIT. (2) The voluntary attrition rate for the IT service line is calculated as the total number of IT business professionals and support function professionals who left the company voluntarily during the period, divided by the average number of IT business professionals and support function professionals during the period, computed on a trailing twelve-month basis. (3) The utilization rate for IT is calculated as the total hours IT business professionals spent on customer-billed assignments, divided by the total available base hours. IT business professionals designated as Mavericks (campus hires) are included in the utilization computation after the completion of an initial training period of up to four months. Starting Q2CY26, utilization excludes employees working on platforms. The comparative periods have not been restated for this change. (4) This includes restricted cash balance and MF investments. (5) The exchange rate used is 95.83.

Financial Performance

Revenue Performance by Vertical

In USD Million	Q3CY26 QoQ	Q3CY26 YoY
Financial Services	3.0%	2.4%
Healthcare and Insurance	(0.4%)	6.3%
Manufacturing and Consumer	1.8%	3.0%
Professional Services	0.3%	7.8%
Banking	6.6%	13.5%
Travel and Transportation	(3.5%)	(8.5%)
Technology, Products & Platforms	7.2%	9.7%
Total Revenue	1.6%	4.3%

Revenue Performance by Geography

In USD Million	Q3CY26 QoQ	Q3CY26 YoY
Americas	1.5%	1.1%
Europe	3.1%	12.8%
Asia Pacific	(1.6%)	20.0%
Total Revenue	1.6%	4.3%

Key Wins

- Selected by a smart home and property technology platform to deliver AI-native customer experiences
- Partnered with a large US infrastructure provider for legacy modernization and an AI use case factory
- Engaged by a leading Australian bank to enable data modernization
- Engaged by a global pharmaceutical player for AI application and agentic development
- Selected by a US biopharmaceutical company to lead its S/4HANA upgrade
- Chosen by a Middle East-based bank to execute its Sitecore migration
- Selected by a global data storage company to build end-to-end factory IT for its new production line
- Chosen by a UK utility company to drive its modernization program

Condensed Consolidated Statements of Financial Position

Consolidated Statement of Profit and Loss – Quarterly

	Change				
In INR million (unless stated otherwise)	Q3CY26	Q2CY26	Q3CY25	QoQ (%)	YoY (%)
Revenue (USD Mn)	411.9	405.4	394.8	1.6%	4.3%
Revenue – Constant Currency				1.7%	4.5%
Revenue (INR Mn)	39,331	38,452	34,836	2.3%	12.9%
(-) Employee Benefits Expense	22,991	22,664	19,835	1.4%	15.9%
(-) Other Expenses	10,678	9,735	8,988	9.7%	18.8%
(-) D&A	871	817	889	6.6%	(2.0%)
Reported EBIT	4,791	5,236	5,124	(8.5%)	(6.5%)
<i>Reported EBIT Margin (%)</i>	<i>12.2%</i>	<i>13.6%</i>	<i>14.7%</i>	-144 bps	-253 bps
(+) Other Income	(169)	(501)	103	(66.3%)	(264.1%)
(+) Change in FV of Cont. Consideration	1,663	-	-	NM	NM
(-) Finance Costs	254	328	260	(22.6%)	(2.3%)
Profit Before Exceptional Item and Tax	6,031	4,407	4,967	36.9%	21.4%
Restructuring Expenses	597	-	-	NM	NM
Profit Before Tax	5,434	4,407	4,967	23.3%	9.4%
Total Tax Expense	1,140	1,105	1,268	3.2%	(10.1%)
Reported Profit	4,294	3,302	3,699	30.0%	16.1%
<i>Reported Profit Margin (%)</i>	<i>10.9%</i>	<i>8.6%</i>	<i>10.6%</i>	233 bps	30 bps
Basic EPS (INR)	7.06	5.41	6.09	30.5%	15.9%

Consolidated Balance Sheet Statement

In INR million	As of period ending	
	Sep'26	Dec'25
Assets		
Property, plant and equipment, and intangible assets	10,010	9,415
Right-of-use assets	6,083	6,116
Goodwill	38,172	35,768
Capital work-in-progress	721	505
Deferred tax assets (net)	4,057	4,043
Other non-current assets and investments in equity shares	1,915	1,789
Trade receivables and unbilled revenue	33,177	25,431
Other current assets	4,855	4,655
Cash and cash equivalents (inc. restricted and Mutual Fund Investments)	19,052	21,324
Total Assets	1,18,042	1,09,046
Equity and Liabilities		
Equity	610	609
Other equity and reserves	71,559	62,549
Non-controlling interests	(38)	(32)
Total Equity	72,131	63,126
Non-current liabilities	554	535
Deferred tax liabilities (net)	6	23
Lease liabilities	6,524	6,807
Trade payables	10,470	10,069
Other current liabilities	19,259	17,458
Contingent consideration	3,583	6,354
Provisions	5,515	4,674
Total Liabilities	45,911	45,920
Total Equity and Liabilities	1,18,042	1,09,046

Consolidated Statement of Cash Flows

In INR million (unless stated otherwise)	9MCY26	9MCY25
Profit before tax	14,569	14,013
D&A, ESOP cost, Finance cost, and other items	1,990	2,621
Changes in working capital	(6,589)	(4,732)
Taxes	(2,749)	(2,659)
Net cash generated from operating activities (OCF)	7,221	9,243
Capex	(1,236)	(1,296)
Investment in MFs and Interest on Fixed Deposits	(1,829)	(3,051)
Payment toward acquisition of business	(2,787)	(4,468)
Net cash used in investing activities	(5,852)	(8,815)
Proceeds from issue of shares	233	464
Equity infusion by non-controlling shareholder	7	-
Borrowing and lease payments	(1,690)	(1,389)
Dividend paid	(5,181)	(3,494)
Net cash used in financing activities	(6,631)	(4,419)
Net cash outflow	(5,262)	(3,991)

Conference Call Information

Hexaware Technologies will host its Q3 financial earnings conference call for CY 2026 on Oct 29, 2026, at 8:00 AM (IST), for investors and analysts following the announcement of the results to the stock exchanges.

Please find below the options to join the conference call.

Option 1 – Webcast

Participants who would like to join the **video webcast** can use the below link for registration:

<https://hexaware-q3-earnings-call-oct-2026.open-exchange.net/>

The session will include a live Q&A opportunity, and a recording will be available on the Company's website a few hours after the call concludes.

Option 2 – Dial In (Listen Only)

Please join the call 5–10 minutes early to ensure that you are connected to the call on time.

To join the listen-only line, kindly use the dial-in ID and passcode provided below:

Webinar ID: 920 8321 8746

Password: 780789

Location	Phone Number
India	+91 80 71 279 440 +91 116 480 2722 Toll Free: 000 800 050 5050
Singapore	+65 3165 1065 Toll Free: 800 101 3814
Hong Kong	+852 5808 6088 Toll Free: 800 931 645
United Arab Emirates	Toll Free: 800 0491 0899
United Kingdom	+44 330 088 5830 Toll Free: 0 800 031 5717
United States	+1 669 900 6833 Toll Free: 833 548 0276

More international numbers available here: <https://openexc.zoom.us/j/aye6Rjzoi>

Additionally, the Investor presentation and call transcript will be made available on the Company's website at www.hexaware.com.

About Hexaware

We are a global digital and technology services company with artificial intelligence (“AI”) at our core. We leverage technology to deliver innovative solutions that help our customers in their digital transformation journey and subsequent operations. We embed AI into every aspect of our solutions and have created a suite of platforms and tools that allow our customers to adapt, innovate, and optimize in this AI-first era. We serve a diverse range of customers, including 30+ Fortune 500 organizations. With a team of 35,887 employees in 30+ countries, our presence is spread across major countries, nationalities, languages, time zones, and regulatory zones. For more information, please visit <https://hexaware.com/>.

Forward-looking Statements

Certain statements in this press release concerning our future growth prospects, litigations are forward-looking statements, which involve a number of risks and uncertainties that could cause actual results to differ materially from those in such forward-looking statements. The risks and uncertainties relating to these statements include, but are not limited to, risks and uncertainties regarding fluctuations in earnings, our ability to manage growth, intense competition in IT services including those factors which may affect our cost advantage, wage increases, our ability to attract and retain highly skilled professionals, time and cost overruns on fixed-price, fixed-time frame contracts, client concentration, restrictions on work visa ,immigration, our ability to manage our international operations, the effect of current and any future tariffs, reduced demand for technology in our key focus areas, disruptions in telecommunication networks, technological disruptions and innovations such as Generative AI ,our ability to successfully complete and integrate potential acquisitions, liability for damages on our service contracts, the success of the companies' products and platforms in which Hexaware has made strategic investments, withdrawal of governmental fiscal incentives, political instability, legal restrictions on raising capital or acquiring companies, the outcome of pending litigation and unauthorized use of our intellectual property and general economic conditions affecting our industry. The Company may, from time to time, make additional written and oral forward statements. We do not undertake to update any forward statements that may be made from time to time by us or on our behalf unless required under the law.

Disclaimer

Use of Non-GAAP Financials

Hexaware has included certain non-GAAP financial measures in this Press release to supplement Hexaware's consolidated financial statements presented on a GAAP basis. These non-GAAP financial measures may have limitations as analytical tools, and these measures should not be considered in isolation or as a substitute for analysis of Hexaware's results as reported under GAAP. The non-GAAP financial information that we provide also may differ from the non-GAAP information provided by other companies. We compensate for the limitations on our use of these non-GAAP financial measures by relying primarily on our GAAP financial statements and using non-GAAP financial measures only supplementally. We believe that providing these non-GAAP financial measures in addition to the related GAAP measures provides investors with greater transparency. We further believe that providing this information better enables investors to understand Hexaware's operating performance and financial condition

Rounding Off

Certain amounts and percentage figures included in this Press Release have been subject to rounding adjustments. Accordingly, figures shown as totals in certain tables may not be an arithmetic aggregation of the figures preceding them

Investor Relations Contact

Ajay Joshi
Head of Investor Relations
investorrelations@hexaware.com

Media Contact

Reena Kamble / Aishwarya Pillai
mediarelations@hexaware.com

Annexure B
Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Sr.no.	Particulars	Details
1.	Reason for Change viz. appointment, ~~reappointment, resignation, removal, death or otherwise~~	Appointment of Mr. Arjun Shah (DIN: 12007913), as an Additional Director in the capacity of Non-Executive Non-Independent Director.
2.	Date of appointment/ ~~re-appointment/cessation~~ (as applicable) & term of appointment/ ~~re-appointment~~	October 29, 2026
3.	Brief profile (in case of appointment);	Arjun Shah is a Managing Director at Carlyle focused on buyout and growth equity investments in enterprise software and tech-enabled services. Since joining Carlyle in 2017, Arjun has been actively involved with Carlyle's investments in Abrigo, ION Group, Peloton, Workforce Logiq, and YipitData. Prior to joining Carlyle, Arjun was an investor with Tinicum Incorporated and Blackstone, both in New York. Arjun received his MBA with High Distinction from Harvard Business School, where he was a Baker Scholar. He graduated summa cum laude from the Jerome Fisher Program in Management & Technology at the University of Pennsylvania, where he received a BS in Economics from The Wharton School and a BS in Engineering.
4.	Disclosure of relationships between directors (in case of appointment of a director).	There is no relationship inter-se between Mr. Arjun Shah and any other director, however he is part of Promoter Group.

HEXAWARE TECHNOLOGIES LIMITED

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Email: investori@hexaware.com CIN: L72900MH1992PLC069662 | URL: www.hexaware.com

Annexure C
Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Sr.no.	Particulars	Details
1.	Reason for Change viz. appointment, reappointment, resignation, removal, death or otherwise	Appointment of Mr. Gregory Michael Zeluck (DIN: 00682118), as an Additional Director in the capacity of Non-Executive Non-Independent Director
2.	Date of appointment/re-appointment/cessation (as applicable) & term of appointment/re-appointment	October 29, 2026
3.	Brief profile (in case of appointment);	Greg Zeluck is a Partner and the Co-Head of Asia Buyout at Carlyle. He joined Carlyle in 1998, initially focusing on investment activities in Taiwan. Carlyle has been investing in Asia for nearly three decades and is one of the largest private equity investors in Asia. During Mr. Zeluck's time with Carlyle Asia Buyout, he has helped make and oversee investments of more than \$15 billion in more than 70 transactions. Prior to joining Carlyle, Mr. Zeluck spent a year at Merrill Lynch as part of its Asian High Yield team and 13 years at Lehman Brothers in its Merchant Banking and Corporate Finance groups, including several years in Asia. Mr. Zeluck received an AB from Princeton University, graduating magna cum laude in East Asian studies in 1985
4.	Disclosure of relationships between directors (in case of appointment of a director).	There is no relationship inter-se between Mr. Gregory Michael Zeluck and any other director, however he is part of Promoter Group.

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The Board of Directors
Hexaware Technologies Limited
8th floor, 13th Level, Q1, Loma Co-Developers1 Private Limited,
Plot no. Gen-4/1, TTC Industrial Area, Ghansoli,
Navi Mumbai, Maharashtra, 400710

Dear All,

I am writing to inform you of my decision to resign as a director on the board of directors of Hexaware Technologies Limited ("**Board**") and any committees of the Board, as applicable, with effective from October 28, 2026 due to other commitments and responsibilities

I would like to thank you very much for the opportunity to serve on the Board of Hexaware Technologies Limited ("**Company**"). It has truly been a great privilege to serve on the Board alongside my esteemed colleagues. I remain confident in the Company's continued success under its capable Board and leadership.

I request you to kindly acknowledge the receipt of this resignation letter and complete all necessary compliances, including the filing of required filings and e-forms with the stock exchanges and Registrar of Companies in accordance with applicable laws.

I once again thank the Chairman of the Board, all the other Board members and members of the Company's management team for their kind considerations during my tenure and hope to have the opportunity to work together again in the future in some capacity. I wish the team all the best for the journey ahead.

Yours faithfully,



NEERAJ BHARADWAJ

Director

DIN: 01314963

Annexure D1**Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Sr.no.	Particulars	Details
1.	Reason for Change viz. ~~appointment, reappointment,~~ resignation, ~~removal, death~~ or otherwise	Resignation of Mr. Neeraj Bharadwaj (DIN: 01314963), Non-Executive Non-Independent Director of the Company due to other commitments and responsibilities.
2.	Date of ~~appointment/re-~~ ~~appointment/~~ cessation (as applicable) & ~~term of~~ ~~appointment/re-appointment~~	With effect from close of business hours on October 28, 2026
3.	Brief profile (in case of appointment);	Not Applicable
4.	Disclosure of relationships between directors (in case of appointment of a director).	Not Applicable

HEXAWARE TECHNOLOGIES LIMITED

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The Board of Directors
Hexaware Technologies Limited
8th floor, 13th Level, Q1, Loma Co-Developers1 Private Limited,
Plot no. Gen-4/1, TTC Industrial Area, Ghansoli,
Navi Mumbai, Maharashtra, 400710

Dear All,

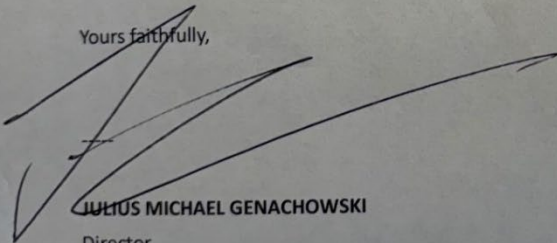
I am writing to inform you of my decision to resign as a director on the board of directors of Hexaware Technologies Limited ("**Board**") and any committees of the Board, as applicable, with effective from October 28, 2026 due to other commitments and responsibilities

I would like to thank you very much for the opportunity to serve on the Board of Hexaware Technologies Limited ("**Company**"). It has truly been a great privilege to serve on the Board alongside my esteemed colleagues. I remain confident in the Company's continued success under its capable Board and leadership.

I request you to kindly acknowledge the receipt of this resignation letter and complete all necessary compliances, including the filing of required filings and e-forms with the stock exchanges and Registrar of Companies in accordance with applicable laws.

I once again thank the Chairman of the Board, all the other Board members and members of the Company's management team for their kind considerations during my tenure and hope to have the opportunity to work together again in the future in some capacity. I wish the team all the best for the journey ahead.

Yours faithfully,



JULIUS MICHAEL GENACHOWSKI

Director

DIN: 09365873

Annexure E1**Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Sr.no.	Particulars	Details
1.	Reason for Change viz. ~~appointment, reappointment,~~ resignation, ~~removal, death~~ or otherwise	Resignation of Mr. Julius Genachowski (DIN: 09365873), Non-Executive Non-Independent Director of the Company due to other commitments and responsibilities.
2.	Date of ~~appointment/re-~~ ~~appointment/~~ cessation (as applicable) & ~~term of~~ ~~appointment/re-appointment~~	With effect from close of business hours on October 28, 2026
3.	Brief profile (in case of appointment);	Not Applicable
4.	Disclosure of relationships between directors (in case of appointment of a director).	Not Applicable

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Annexure F
Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Sr.no.	Particulars	Details
a)	the amount and percentage of the turnover or revenue or income and net worth contributed by such unit or division or undertaking or subsidiary or associate company of the listed entity during the last financial year;	Tech SMC Square India Private Limited (step down wholly owned subsidiary of the Company) is engaged in rendering software development services & business support services. Turnover of Tech SMC Square India Private Limited, (step down wholly owned subsidiary of the Company) is INR 69.5 million as per financial statement for the year ended December 31, 2025, which was 0.05% to the turnover of the consolidated turnover of the Company. Net worth of Tech SMC Square India Private Limited, (step down wholly owned subsidiary of the Company) is INR 55.10 million as per financial statement for the year ended December 31, 2025, which was 0.09% to the consolidated net worth of the Company.
b)	date on which the agreement for sale has been entered into	Agreement will be executed post approval of the Slump Sale by the board of respective subsidiary companies.
c)	the expected date of completion of sale/disposal	The transaction is expected to be completed on or before June 30, 2027, subject to receipt of approvals/consents as may be necessary from the regulatory/statutory authorities and other concerned parties, if any.
d)	consideration received from such sale/disposal	The consideration amount will be finalized based on valuation report from a registered valuer.
e)	brief details of buyers and whether any of the buyers belong to the promoter/promoter group/group companies. If yes, details thereof	Tech SMC Squared (GCC) India Private Limited will acquire business operations and assets of the Tech SMC Square India Private Limited through Slump Sale.
f)	whether the transaction would fall within related party transactions? If yes, whether the same is done at "arm's length";	Yes, transactions fall within the related party transaction and the same shall be entered at arm's length basis.

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g)	whether the sale, lease or disposal of the undertaking is outside Scheme of Arrangement? If yes, details of the same including compliance with regulation 37A of LODR Regulations	The proposed slump sale transaction is not being undertaken through a Scheme of Arrangement.
Additional disclosure in case of a slump sale		
a)	Name of the entity(ies) forming part of the amalgamation/merger, details in brief such as, size, turnover etc.	Refer point a) above.
b)	Whether the transaction would fall within related party transactions? If yes, whether the same is done at "arm's length"	Refer point f) above.
c)	Area of business of the entity(ies);	Refer point a) above
d)	Rationale for Slump sale	The proposed transaction of SMC Group involves transfer of the Tech SMC Square India Private Limited to Tech SMC Squared (GCC) India Private Limited by Hexaware Technologies Inc through Slump Sale. This will result in cost and operational efficiency.
e)	in case of cash consideration – amount or otherwise share exchange ratio	Refer point d) above
f)	Brief details of change in shareholding pattern (if any) of listed entity	There will be no change in the shareholding pattern of the listed entity pursuant to this transaction.

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Annexure G
Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Sr.no.	Particulars	Details	Details
a)	name of the entity(ies) forming part of the amalgamation/merger, details in brief such as, size, turnover etc.;	1. IT Glitterz LLC, Transferor Company, Turnover: USD 0.75 million (INR 71.7Mn at closing rate of 95.8254) as per financial statement for the year ended December 31, 2025 2. Hexaware Technologies Inc, Transferee Company Turnover: USD 591.76 million as per financial statement for the year ended December 31, 2025	1. Identity and Access Solutions Canada Inc, Transferor Company, Turnover: CAD 2.93 million (INR 197.6 Mn at closing rate of 67.5625) as per financial statement for the year ended December 31, 2025 2. Hexaware Technologies Canada Limited, Transferee Company Turnover: CAD 39.11 million as per financial statement for the year ended December 31, 2025
b)	whether the transaction would fall within related party transactions? If yes, whether the same is done at "arm's length";	The Transferor Company is the step down wholly owned Subsidiaries of the Transferee Company.	The Transferor Company is the step down wholly owned Subsidiaries of the Transferee Company.
c)	area of business of the entity(ies);	Information Technology Services	Information Technology Services
d)	rationale for amalgamation/ merger;	Both the Transferor Companies and the Transferee Company are under the same control and management and are engaged in the complementary areas of technology enabled services.	Both the Transferor Companies and the Transferee Company are under the same control and management and are engaged in the complementary areas of technology enabled services.

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		The Transferee Company is the Holding Company and holds 100% of the paid-up share capital of the Transferor Companies. The proposed merger will be beneficial to the Transferor Companies, the Transferee Company, their respective shareholders and creditors, employees and other stakeholders.	The Transferee Company is the Holding Company and holds 100% of the paid-up share capital of the Transferor Companies. The proposed merger will be beneficial to the Transferor Companies, the Transferee Company, their respective shareholders and creditors, employees and other stakeholders.
e)	in case of cash consideration – amount or otherwise share exchange ratio;	The Transferor Companies are the wholly owned subsidiaries of the Transferee Company. Thus, no cash consideration is involved.	The Transferor Companies are the wholly owned subsidiaries of the Transferee Company. Thus, no cash consideration is involved.
f)	brief details of change in shareholding pattern (if any) of listed entity.	Not Applicable since Transferor Companies are the wholly owned subsidiaries of the Transferee Company	Not Applicable since Transferor Companies are the wholly owned subsidiaries of the Transferee Company

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Annexure H
Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Sr.no.	Particular	Details
a)	The amount and percentage of the turnover or revenue or income and net worth contributed by such unit or division or undertaking or subsidiary or associate company of the listed entity during the last financial year;	Mobiquity BV, (step down wholly owned subsidiary of the Company) is engaged in digital customer experience consulting. Turnover of Mobiquity BV, (step down wholly owned subsidiary of the Company) is INR 1746 million as per financial statement for the year ended December 31, 2025, which was 1.3% to the consolidated turnover of the Company as per financial statement for the year ended December 31, 2025. Net worth of of Mobiquity BV, (step down wholly owned subsidiary of the Company) is INR -311 million, as per financial statement for the year ended December 31, 2025 which was -0.5% to the consolidated Net worth of the Company as per financial statement for the year ended December 31, 2025.
b)	Date on which the agreement for sale has been entered into;	Not Applicable Mobiquity BV, stepdown subsidiary of Hexaware Technologies Limited ("Company"), to be voluntarily liquidated as per the applicable law. The transaction has been undertaken with the intention to rationalize the group structure.
c)	The expected date of completion of sale/disposal	Not Applicable
d)	Consideration received from such sale/disposal	Not Applicable
e)	Brief details of buyers and whether any of the buyers belong to the promoter/	Not Applicable

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	promoter group/group companies. If yes, details thereof	
f)	Whether the transaction would fall within related party transactions? If yes, whether the same is done at "arm's length";	Not Applicable
g)	Whether the sale, lease or disposal of the undertaking is outside Scheme of Arrangement? If yes, details of the same including compliance with regulation 37A of LODR Regulations	Not Applicable
h)	Additionally, in case of a slump sale, indicative disclosures provided for amalgamation /merger, shall be disclosed by the listed entity with respect to such slump sale.	Not Applicable

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Date : 27 October 2026

Dear Vivek and SriKrishna,

I would like to formally resign as employee of Hexaware Technologies and as Executive Vice President and Head of the Data & AI Service Line to pursue other career opportunities and there is no other reason for my resignation. My last working day would be 13 November 2026

Regards,

A handwritten signature in black ink, appearing to be 'GP.' with a stylized flourish.

Girish Pai

Annexure I1**Details under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Sr.no.	Particular	Details of Change
(a)	Reason for change viz. appointment, reappointment, resignation, removal, death or otherwise	Resignation of Mr. Girish Pai, Executive Vice President and Global Head - Data
(b)	Date of appointment/reappointment/ Cessation (as applicable) & term of appointment/re-appointment	Mr. Girish Pai, Executive Vice President and Global Head- Data, with effect from close of business hours of November 13, 2026. A copy of the resignation letter dated October 27, 2026, submitted by Mr. Girish Pai is enclosed.
(c)	Brief profile (in case of appointment)	Not Applicable
(d)	disclosure of relationships between directors (in case of appointment of a director).	Not Applicable

HEXAWARE TECHNOLOGIES LIMITED

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Annexure J**Composition of committees w.e.f October 28, 2026**

Sr.no.	Name of the committee	Name of the members
1.	Stakeholders Relationship Committee	• Sukanya Kripalu – (Independent Director) - Chairperson • Kapil Modi • Alok Misra
2.	Corporate Social Responsibility Committee	• Josphe McLaren Quinlan (Independent Director)- Chairman • Kapil Modi • Arjun Shah
3.	Environmental, Social and Governance Committee	• Alok Misra (Independent Director) - Chairman • Sukanya Kripalu (Independent Director) • Arjun Shah

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