

XBRL Excel Utility	
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### 1. Overview

The excel utility can be used for creating the XBRL/XML file for e-filing of Integrated Governance Report.

### 2. Before you begin

1. The version of Microsoft Excel in your system should be Microsoft Office Excel 2007 and above.
2. The system should have a file compression software to unzip excel utility file.
3. Make sure that you have downloaded the latest Excel Utility from BSE Website to your local system.
4. Make sure that you have downloaded the Chrome Browser to view report generated from Excel utility.
5. Please enable the Macros (if disabled) as per instructions given in manual, so that all the functionalities of Excel Utility works fine. Please first go through Enable Macro - Manual attached with zip file.
6. Kindly use this file in local system instead of OneDrive/shared drive. Because it may gives an error "Run-time error '52' : Bad file name or number" While clicking on textblock button if files saved on OneDrive/shared drive.

### 3. Index

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4. Steps for Filing Integrated Governance Report
<p><b>I. Fill up the data:</b> Navigate to each field of every section in the sheet to provide applicable data in correct format. (Formats will get reflected while filling data.)</p> <ul style="list-style-type: none"> <li>- Use paste special command to paste data from other sheet.</li> </ul>
<p><b>II. Validating Sheets:</b> Click on the "<b>Validate</b>" button to ensure that the sheet has been properly filled and also data has been furnished in proper format. If there are some errors on the sheet, excel utility will prompt you about the same.</p>
<p><b>III. Validate All Sheets:</b> Click on the "<b>Home</b>" button. And then click on "Validate All Sheet" button to ensure that all sheets has been properly filled and validated successfully. If there are some errors on the sheet, excel utility will prompt you about the same and stop validation at the same time. After correction, once again follow the same procedure to validate all sheets.</p> <p>Excel Utility will not allow you to generate XBRL/XML until you rectify all errors.</p>
<p><b>IV. Generate XML :</b> Excel Utility will not allow you to generate XBRL/XML unless successful validation of all sheet is completed. Now click on 'Generate XML' to generate XBRL/XML file.</p> <ul style="list-style-type: none"> <li>- Save the XBRL/XML file in your desired folder in local system.</li> </ul>
<p><b>V. Generate Report :</b> Excel Utility will allow you to generate Report. Now click on 'Generate Report' to generate html report.</p> <ul style="list-style-type: none"> <li>- Save the HTML Report file in your desired folder in local system.</li> <li>- To view HTML Report open "Chrome Web Browser" .</li> <li>- To print report in PDF Format, Click on print button and save as PDF.</li> </ul>
<p><b>VI. Upload XML file to BSE Listing Center:</b> For uploading the XBRL/XML file generated through Utility, login to BSE Listing Center and upload generated xml file. On Upload screen provide the required information and browse to select XML file and submit the XML.</p>

5. Fill up the data in excel utility
1. Cells with red fonts indicate mandatory fields.
2. If mandatory field is left empty, then Utility will not allow you to proceed further for generating XML.
3. You are not allowed to enter data in the Grey Cells.
4. If fields are not applicable to your company then leave it blank. Do not insert Zero unless it is a mandatory field.
5. Data provided must be in correct format, otherwise Utility will not allow you to proceed further for generating XML.
6. Select data from "Dropdown list" wherever applicable.
7. Adding Notes: Click on "Add Notes" button to add notes.

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General information about company		
Scrip code	544362	Enter the quarter ended date only
NSE Symbol	HEXT	
MSEI Symbol	NOTLISTED	
ISIN	INE093A01041	
Name of the entity	HEXAWARE TECHNOLOGIES LIMITED	
Date of start of financial year	01-01-2025	
Date of end of financial year	31-12-2025	
Reporting Quarter Type	Quarterly	
Date of Quarter Ending	30-09-2025	
Type of company	Equity	
Whether Annexure I (Part A) of the SEBI Circular dated December 31, 2024 related to Compliance Report on Corporate Governance is applicable to the entity?	Yes	
Whether Annexure I (Part B) of the SEBI Circular dated December 31, 2024 related to Investor Grievance Redressal Report is Applicable to the entity?	Yes	
Whether Annexure I (Part C) of the SEBI Circular dated December 31, 2024 related to Disclosure of Acquisition of Shares or Voting Rights in Unlisted Companies is Applicable to the entity?	Yes	
Whether Annexure I (Part D) of the SEBI Circular dated December 31, 2024 related to Disclosure of Imposition of Fine or Penalty is Applicable to the entity?	Yes	
Whether Annexure I (Part E) of the SEBI Circular dated December 31, 2024 related to Disclosure of Updates to Ongoing Tax Litigations or Disputes is Applicable to the entity?	No	<div>Add Notes</div>
Risk management committee	Applicable	
Market Capitalisation as per immediate previous Financial Year	Top 500 listed entities	
Is SCORE ID Available ?	Yes	
SCORE Registration ID	h00064	
Reason For No SCORE ID		
Type of Submission	Original	
Remarks (website dissemination)	<div>Add Notes</div>	
Remarks for Exchange (not for Website Dissemination)	<div>Add Notes</div>	

&lt;&lt;&lt; Notes mandatory, if Not Applicable

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Annexure I																											
Annexure I to be submitted by listed entity on quarterly basis																											
I. Composition of Board of Directors																											
Disclosure of notes on composition of board of directors explanatory						Add Notes																					
Whether the listed entity has a Regular Chairperson						Yes																					
Whether Chairperson is related to MD or CEO						No																					
Disqualification of Directors under section 168 of the Companies Act, 2013																											
Sr	Title (hr / min)	Name of the Director	PAN	DIN	Category 1 of directors	Category 2 of directors	Category 3 of directors	Date of Birth	Whether the director is disqualified?	Start Date of disqualification	End Date of disqualification	Details of disqualification	Current status	Whether special resolution passed? (Before Reg. 17(3A) of Listing Regulations)	Date of passing special resolution	Initial Date of appointment	Date of Re-appointment	Date of cessation	Tenure of director (in months)	No of Directorship in listed entities including this listed entity (Before Regulation 17A of Listing Regulations)	No of Independent Directorship in listed entities including this listed entity (Before Regulation 17A(2) & reg. 17A(2)(i))	Number of memberships in Audit/ Stakeholder Committee(s) including this listed entity (Before Regulation 26(1) of Listing Regulations)	No of post of Chairperson in Audit/ Stakeholder Committee held in listed entities including this listed entity (Before Regulation 26(1) of Listing Regulations)	Reason for Cessation	Notes for not providing PAN	Notes for not providing DIN	
Add	Disable																										
1	NA	JOSEPH MCLEAREN GUNMAN	ZZZZZ9999Z	00477487	Non-Executive - Independent Director	Chairperson	Shareholder Director	28-01-2003	No				Active	NA		07-02-2022				00.00	1	1	0	0	Others	2	
2	NA	SRINIDHANA RAMAKRISHNAN	AABDP6800Z	00360321	Executive Director	Not Applicable	CEO	12-06-2070	No				Active	NA		17-10-2014		02-09-2023		60.00	1	0	0	0	Others		
3	NA	ALJUS MICHAEL GENACHOWSKI	ZZZZZ9999Z	00301873	Non-Executive - Non Independent Director	Not Applicable		10-08-2002	No				Active	NA		10-11-2021				0.00	1	0	0	0		3	
4	NA	SHAHN ALBERT DEVILA	ZZZZZ9999Z	00039900	Independent Director	Not Applicable		11-05-2090	No				Active	NA		09-08-2022				0.00	1	0	0	0		4	
5	NA	SANDRA KY HORNBACH	ZZZZZ9999Z	00083306	Non-Executive - Non Independent Director	Not Applicable		25-09-2090	No				Active	NA		05-11-2021				0.00	1	0	0	0		5	
6	NA	LUCIA DE FATIMA SOARES	ZZZZZ9999Z	00074009	Non-Executive - Non Independent Director	Not Applicable		00-02-2079	No				Active	NA		05-11-2021				0.00	1	0	0	0		6	
7	NA	NEERAJ BHARADWAJ	AJGCP64006Z	01314569	Non-Executive - Non Independent Director	Not Applicable		18-12-1969	No				Active	NA		05-11-2021				0.00	4	0	1	0			
8	NA	KAPIL MODI	AJUPM3000H	01005408	Non-Executive - Non Independent Director	Not Applicable		02-01-2085	No				Active	NA		05-11-2021				0.00	1	0	3	0			
9	NA	MILIND SHIRPADE SARWATE	AJDPSTZ00N	00300814	Non-Executive - Independent Director	Not Applicable	Shareholder Director	23-09-2009	No				Active	NA		25-04-2020		25-04-2023		36.00	6	6	6	3			
10	NA	VIVEK SHARMA	AJHCP30000B	00741746	Non-Executive - Independent Director	Not Applicable	Shareholder Director	05-10-2079	No				Active	NA		11-08-2024				36.00	1	1	2	0			
11	NA	SUKANYA KRIPPALU	AAAPN3000A	00094002	Non-Executive - Independent Director	Not Applicable	Shareholder Director	00-10-2090	No				Active	NA		11-08-2024				36.00	7	7	8	1			
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Annexure 1

II. Composition of Committees

Disclosure of notes on composition of committees explanatory

Add Notes

For this quarter kindly note the following points:

1. Date of Appointment and Date of Cessation (if applicable) must be mandatorily filled for every Committee.
2. Date of Appointment can be any day upto September 30, 2022.
3. Date of Cessation must be for the current quarter only, i.e. July 1,2022 to September 30,2022

Note: Please enter DIN. After entering DIN, Name of Committee members and Category 1 of Directors shall be prefilled automatically

Audit Committee Details							
Whether the Audit Committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	00109854	MILIND SHRIPAD SARWATE	Non-Executive - Independent Director	Chairperson	25-04-2020		
2	07055408	KAPIL MODI	Non-Executive - Non Independent Director	Member	27-08-2024		
3	06994202	SUKANYA KRIPALU	Non-Executive - Independent Director	Member	15-04-2025		
4							
5							
6							
7							
8							
9							
10							

Note: Please enter DIN. After entering DIN, Name of Committee members and Category 1 of Directors shall be prefilled automatically

Nomination and remuneration committee							
Whether the Nomination and remuneration committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	00109854	MILIND SHRIPAD SARWATE	Non-Executive - Independent Director	Chairperson	27-08-2024		
2	06994202	SUKANYA KRIPALU	Non-Executive - Independent Director	Member	27-08-2024		
3	09477487	JOSEPH MCLAREN QUINLAN	Non-Executive - Independent Director	Member	27-08-2024		
4	01314963	NEERAJ BHARADWAJ	Non-Executive - Non Independent Director	Member	27-08-2024		
5							
6							
7							
8							
9							
10							

Note: Please enter DIN. After entering DIN, Name of Committee members and Category 1 of Directors shall be prefilled automatically

Stakeholders Relationship Committee							
Whether the Stakeholders Relationship Committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	06994202	SUKANYA KRIPALU	Non-Executive - Independent Director	Chairperson	27-08-2024		
2	10741746	VIVEK SHARMA	Non-Executive - Independent Director	Member	27-08-2024		

3	07055408	KAPIL MODI	Non-Executive - Non Independent Director	Member	27-08-2024		
4	09699900	SHAWN ALBERT DEVILLA	Non-Executive - Non Independent Director	Member	27-08-2024		
5							
6							
7							
8							
9							
10							

Risk Management Committee							
Whether the Risk Management Committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	09477487	JOSEPH MCLAREN QUINLAN	Non-Executive - Independent Director	Chairperson	27-08-2024		
2	07055408	KAPIL MODI	Non-Executive - Non Independent Director	Member	27-08-2024		
3	09699900	SHAWN ALBERT DEVILLA	Non-Executive - Non Independent Director	Member	27-08-2024		
4	00109854	MILIND SHRIPAD SARWATE	Non-Executive - Independent Director	Member	27-08-2024		
5							
6							
7							
8							
9							
10							

Note: Please enter DIN. After entering DIN, Name of Committee members and Category 1 of Directors shall be prefilled automatically

Corporate Social Responsibility Committee							
Whether the Corporate Social Responsibility Committee has a Regular Chairperson					Yes		
Sr	DIN Number	Name of Committee members	Category 1 of directors	Category 2 of directors	Date of Appointment	Date of Cessation	Remarks
1	09477487	JOSEPH MCLAREN QUINLAN	Non-Executive - Independent Director	Chairperson	27-08-2024		
2	01314963	NEERAJ BHARADWAJ	Non-Executive - Non Independent Director	Member	27-08-2024		
3	09365873	JULIUS MICHAEL GENACHOWSKI	Non-Executive - Non Independent Director	Member	27-08-2024		
4	10741746	VIVEK SHARMA	Non-Executive - Independent Director	Member	15-04-2025		
5							
6							
7							
8							
9							
10							

Other Committee
-----------------

Sr	DIN Number	Name of Committee members	Name of other committee	Category 1 of directors	Category 2 of directors	Remarks
1	00109854	MILIND SHRIPAD SARWATE	ESG Committee	Non-Executive - Independent Director	Chairperson	
2	06994202	SUKANYA KRIPALU	ESG Committee	Non-Executive - Independent Director	Member	
3	01314963	NEERAJ BHARADWAJ	ESG Committee	Non-Executive - Non Independent Director	Member	
4						
5						
6						
7						
8						
9						
10						

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Annexure 1							
III. Meeting of Board of Directors							
Disclosure of notes on meeting of board of directors explanatory				<div>Add Notes</div>			
Sr. No.	Date(s) of meeting (Enter dates of Previous quarter and Current quarter in chronological order)	Maximum gap between any two consecutive (in number of days)	Notes for not providing Date	Whether requirement of Quorum met (Yes/No)	Total Number of Directors as on date of the meeting	Number of Directors present* (All directors including Independent Director)	No. of Independent Directors attending the meeting*
<div>AddDelete</div>							
1	04-04-2025			Yes	11	8	4
2	28-04-2025	23		Yes	11	10	4
3	30-06-2025	62		Yes	11	11	4
4	17-07-2025	16		Yes	11	6	4
5	24-07-2025	6		Yes	11	11	4

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\* to be filled in only for the current quarter meetings



Annexure 1										
IV. Meeting of Committees										
Disclosure of notes on meeting of committees explanatory							Add Notes			
Sr	Name of Committee	Date(s) of meeting (Enter dates of Previous quarter and Current quarter in chronological order)	Maximum gap between any two consecutive (in number of days)	Name of other committee	Reason for not providing date	Whether requirement of Quorum met (Yes/No)	Total Number of Directors in the Committee as on date of the meeting	Number of Directors Present (All Directors including Independent Director)	No. of Independent Directors attending the meeting*	No. of members attending the meeting (other than Board of Directors)
<div>AddDelete</div>										
1	Audit Committee	04-04-2025				Yes	3	3	2	2
2	Audit Committee	28-04-2025	23			Yes	3	3	2	2
3	Audit Committee	24-07-2025	86			Yes	3	3	2	2
4	Audit Committee	28-08-2025	34			Yes	3	3	2	2
5	Nomination and remuneration committee	04-04-2025				Yes	4	4	2	2
6	Nomination and remuneration committee	25-06-2025	81			Yes	4	4	2	2
7	Nomination and remuneration committee	08-09-2025	74			Yes	4	4	2	2
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\* to be filled in only for the current quarter meetings

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### Annexure 1

#### V. Affirmations

Sr	Subject	Compliance status (Yes/No)
1	The composition of Board of Directors is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015	Yes
2	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015 <b>a. Audit Committee</b>	Yes
3	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. <b>b. Nomination &amp; remuneration committee</b>	Yes
4	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. <b>c. Stakeholders relationship committee</b>	Yes
5	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. <b>d. Risk management committee (applicable to the top 1000 listed entities)</b>	Yes
6	The committee members have been made aware of their powers, role and responsibilities as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015.	Yes
7	The meetings of the board of directors and the above committees have been conducted in the manner as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015.	Yes
8	This report and/or the report submitted in the previous quarter has been placed before Board of Directors.	Yes
9	<b>Any comments/observations/advice of Board of Directors may be mentioned here:</b>	<a href="#">Add Notes</a>

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### Annexure 1

Sr	Subject	Compliance status
1	Name of signatory	Gunjan Methi
2	Designation	Company Secretary and Compliance Officer

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### Details of Cyber security incidence

Whether as per Regulation 27(2)(ba) of SEBI (LODR) Regulations, 2015 there has been cyber security incidents or breaches or loss of data or documents during the quarter

No

Other details of cyber security incidence or breaches or loss of data event

[Add Notes](#)

Number of cyber security incidence or breaches or loss of data event occurred during the quarter

**Sr.**

**Date of the event**

**Brief details of the event**

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### Signatory Details

Name of signatory	Gunjan Sumit Methi
Designation of person	Company Secretary and Compliance Officer
Place	Navi Mumbai
Date	19-10-2025

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### Investor Grievance Details

No. of investor complaints pending at the beginning of Quarter	0
No. of investor complaints received during the Quarter	11
No. of investor complaints disposed off during the Quarter	11
No. of investor complaints those remaining unresolved at the end of the Quarter	0

Disclosure of Acquisition of Shares or Voting Rights in Unlisted Companies-					
The details of acquisition of shares or voting rights in unlisted companies during the quarter in terms of sub-para 1 of para A of Part A of Schedule III are given below:					
Any Other Information for Disclosure of Acquisition of Shares or Voting Rights in Unlisted Companies					Add Notes
Sr. No.	Name of the unlisted company in which shares or voting rights have been acquired	Date of acquisition	Aggregate holding (% shares or voting rights) as at the end of the previous quarter	% shares or voting rights acquired during the quarter	Aggregate holding (% shares or voting rights) as at the end of the quarter
<div>AddDelete</div>					
1	Tech SMC Square India Private Limited	17-07-2025	0.00%	100.00%	100.00%
2	Tech SMCSquared (GCC) India Private Limited	17-07-2025	0.00%	100.00%	100.00%

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Any Other Information for Disclosure of Imposition of Fine or Penalty					<a href="#">Add Notes</a>
Sr. No.	Name of the authority	Nature and details of the action(s) taken or order(s) passed	Date of receipt of direction or order, including any ad interim or interim orders, or any other communication from the authority	Details of the violation(s)/ contravention(s) committed or alleged to be committed	Impact on financial, operation or other activities of the listed entity, quantifiable in monetary terms to the extent possible
<div><a href="#">Add</a><a href="#">Delete</a></div>					
1	Gujarat State Department	Show Cause Notice Issued	24-09-2025	Interest and penalty on wrongful availment and utilisation of ITC	108018 (Tax + Interest + Penalty) Penalty Amount is 50000

This Corporater Governance Report has been noted by Board of Directors in their Meeting dated November 06, 2025