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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	Half Yearly	
Date of Quarter Ending	30-06-2025	
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?	No	<div>Add Notes</div> <<< Notes mandatory, if Not Applicable
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> <<< Notes mandatory, if Not Applicable
Whether Annexure I (Part F) of the SEBI Circular dated December 31, 2024 related to Disclosure Of Loans / Guarantees / Comfort Letters / Securities Etc. is Applicable to the entity?	No	<div>Add Notes</div> <<< Notes mandatory, if Not Applicable
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>	

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Annexure I to be submitted by the listed entity

I. Composition of the 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 164 of the Companies Act, 2013				
Sr	Title (Mr / Ms)	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	
Add		Delete											
1	Mr	JOSEPH MCLAREN QUINLAN	ZZZZZ9999Z	09477487	Non-Executive - Independent Director	Chairperson	Shareholder Director	28-01-1963	No				
2	Mr	SRIKRISHNA RAMAKARTHIKEYAN	AJAPR5685D	03160121	Executive Director	Not Applicable	CEO	12-08-1970	No				
3	Mr	JULIUS MICHAEL GENACHOWSKI	ZZZZZ9999Z	09365873	Non-Executive - Non Independent Director	Not Applicable		19-08-1962	No				
4	Mr	SHAWN ALBERT DEVILLA	ZZZZZ9999Z	09699900	Non-Executive - Non Independent Director	Not Applicable		21-06-1990	No				
5	Ms	SANDRA JOY HORBACH	ZZZZZ9999Z	09383306	Non-Executive - Non Independent Director	Not Applicable		25-09-1960	No				
6	Ms	LUCIA DE FATIMA SOARES	ZZZZZ9999Z	09374169	Non-Executive - Non Independent Director	Not Applicable		09-02-1974	No				
7	Mr	NEERAJ BHARADWAJ	AKOPB4099G	01314963	Non-Executive - Non Independent Director	Not Applicable		18-12-1968	No				
8	Mr	KAPIL MODI	AQUPM9805H	07055408	Non-Executive - Non Independent Director	Not Applicable		02-01-1985	No				
9	Mr	MILIND SHRIPAD SARWATE	AAOPS7258N	00109854	Non-Executive - Independent Director	Not Applicable	Shareholder Director	23-09-1959	No				
10	Mr	VIVEK SHARMA	AWQPS8586B	10741746	Non-Executive - Independent Director	Not Applicable	Shareholder Director	16-10-1974	No				
11	Ms	SUKANYA KRIPALU	AAAPK9658A	06994202	Non-Executive - Independent Director	Not Applicable	Shareholder Director	30-10-1960	No				

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Annexure I													
ted by listed entity on quarterly basis													
ion of Board of Directors													
Current status	Whether special resolution passed? [Refer Reg. 17(1A) 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 (Refer Regulation 17A of Listing Regulations)	No of Independent Directorship in listed entities including this listed entity [with reference to proviso to regulation 17A(1) & reg. 17A(2)]	Number of memberships in Audit/ Stakeholder Committee(s) including this listed entity (Refer Regulation 26(1) of Listing Regulations)	No of post of Chairperson in Audit/ Stakeholder Committee held in listed entities including this listed entity (Refer Regulation 26(1) of Listing Regulations)	Reason for Cessation	Notes for not providing PAN	Notes for not providing DIN
Active	NA		07-02-2022			60.00	1	1	0	0	Others	4	
Active	NA		17-10-2014	02-03-2023		60.00	1	0	0	0	Others		
Active	NA		10-11-2021			0.00	1	0	0	0	Others	5	
Active	NA		09-08-2022			0.00	1	0	0	0	Others	6	
Active	NA		10-11-2021			0.00	1	0	0	0	Others	7	
Active	NA		10-11-2021			0.00	1	0	0	0	Others	8	
Active	NA		10-11-2021			0.00	4	0	1	0	Others		
Active	NA		10-11-2021			0.00	1	0	3	0	Others		
Active	NA		25-04-2020	25-04-2023		36.00	6	6	8	5	Others		
Active	NA		13-08-2024			36.00	1	1	2	0	Others		
Active	NA		13-08-2024			36.00	7	7	8	1	Others		

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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	10741746	VIVEK SHARMA	Non-Executive - Independent Director	Member	27-08-2024	15-04-2025	
3	07055408	KAPIL MODI	Non-Executive - Non Independent Director	Member	27-08-2024		
4	06994202	SUKANYA KRIPALU	Non-Executive - Independent Director	Chairperson	15-04-2025		
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							
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	
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III. Meeting of Board of Directors

Disclosure of notes on meeting of board of directors explanatory

[Add Notes](#)

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*
Add Delete							
1	24-01-2025			Yes	11	9	4
2	05-02-2025	11		Yes	11	7	4
3	14-02-2025	8		Yes	11	9	3
4	06-03-2025	19		Yes	11	11	4
5	04-04-2025	28		Yes	11	8	4
6	28-04-2025	23		Yes	11	10	4
7	30-06-2025	62		Yes	11	11	4

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* to be filled in only for the current quarter meetings

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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>Add</div> <div>Delete</div>										
1	Audit Committee	24-01-2025				Yes	3	3	2	2
2	Audit Committee	05-02-2025	11			Yes	3	3	2	2
3	Audit Committee	06-03-2025	28			Yes	3	3	2	2
4	Audit Committee	04-04-2025	28			Yes	3	3	2	2
5	Audit Committee	28-04-2025	23			Yes	3	3	2	2
6	Nomination and remuneration committee	05-03-2025				Yes	4	3	2	2
7	Nomination and remuneration committee	04-04-2025	29			Yes	4	3	2	2
8	Nomination and remuneration committee	25-06-2025	81			Yes	4	4	3	2
9	Corporate Social Responsibility Committee	11-04-2025				Yes	3	3	1	2
10	Stakeholders Relationship Committee	24-06-2025	73			Yes	4	4	2	0
11	Risk Management Committee	11-04-2025				Yes	3	3	2	2
12	Other Committee	11-04-2025		ESG Committee		Yes	3	3	2	2
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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 a. Audit Committee	Yes
3	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. b. Nomination & remuneration committee	Yes
4	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. c. Stakeholders relationship committee	Yes
5	The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. d. Risk management committee (applicable to the top 1000 listed entities)	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	Any comments/observations/advice of Board of Directors may be mentioned here:	Add Notes

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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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Sr	Particulars	Regulation Number	Compliance status (Yes/No/NA)	If status is "No" details of non-compliance may be given here.
1	Copy of the annual report including balance sheet, profit and loss account, directors report, corporate governance report, BRSR & BRSR core, if applicable, displayed on website	46(2)	Yes	
2	Presence of Chairperson of Audit Committee at the Annual General Meeting	18(1)(d)	Yes	
3	Presence of Chairperson of the nomination and remuneration committee at the annual general meeting	19(3)	Yes	
4	Presence of Chairperson of the Stakeholder Relationship committee at the annual general meeting	20(3)	Yes	
5	Disclosure of the Secretarial Audit Report of the listed entity and the material subsidiaries in the Annual Report	24A(1)	Yes	
6	Compliance with the conditions laid down for Secretarial Auditor or the person signing the Secretarial Compliance Report	24A(1A), 24A(1B), 24A(1C)	NA	
7	Submission of Annual Secretarial Compliance Report	24A(2)	NA	
8	Whether "Corporate Governance Report" disclosed in Annual Report	34(3) read with para C of Schedule V	Yes	
Any other information to be provided				Add Notes

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

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Signatory Details

Name of signatory

Gunjan Methi

Designation of person

Company Secretary and Compliance Officer

Place

Mumbai

Date

21-07-2025

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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	9
No. of investor complaints disposed off during the Quarter	9
No. of investor complaints those remaining unresolved at the end of the Quarter	0

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Any Other Information for Disclosure of Imposition of Fine or Penalty					Add Notes
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>AddDelete</div>					
1	Maharashtra State Department	Non-payment of tax under RCM on Foreign Bank Charges deducted against export proceeds	30-05-2025	1.Non reversal of GST ITC against Rule 42 and Sec 17(5) 2.Interest on wrongful availment and utilization of ITC 3.Non-realisation of Export receipts within timeline	5,64,958
2	Maharashtra State Department	Voluntary Basis for financial year 19 and 20	16-06-2025	GST Applicability on Import of Services	626061
3	Federal Tax Authority (FTA) - UAE	Late registration penalty issued by FTA	16-05-2025	There was some delay in submitting tax registration for Hexaware Novelty Technologies Limited or which a Penalty letter has been received, against which a waiver request has been made. Expecting waiver approval from FTA before first tax return filing	233000

This Corporate Governance Report has been noted by Board of Directors in their Meeting dated July 24, 2025