

HEXT/SE/2025/121

Date: November 06, 2025

**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: Investor Presentation for the quarter ended September 30, 2025.

This is with reference to and in continuation of our letter dated October 27, 2025, wherein we have intimated that Company will be hosting conference call with investor/ Analyst on November 07,2025 at 8.00 am for discussion on the financial results of the Company for the quarter ended September 30, 2025.

In this regard, we have enclosed the presentation and fact sheet to be made to investor/Analysts during the conference call on the financial results and performance of the Company for the quarter ended September 30, 2025.

This is also being made available at the website of the Company i.e www.hexaware.com.

Yours faithfully,

For Hexaware Technologies Limited

Gunjan Methi

Company Secretary and Compliance Officer

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

HEXAWARE

Investor Presentation – Q3CY25

Nov 2025

Safe Harbor Statement / Forward-looking and Cautionary Statement / Disclaimer

Certain statements in this presentation 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.

Use of Non-GAAP Financials

Hexaware has included certain non-GAAP financial measures in this presentation 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 presentation 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.

Key Financial and Business Highlights

Financial Highlights

Revenue:

- Q3CY25: USD 394.8 Mn | INR 34,836 Mn
 - USD** : +3.3% QoQ; +5.5% YoY
 - INR** : +6.8% QoQ; +11.1% YoY
 - Constant Currency** : +3.4% QoQ; +5.2% YoY

Profitability:

- EBITDA ⁽¹⁾: **Q3CY25**: 17.5%
 - +30 bps QoQ & +154 bps YoY in % terms
 - +5.1% QoQ & +15.6% YoY in absolute terms

- Basic EPS:
 - Q3CY25**: INR 6.09 | -2.6% QoQ & +22.3% YoY

Cash

- Closing cash balance as of 30th Sep 2025⁽⁴⁾ : INR 20,201 Mn (USD 228 Mn) ⁽⁵⁾

Business Highlights

Leadership Updates:

- Shantanu Baruah joined as H&I Vertical Head
- Eravi Gopan joined as head of High Tech, Products and Platforms.
- Siddharth Dhar has taken additional mandate as Head of AI Practice

Key People Metrics:

- Closing Headcount: 33,590
- Voluntary Attrition for IT⁽²⁾: 11.4%
- Q3CY25 Utilization Rate for IT⁽³⁾: 83.8%

Update on Growth accelerators:

- Material progress on Legacy Modernization
- Widespread acceptance on Vibe Coding/Vibe Engineering, and AI in all phases of SDLC
- Launched multiple Domain AI solutions, Contact center transformation

Notes: (1) EBITDA in USD terms (2) 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 a 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) Utilization rate for IT is calculated as the total hours IT business professionals spend 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. (4) Includes restricted cash balance and Mutual Fund Investments (5) Exchange rate used 88.8

Hexaware acquires CyberSolve to Strengthen AI-led Cybersecurity Capabilities

About CyberSolve

- CyberSolve founded in 2016 is a global specialist in identity and access management (IAM) offering consulting and system-integration services to its clients
- Has executed 500+ implementations across sectors
- Brings onboard 230+ specialists across US, India and Canada
- ~90% of revenues from the US and balance from APAC
- Certified partner with **SailPoint, Saviynt, Ping and Okta amongst others**
- **Post closing renamed as “CyberSolve – a Hexaware Company”**

Strategic Rationale

- Tap the fast-expanding IAM market which is expected to be ~USD 100B by 2033, growing at a CAGR of 15.3%*
- CyberSolve’s niche IAM capability with differentiated accelerators and tooling can act as “door openers” for sales and speed delivery
- Positions Hexaware as a full-spectrum cybersecurity partner
- Strong enterprise customer logos provide commercial validation and potential cross-sell / expansion opportunities

Leadership

- Founded by Atul Agarwal and Shubham Khandelia
- Led by professional CEO Mohit Vaish. Mohit joined CyberSolve in Dec 2023
- Mohit shall continue to lead the business reporting into Siddarth Dhar (President and Global Head – DITO and AI)
- Atul and Shubham shall continue in advisory role for the near term

Financials and Key transaction terms

- CY 2024 revenues at \$25.8M
- 9 months CY 2025 revenues of ~\$18.5M
- **Deal consideration (all cash):**
 - Total deal consideration (EV) of \$66M
 - \$34.5M of upfront payment and \$31.5M of performance linked payouts

Winning Across Domains: Key Successful Deals

Global leader in Data center Infrastructure

Digital ITO + Service Now

Top Three Canadian Bank

Large Consolidation deal

Large Multinational Insurance Company

Digital ITO Services

Global Marketing Agency

GCC Opportunity

German Multinational Financial Services Company

Large Consolidation deal

Global Fintech Company

Product Engineering ,Client onboarding and Implementation Services

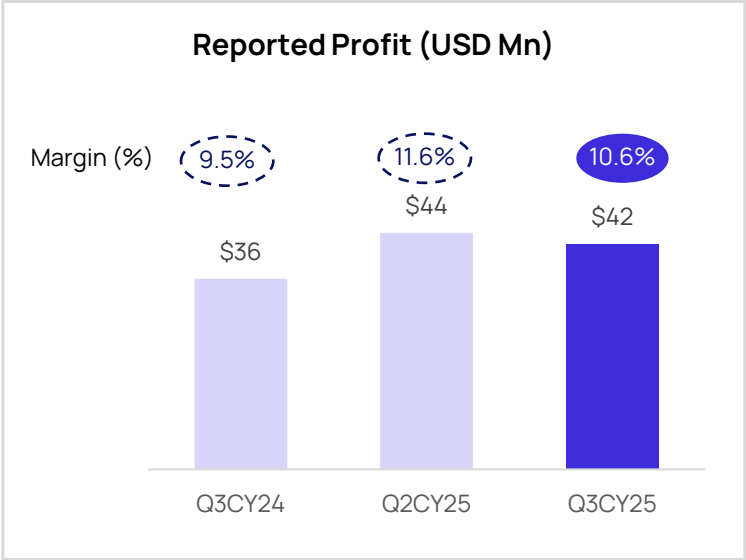
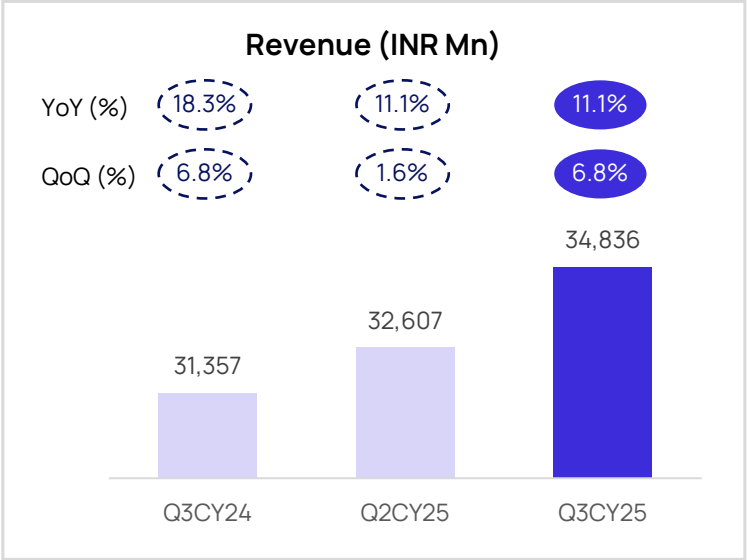
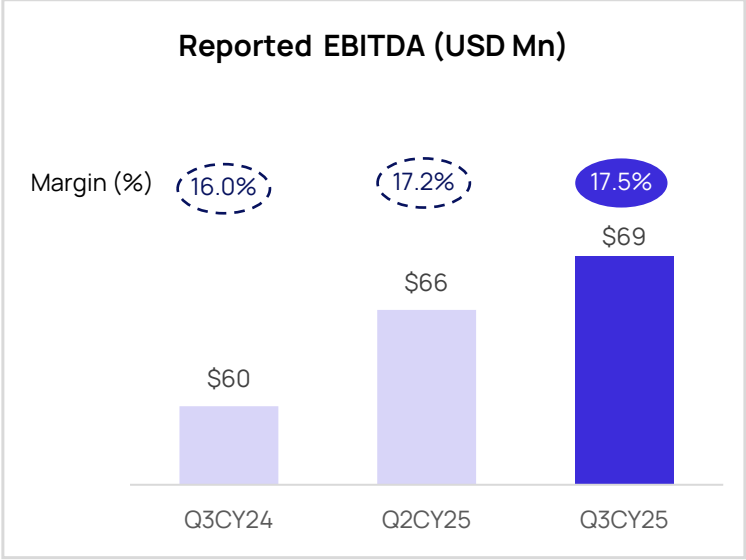
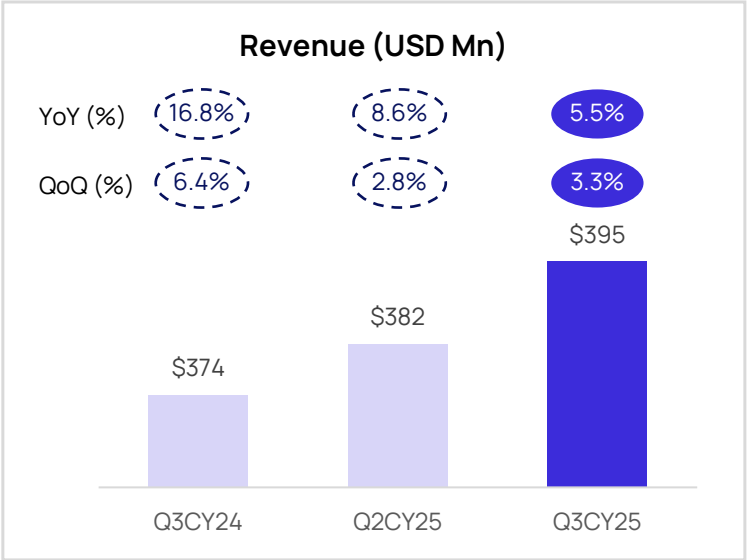
Largest Video Game Streaming Platform

Marketing Analytics

Major New Zealand Bank

Tech Modernisation

Q3CY25 Financial Highlights



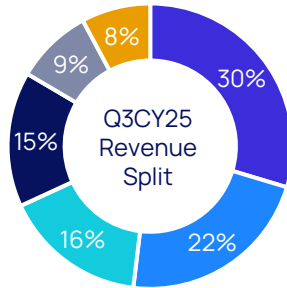
Reported EBITDA 17.5%;

- +15.6% YoY growth
- 154 bps expansion YoY
- 30 bps expansion QoQ

- Reported Net Profit 10.6% +17.5% YoY growth (+108 bps YoY)

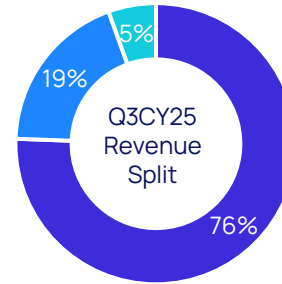
Diverse Presence Across Verticals and Geographies

Vertical Split (%)



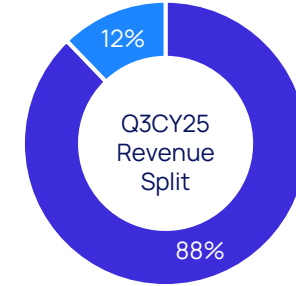
	Q3CY25	
Growth (%) ⁽¹⁾	QoQ	YoY
Financial Services	2.1%	12.2%
Healthcare & Insurance	11.3%	9.4%
Manufacturing & Consumer	16.5%	8.0%
High Tech & Professional Services	-8.6%	-10.1%
Banking	4.2%	9.9%
Travel & Transportation	-9.8%	-2.5%

Geographic Split (%)



	Q3CY25	
Growth (%) ⁽¹⁾	QoQ	YoY
Americas	3.7%	8.4%
Europe	2.4%	-0.7%
Asia Pacific	1.5%	-8.4%

IT - BPS Split (%)



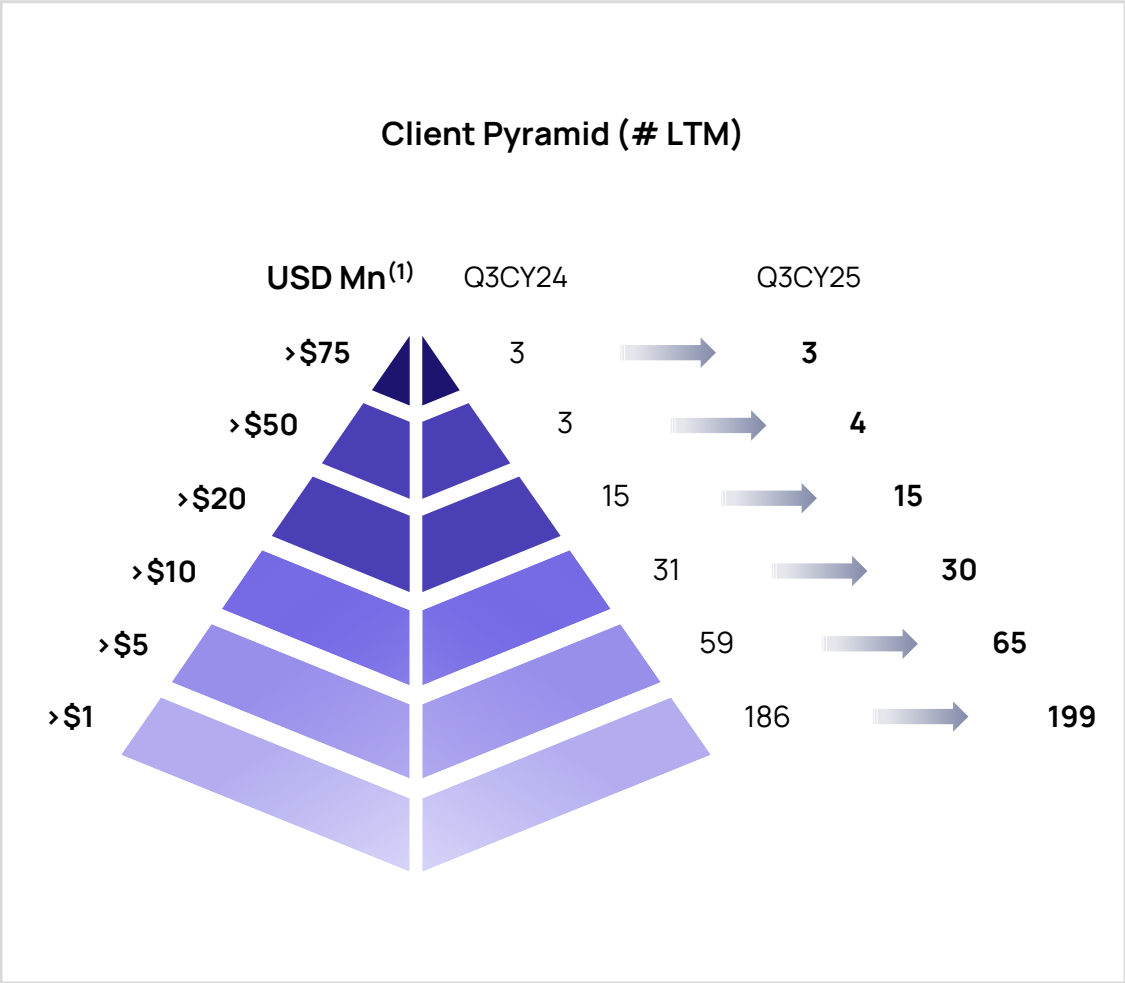
	Q3CY25	
Growth (%) ⁽¹⁾	QoQ	YoY
IT Services & Others*	3.9%	6.1%
BPS Services	-1.0%	1.0%

Note: (1) In USD terms

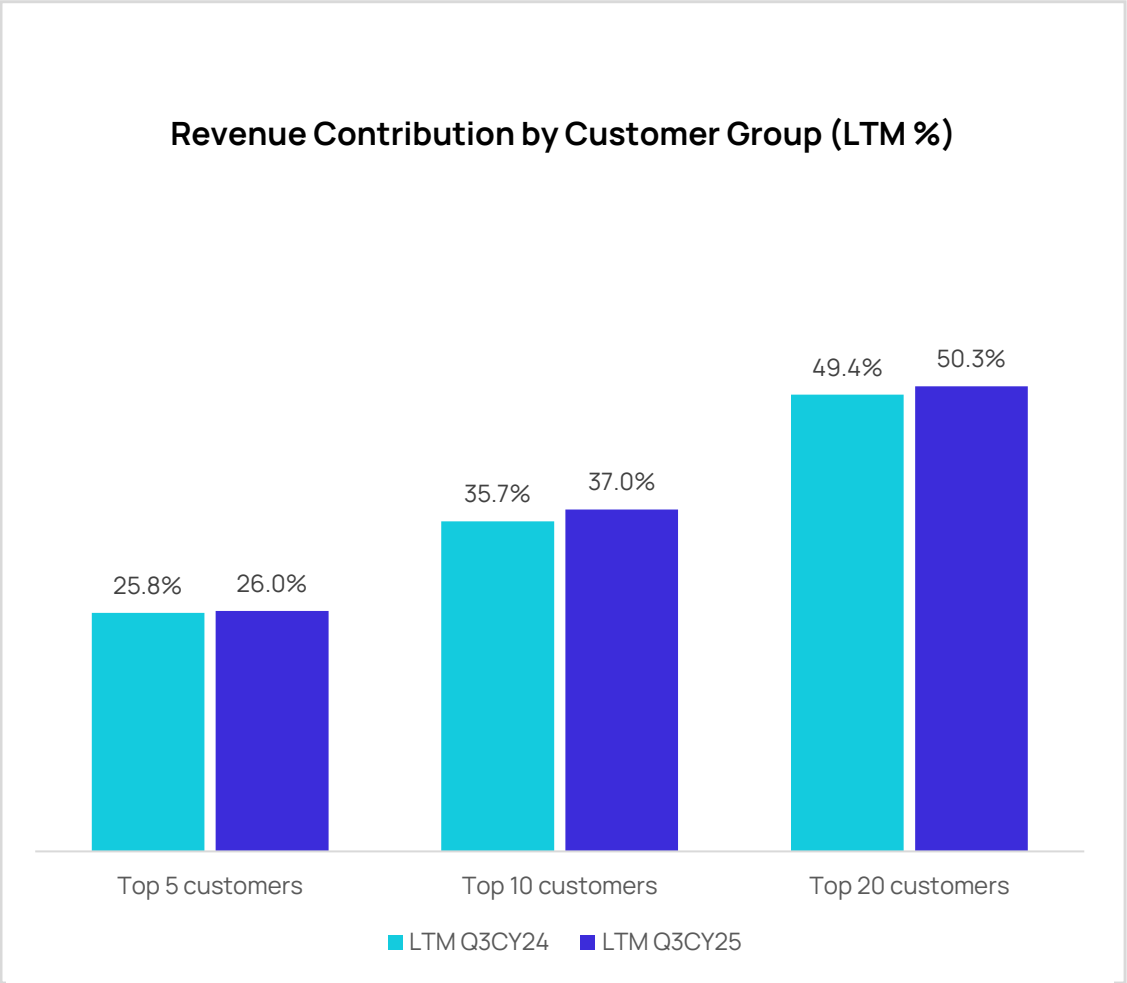
* Depicts total of IT services and others as presented in the Financial Statements

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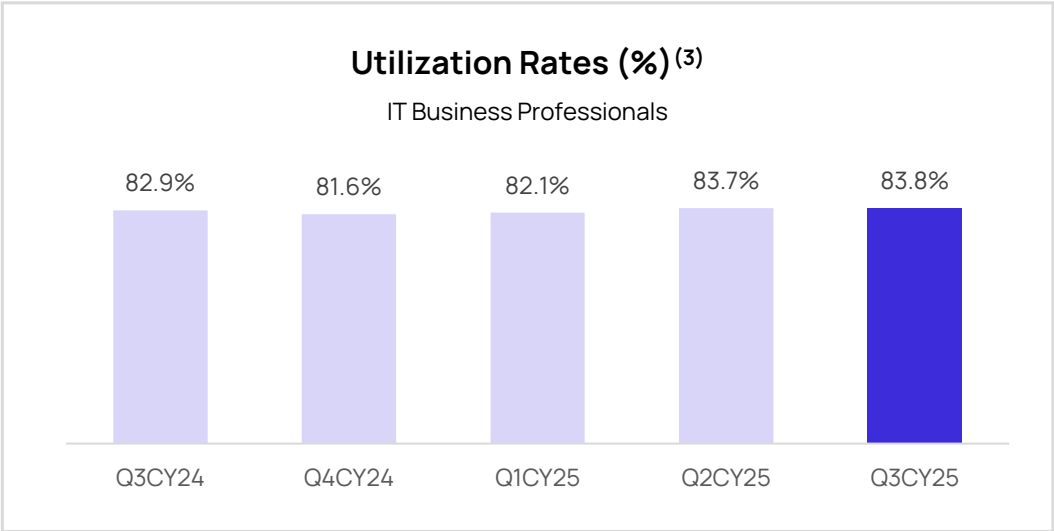
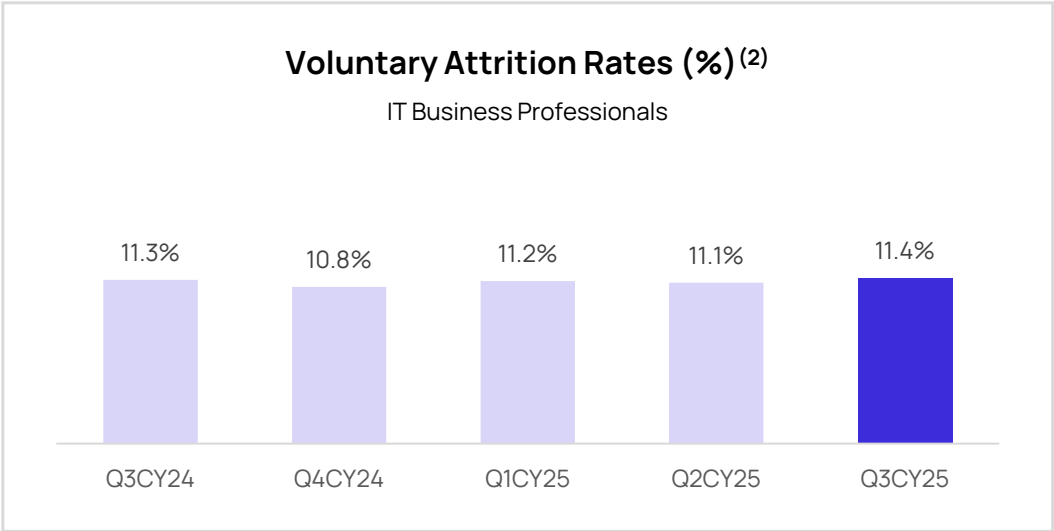
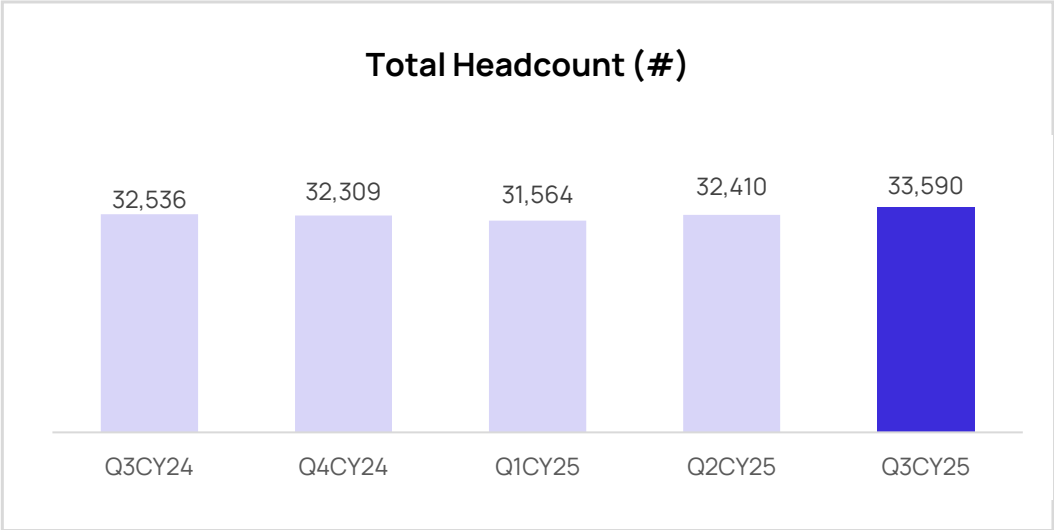
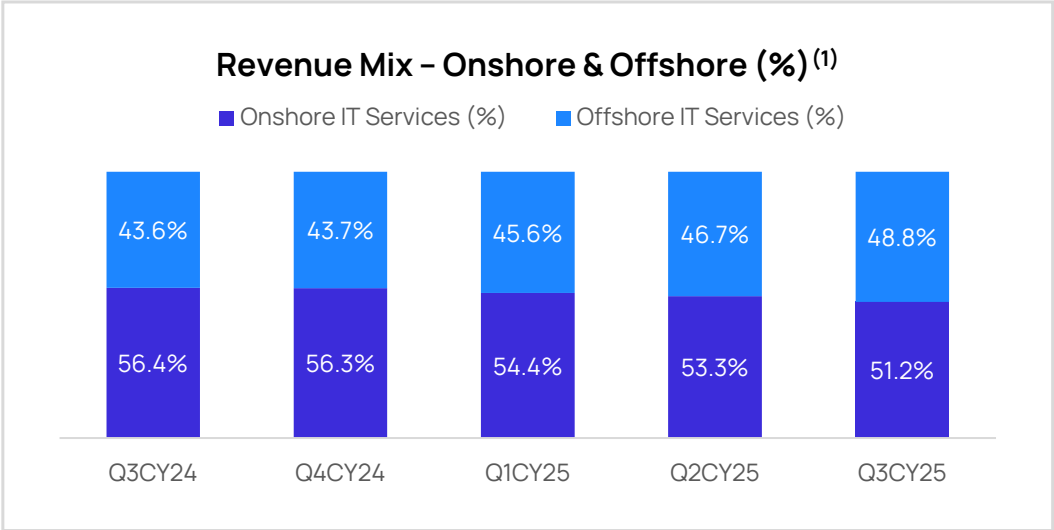
Diverse Clientele with Strong Partnerships



Note: (1) Represents revenue earned from customers.

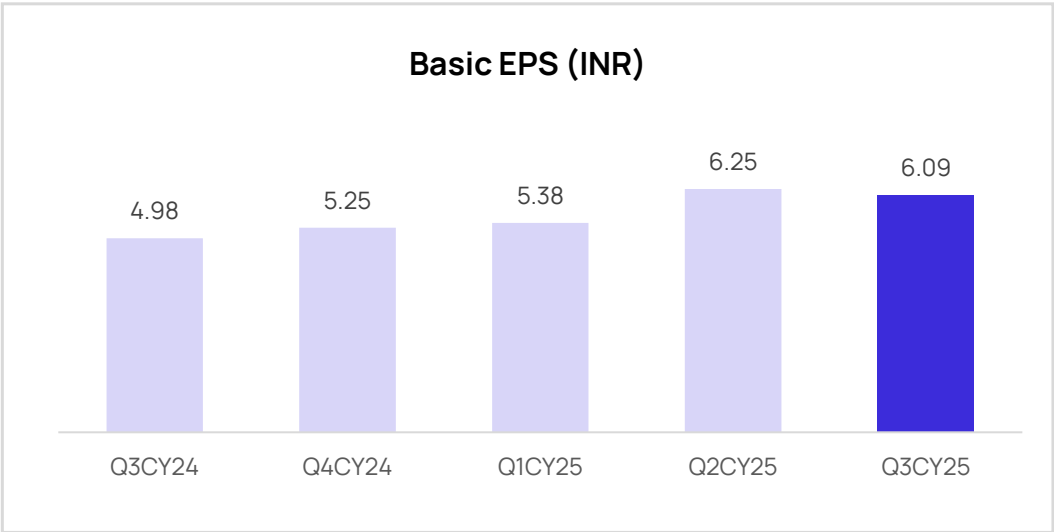
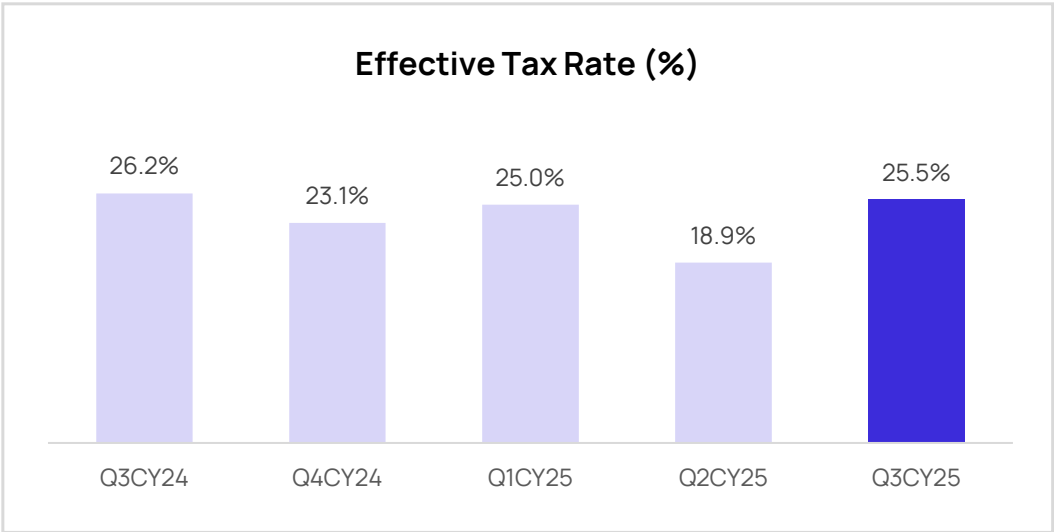
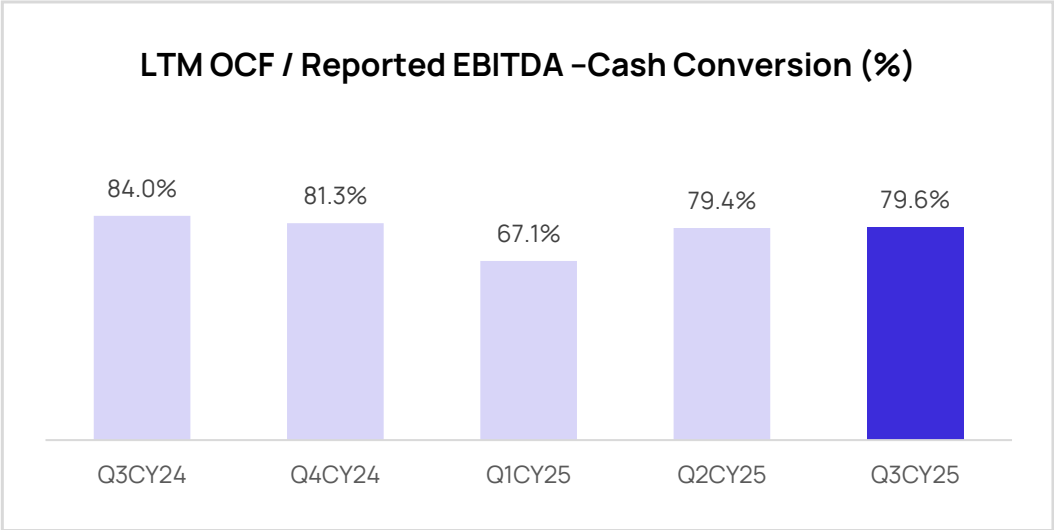
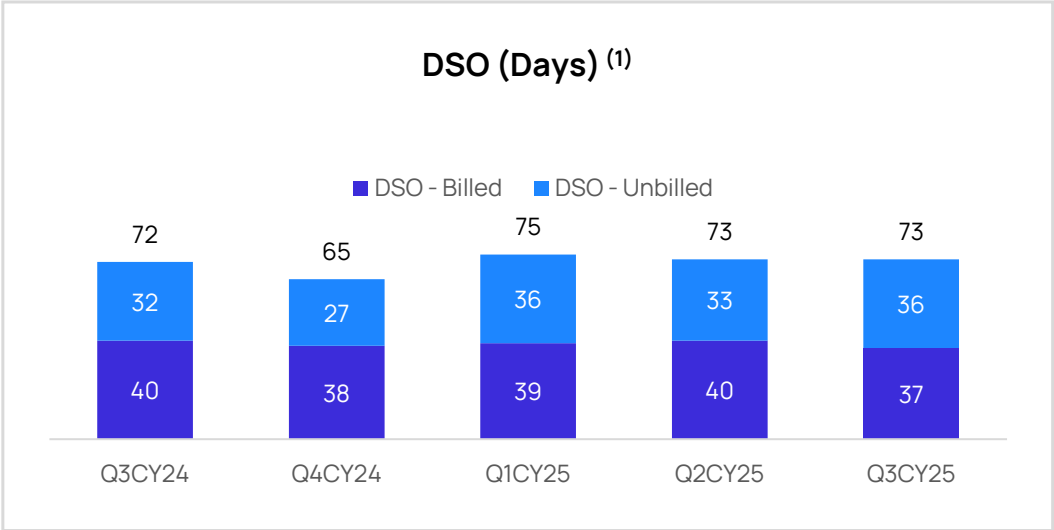


Enhancing Operational Efficiency Through Revenue Optimization and Talent Management



Notes: (1) For IT Services (2) 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 a 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) Utilization rate for IT is calculated as the total hours IT business professionals spend 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.

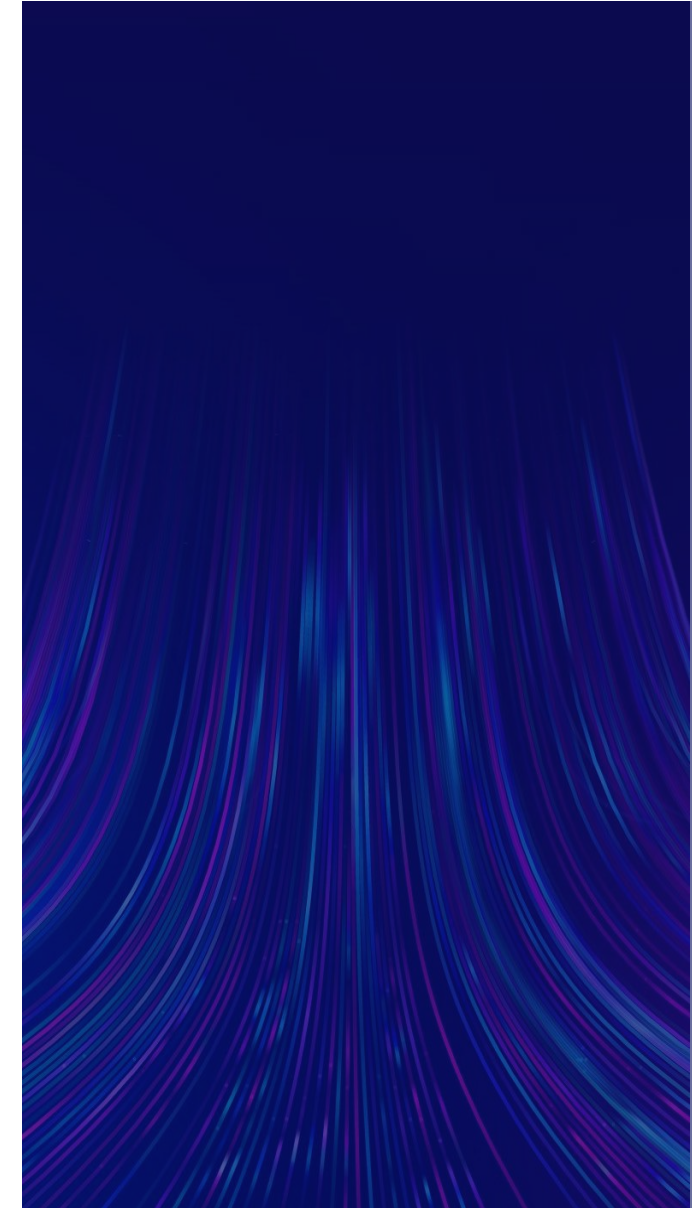
Cash Flow, ETR, and EPS Metrics



Notes: DSO: Days Sales Outstanding; OCF: Operating Cashflows; EPS: Earnings Per Share.
(1) DSO is computed based on trailing 3 months of USD revenue

Outlook

- **Demand Environment**
 - Improving demand, including early signs of recovery in M&C
 - Short-term headwind due to Government shutdown. Restriction on visa transfers
- **Updates on deals**
 - Two major consolidation deals won, one was new in pipeline. Continued progress in two others
 - More deals expected to decide in Q4, with customer intention to start new relationship/transition in Jan 26
 - Overall pipeline is largest ever but will decline in Q4 post a spate of expected decisions
 - Legacy Mod pipeline growing with some deals going past POCs
- **Vertical View**
 - FS to lead growth followed by T&T and H&I
 - Banking to lead QoQ growth, will eventually lead growth
 - HTPS growth headwinds due to budgets cuts and project closures, will take 1-2 quarters to resume growth
 - M&C – early signs of recovery
- **CY25 Margin outlook :**
 - Reported EBIDTA outlook of 17.1% - 17.2% post merit increase



Appendix

Awards and Recognition



Hexaware recognised among Top 25 Most Valuable IT Brands globally



Hexaware Ranked #1 in Service Delivery in the 2025 Whitelane Research IT Sourcing Study for UK&I



Hexaware Wins WOW Workplace Award 2025



Hexaware Recognized Among India's Leading ESG Entities by D&B for the Second Consecutive Year



Hexaware Won Gold Stevie for Fastest Growing Company of the Year at the 2025 American Business Awards®



Hexaware Named Best AI Engineering and Implementation Partner at the ET Making AI Work Awards 2025



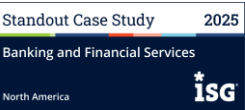
Hexaware Named Most Trusted Brand of the Nation at the Asian Business & Leadership Conclave 2025



Hexaware Named Among Best Tech Brands for the fourth consecutive year ET Now



Hexaware Named Among ET Now's Most Innovative Organizations 2025

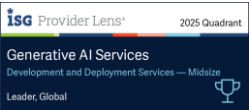


Hexaware and PenFed Together have been Recognized as Banking and Financial Services Standout in ISG Digital Case Study Awards™ 2025 for NA Region

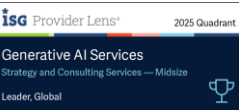


Hexaware and Wawa Together have been Recognized as Retail Standout in ISG Digital Case Study Awards™ 2025 for NA Region

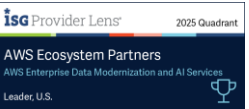
Hexaware and a leading UK-based insurance company Together Recognized as Finalist in 2025 ISG EMEA Paragon Awards™ in the Excellence Category



Hexaware Named Leader in Development and Deployment Services - Midsize in the ISG Provider Lens™ Generative AI Services 2025 Global Quadrant Report



Hexaware Named Leader in Strategy and Consulting Services - Midsize in the ISG Provider Lens™ Generative AI Services 2025 Global Quadrant Report



Hexaware Named Leader in AWS Enterprise Data Modernization and AI Services in the ISG Provider Lens™ AWS Ecosystem Partners 2025 US Quadrant Report



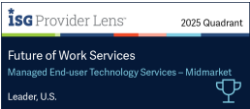
Hexaware Named Leader in Design & Development (Products, Services and Experiences) in the ISG Provider Lens™ Digital Engineering Services 2025 US Quadrant Report



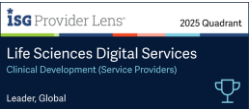
Hexaware Named a Leader in Innovation on ServiceNow in the ISG Provider Lens™ ServiceNow Ecosystem Partners 2025 US Quadrant Report



Hexaware Named a Leader in Platform and Application Services in ISG Provider Lens™ Digital Engineering Services 2025 US Quadrant Report



Hexaware Named Leader in Managed End-user Technology Services - Mid Market in the ISG Provider Lens™ Future of Work Services 2025 US Quadrant Report



Hexaware Named a Leader in Clinical Development (service providers) in the ISG Provider Lens™ Life Sciences Digital Services 2025 Global Quadrant Report

Hexaware recognized in the 2025 Gartner® Report Midmarket Context, Global: 'Magic Quadrant for Public Cloud IT Transformation Services Published: 13 October 2025, ID: G00818689. Analysts: William Maurer, Christopher Wiles

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Creating Meaningful Impact Beyond Business

ESG and Sustainability Awards

- Ecovadis Assessment: Hexaware is in the top 5% globally, awarded a Gold medal with a score of 80, placing in the 98th percentile worldwide
- S&P Global DJSI: Got a score of 83/100 and 97th percentile, while industry avg is 34/100
- Achilles Sustainability score: Achieved Silver medal with a score of 91 (56 is avg. industry score)
- Net Zero Summit – UBS Forums 2024: Won the “Sustainable Organization of the Year 2024” award
- Earns ET Edge’s Sustainable Organizations 2025 honor for decisive climate change
- Selected as Dun & Bradstreet India’s Leading ESG Entity

Adopting Global Best Practices

- Committed to near-term, long-term, and Net Zero targets approved by the Science Based Targets Initiative (SBTi)
- Aligned with the frameworks of TCFD, GRI, and UN SDGs
- Submit an annual “Communication on Progress (CoP)” to the United Nations Global Compact (UNGC)

Bringing Smiles to the Planet and Communities We Live In

- | | |
|--|--|
| <ul style="list-style-type: none">• Achieve net zero greenhouse gas (GHG) emissions (Scope 1 and 2) by 2040• Transition 70% of campus electricity usage to renewable sources by 2030• Achieve water neutrality for owned operations by 2030 and zero waste to landfill at owned facilities by 2025 | <ul style="list-style-type: none">• Transitioned to 71% usage of the electricity from renewable sources in our owned facilities• 52% percent of the total energy consumed at the India campus (Pan India locations) was fed from green power (wind and solar) |
|--|--|

93,746 Lives Benefitted Through Our CSR Efforts

Educational Initiatives and Skill Development	Healthcare Initiatives	Environmental Stewardship	Women’s Empowerment	Sports Initiatives
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Thank You

Please direct all inquiries to

Investorrelations@hexaware.com

HEXWARE

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Investor Factsheet – Q3CY25

Nov 2025

Key Financial Metrics

Quarterly Metrics				Change	
	Q3CY25	Q2CY25	Q3CY24	QoQ (%)	YoY (%)
In INR million unless stated otherwise					
Revenue (USD Mn)	\$394.8	\$382.1	\$374.2	3.3%	5.5%
Revenue – Constant Currency (CC)				3.4%	5.2%
Revenue (INR Mn)	34,836	32,607	31,357	6.8%	11.1%
Profitability					
Reported EBITDA	6,116	5,644	5,023	8.4%	21.8%
Reported EBITDA Margin (%)	17.6%	17.3%	16.0%	25 bps	154 bps
Reported Profit	3,699	3,797	2,997	(2.6%)	23.4%
Reported Profit Margin (%)	10.6%	11.6%	9.6%	-103 bps	106 bps
Basic EPS (INR)	6.09	6.25	4.98	(2.6%)	22.3%
Cash Flow					
LTM Operating Cash Flows (OCF)	17,698	16,778	14,550	5.5%	21.6%
LTM OCF to Reported EBITDA (%)	79.6%	79.4%	84.0%		

Key Revenue Metrics – Q3CY25

Revenue by Vertical

In INR million	Q3CY25	% of Revenue	Q2CY25	% of Revenue	Q3CY24*	% of Revenue
Financial Services	10,325	29.6%	9,784	30.0%	8,743	27.9%
Healthcare and Insurance	7,760	22.3%	6,741	20.7%	6,729	21.5%
Manufacturing and Consumer	5,653	16.2%	4,690	14.4%	4,972	15.9%
High Tech and Professional Services	5,338	15.3%	5,649	17.3%	5,636	18.0%
Banking	3,030	8.7%	2,813	8.6%	2,616	8.3%
Travel and Transportation	2,730	7.8%	2,930	9.0%	2,661	8.5%
Total Revenue	34,836	100.0%	32,607	100.0%	31,357	100.0%

Revenue by Geography

In INR million	Q3CY25	% of Revenue	Q2CY25	% of Revenue	Q3CY24*	% of Revenue
Americas	26,323	75.6%	24,543	75.3%	23,064	73.6%
Europe	6,602	19.0%	6,242	19.1%	6,311	20.1%
Asia Pacific	1,911	5.5%	1,822	5.6%	1,982	6.3%
Total Revenue	34,836	100.0%	32,607	100.0%	31,357	100.0%

Revenue by IT, BPS, and Others

In INR million	Q3CY25	% of Revenue	Q2CY25	% of Revenue	Q3CY24	% of Revenue
IT Services	29,179	83.8%	27,971	85.8%	26,632	84.9%
BPS Services	4,071	11.7%	3,977	12.2%	3,830	12.2%
Others	1,586	4.6%	659	2.0%	895	2.9%
Total Revenue	34,836	100.0%	32,607	100.0%	31,357	100.0%

Revenue by Onshore, Offshore IT Services

In INR million	Q3CY25	% of Revenue	Q2CY25	% of Revenue	Q3CY24	% of Revenue
Onshore IT Services	14,929	51.2%	14,918	53.3%	15,012	56.4%
Offshore IT Services	14,250	48.8%	13,053	46.7%	11,620	43.6%
Total Revenue	29,179	100.0%	27,971	100.0%	26,632	100.0%

* Previous period numbers have been restated to reflect internal organization realignment of customers to verticals and geographies

Key Revenue Metrics – Q3CY25

Revenue by Vertical

In USD million	Q3CY25	% of Revenue	Q2CY25	% of Revenue	Q3CY24*	% of Revenue
Financial Services	117	29.7%	115	30.0%	104	27.9%
Healthcare and Insurance	88	22.3%	79	20.7%	80	21.5%
Manufacturing and Consumer	64	16.2%	55	14.4%	59	15.9%
High Tech and Professional Services	61	15.3%	66	17.3%	67	18.0%
Banking	34	8.7%	33	8.6%	31	8.3%
Travel and Transportation	31	7.8%	34	9.0%	32	8.5%
Total Revenue	395	100.0%	382	100.0%	374	100.0%

Revenue by Geography

In USD million	Q3CY25	% of Revenue	Q2CY25	% of Revenue	Q3CY24*	% of Revenue
Americas	298	75.6%	288	75.3%	275	73.6%
Europe	75	18.9%	73	19.1%	75	20.1%
Asia Pacific	22	5.5%	21	5.6%	24	6.3%
Total Revenue	395	100.0%	382	100.0%	374	100.0%

Revenue by IT, BPS, and Others

In USD million	Q3CY25	% of Revenue	Q2CY25	% of Revenue	Q3CY24	% of Revenue
IT Services	331	83.8%	328	85.8%	318	84.9%
BPS Services	46	11.7%	47	12.2%	46	12.2%
Others	18	4.5%	8	2.0%	11	2.9%
Total Revenue	395	100.0%	382	100.0%	374	100.0%

Revenue by Onshore, Offshore IT Services

In USD million	Q3CY25	% of Revenue	Q2CY25	% of Revenue	Q3CY24	% of Revenue
Onshore IT Services	169	51.2%	175	53.3%	179	56.4%
Offshore IT Services	161	48.8%	153	46.7%	139	43.6%
Total Revenue	331	100.0%	328	100.0%	318	100.0%

* Previous period numbers have been restated to reflect internal organization realignment of customers to verticals and geographies

Key Client and Operational Metrics

Customer Concentration⁽¹⁾

	Q3CY25	Q2CY25	Q3CY24
Top 5 customers	26.0%	25.8%	25.8%
Top 10 customers	37.0%	36.6%	35.7%
Top 20 customers	50.3%	50.1%	49.4%

Client Pyramid⁽²⁾

	Q3CY25	Q2CY25	Q3CY24
\$75 million +	3	3	3
\$50 million +	4	4	3
\$20 million +	15	15	15
\$10 million +	30	31	31
\$5 million +	65	66	59
\$1 million +	199	197	186

Key Employee Metrics

	Q3CY25	Q2CY25	Q3CY24
# of IT business professionals	21,908	21,158	20,149
# of BPS business professionals	11,682	11,252	12,387
Total Headcount	33,590	32,410	32,536
Voluntary Attrition rate for IT service line ⁽³⁾	11.4%	11.1%	11.3%
Utilization rate for IT ⁽⁴⁾	83.8%	83.7%	82.9%

Notes: (1) Revenue by customer group (top 5, top 10 and top 20) is revenue derived by our Company from these customer groups on TTM basis preceding the relevant date. (2) Client Pyramid is calculated as number of active clients for respective period based on the revenue earned from these customers in the last twelve months preceding the relevant date. (3) Total number of IT business professionals and support function professionals who left the company voluntarily during a period divided by average number of IT business professionals and support function professionals during the period computed on TTM basis. (4) Total hours spent by IT business professionals 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 completion of an initial period of training of up to four months.

Other Key Metrics

Days Sales Outstanding (DSO)

# of Days	Q3CY25	Q2CY25	Q3CY24
DSO - Billed	37	40	40
DSO - Unbilled	36	33	32

USD / INR Exchange Rate

	Q3CY25	Q2CY25	Q3CY24
Period Closing Rate	88.79	85.76	83.80
Period Average Rate	88.19	85.27	83.80

Summary of Consolidated Statement of Profit and Loss

				Change	
In INR million unless stated otherwise	Q3CY25	Q2CY25	Q3CY24	QoQ (%)	YoY (%)
Revenue (USD Mn)	394.8	382.1	374.2	3.3%	5.5%
Revenue – Constant Currency				3.4%	5.2%
Revenue (INR Mn)	34,836	32,607	31,357	6.8%	11.1%
Other Income ⁽¹⁾	103	1,600	112	(93.6%)	(8.0%)
Total Income	34,939	34,207	31,469	2.1%	11.0%
(-) Employee Benefits Expense ⁽²⁾	19,835	19,078	18,091	4.0%	9.6%
(-) Other Expenses ⁽³⁾	8,988	9,485	8,355	(5.2%)	7.6%
EBITDA	6,116	5,644	5,023	8.4%	21.8%
<i>EBITDA Margin (%)</i>	<i>17.6%</i>	<i>17.3%</i>	<i>16.0%</i>	25 bps	154 bps
(-) D&A	889	752	738	18.2%	20.5%
EBIT	5,227	4,892	4,285	6.8%	22.0%
<i>EBIT Margin (%)</i>	<i>15.0%</i>	<i>15.0%</i>	<i>13.7%</i>	0 bps	134 bps
(-) Finance Costs	260	209	226	24.4%	15.0%
Profit before Tax	4,967	4,683	4,059	6.1%	22.4%
Total Tax Expense	1,268	886	1,062	43.1%	19.4%
Reported Profit	3,699	3,797	2,997	(2.6%)	23.4%
<i>Reported Profit Margin (%)</i>	<i>10.6%</i>	<i>11.6%</i>	<i>9.6%</i>	-103 bps	106 bps
Basic EPS (INR)	6.09	6.25	4.98	(2.6%)	22.3%

(1) Other Income includes write-back of earnout payable towards an earlier acquisition amounting INR 1,587Mn for Q2CY25 (2) Employee Benefit Expenses includes non-recurring employee benefit and severance cost amounting INR 328Mn for Q2CY25 (3) Other Expenses includes acquisition related cost, specific provisions for customer and Impairment of customer contract associated with an earlier acquisition amounting INR 128Mn, INR 782Mn, INR 394Mn respectively for Q2CY25.

Summary of Consolidated Balance Sheet

	As of period ending	
In INR million	Sep'25	Dec'24
Assets		
Property, plant and equipment and intangible assets	10,579	8,128
Right-of-use assets	5,869	5,596
Goodwill	30,814	23,871
Capital work-in-progress	292	1,308
Deferred tax assets (net)	3,217	2,682
Other non-current assets and other investments	2,133	2,338
Trade receivables and unbilled revenue	28,005	22,531
Other current assets	3,795	3,568
Cash and cash equivalents (inc. restricted and MF Investments)	20,201	19,923
Total Assets	1,04,905	89,945
Equity and Liabilities		
Equity	609	608
Other Equity and reserves	62,252	52,961
Non-controlling Interests	(29)	(23)
Total Equity	62,832	53,546
Non-current liabilities	1,152	228
Deferred tax liabilities (net)	22	0
Lease liabilities	6,288	5,742
Trade payables	9,179	9,140
Other current liabilities	15,268	13,981
Deferred consideration	6,154	4,140
Provisions	4,010	3,168
Total Liabilities	42,073	36,399
Total Equity and Liabilities	1,04,905	89,945

Summary of Consolidated Cash Flow Statement

In INR million unless stated otherwise	9MCY25	9MCY24
Profit before tax	14,013	11,433
D&A, ESOP cost, Finance cost & other items	2,621	2,638
Changes in working capital	(4,732)	(4,820)
Taxes	(2,659)	(2,226)
Net cash (used in) / generated from operating activities (OCF)	9,243	7,025
Capex	(1,296)	(886)
Investment in MFs and Interest on Fixed Deposits	(3,051)	1,220
Payment towards acquisition of business	(4,468)	(8,184)
Net cash used in investing activities	(8,815)	(7,850)
Proceeds from issue of shares	464	0
Borrowings and lease payments	(1,389)	(1,161)
Dividend paid	(3,494)	(2,580)
Net cash used in financing activities	(4,419)	(3,741)
Net cash flow	(3,991)	(4,566)

We are a global digital and technology services company with artificial intelligence (“AI”) at its 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+ of the Fortune 500 organizations.

With a team of 33,590 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/>

Disclaimer

Use of Non-GAAP Financials

Hexaware has included certain non-GAAP financial measures in this presentation 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.

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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 presentation 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.

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The background of the image is a solid blue color. A large, light blue, semi-transparent arc curves across the upper right portion of the frame. A thin, white, curved line is visible in the upper left corner, possibly representing a stylized 'H' or a decorative element.

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