

## HEXAWARE TECHNOLOGIES LIMITED FAMILIARIZATION PROGRAM FOR INDEPENDENT DIRECTORS

### 1. Background and Objective

The Familiarization Program for Independent Directors of Hexaware Technologies Limited (“the Company”) has been formulated pursuant to the provisions of the Listing Agreement with stock exchanges in India under SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”). The Program aims to provide insights into the Company to enable the Independent Directors to understand its business in depth and contribute significantly to the Company.

### 2. Familiarization Process

2.1. The Company shall through its Executive Directors / Senior Managerial Personnel conduct programs / presentations periodically to familiarize the Independent Directors with the strategy, operations and functions of the Company;

Such programs / presentations will provide an opportunity to the Independent Directors to interact with the senior leadership team of the Company and help them to understand the Company’s strategy, business model, operations, service and product offerings, markets, organization structure, finance, human resources, technology, quality, facilities and risk management and such other areas as may arise from time to time. Presentations, inter alia, cover quarterly and annual results, budgets, treasury policy, review of Internal Audit, risk management framework and operations of subsidiaries, etc.;

2.2. The programs / presentations shall also familiarize the Independent Directors with their roles, and responsibilities including those specified in Companies Act, 2013 as well as in Listing regulations;

2.3. The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company.

The details of the training programs attended by the Board members in fiscal 2025 are as follows:

Name of Independent Director	FY 2025 (No of Programmes)	FY 2025 (Hours Spent on Programmes)	Period
Mr. Milind Sarwate	5	13.85	19-02-2025 To 31-12-2025
Mr. Joseph McLaren Quinlan	5	13.85	19-02-2025 To 31-12-2025
Mr. Sukanya Kripalu	5	13.85	19-02-2025 To 31-12-2025
Mr. Vivek Sharma	5	13.85	19-02-2025 To 31-12-2025