

HEXT/SE/2025/104

Date: September 22, 2025

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

**To,
Department of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001
Scrip Code: 544362**

Dear Sir,

Sub: Update on U.S. H1B Visa Regulation Changes

Pursuant to recent announcements by the United States authorities regarding the increase in fees applicable to new visa petitions, we wish to inform stakeholders that, based on our current assessment, the impact on the Company is expected to be immaterial.

The company has been reducing its dependency on H1B filings in the last few years. As a matter of fact, the Company **has not made any fresh applications** under the H-1B cap in April 2025. Given this, we do not anticipate any material financial or operational impact arising from the aforesaid regulatory changes.

The Company continues to maintain a strong focus on hiring local talent. This focus on localization, together with the ability to adjust and evolve global talent deployment strategies in line with changing regulations, ensures continuity of client service and resilience in the operating model.

Thanking you,

For **HEXAWARE TECHNOLOGIES LIMITED**

Gunjan Methi
Company Secretary & Compliance Officer

HEXAWARE TECHNOLOGIES LIMITED

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