

# **Hexaware Technologies Limited Group Tax Policy**

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***REVISION HISTORY***

<b>Date</b>	<b>Version No.</b>	<b>Prepared By</b>	<b>Reviewed By</b>	<b>Approved By</b>	<b>Summary of Changes</b>
15-05-2025	1.0	Rumit Nadkarni	Aparna Iyer	Aparna Iyer	Introduced the Policy

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**1. Company Overview:**

Hexaware Group is engaged in providing Information Technology ('IT') solutions to various industries such as Banking, Education & Institutions, Financial Services, Hi-tech Products and Platforms, Insurance, Lifesciences & Healthcare, Manufacturing, Private Equity, Professional services, Retail & Consumer, Telecom and Utilities, Transportation and Logistics and Travel & Hospitality.

**2. Purpose and Scope of the Policy:**

Hexaware's tax policy outlines its commitment to establishing clear principles/guidelines for managing taxation matters. It emphasizes compliance with applicable tax laws and regulations in India along with countries where the company operates. This strategy is closely aligned with Hexaware's overall corporate governance policies and risk management framework.

The policy applies to all the subsidiaries/branches of Hexaware India.

**3. Objectives of the Policy:**

- Ensuring full adherence to all applicable tax laws, regulations, and reporting requirements in the jurisdictions where the company operates and accordingly paying fair share of taxes in those countries.
- Establish a consistent approach to tax management across all regions and subsidiaries of the organization.
- Maintaining highest standards in ensuring transparency in disclosures and build trust among the tax authorities through transparent, constructive, and cooperative dialogue with tax authorities.
- Establishing robust tax risk management processes that enable the identification, assessment, management, and mitigation of critical tax risks, along with accurate recording and reporting.
- Clear, accurate, and timely communication regarding tax matters to stakeholders, regulators, and authorities.

**4. Principles/Guidelines of the Tax Policy:****4.1 Governance**

Audit Committee of the Board is regularly updated on all important tax-related matters. The company prioritizes the impact of taxation in its business operations and strategic investment decisions.

**4.2 Compliances**

Hexaware is determined in adhering to all local and nation-wide tax compliances applicable to all jurisdictions where Hexaware operates. Return filings, reporting, disclosures, and payment obligations are carried out in alignment with the intent of the law and in accordance with the applicable tax framework for each jurisdiction. The company's tax department, supported by external tax consultants, when necessary, collaborates with the business teams to provide guidance and ensure adherence to applicable tax obligations. Compliance Tool is consistently maintained and

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updated to assist the company in monitoring and managing tax governance effectively. Further, Internal audits and reviews are conducted to assess the tax department's adherence to the tax governance and control framework.

### **4.3 Transfer Pricing**

Hexaware adheres to all applicable transfer pricing rules and regulations for relevant transactions across the jurisdictions in which it operates. Our transfer pricing calculations are firmly grounded in the legally recognized "arm's-length" principle. In the post-Base Erosion and Profit Shifting (BEPS) landscape, we prioritize the "substance over form" philosophy to ensure compliance and transparency.

### **4.4 Engagement with the Tax Authorities**

Hexaware is committed to fostering professional and transparent relationships with tax authorities. The company adheres to high standards of tax accounting and disclosure that promotes transparency with investors, auditors, and tax authorities. It ensures timely provision of all relevant tax-related information and documentation as and when requested by competent authorities.

### **4.5 Tax Risk Management**

Hexaware is adherent in maintaining transparent and fair tax compliance and reporting, supported by comprehensive documentation to ensure the integrity of these processes. The management prioritizes equipping the organization with the appropriate people, procedures, and technology to effectively address current tax obligations. Hexaware refrains from engaging in any tax avoidance strategies aimed at exploiting low-tax jurisdictions or seeking undue benefits from tax heavens. Hexaware's tax structures and measures are designed to support commercial substance in business transactions. To achieve efficient tax management, the company employs robust measures and tools to identify, evaluate, manage, and mitigate operational, financial reporting, and compliance-related tax risks across all the countries it has presence. Additionally, the company leverages the expertise of in-house tax professionals and/or external consultants and advisors to proactively address and minimize significant tax risks.

### **4.6 Policy Review**

The tax policy will be subject to an annual review, and changes, if any, will be updated.