

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 Clause 49 of the Listing Agreement with stock exchanges in India. 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, rights and responsibilities including those specified in Companies Act, 2013 as well as in Clause 49 of listing agreement;
- 2.3. The Company may conduct an introductory familiarization program / presentation, when a new Independent Director comes on the Board of the Company