



Press Release

Hexaware Nurturing Talent to 'Evolve'

Mumbai, 6 January 2020: The software industry relies heavily on building next-generation talent at scale to achieve business performance. Hexaware's 'Evolve' program has been designed and developed to address critical skill gaps in the industry and enable its workforce to be ready for today's technology needs.

In an industry marked by constantly evolving technologies and changing business demands, the approach to building relevant talent has not evolved to keep pace. To bridge this gap and cement their position as industry leaders, Hexaware conceptualized and designed Evolve, a next generation talent development framework.

Senthil Nayagam K, Chief Learning Officer & Head Revenue Assurance, Hexaware says, "Evolve's mission is to enable our employees upgrade their capabilities for the new roles relevant to our customers and services. This program helps our employees stay agile, acquire cutting-edge capabilities and be relevant. It dynamically aids upskilling and upgrading Hexaware's employees with all capabilities relevant to their aspirational roles and our business demands."

Evolve is a Role-based Certification framework, focussed on building the full spectrum capabilities required for a Target State Role, combining all relevant technical and soft skills. Every employee band has a common foundation role to ensure a strong foundation and multiple Target State Roles as required by the business today. Evolve also lays a strong emphasis on assessments to ensure employees are 'fit' for the role through four levels of assessment and certification, including hands-on 'Build' sessions. The skills required for specific client support are covered through a client-specific skill development program.

Hexaware uses a 'pull' approach to encourage Learning & Development, allowing employees to choose their aspirational roles and enable career democratization. Evolve has been highly appreciated by the employees for the positive impact it makes on their career enablement and progression.

Hexaware has invested in best-in-class learning platforms, world-class content, virtual labs and solid assessments to enable employee development. As a testament to Evolve's innovative framework and the business impact it makes, Hexaware received the 'Debut of the Year Award' under the 'Customers with Outstanding Innovation' category from a leading provider of Learning Management systems.

About Hexaware:

Hexaware is the fastest growing next-generation provider of IT, BPO and consulting services. Our focus lies on taking a leadership position in helping our clients attain customer intimacy as their competitive advantage. Our digital offerings have helped our clients achieve operational excellence and customer delight by 'Powering Man Machine Collaboration.' We are now on a journey of metamorphosing the experiences of our customer's customers by leveraging our industry-leading delivery and execution model, built around the strategy— 'Automate Everything, Cloudify Everything, Transform Customer Experiences.'



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We serve customers in Banking, Financial Services, Capital Markets, Healthcare, Insurance, Manufacturing, Retail, Education, Telecom, Professional Services (Tax, Audit, Accounting and Legal), Travel, Transportation and Logistics. We deliver highly evolved services in Rapid Application prototyping, development and deployment; Build, Migrate and Run Cloud solutions; Automation-based Application support; Enterprise Solutions for digitizing the back-office; Customer Experience Transformation; Business Intelligence & Analytics; Digital Assurance (Testing); Infrastructure Management Services; and Business Process Services.

Hexaware services customers in over two dozen languages, from every major time zone and every major regulatory zone. Our goal is to be the first IT services company in the world to have a 50% digital workforce.

Learn more about Hexaware at <http://www.hexaware.com>

Safe Harbor Statement:

Certain statements in this press release concerning our future growth prospects 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 in India, our ability to attract and retain highly skilled professionals, time and cost overruns on fixed-price, fixed-time frame contracts, client concentration, restrictions on immigration, our ability to manage our international operations, reduced demand for technology in our key focus areas, disruptions in telecommunication networks, our ability to successfully complete and integrate potential acquisitions, liability for damages on our service contracts, the success of the companies in which Hexaware has made strategic investments, withdrawal of governmental fiscal incentives, political instability, legal restrictions on raising capital or acquiring companies outside India, and unauthorized use of our intellectual property and general economic conditions affecting our industry.

For more information contact:

Sreedatri Chatterjee

Hexaware Technologies Limited

Tel: +91 900 426 3405

E-mail: sreedatric@hexaware.com