HEXT/SE/2026/92

Date: September 02, 2026

To,

Department of Corporate Services
BSE Limited
1st floor, Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai 400 001
Maharashtra, India
Scrip Code: 544362

Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G
Bandra Kurla Complex, Bandra (E)
Mumbai 400 051
Maharashtra, India
Symbol: HEXT

Sir/Madam,

Sub: Disclosure of material events under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**SEBI Listing Regulations**"), we wish to inform you that the Board of Directors ("**Board**") of Hexaware Technologies Limited (the "**Company**"), at its meeting held today, i.e., September 02, 2026, have *inter alia*, considered, and approved the following items of business pursuant to the recommendations of the Nomination and Remuneration Committee ("**Committee"**), which remain subject to the approvals of the Members of the Company and such other approvals as may be necessary under applicable laws:

1. **Amendment to the Hexaware Employees Stock Option Plan 2024 ("Hexaware ESOP Plan 2024")**.

   The Board considered and approved the proposed amendments to certain terms and conditions of the Hexaware ESOP Plan 2024.

2. **Grant of employee stock options ("Options") in excess of 1% of the paid-up capital of the Company**

   The Board considered and approved the grant of Options under the "Hexaware ESOP Plan 2024", during any 1 (one) year, in excess of 1% (one percent) of the issued share capital of the Company, at the time of grant of the Options, in accordance with the Securities and Exchange Board of India (Share Based Employee Benefits and Sweat Equity) Regulations, 2021 and the Hexaware ESOP Plan 2024.

3. **Approval of the Hexaware Restricted Stock Unit Plan 2026 ("RSU Plan")**.

   The Board considered and approved the RSU Plan for the grant of RSUs to the eligible employees of the Company, in accordance with the terms and conditions of the RSU Plan. The primary objective of the plan is to reward the employees for their association, retention, dedication and contribution to the goals of the Company. Consequently, the Board also considered and approved the draft of the amendments to the trust deed for the Hexaware Employees Stock Option Trust - 2024.

The disclosure pursuant to SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026, is enclosed herewith as **"Annexure A".**

The Notice of Postal Ballot seeking Member's approval for the above items of business, along with the explanatory statement detailing the aforesaid, shall be disclosed in due course.

The above information is also available on the website of the Company at www.hexaware.com

The meeting commenced at 5.35 PM IST and concluded at 5.53 PM IST.

We request you to kindly take the same on your record.

Thanking you,

For **Hexaware Technologies Limited**

GUNJAN SUMIT METHI

Digitally signed by GUNJAN SUMIT METHI
Date: 2026.09.02 19:04:27 +05'30'

Gunjan Methi
Company Secretary and Compliance Officer

Annexure A

Details under Regulation 30 of the SEBI Listing Regulations read along with SEBI Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

Sl. No.	Particulars	Details
1.	Name of the Scheme	Hexaware Restricted Stock Unit Plan 2026
2.	Brief details of RSU granted	Not Applicable. No grant has been made from the Hexaware Restricted Stock Unit Plan 2026.
3.	Whether the Scheme is in terms of SEBI (SBEB & SE) Regulations, 2021 (if applicable)	Yes
4.	Total Number of shares covered by these RSU’s	2,000,000 (two million) RSUs would be available for being granted to the eligible employees of the Company and its subsidiaries under the RSU Plan. Each RSU when exercised would be converted into 1 (one) equity share of face value of INR 1 (Indian Rupee One) each, fully paid-up.
5.	Pricing formula	The exercise price per RSU will be the par value of the equity shares of the Company as on the date of grant. Further, the exercise price shall be subject to conformity to the accounting policies as specified in Regulation 15 of the SEBI (SBEB & SE) Regulations, 2021, including any 'Guidance Note on Accounting for employee share-based Payments' issued in that regard from time to time.
6.	RSU’s vested	Not Applicable
7.	Time within which RSUs may be exercised	The exercise period shall be determined by the Committee, subject to a minimum vesting period of 1 (one) year. The specific exercise period shall be intimated to the RSU grantee in the grant letter at the time of grant.
8.	RSU’s exercised	Not Applicable
9.	Money realized by exercise of RSUs	Not Applicable
10.	The total number of Shares arising as a result of exercise of RSU	Not Applicable
11.	RSUs lapsed	Not Applicable
12.	Variation in terms of RSUs	Not Applicable
13.	Brief details of significant terms	The RSU Plan is proposed to be implemented through the trust route for extending benefits to eligible employees, wherein the Hexaware Employees Benefit Trust, will acquire

		equity shares of the Company either by way of fresh allotment from the Company and/or through secondary acquisition from the market. The RSU Plan provides for grant of RSUs to the eligible employees including directors (other than independent directors) of the Company, as may be permissible as per the applicable law. The RSUs granted under the RSU Plan shall vest not earlier than the minimum vesting period of 1 (one) year and not later than the maximum vesting period as determined by the Committee from the date of grant. The maximum number of RSUs that can be granted to an employee in aggregate shall vary depending upon the eligibility criteria as decided by the Committee from time to time (*such as tenure, designation and the appraisal, ratings, etc)*.
14.	Subsequent changes or cancellation or exercise of such RSUs	Not Applicable
15.	Diluted earnings per share pursuant to the issue of equity shares on exercise of RSUs	Not Applicable