

HEXAWARE TECHNOLOGIES LIMITED

TRANSCRIPT OF THE 29TH ANNUAL GENERAL MEETING HELD AT 9.00 A.M. IST ON TUESDAY, APRIL 26, 2022 THROUGH VIDEO CONFERENCING

Gunjan Methi: Good Morning and Good Evening to all the shareholders, directors, and management team members. I would like to welcome you all to the 29th Annual General meeting of the company. Hope that you and your family members are safe and keeping well. In view of the continuing Covid-19 pandemic, Ministry of Corporate Affairs has permitted the holding of AGM through VC or other audio-visual means without the physical presence of the members at the common venue till June 30, 2022. In compliance with the provisions of the Companies Act 2013 and the MCA circulars, we are for the third time holding this meeting through video conference. I would like to take you through certain points regarding the participation at this meeting. The facility of joining the AGM through video conference or other audio-visual means is being made available for members on first come first serve basis. All members who have joined this meeting are by default placed on mute mode by host. The company has received request from few members to register them as speakers at the meeting. Accordingly, the floor will be open for these members to express their views and ask questions. The moderator will facilitate the session once the chairman opens up the floor for the question and the answer session. To start speaking, the shareholders are requested to turn on the video and audio option. If the shareholder is unable to join through video for any reason, shareholder can just have the audio mode on. To ensure smooth and seamless experience we suggest the following:

Please ensure you have a good internet data connection; ensure you are joining the meeting from a place without any background noise. We recommend using the speakers to enable audio clarity. Ensure you are in a properly lighted area, so that to have better video quality. If there are connectivity problems at speakers end, we would ask the next speaker to join in. Once the connectivity improves, the speaker shareholder will be called back again to speak towards the end when the other shareholders who have registered to speak have completed their turn. We request shareholders to limit the speech to 3 minutes during the AGM. If a member faces any technical issues, he may contact the helpline number, which is mentioned in the notice of the AGM. I now handover the proceeds to our chairman, Mr. Michael Bender. Over to you sir.

Michael Bender: Thank you Gunjan. Good morning, good afternoon, and good evening to all our shareholders, directors and the management team who are joining from many different time zones. I would also like to welcome all the shareholders to the 29th Annual General Meeting of the company and thank you for joining tonight and this morning. I am Michael Bender, Chairman of the board and I am attending the AGM from London, England. I hope all of you are safe and in good health. In view of the continuing COVID-19 pandemic this meeting is being held through video conference in accordance with the circulars issued by the ministry of corporate affairs. All efforts have been made by the company to enable members to participate and to vote on the items being considered in the meeting. We have the requisite quorum present through video conference to conduct proceeding of this meeting. Participation of members through the video conference is being reckoned for the purpose of quorum as per the circulars introduced and issued by the MCA and Section 103 of the Companies Act 2013. As the requisite quorum is present, I now call the meeting to order. A live streaming of this meeting is also being webcast on NSDL's website. The company has taken the requisite steps to enable members to participate and vote on the items being considered at this AGM. With me I have our directors attending the AGM, our CFO; Vikash Kumar Jain; our COO, Ram Singampalli, Company secretary Gunjan Methi. Statutory auditors BSR

and Co. Internal Auditors PWC. Before we start the main proceedings of the meeting, I ask my colleagues on the video to introduce themselves. To Start Mr. R. Srikrishna

R. Srikrishna: Good morning and good evening. Thank you Chairman. I am Srikrishna. Good to see you all of you again, I also go as Keech. I am joining this meeting from my home in New Jersey. Welcome all of you.

Michael Bender: Next Mr. Neeraj Bhardwaj.

Neeraj Bhardwaj: Thanks Michael. I am Neeraj Bhardwaj. I am non-executive director on the board of Hexaware. I am joining the AGM from my residence in New Delhi.

Michael Bender: Next Mr. Milind Sarwate.

Milind Sarwate: Hi! Good morning, good afternoon, and good evening. This is Milind Sarwate. I am an independent director on the board of the company. I am also the chairman of the audit committee. I have joined this meeting from my office in Mumbai, India. Thank you.

Michael Bender: Next Mr. Vikash Jain.

Vikash Jain: Good morning, everyone. I am Vikash Jain, CFO of the company. I am attending the AGM from Mumbai.

Michael Bender: Next Mr. Ram Singampalli.

Ram Singampalli: Good morning, I am Ram, COO of the company. I am attending the meeting from Hexaware, Chennai Office.

Michael Bender: Next Ms. Gunjan Methi.

Gunjan Methi: Hi, I am Gunjan Methi, Company Secretary of the company. I am attending the meeting from our Mumbai office.

Michael Bender: Thank you all. Six of our directors are not on today. Mr. Patrick McCarter, Mr. Julius Genachowski, Mr. Kapil Modi, Ms. Sandra Horbach, Ms. Lucia Soares and Mr. Joseph Quinlan have expressed their inability to attend the AGM due to prior commitments. Mr. Patrick McCarter chairman of the nomination and ruminant committee has authorized director Mr. Neeraj Bhardwaj to attend the AGM on his behalf and answer queries of the shareholders, if any. Mr. Julius Genachowski, Chairman of

the stakeholders and relationship committee has authorized myself to attend the AGM on his behalf and answers queries of the shareholders, if any. The company has received one letter along with board resolution from shareholder appointing and authorizing representatives under section 102 of Companies Act 2013 in respect to 28, 68,041 equity shares representing 95.51% of paid-up equity capital. Since there is no physical attendance of members, requirement of appointing proxies is not applicable here. The Register of Directors and Key Managerial Personnel and the Register of Contracts has been made available electronically for inspection by the members during the AGM.

Gunjan Methi: Thank you sir. Thank you so much. Before we take up the items as per the notice, the chairman and the CEO will address the shareholders on the performance of the company during the financial year ending December 31, 2021. I would request Mr. Chairman to take it up.

Michael Bender: Thank you Gunjan. I really like the statement in the annual report, and I will hit some of the highlights here in much of it in fact but let me cover that. So Dear shareholders the year 2021 saw the beginning of the end of the global pandemic or at least we hope so, and we have returned to a somewhat normalised and more open environment for all of us. While the dislocation and disruption have been unprecedented and almost all of us in some ways have faced the wrath, we have managed to nearly come through the worst of it. In that context, Hexaware's management team and colleagues have showed incredible remarkable resilience while staying true to the mission – to help its customers navigate the opportunities and challenges created by the technology revolution. Over the past year, the Hexaware team has remained focused on its customers'. Its most important digital needs, continued to innovate around the Company's digital services capabilities, and perhaps most importantly, worked hard to support and energize our 24,000+ associates as they dealt with their own pandemic experiences. The Company also went through a change of ownership as you know. Hexaware's management team and colleagues are thankful for the loyalty and support of our long-term shareholders in India as well as from its previous lead investor, Barings Private Equity Asia. We are also enthusiastic about furthering Hexaware's impact on the digital revolution in conjunction with our ongoing India shareholders and our current private equity investor, The Carlyle Group. Despite the many uncertainties going into the year, 2021 turned out to be another terrific year for Hexaware, and we look forward to building on that success in 2022. Now let me talk a bit about the technology revolution. Technology developments as you all know in this call are radically changing the art of the possible and to keep pace with the change modern companies, governments and other enterprises are rapidly transforming themselves into digital enterprises. What does that mean, it means that technology is woven directly into almost every underlying process from customer contact to remote operations. It means that customers and constituents are able to connect with the enterprise 24x7 at all times. It means that data analytics are embedded throughout the company with almost every decision activity informed with some kind of information and finally it means that multi-tenant cloud computing is going to end up supporting most infrastructure either directly through the infrastructure stack or through sets off the service. These shifts are clear in almost every industry and sector whether it's in the e-commerce role in most retailer sales volumes whether it's computer chips becoming more important to car manufacturing than steel and rubber, whether it's government becoming increasingly prevalent and making life better for its digital consumers. The other thing to recognize is that the ongoing shift to the digital enterprise is really driving major-major changes in the way large enterprises manage their IT departments. First and foremost large companies now see technology as a competitive advantage and are focused more than ever on building robust technology capability as such they're spending more on IT relative to other investment areas but the changes are broader in that business leadership and IT leadership is blurring as technology gets embedded in every business and thus every

successful executive needs to be a great technologist as well as a business visionary and a pragmatic operator and just as every IT person now needs to be a good business person capable of understanding how technology impacts the businesses that they are working on. The technology environments for large enterprises are being reshaped as well into product-oriented software platforms componentized architecture cloud-based infrastructure. The frontline IT skills required to execute those shifts are very-very different from the IT skills required a decade ago. More full stack engineers, more experienced designers, more advanced analytic professionals, and more cloud meetings. These shifts translate into a very different set of IT management requirements for big companies and other enterprises. At Hexaware, we think these new IT requirements will demand a deepened partnership model between large companies and their IT services providers, and we are working to meet those needs every day. How do we think about the Hexaware magic, as we enter 2022 and the pandemic continues to weaken, the Hexaware team has stayed committed to maintain all of the historical strengths that have made Hexaware a great IT partner. We are also building the skills required to reimagine the Digital Enterprise. We continue to be highly attuned to our customers' digital transformation needs and are able to pro-actively shape those needs with them. We remained good partners for our customers, service oriented and highly responsible. We are building a 'future-ready' breadth and mix of capabilities across common digital products and sector-specific needs, software engineering and infrastructure delivery, and onshore and offshore development. At the same time, we are aggressively building the capabilities and platforms to work closely with their customers on their most critical digital needs. With our Mubiquity acquisition, we are building world-class Digital Product Engineering, and thus are able to reshape our customers' application environments. Our Amaze platform is a leading tool that we use to help our customers bring their data infrastructure and applications to the cloud Our Tensai platform is designed to help enterprises run and maintain their digital ecosystems with extreme automation. Recognizing the dramatic growth in the cloud as the way to power the enterprise, we are also working closely with many leading cloud infrastructure, and software and services players. What knits these historical Hexaware customer service traits and our new digital capabilities and partnerships together is our people. We are now 24,000+ strong with a great mix across geographies as well as new and old technology skillsets. Our people maintain their passion for technology change and combine that with a real commitment for supporting their customers. On a personal note, you know I have just joined the board in the last 2-3 months, having spent most of my life in global management consulting with a focus on technology providers and technology-driven change, I am really honored to be asked to join the Hexaware team. I would like to thank my fellow board members Hexaware's shareholders, and the management team for inviting me into the role. I am already deeply impressed by the type of work we do at Hexaware do in driving technology change and I look forward to working with Hexaware on an ongoing basis on its noble mission. So thank you very much for joining today and thank you very much for listening to me for a few moments. I now ask, Keech, CEO and Executive Director to talk to the shareholders about what he has seen last year.

R Srikrishna: Thank you Mr. Chairman. Dear shareholders welcome to all of you again. I hope you and your families are safe. By now you met the new directors, the new board that is in person you have been introduced to the ones that are not here. We actually have a great new board more on that in a second, the reason for the new board was you know, give us a consequence of our previous primary shareholder Baring Asia, selling their stake to Carlyle. Now, Baring was a great partner to Hexaware. They were there for several years as many of you been long term loyal shareholders. You know as good as Baring was, you know we are excited about having Carlyle on board as our primary investor. Carlyle is one of the most respected and largest brands in private equity globally. We think their presence and this new board will help us further accelerate growth and we have been doing very well. I will talk about that in a second, we expect to accelerate on growth and performance. We think Carlyle's brand and our board will play no

small part in our acceleration of growth. While our board has changed, and it will lead to better things. Number of things haven't changed, you know we created, we refreshed our purpose. We said our most important purpose what brings 24,000+ employees to work every day is to bring smiles in the faces of our colleagues, employees of our customers, and their customers using technology and great people skills that we have that doesn't change. How we do that through cloud through automation through building great products that doesn't change. Now what's changed through COVID and in a post-pandemic world is that every company in the world no matter what their industry is, no matter what geography they are in, no matter what size they are. Every company wants to become a platform-based technology company, and everybody needs highly skilled partners like Hexaware to help them achieve their transformation and what and why we are doing hasn't changed but the demand environment is exploding because every single company in the world wants to become a platform company. Now all of this is meant reason for all of our stakeholders to cheer. Shareholders, you know even as the world was coming out of the pandemic last year, we delivered outstanding growth close to 15% in U.S. dollar terms. But more importantly we exited the year close to 22% Y-o-Y growth and we exited the year with all-time high in bookings from new customers both of which then set us up for a year that we expect we will deliver well in excess of 20% growth and industry-leading organic growth. We also once again delivered the industry's leading customer delight index on a number of metrics we were simply the number one and maybe the one metric or another number one we were close number 2. And our employees once again are delighted to work in Hexaware. For the second year in a row, we were certified as a great place to work, and we got the GPTW certification. Now in the middle of last year, the delta wave took a horrible toll on our colleagues and employees worldwide but especially so in India where it came early, and it was particularly vicious. My heart goes out to all the families of employees that have been impacted but I want to thank every single employee because through this period we still delivered the best customer delight in industry. So, thank you to all my colleagues and you know what does not change for us is the fact that we have our strategy, core strategy of cloud automation in helping build great products has not changed. We will continue to focus on this, and you know we've also built a significant war chest for acquisition. In the last three years we used that wisely to improve our capabilities and further accelerate the growth. In the midst of all this, we have not forgotten our duty to the environment and to mother earth. So as just one example last year 73% of the power we used in my campuses was from renewable sources. I want to say once again thank you to all of you, long term shareholders and assure you that we will continue to work very hard to deliver outstanding results to you. Thank you.

Michael Bender: Thank you very much for your comments. So, the annual report along with the notice convening the meeting was emailed to all of those shareholders whose email ID has been registered with the registrars and depositories. The notice has also been hosted on the website of the company. With your consent I take the notice convening the meeting as read. Pursuant to the obligation of the company to the provisions of the Companies Act, the auditor's report being unqualified and not having any observation or comments or other remarks in the financial transactions or managers without any adverse effect on the function of the company, we take the auditor's report as read. The company has appointed NSDL to conduct voting through remote E-voting as well as through electronic means to the course of the end of general meeting. Members present in the meeting who have not been able to cast their vote through remote E voting may cast their votes through electronic voting system in the course of the meeting. M/S. SN Ananthasubramanian & Co. practicing company secretary has been appointed as the scrutinizer to scrutinize the voting through electronic voting system and remote E-voting process in a fair and transparent manner. The shareholders who wish to vote now can do so or they can vote at the end of the discussion on the resolutions. We now take up the resolutions as set forth in the notice. The text of

the resolutions along with the explanatory statements as you know was provided in the notice circulated to the members but let me hit the notices for the meeting today.

Item number 1 - Adoptions of Financial Statements. They audited standalone financial statements of the company and the audited consolidated financial statements for the financial year ended December 31, 2021, including the reports of the board of directors and auditors have already been provided to the members.

Item number 2 - Interim Dividends the members would recall that an interim dividend of INR 4.50 per equity share was already paid for the financial year ended December 31, 2021.

Item number 3 - Appointment of Director in place of Mr. R. Srikrishna who retires by rotation and being eligible seeks reappointment.

Item number 4 - Appointment of Mr. Patrick McCarter as a Non-executive, Non-Independent Director liable to retire by rotation in accordance with the provisions of the Companies Act, 2013.

Item number 5 - Appointment of Mr. Neeraj Bhardwaj as a Non-Executive, Non-Independent Director liable to retire by rotation in accordance with the provisions of the Companies Act, 2013.

Item number 6 - Appointment of Mr. Julius Genachowski as a Non-Executive, Non-Independent Director liable to retire by rotation in accordance with the provisions of the Companies Act, 2013.

Item number 7 -Appointment of Mr. Kapil Modi as a Non-Executive, Non-Independent Director liable to retire by rotation in accordance with the provision of the Companies Act, 2013.

Item number 8 - Appointment of Ms. Lucia Soares as a Non-Executive Non-Independent Director liable to retire by rotation in accordance with the provisions of the Companies Act, 2013.

Item number 9 - Appointment of Ms. Sandra Horbach as a Non-Executive Non-Independent director liable to retire by rotation in accordance with the provision of Companies Act, 2013.

Item number 10 - Appointment of Mr. Joseph McLaren Quinlan as a Non-Executive Independent Director to hold office for five years with effect from February 7th, 2022, who shall not be liable to retire by rotation.

Myself being interested in the next item I would hand over the proceedings to R. Srikrishna, CEO.

R. Srikrishna: Thank you Mr. Chairman, item number 11 -Appointment of Mr. Michael Bender as a Non-Executive Non-Independent Director liable to retire by rotation in accordance with the provision with the Companies Act, 2013.

Michael Bender: Thank you Keech. Item - 12 of the notice - modification in terms of remuneration of Mr. Milind Sarwate Non-Executive Independent Director such that he shall be paid commission on the basis of achievement of budgeted net profits.

Item number 13 - Increase in Remuneration payable to non-executive Directors of the companies from 1% to not exceeding 3% of net profits of the company for the respective financial year competed in the manner provided in section 198 of the act.

That ties out the items. We had also previously provided the opportunity to shareholders to pre-submit their questions. We did not receive any pre-submitted questions. I am now inviting the speakers who have registered themselves. Please mention your name fully or DP ID client ID and location from where you are joining and I would ask Ms. Gunjan Methi, Company Secretary to call out the name of the speakers.

Gunjan Methi: Thank you Sir. I would now call out the names of the speaker. The first speaker is Ashalata Maheshwari.

Ashalata Maheshwari: Hello, Mai Ashlata Maheshwari. Meri awaaj aa rahi hai ji?

Gunjan Methi: Haa, Ashlata Ji, apki awaj aa rahi hai.

Ashalata Maheshwari: Accha ji. Shriman Chairman shab, mere sabhi director bhai behn, sabko mera namaskar. Mera naam Aashalata Maheshwari hai. First of all, I would like to welcome Mr. Michael Bender with a flower, but it is not possible because of pandemic; however, I am sending my good wishes and blessings. Hamare chairman shab is very smart. App jara boliye unko bahut fair color hai, bahut smart hai. Fir maine balance sheet dekhi. Karib-karib 1 kilo ki balance sheet hai. Aisi banai hai, jaise Rishi Valmiki Ji ne poori Ramayan likh di hai. Fir maine dekha ki company ki bahut hi achi performance diye hai chahe wo profit ho, ya EBITA ho, ya revenue ho, company ki net worth bhi badhi hai. But mujhe sabse accha laga ki employees to badhe hai but kharche kam kiye hai. Bijli ka consumption bhi kam kiya hai, almost 40% kiya hai. Paani aapne aadha kar diya. Bas mujhe Krishna ji ye batayie ye sab kaise kiya hai aapne. Apne hamari expectation se bhi jyada aacha kaam kiya hai. Aur apne CSR me to bahut hi accha kam kiya hai. Agar krishna ji me ek-ek item par bolungi to mera hi time khatam ho jayega, bahut accha kaam kiya hai. Apko bahut sare award bhi mile hai. Mai yaha yahi kahungi Krishna ji, jaise Krishna bhagwan apne bhakto ka dhyan rakhte hai, usi tarah aapne bhi Shri Krishna ji banker hamare liye aacha dividend diya hai, pahle bhi diya, abhi fir diya aapne. Jisk sakht, jaisa ki aaj kal desh me sab pareshan the, trahi trahi machi thi, par aapne hamare dhyan rakha. Yaha mai yahi kahungi aap sabke liye “chehre par honghi khushiyan sabke aur anknow me samman hoga, mujhe yakeen hai Krishna ji ek din aapke kadmo me aashman hoga”. Mujhe ye Khushi hai ki mei Hexaware ki shareholder hu. So Krishna ji yaha kahungi aap bhi Viraat Kohli ki tarah chakke pe chakke laga dijiye aur agle saal jara hame bonus de. Aur last me ye kahna chahti hu, mera ek message Shri Atul Nishar ji ko pahucha dijiye ki maine kaha hai, mere husband ki death ho gayi thi. Unka afsos ka phone aaya tha aur unka prem bhara tha afsos ka phone me padh kar bahut royi thi. Aap mera message pahuchaiye ki Ms. Maheshwari ne aapko bahut bahut dhanyawad bheja hai. Aur yaha me apni secretary Ms. Gunjan ji ki bahut sarahna karuna jo bahut mehnati hai, Sankari hai hamesha phone utathi hai aur meri koi problem ho usko hal kar deti hai. Mai yahi yaha par unke liye kahungi chairman sahb ki wo bhi ab promotion ki hakdar hai. Mera unko bahut bahut Ashirwad hai ki unka bhi jaldi promotion ho aur usi ke sath mei, Jadhav ki bhi sarahana karungi aur usko bhi aashirwad dungii, aur aap sabko last me, aapne 2-3 minute ka time diya hai. Mai jyada samay nahi lungi but mai last me kahungi apne sabhi board ko shubhkamnye dete hue kahungi “har khwahish puri ho appko, har dua kabool ho aapki, sabke chand jaise chehro par sada muskan ho.” Mai sabhi employees and executives ko salute dete hue kahungi, sabki jai ho, jai ho, aur sabko Ganesh Ji ki buddhi aur Hanuman Ji ki Shakti aap sabko milti rahe. Is ke saath apko sabhi ko support dete hue mai dhanyawad deti hu.

Gunjan Methi: Thank you Ashalata ji. We move on to the next speaker Mrs. Mascarenhas.

CE Mascarenhas: Hello! madam can you hear me?

Gunjan Methi: Yes Mrs. Mascarenhas, we can hear you.

CE Mascarenhas: Yeah, and you see me also, I think.

Gunjan Methi: Yes, yes. We can see you.

CE Mascarenhas: On this virtual, I feel so nice seeing you all. Thank you so much. Now I come to the formal part, respected Non Executive Chairman Michael W. Bender, CEO R. Srikrishna, various other members of the board and also, I welcome the new members as it has gone to Carlyle. I welcome also my fellow shareholders and I am speaking from Mumbai my name is Mrs. Celestine Elizabeth Mascarenhas. First of all, I thank the Company Secretary Madam Gunjan Methi and her team for sending me E-annual report and also registering me as a speaker on my request and also giving me this E-platform to express my views and my suggestions. Next, the annual report is very good self-explanatory. Working is very good. In spite of these tough times because of this COVID and now geopolitical issues thanks for the dividend but we are missing the market capitalization due to delisting. If possible, Carlyle people now holding majority stake our company has become still more strong, we welcome you, we see more and more growth and good reward to small stake holders by higher dividend or by bonus. Next, I congratulate you all for all the awards and the accolades, also for the good CSR work done which is all in our annual report and also the good ESG care that is also because ESG is gaining more and more importance. Now my query Sir, we are in banking financial services, healthcare and insurance, high tech and professional, traveling, transportation manufacturing and consumer, Sir where and which is our core competence now which is more growth oriented and where we enjoy good margin like I know at present we are as balance sheet says our margin is quite high in financial services and healthcare. My next question is, we have expanded blockchains, how many of our customers are using blockchains you can give me just percentage. Are we using blockchain technologies and cryptos? Please throw some light. Next question is, have we done ESG rating. If so what is the rating and if not are we planning to do in future. Next one is did we have delivery centers in Russia, if so has it closed or still working is there. Any effect on our business due to Ukraine Russia war. My next question is, we have 24,000+ employees what is the rate of attrition and which delivery center we get the highest attrition and how we are handling that rest. There will be so many speakers after me and I leave the ground for them I support all the resolutions. I wish my company, my team, all my board of directors' Chairman all the best of health so that we together become one of the biggest multinational IT company in the world. With this thank you very much and May God bless thank you once again thank you.

Gunjan Methi: Thank you so much Mrs. Mascarenhas, take care. We now move on to the next speaker, Mr. Bharat Shah.

Bharat Shah: Hello, awaj aa rahi hai na, Gunjan Ji.

Gunjan Methi: Ha, Mr. Bharat Shah, awaj aa rahi hai.

Bharat Shah: Chairman ji, MD Ji, aur anya manywar Directors. Sir mera naam Bharat Shah. Mai Sir aaj aapka flowers se swagat karna chahta tha lekin ye VC madhyam se nahi kar sakta hu sir, to me dil se aapko abhinandan bhejta hu Sir. Sir, to meri koi query nahi hai. Ki aapne bahut bahut mehnat se Company ko chalai hai, awwal number per aur unchayi per le gaye ho, sab bato me vyasvathit badhotari hai Sir. Investors hamesha khyal rakha hai, aacha return diya hai Sir, bahut bahut dhanyawad manta hu Sir. Aur Sir Ishwar god ko prarthna hai company bahut bahut age badhe, apni company bahut aage uchai par, jitni uchai par apne pahuchai hai us se bhi badi uchai par jaye me bhagwan Ishwar ko prarthna kartha hu. Aur me Company Secretary Gunjan behn aur unki team ke Jadhav ji aur unki puri team ko bahut bahut dhanwad deta hu Sir. Hamesha shareholder ko respect dete hai, shareholder ki koi query hai to solve karte hai aur best investor service derahe hai to mai unka bahut bahut dhanywad deta hu Sir aur Sir mai bhi asha karta hu ki jaise kahta hu ki Gunjan ji ko promotion mile sir. Aur sir hardworking team hai CS team to mai bahut bahut dhanywad manta hu sir. Sir, sari CSR activity ke liye bhi me bahut dhanywad manta hu, bahut dhanywad ke patr rakhat hu mai sir. Ithi achi CSR activity aapne ki hai Sir, to mai bahut dhanywad deta hu aur ye bhi sabhi jitni bhi aapki prashansa karu utni kam hai, to mai bahut dhanywad deta hu CSR activity ke liye. Aur sir aane wale salo me ho sake to jo hai bonus dene ki mai request karta hu sir. Aur next year jarur face to face milenge aasha rakhta hu sir, ek atmiya ka bhada hoyega apna sir, aur sir covid bhi abhi control me aa raha hai to next year jarur face to face milenge. Sir aane wale saare tyoharo ki shubhkamnaye deta hu aur bahut company apni aage badhe bhagwan ko prarthna karta hu aur sir saare resolution me mera pura support hai. Aur sab paristhite aave to ek bar pahle jaise apna factory visit, site visit jarur karana shareholder ko sir. Aur sir saare resolution me pura support hai mera sir, bahut bahut dhanywad sir. Thank you very much, Jai Hind, Jai Shri krishna Sir.

Gunjan Methi: Thank you Mr. Shah. We move onto the next speaker, Smita Shah.

Smita Shah: Hello, awaj aa rahi hai.

Gunjan Methi: Ha, ha, aapki aawaj aa rahi hai.

Smita Shah: Okay, okay thank you. Maanneey Chairman Sir aur anya manywar Director Sir, Sir Bombay se mai Smita Shah baat kar rahi hu. Very good morning to all of you and congratulations to you and your entire team for very excellent performance and many awards. Sir, hamare Shri Michael ji ka mai Hardik Hardik Swagat kar raha hoon aur sir apanee IT company poore international level par excellent work ke saath aage badh rahee hai bahut hee khushee kee baat hai, aur sir ye hamaaree 3rd VC meeting hai. Gahe saal to hamane aapako ham ne miss kiya tha kyonki hamain Corona bhee hua tha so ham hospitalization the, so bhagawan kee kripa se aaj ham achchhe se aapako mile hain aur aaj ki AGM be ham attend kar pae aur saath mein main pooree secretarial team ko aur Company Secretary Ms. Gunjan Methi ji ko aur unakee pooree team ke aur khaas karake Jadhav Ji aur pooree entire secretary team ko mai bahut bahut dhanyawad deti hu ki hame aaj hame aapke sath bat karne ka mouka diya jo unki excellent service or hard

work ke saath anytime good service ke lie shareholders ke lie good sarvice dete hue to main unako poore teem ko main dhanyavaad abhinandan main detee hoon. Aur sir kisee ke saath aaj aapane pandemic situation me bhi achchha work kiya hai, ye sabhee hamaare Emeritus Chairman Shri Atul Bhai Jee aur Srikrishna ji aur aap sabhee ke mehanat aur lagan hardwork ke saath kiya aur poore support ke saath employee aur varg ke sabhee ka saath bhee aapake saath raha hai so excellent performance ke saath aaj Company bahut achchhe se aaghe badh rahi hai. Dividend ke liye bahut bahut dhanyavaad Sir aur Sir hamaara bhee saath aapake saath hamesha raha hai to fully support raha hai jab haathon mein haath ho ham aapake saath ho to har dam Company ka Vikas ho. To as usual aaj ke sabhee resolutions mein fully support karta hu aur aasha karatee hoon kee next year ke AGM mein ham aapase robarhu mil sake maana physical AGM ho sake yahi merree Ishwar se praarthana karate hue aap sabhi savasth rahen, surakshit rahen. Dhanyavaad Sir God bless you. Thank you Sir.

Gunjan Methi: Thank you Smita ji. Moving on to the next speaker, Mr. Vinod Agarwal.

Vinod Agarwal: Respected Chairman Michael Bender ji and our CEO Mr. Srikrishna Ji and CFO Vikash Kumar Jain, and our Company Secretary Gunjan Methi ji, Good Morning to everyone from here it could be a good evening in US in the other territories. So, I compliment the management for all round excellent performance of the company. The revenues are the highest ever, the EBITA are the highest ever, the PAT has been highest ever, and even for the good dividend that the company declared of Rs. 8 in the previous year and this year the company had already declared the first interim dividend of Rs.14, which we have already received. So, it's a very much more than what you paid the last year. The first interim dividend is much-much more than the last year's total dividends. I compliment the management for that, and I also compliment the management for receiving all the awards which have been mentioned on page 8 and 9 and then we have also increased the brand strength by 300 nicche point from A+ to AA-. Three brand strength has increased. Sir I've got only one or two queries from this thing. One is where in Russia 110 people working out there in Russia what are the impact of the sanctions out there on Russia and are we likely to be impacted by those sanctions or anything and another thing with the latest 10 days in the 5G section that we are trying to go into is the automated driverless vehicles which is since you are doing it transportation and travel sections. These are my two small queries, but I have voted in favor of all the resolutions. I compliment Gunjan Methi for preparing such an exhaustive annual report of more than 260 pages, which is giving details of every vertical of all six verticals are being given in detail and the CSR spend of Rs.119 million which has benefited 38,000 plus people is also very good signs Sir and Mr. Jadhav has been helpful in connecting me to this meeting. I would like to compliment him also and I wish the Company all the best and we have record \$380-million contact for this year, and I hope the run rate would soon be the \$1 billion plus. I think it would have crossed in the first quarter itself only because \$971 million we completed last year with the new orders and this thing, we would have completed \$1-billion run rate in this first quarter only. I wish the company all the best for the future. Thank you. Signing off Vinod Agarwal from Mumbai.

Gunjan Methi: Thank you Vinod Agarwal ji. Moving on to the next speaker, Lekha Shah.

Lekha Shah: Hello can you hear me ma'am.

Gunjan Methi: Yes, Lekha ji, we can hear you.

Lekha Shah: Thank you ma'am. Respected Chairman Sir, Board of Directors and my board of Directors and my fellow members. good morning to all of you. Myself Lekha Shah from Mumbai. First of all, I'm very thankful to our Company Secretary miss Gunjan Methi ji especially Manoj Sir, and Yadav Ji for extending very good Investor Services and also sending me the AGM notice well in time in such a difficult situation, which is full of knowledge, fact and figures in place and also our secretarial team Mr. Yadav Ji and Manoj Sir always answered all my calls and have happily cleared my all doubts. Thank you once again Yadav Ji and Manoj sir. Thank you Chairman Sir for explaining as well about the company. Congratulations for excellent work sir. Thank you Srikrishna Ji for such an informative and wonderful presentation. I pray to God that he always showers his blessing upon you. I would like to thanks all the person of Company for receiving awards and recognition by various plans during the year 2021-22 and I am also happy the Company is doing very well in the field of CSR activities. Thanks for the dividends, Sir. Sir, I would like to ask few questions. My first question is there been any impact of COVID second wave on the company operations? My second question is are your employees working from home or they are working from the office. So, I would like to say I strongly support all the resolutions for today's meeting and my best wishes always our Company and its prosperity. Thank you, Sir.

Gunjan Methi: Thank you Lekha Ji. We move on to our next speaker Mr. Yusuf Rangwala.

Yusuf Rangwala: Yeah, good morning respected Chairman Mr. Michael Bender. Sir first I welcome our Chairman of the board Sir. My very good morning, Sir and also good morning to Mrs. Gunjan Methi, and also all my fellows shareholder. I am speaking from Mumbai. My name is Mr. Yusuf Bhai Rangwala. Sir, as mentioned you have declared a dividend of Rs.14, that is a very excellent and a very knowledgeable. And your chairman speech was very fantastic, and it was very knowledgeable Sir and Sir for point number one we are having around 24,000+ employee and we have branches in USA, Africa and many countries and Sir I would like to know in these foreign countries and the Russia we're having our branch. Sir I would like to know in Russia ye war jo chal raha hai, isme apne Company ko kya effect hua Sir. Any effect to any staff from the Russia in our branches Sir, I would like to know and all the people have come in Mumbai sir how are the people are working in Russia Sir, I would like to know and Sir, point number one, so this is Sir as you mentioned I received an email, on annual report that is a very fantastic, that is a very knowledgeable of 264 pages, that is very excellent madam, I am very happy. I thank our excellent two people Mr. Manoj Sir and Yadav Sir for giving a very excellent service. They are the two pillars of our company Sir. Inko sir apne sath me rakhiye, apne do Anmol ratan hai sir apne paas me sir. We are having our two Anmol Ratans sir. We are very happy with these gentlemen. Sir, my humble request, sir two years have passed, corona was there, Sir now it is coming in control. Sir my humble request to the chairman Michael Bender sir for arranging a factory visit in Month of July. Sir two years have passed Sir. If you keep a small visit, get together so that we can meet and we can have a good conference sir. This is my humble request. My good wishes for all the festival and nothing more to it. This is one of the excellent companies and I am very proud to be part of this company sir. Sir, can I start my video, can you see me sir.

Gunjan Methi: We cannot see you sir. No Yusuf Bhai we cannot see you. Not yet, have you started your video?

Yusuf Rangwala: Have a good day sir, Jai Hind, Jai Maharashtra.

Gunjan Methi: Thank you Yusuf Bhai. Our next speaker is Vasudha Dakve. Manoj, has Vasudha joined.

Manoj Vasandani: Yes.

Gunjan Methi: Are we able to connect with Vasudha Manoj? I think she is not able to hear us maybe. I think that was the end of the speaker list. No more speakers Manoj right.

Manoj Vasandani: No. This is the last.

Gunjan Methi: Okay, okay thanks. Mr. Chairman, I think this is the last speaker we had right now, so we can move on to the proceedings of the AGM sir.

Michael Bender: Thank you Gunjan and thank you to all of the speakers who joined today for your good wishes and your comments and your questions. We will now provide some thoughts and answers to the questions that were posed during the session and cover those now for a moment. So, the among the first questions we received was what will drive significant reduction in electricity and utility expenses during the year. So, 2021 as you know was pandemic impacted so due to this employees continued to do seamless delivery from home. As the offices were mostly shut, coupled with the shift to alternate modes of electricity consumption helped keep the office running expenses to a really a minimum relative to prior years. So that really explains this significant reduction in that. We also got a question about the adoption of blockchain and cryptos. You know I think it's very some blockchain and crypto currencies are emerging technologies. We have projects that are delivering on these spaces; however, as you might guess these projects are not yet very material in relationship to the overall company revenue. Keech, I don't know whether you would maybe add something here on blockchain and cryptos but that's at least a perspective.

R. Srikrishna: Thank you yeah, I mean there are not many customers that are using blockchain or crypto in production. Yeah, it still in experimental stage, I think the most meaningful work we are doing in this space is to build crypto wallets for some customer. So, it's still like a handful of clients but they are in the early stages of building crypto wallets.

Michael Bender: Thank you Keech. On the question around ESG ratings on environmental and social ratings, we have instituted a as you as see a robust ESG program with various initiatives. We have a rating of 42 from EcoVadis, which is one of the groups that rates ESG programs. There were a couple questions around Russia and the impact of the war. You know on the exposure in Russia, our exposure in Russia is quite limited. Annual revenue sort of less than U.S. dollars \$300,000. We used to serve a customer in Russia, but we don't really serve many there and nor have we in the past. We have you know roughly 60 employees in Russia, but no real material commitments of any form to the country and we don't have deep exposure in Ukraine. Keech anything to add on this because you have spent more time on this topic.

R. Srikrishna: Yes, thank you, now all of what Michael said is correct, minimal impact on our business but in addition we are actually in the process of handing over the modest number of employees we have to our single customer that we serve or somebody else that the customer chooses. It's a policy not to continue active operations in Russia so at the same time we don't want to kind of just leave our employees hanging. So, we're trying to find a good home for them to go to and as soon as that is done, we will wind down our Russian operations.

Michael Bender: Thank you Keech for the added perspective there. There were also a couple of questions I think around attrition and which center has the highest attrition rates. Listen, it's really true that as we've come out of the pandemic and with the very strong demand for IT services that is going on in the digital world the industry is going through a period of real supply constrained in terms of you know developers and AI people and product engineers and all the kind of skill sets that Hexaware has. So, the explosion of demand coupled with less for campus hiring in the industries during the pandemic has created a real skill shortage that skill shortage is around the world. You know in reality it's very deep in India. So, all of the players in the industry are impacted our company is really no different, Hexaware is no different. Attrition rate for 2021 was roughly 21%. From a location perspective India is actually the most impacted by the attrition for a whole bunch of different reasons but again it were to be impacted everywhere because the demand is strong. So, I don't know Keech would have anything to add to that on the attrition that is kind of rough to this story.

R. Srikrishna: Yeah.

Michael Bender: Thank you. I think with that all of the questions are now answered. We've addressed the questions that were raised. Members may note that the voting on the NSDL platform will continue to be available for the next 15 minutes or so therefore members who have not cast their vote yet are requested to do so. Further on receipt of the scrutinizer's report I hereby authorize Gunjan Methi, the company secretary to declare the result of the voting and place results on the website of the company within 48 hours from the conclusion of this meeting. We had roughly 45 members participating today in this 29th annual general meeting for Hexaware. We are grateful to all of our shareholders around the world who have joined the meeting today by video conference and we again thank you and appreciate your best wishes and your blessings and your comments and your questions. So, I now declare the meeting to be closed and thank you again for joining.

R. Srikrishna: I just want to add if I could take a second to offer condolences to Ashalata ji. I heard your husband passed way so condolences from all of us. You have been a great long-term shareholder.

Michael Bender: Thank you Keech.

Gunjan Methi: Thank you all the board members. Thank you, dear shareholders, for attending the AGM. We now declare the meeting to be closed. Thank you, thank you everybody have a great day.