



Date : 05-Apr-2024
Name : Naman Dhayani
Employee ID : 180545

Dear **Naman Dhayani**,

Thank you for the contribution you made to the business of EXL in 2023. Together as ONE EXL, we were able to scale new heights and create valuable outcomes for our clients.

We are pleased to inform that your goal rating for 2023 has been assessed as below:

4 - Exceeding most performance criteria

Accordingly, effective April 1, 2024, your revised **Basic Salary Per Annum** will be as follows:

Basic Salary Per Annum: INR 717,309

(You will be eligible for all other allowances, as per annexure, subject to applicable policy). This increment will be payable to you in accordance with policy.

As we move into 2024, we will continue to build on our growth trajectory of becoming a leader in Data and AI.

We look forward to your continued contribution and support in our future endeavors.

Sincerely,

Pamela Harrison

Executive Vice President & Chief Human Resource Officer

Inductis (India) Private Limited

Registered Office: No. 414, 4th Floor, DLF Jasola Tower B, Plot No. 10 & 11, DDA District Centre, Jasola, South Delhi, New Delhi - 110044, New Delhi, India

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Fixed Compensation in INR, with effect from April 1, 2024 is given below:

Basic	717,309
Housing	358,655
Leave Travel	59,752
Ad-Hoc Allowance	442,757
Business Related Expenses	
Telephone Reimbursement	18,000
Vehicle Running and Maintenance	21,600
Driver Allowance	10,800
Lease of Car	300,000
Retirals	
Provident Fund	86,077
Gratuity*	34,503
Cost to Company (CTC)	2,049,453

*You shall be provided with benefits of Gratuity in accordance with the applicable Gratuity act 1972.

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