

Date : 01-Oct-2023
Name : Naman Dhayani
Employee ID : 180545



Dear **Naman Dhayani**,

On review of your performance and exemplary leadership skills, we are pleased to promote you to the role of **Manager, AI Solution Architect - EXL Digital at Band Level C1** with effect from **01-Oct-2023**. Both, the Management and your peers are proud to have your presence amongst them and extend their support to help you perform in your new role sustaining the high levels of performance consistently.

Your revised Basic Salary Per Annum shall be INR 700,000 per annum.

Please see the attached sheet for details on your revised compensation.

Your future increments would be governed by the Increment policy and are subject to management's discretion.

Also, subsequent to this promotion, your notice period stands increased to 90 days.

We would like to thank you for your contributions to help EXL achieve its business goals. We are on an exciting journey which will present to you several opportunities of development and growth. We look forward to your continued commitment and contribution in achieving the milestones in this journey.

All the terms & conditions of your appointment are as per your appointment contract duly modified in compliance with EXL's policies, amended as deemed necessary.

Sincerely,

A handwritten signature in black ink, appearing to read 'Pamela H. Harrison'.

Pamela Marilyn Harrison
Executive Vice President & Chief Human Resource Officer

Name : **Naman Dhayani**

Employee ID : **180545**

Fixed Compensation in INR, with effect from 01-Oct-2023 is given below:

Basic	700,000
Housing	350,000
Leave Travel	58,310
Adhoc Allowance	423,620
Business Related Expenses	
Telephone Reimbursement	18,000
Vehicle Running & Maintenance	21,600
Driver's Wages	10,800
Company Car	300,000
Retirals	
Provident Fund	84,000
Gratuity	33,670
Fixed Compensation	2,000,000