

PRIVATE AND CONFIDENTIAL

Date : 07-Mar-2023

Name : Arun Sharma

Employee ID : 178184

Dear Arun,

As I reflect on the extraordinary 2022, I am so proud of what we have been able to achieve. Staying united, we overcame the difficult times and kept making new breakthroughs. Our teams were driven, as always, by our sense of purpose- of looking deeper, finding a better way, and making it happen. We were able to ensure the health and safety of EXL employees and help our clients solve complex problems. Most remarkably, we have achieved all of this with many of our teams working remotely.

We are on our way to becoming an indispensable partner for data led businesses - a digital player of significance. I would like to thank you for your contribution to EXL's success.

Based on a comprehensive assessment of your performance for the year 2022, your goal rating for 2022 is

Goal rating for 2022 : 4 - Exceeding most performance criteria

I am pleased to inform you that your bonus payout for 2022 will be as follows:

Company Bonus : INR 157,314

Individual Bonus : INR 79,248

Total Bonus : INR 236,562

This bonus will be payable to you in accordance with the Bonus Policy of the company and will be deposited into your account in March 2023 after deduction of taxes, subject to your being on the rolls of the company/not serving notice on the date of payout of bonus.

I look forward to your continued contribution and support in making EXL an indispensable partner for data-led businesses.

Sincerely,



Nalin Kumar Miglani
Executive Vice President & Chief Human Resource Officer

exl Service.com (India) Private Limited

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