



Date : 30-MAR-2023

Name : Arun Sharma

Employee ID : 178184

Dear Arun Sharma,

2022 was a challenging year. We came out stronger. One of our best years. Your contribution was crucial in making this happen.

We are excited to move into 2023 to execute our bold vision of being an indispensable partner for data-led businesses. We will continue to move strategically and swiftly to address new opportunities and deliver solutions and communities to grow and excel.

We are pleased to inform that your goal rating for 2022 has been assessed as below:

Goal rating for 2022: 4 - Exceeding most performance criteria

Accordingly, in recognition of your contributions and achievement, effective April 1, 2023, your revised Basic Salary Per Annum will be as follows:

Basic Salary Per Annum INR 743,400

(You will be eligible for all other allowances, as per annexure, subject to the applicable company policy towards your category of personnel)

This increment, if applicable will be payable to you in accordance with the Policy of the company subject to your being on the rolls of company/not serving notice on the date of payout.

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

Sincerely,

Nalin Kumar Miglani

Executive Vice President & Chief Human Resource Officer

exl Service.com (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



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Fixed Compensation in INR, with effect from 1-Apr-23 is given below:

Basic	743,400
Housing	371,700
Leave Travel	61,925
Ad-Hoc Allowance	788,409
Business Related Expenses	
Telephone Reimbursement	12,000
Vehicle Running and Maintenance	21,600
Retirals	
Provident Fund	89,208
Gratuity*	35,758
Cost to Company (CTC)	2,124,000

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

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