



Date : 05-Apr-2024
Name : Rahul Dewangan
Employee ID : 189669

Dear **Rahul Dewangan**,

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:

3.5 - Meeting all performance criteria

Accordingly, your revised **Basic Salary Per Annum** effective no later than October 1, 2024 will be as follows:

Basic Salary Per Annum: INR 236,640

This salary increase/increment will be payable to you in accordance with EXL's policies and procedures (including EXL's Increment Policy) and is subject to you being employed with EXL and in good standing at the time the salary increase/increment becomes effective. This letter does not constitute a form of contract of employment and does not alter your current employment terms.

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 partnership and support in our future endeavors.

Sincerely,

Pamela Harrison

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, India

Name : Rahul Dewangan

Employee ID : 189669

Fixed Compensation in INR, effective no later than October 1, 2024 is given below:

Basic	236,640
Housing	118,320
Leave Travel	19,712
Ad-Hoc Allowance	261,662
Retirals	
Provident Fund	28,397
Gratuity*	11,382
Cost to Company (CTC)	676,113

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

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