

06-Mar-2023

**PRIVATE AND CONFIDENTIAL**

MR. Gaurav Bansal  
Employee ID: 160252

Dear Gaurav,

I am pleased to inform you that the Board of Directors and the Management Team are proud to award the equity grant below in recognition of your contributions to EXL's growth and stockholder returns over the past year.

The equity award reflects EXL's belief that employees and leaders like you are key stakeholders in our growth.

The details of the Equity award are as below:

Date of Grant: 15-FEB-2023

Annual Performance Grant: 40 Restricted Stock Units

The equity grant agreement, vesting schedule (including forfeiture provisions) and other grant related details can be found online on the website of our service partner, Fidelity Stock Plan Services (<https://nb.fidelity.com/public/nb/default/home>).

You will receive a separate communication when the grants are available online for your review and acceptance. To finalize the receipt of your Equity award, you must accept the same within two weeks from the date of receiving the final communication, failing which the stock will be deemed as accepted.

If you have previously received equity grants at EXL, you would already have a username and password to access the information. If you are a first time recipient of an equity grant, you would receive a communication from the Fidelity team around the activation of your stock plan account.

We look forward to your continued leadership to realize this opportunity and make EXL a trusted partner for our clients and stakeholders.

Congratulations and wish you all the best!

Regards,



**Nalin Kumar Miglani**  
**Executive Vice President & Chief Human Resource Officer**

**exl Service.com (India) Private Limited**

*Registered Office: A-48, Sector 58, NOIDA, Uttar Pradesh-201301, India*