

Date : 01-Feb-2024  
Name : Kunal Sharma  
Employee ID : 178834



Dear **Kunal Sharma**,

On review of your performance and exemplary leadership skills, we are pleased to promote you to the role of **Consultant II - Analytics at Band Level B2** with effect from **01-Feb-2024**. 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 612,500 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.

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 : Kunal Sharma

Employee ID : 178834

Fixed Compensation in INR, with effect from 01-Feb-2024 is given below:

Basic	612,500
Housing	306,250
Leave Travel	51,021
Adhoc Allowance	643,668
<b>Business Related Expenses</b>	
Telephone Reimbursement	12,000
Vehicle Running & Maintenance	21,600
<b>Retirals</b>	
Provident Fund	73,500
Gratuity	29,461
<b>Fixed Compensation</b>	1,750,000