

08-Mar-2024

PRIVATE AND CONFIDENTIAL

Name : Nayeem Badshah

Employee ID : 191323

Dear Nayeem,

As I reflect on an extraordinary 2023, I am so proud of what we have been able to achieve. Staying focused on our goals, we were successful in achieving many 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 continue to ensure the health and safety of our employees and help our clients solve complex problems. Together as ONE EXL, we are looking ahead towards becoming the indispensable partner for data and AI led businesses, providing clients with end-to-end solutions, across multiple domains.

I would like to sincerely thank you for your contribution to EXL's success.

Based on a comprehensive assessment of your performance for the year 2023, your goal rating is:

Goal rating for 2023 : 4 - Exceeding most performance criteria.

I am pleased to inform you that your bonus payout for 2023 will be as follows:

Company Bonus	: INR 38,497
Individual Bonus	: INR 26,398
Total Bonus	: INR 64,895

This bonus will be payable to you in accordance with the Bonus Policy of the company and will be deposited into your bank account in month of March 2024 after deduction of taxes, subject to your being on the rolls of the company/not serving notice on the date of the payout of bonus.

I look forward to your continued partnership and support in scaling EXL to newer heights.

Sincerely,



Pamela Harrison
Executive Vice President & Chief Human Resource Officer

Inductis (India) Private Limited

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