

Date : March 1, 2021

Name : Samarth Sarin

Employee ID : 152721



Dear **Samarth Sarin,**

2020 was an extraordinary year. EXL as a company pulled together to deal with the unprecedented challenges that we faced. Our priority was to focus on the health and safety of our employees and to help our clients respond to and thrive in the pandemic. EXL's business has strong momentum and we look to the "decade of digital" with confidence.

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

Based on a comprehensive assessment of your performance for the year 2020, your Goal rating is:

Goal rating for 2020 : **Meeting all performance criteria**

Based on the company's performance against its goals, applicable discretion, and your performance, I am pleased to inform you that your bonus payout for 2020 will be as follows:

Total Bonus : **INR 63,735**

This bonus (if applicable) will be payable to you in accordance with the Bonus Policy of the company and will be deposited into your account in March 2021 after deduction of taxes, subject to your being on the rolls of the company/not serving notice on the date of payout of bonus.

I look forward to your continued contribution and support in making EXL an indispensable partner for data-led businesses.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nalin Kumar Miglani".

Nalin Kumar Miglani

Executive Vice President & Chief Human Resource Officer