

ExlService Holdings, Inc. (EXLS)

2026 DEF 14A · filed 2026-04-27 · CIK 0001297989

Headline facts

CEO TOTAL PAY

\$16,201,761

Rohit Kapoor · 2025 · +14% YoY

CEO PAY RATIO

CD&A

292 to 1

Median employee: \$12,542

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Talent Management Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

3 peers auto-selected from EXLS's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
G Genpact LTD	\$ 16,324,289	530 to 1	\$30,810	The compensation committee granted Mr
VRSK Verisk Analytics, Inc.	\$13,540,847	196 to 1	\$68,933	Compensation Committee
FICO FAIR ISAAC CORP	\$36,045,267	368 to 1	\$98,000	Leadership Development and Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Rohit Kapoor Chairman & CEO	\$885,205	\$13,811,888	\$1,410,750	\$93,918	\$16,201,761
Vivek Jetley President and Head of Insurance, Healthcare and Life Sciences	\$568,836	\$3,903,181	\$536,987	\$15,337	\$5,024,340
Vikas Bhalla President and Head of AI Services and Operations	\$368,796	\$3,903,181	\$370,380	\$22,447	\$4,685,025
Maurizio Nicoletti Executive Vice President and CFO	\$560,342	\$2,402,095	\$453,384	\$17,335	\$3,433,156
Narasimha Kini Named executive officer	\$496,301	\$2,402,095	\$401,567	\$30,284	\$3,330,248

CEO pay mix (latest year)

Base salary	5%
Cash incentive	9%
Equity	85%
Other	1%
At-risk	94%

Every fact above, traced back to filing text

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CEO pay ratio = 292 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“and the CEO’s annual total compensation in the manner required by Item 402(u) of Regulation S-K, to determine the pay ratio shown in the table below. Pay Ratio – all employees (with COLA)(1) Chief Executive Officer’s annual total compensation \$ 16,201,761 Median employee’s annual total compensation \$ 12,542 Ratio of Chief Executive Officer’s annual total compensation to median employee’s annual total compensation 1,292:1 (1) 2025 Mercer Combined Index. Our median employee, identified without performing a cost-of-living adjustment, is based in India and had an annual total compensation of \$6,58...”

Median employee compensation = \$12,542

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“median employee and calculated his annual total compensation and the CEO’s annual total compensation in the manner required by Item 402(u) of Regulation S-K, to determine the pay ratio shown in the table below. Pay Ratio – all employees (with COLA)(1) Chief Executive Officer’s annual total compensation \$ 16,201,761 Median employee’s annual total compensation \$ 12,542 Ratio of Chief Executive Officer’s annual total compensation to median employee’s annual total compensation 1,292:1 (1) 2025 Mercer Combined Index. Our median employee, identified without performing a cost-of-living adjustment, is...”

Compensation committee = Compensation and Talent Management Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation and Talent Management Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy, which covers both performance-based and time-based awards, mandates recoupment of erroneously awarded incentive based compensation in the event of a financial restatement and allows for recoupment of compensation in the event of an executive’s misconduct”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“We maintain a policy in which the following persons are prohibited from engaging in hedging transactions involving our shares and other securities: our directors and their secretaries and other assistants”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“No pledging: Under our policy mentioned above, Reporting Persons (as defined above) are only permitted to pledge shares of our stock that exceed those required to be owned under our stock ownership policy described above.”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“executive stock ownership policy, requires our executives to maintain stock ownership as a multiple of base salary as follows”