



EXL releases fifth annual Sustainability Report

September 9, 2024

NEW YORK, Sept. 09, 2024 (GLOBE NEWSWIRE) -- EXL [NASDAQ: EXLS], a leading data analytics and digital operations and solutions company, announced that it has published its fifth annual Sustainability Report, which highlights its progress across key environmental, social and governance (ESG) performance metrics. The report is available on the Company's website [here](#).

"This year marks EXL's 25th anniversary and our focus on sustainability has been a multi-layer value generator for EXL and our clients," said Rohit Kapoor, EXL's chairman and chief executive officer. "In line with our mission of looking deeper to find a better way, our latest report highlights our strides in reducing our environmental impact and reaffirms our commitment to driving positive change for future generations. We are ready for the evolution taking place and the ever-expanding potential to create value for our business, clients and communities."

Notable ESG milestones highlighted in the Sustainability Update Report include:

- Achieving a 60.4% reduction in Scope 1 and Scope 2 greenhouse gas emissions over 2019;
- Expanding the use of renewable energy investments: added 174 kilowatts of on-site solar power in certain of our India centers; transitioning to 100% green energy in our UK and Philippines centers, resulting in a 60.2% decrease in greenhouse gas emissions over 2019;
- Reaching 43% company-wide representation of women and 23.3% representation of women in our VP and above roles, as well as 55.6% racial and ethnic diversity¹ within our management team²;
- Upskilling our employees through our democratized talent development program, resulting in 1.3 million hours of training across our global workforce and 47,000 employees trained; and
- Increasing employee volunteer hours to 37,000 up from 22,300 in 2022 through the company's community engagement program, benefitting more than 31,300 people worldwide, involving 35% of our global employees in our community engagement initiatives.

This year's Sustainability Report features "spotlights" on certain key topics, including the relationship between sustainability and return on investment, responsible artificial intelligence, how our sustainability practices benefit our clients, and our signature community engagement initiatives – "Skills to Win" and "Education as a Foundation."

EXL prepared its Sustainability Report in accordance with the Task Force on Climate-related Financial Disclosures, the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard.

About EXL

EXL (Nasdaq: EXLS) is a leading data analytics and digital operations and solutions company. We partner with clients using a data and AI-led approach to reinvent business models, drive better business outcomes and unlock growth with speed. EXL harnesses the power of data, analytics, AI, and deep industry knowledge to transform operations for the world's leading corporations in industries including insurance, healthcare, banking and financial services, media and retail, among others. EXL was founded in 1999 with the core values of innovation, collaboration, excellence, integrity and respect. We are headquartered in New York and have more than 55,000 employees spanning six continents. For more information, visit www.exlservice.com.

Cautionary Statement Regarding Forward-Looking Statements

This press release contains forward-looking statements within the meaning of the United States Private Securities Litigation Reform Act of 1995. You should not place undue reliance on those statements because they are subject to numerous uncertainties and factors relating to EXL's operations and business environment, all of which are difficult to predict and many of which are beyond EXL's control. Forward-looking statements include information concerning EXL's possible or assumed future results of operations, including descriptions of its business strategy. These statements may include words such as "may," "will," "should," "believe," "expect," "anticipate," "intend," "plan," "estimate" or similar expressions. These statements are based on assumptions that we have made in light of management's experience in the industry as well as its perceptions of historical trends, current conditions, expected future developments and other factors it believes are appropriate under the circumstances. You should understand that these statements are not guarantees of performance or results. They involve known and unknown risks, uncertainties and assumptions. Although EXL believes that these forward-looking statements are based on reasonable assumptions, you should be aware that many factors could affect EXL's actual financial results or results of operations and could cause actual results to differ materially from those in the forward-looking statements. These factors, which include our ability to maintain and grow client demand, our ability to hire and retain sufficiently trained employees, and our ability to accurately estimate and/or manage costs, rising interest rates, rising inflation, recessionary economic trends, and ability to successfully integrate strategic acquisitions, are discussed in more detail in EXL's filings with the Securities and Exchange Commission, including EXL's Annual Report on Form 10-K. You should keep in mind that any forward-looking statement made herein, or elsewhere, speaks only as of the date on which it is made. New risks and uncertainties come up from time to time, and it is impossible to predict these events or how they may affect EXL. EXL has no obligation to update any forward-looking statements after the date hereof, except as required by applicable law.

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¹ Defined as any group other than White, Non-Hispanic

² Executive and Operating Committee

The logo for EXL, consisting of the letters 'EXL' in a bold, orange, sans-serif font.

Source: ExlService Holdings, Inc.