

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

| OMB APPROVAL | |
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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| | | |
|--|--|---|
| 1. Name and Address of Reporting Person* <u>Kapoor Rohit</u> (Last) (First) (Middle) 320 PARK AVENUE, 29TH FLOOR (Street) NEW YORK NY 10022 (City) (State) (Zip) | 2. Issuer Name and Ticker or Trading Symbol <u>ExlService Holdings, Inc. [EXLS]</u> | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) <input checked="" type="checkbox"/> Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) CEO & Vice Chairman |
| | 3. Date of Earliest Transaction (Month/Day/Year) 01/30/2023 | |
| | 4. If Amendment, Date of Original Filed (Month/Day/Year) | |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) | | 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) | | | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|---|--------------------------------------|--|--------------------------------|---|---|------------|--------------------|---|--|---|
| | | | Code | V | Amount | (A) or (D) | Price | | | |
| Common Stock, par value \$0.001 per share | 01/30/2023 | | M | | 63,990 | A | \$0 ⁽¹⁾ | 237,319 | D | |
| Common Stock, par value \$0.001 per share | 01/31/2023 | | J ⁽²⁾ | | 36,000 | D | \$0 | 201,319 | D | |
| Common Stock, par value \$0.001 per share | | | | | | | | 133,185 ⁽²⁾ | I | See Footnote ⁽³⁾ |
| Common Stock, par value \$0.001 per share | | | | | | | | 40,219 | I | See Footnote ⁽⁴⁾ |
| Common Stock, par value \$0.001 per share | | | | | | | | 177,134 | I | See Footnote ⁽⁵⁾ |
| Common Stock, par value \$0.001 per share | | | | | | | | 84,000 | I | See Footnote ⁽⁶⁾ |
| Common Stock, par value \$0.001 per share | | | | | | | | 84,000 | I | See Footnote ⁽⁷⁾ |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | 6. Date Exercisable and Expiration Date (Month/Day/Year) | | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) |
|--|--|--------------------------------------|--|--------------------------------|--|--|-----------------|---|--|--|---|--|
| | | | | | | Date Exercisable | Expiration Date | | | | | |

Explanation of Responses:

- The reporting person's shares of common stock, par value \$0.001 per share (the "Common Stock") reported in this report were earned pursuant to the performance restricted stock units ("RSUs") of ExlService Holdings, Inc. (the "Company") granted on February 20, 2020. Such shares of Common Stock were deemed earned on January 30, 2023 based on the Compensation Committee of the Board of Directors administering the award certifying the achievement of performance targets applicable to the PRSUs for the performance period ending on December 31, 2022.
- On January 31, 2023, the reporting person deposited 36,000 shares of Common Stock to an irrevocable trust. In exchange for the shares, the reporting person received from the trust assets of equal value. The deposit of shares to the trust resulted in an increase in the number of shares the reporting person beneficially owns indirectly through such trust and a corresponding decrease in the number of shares the reporting person beneficially owns directly.
- Owned by the Rohit Kapoor 2016 Family Trust.
- Owned by the 2016 Kapoor Family Trust Created Under the Rohit Kapoor 2013 GRAT.
- Owned by the 2016 Kapoor Family Trust Created Under the Rohit Kapoor 2005 GRAT.
- Owned by the Shikha Kapoor 2005 Family Trust.
- Owned by the Rohit Kapoor Spousal Lifetime Access Trust.

Remarks:

/s/ Lazbart Oseni, Attorney-in-Fact 02/01/2023

** Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

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