

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549**

FORM 8-K

CURRENT REPORT

Pursuant to Sections 13 or 15(d) of the Securities Exchange Act of 1934
Date of Report (Date of earliest event reported): **May 11, 2026**

EXLSERVICE HOLDINGS, INC.

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation or organization)

001-33089
(Commission File Number)

82-0572194
(I.R.S. Employer
Identification No.)

320 Park Avenue, 29th Floor,
New York, New York
(Address of principal executive offices)

10022
(Zip code)

Registrant's telephone number, including area code: **(212) 277-7100**

NOT APPLICABLE
(Former name or address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communication pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter)

- Emerging growth company
- If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act

Securities registered pursuant to Section 12(b) of the Act:		
Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, \$0.001 par value per share	EXLS	NASDAQ

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers

On May 11, 2026, ExlService Holdings, Inc. (the “Company”) appointed Bhupender Singh, 53, as President and Head of International Growth Markets. Mr. Singh joined the Company effective May 11, 2026.

Prior to joining the Company, Mr. Singh served in various executive roles from September 2018 until September 2024, including most recently as President and Co-Chief Executive Officer, at Teleperformance SE, following Teleperformance SE’s acquisition of Intelenet Global Services, where he served as Chief Executive Officer from October 2015 through August 2018. Mr. Singh has also held various leadership roles at companies such as Serco Global Services, Travelport, ebookers, Cendant and Firstsource. Mr. Singh will be based in London, United Kingdom.

Mr. Singh has no family relationships with any current director, director nominee, or executive officer of the Company, and there are no transactions or proposed transactions, to which the Company is a party or intends to become a party in which Mr. Singh has, or will have, a material interest subject to disclosure under Item 404(a) of Regulation S-K.

In connection with Mr. Singh’s appointment, ExlService (UK) Limited (“EXL UK”), a subsidiary of the Company, entered into a Service Agreement with Mr. Singh (the “Agreement”), under which Mr. Singh’s annual base salary will be £447,761, and his discretionary annual target bonus will be 90% of his base salary, in each case administered by and subject to the discretion of the Compensation and Talent Management Committee of the Board of Directors of the Company (the “Compensation Committee”). Mr. Singh was also provided an initial equity grant in the form of restricted stock units of the Company’s common stock, with a fair market value equal to £1,791,044, vesting annually pro rata over a four-year period, pursuant to the terms and conditions of the Company’s 2025 Omnibus Incentive Plan and Company’s previously disclosed restricted stock unit award agreement. In addition, Mr. Singh will become eligible to receive equity awards, as determined by the Compensation Committee in its sole discretion, subject to performance and other conditions of the Company’s applicable equity compensation plans. Mr. Singh also will be entitled to such benefits and benefit schemes as EXL UK may provide to employees of his seniority and status from time to time, subject to the terms of the governing documents and policies in force and other applicable requirements.

The foregoing summary of the Agreement does not purport to be complete and is qualified in its entirety by the full text of the Agreement, a copy of which will be filed with a future report filed with the Securities and Exchange Commission.

Item 8.01. Other Events.

A copy of the press release announcing Mr. Singh’s appointment is attached hereto as Exhibit 99.1 and is hereby incorporated by reference.

Item 9.01. Financial Statement and Exhibits.

(d) Exhibits.

Number	Description
99.1	Press Release, dated May 12, 2026
104	Cover Page Interactive Data File (the cover page XBRL tags are embedded within the inline XBRL document)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

EXLSERVICE HOLDINGS, INC.
(Registrant)

Date: May 12, 2026

By: /s/ Ajay Ayyappan
Name: Ajay Ayyappan
Title: Executive Vice President,
General Counsel and Corporate Secretary

EXL appoints Bhupender Singh as President and Head of International Growth Markets

NEW YORK, May 12, 2026 – EXL [NASDAQ: EXLS], a global data and AI company, announced the appointment of Bhupender Singh as president and head of international growth markets. He will report to Rohit Kapoor, chairman and chief executive officer of EXL and will be an executive committee member.

In this role, Singh will serve as the head of international growth markets for EXL and take the lead in accelerating growth for the EMEA and APAC regions. He will be responsible for architecting go-to-market strategies for diverse economies, uniting cross-cultural teams under a single high-performance banner and establishing EXL as the premier data and AI partner in these markets.

“Bhupender is a proven leader with a rare combination of scale, strategic vision and operational excellence,” said Kapoor. “He has led large organizations with billions in revenue across complex markets, consistently delivering industry-leading performance. As EXL continues to rapidly grow and expand its leadership position in data and AI, Bhupender’s deep international expertise and track record of transformative results will be a tremendously valuable asset.”

“I have long been an admirer of EXL, the way it weaves together deep domain expertise, advanced analytics and AI to drive meaningful business outcomes for its clients,” said Singh. “EXL is at an inflection point, with the capabilities, the talent and the momentum to become a leader in data and AI across international markets. I am energized by that opportunity and excited to help EXL seize it.”

Bhupender brings more than 25 years of senior leadership experience across global technology-enabled services. Most recently, he was the president and Co-CEO of Teleperformance SE (Euronext: TEP) a leader in global business services. During his six-year tenure, he oversaw a business that spanned 93 countries, served over 2,000 corporate clients, and helped deliver revenues exceeding €10 billion. Prior to Teleperformance, Bhupender was the CEO of Intelenet Global Services, a business process management company where he helped deliver 60%+ organic revenue growth and more than double EBITDA.

Singh holds an MBA from the Indian Institute of Management Ahmedabad and a Bachelor of Technology from the Indian Institute of Technology Mumbai.

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About EXL

EXL (NASDAQ: EXLS) is a global data and AI company that offers services and solutions to reinvent client business models, drive better outcomes and unlock growth with speed. EXL harnesses the power of data, AI, and deep industry knowledge to transform businesses, including the world's leading corporations in industries including insurance, healthcare, banking and capital markets, retail, communications and media, and energy and infrastructure, 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 approximately 67,000 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, risks related to the use of AI technology, impact on client demands by our selling cycles, our ability to hire and retain sufficiently trained employees, our ability to accurately estimate and/or manage costs, and risks related to the international nature of our business, 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 federal securities laws.

Media Contact

Keith Little

media.relations@exlservice.com
