

AGREEMENT AND GENERAL RELEASE

February 20, 2026

Emp Name : Iyer Mathangi Muraleedaran

Emp. No : 495638

Re: Separation from Employment and General Release

Dear Mathangi,

This letter ("Agreement") sets forth the agreement reached concerning your employment during the notice period and post separation with WNS Global Services Pvt. Ltd. ("Company"), including its current and former parents, subsidiaries and affiliated entities, and their respective current and former successors, assigns, representatives, agents, attorneys, shareholders, officers, directors and employees, both individually and in their official capacities (collectively "Company").

1. You are currently serving a notice period and your employment with Company shall stand closed effective from **March 08, 2026** and accordingly, your employment agreement dated **April 18, 2025** is terminated on the Separation Date. Company will continue your salary, less applicable withholdings and deductions, through the Separation Date. You acknowledge and agree that your employment with Company ends for all purposes on the Separation Date.
2. In consideration for signing this Agreement and in exchange for the promises, covenants and waivers set forth herein, Company will, provide you all the salary and benefits that accrue to you under your Employment Contract until the Separation Date (Accrued Benefit) and will adjust it against the amounts recoverable from you.
3. You shall deliver all Company property in your possession on the Separation Date. As requested by Company, you shall cooperate and assist in the orderly transfer of your roles and responsibilities to the person designated by the Company.
4. You, subject to the Company making payment, if any, as stated in clause 2 above, hereby release and forever discharge the Company from all debts, obligations, promises, covenants, agreements, contracts, endorsements, bonds, controversies, suits, actions, causes of action, judgments, damages, expenses, claims or demands, in law or in equity, which you ever had, now have, or which may arise in the future, regarding any matter arising on or before the date of your execution of this Agreement, including but not limited to all claims (whether known or unknown) regarding your employment at or separation of employment from Company, any contract (express or implied), any claim for equitable relief or recovery of punitive, compensatory, or other damages or monies, attorneys' fees, any tort, and all claims for alleged discrimination based upon age, race, color, sex, sexual orientation, marital status, religion, national origin, handicap, disability, or retaliation, including any claim, asserted or un-asserted. This Agreement may not be cited as, and does not constitute any admission by Company of, any violation of any such law or legal obligation with respect to any aspect of your employment or separation therefrom.



5. You represent and agree that you have not filed any lawsuits or arbitrations against Company, or filed or caused to be filed any charges or complaints against Company with any municipal, state or federal agency charged with the enforcement of any law and to the fullest extent permitted by law, not to sue or file a charge, complaint, grievance or demand for arbitration against Company in any forum or assist or otherwise participate willingly or voluntarily in any claim, arbitration, suit, action, investigation or other proceeding of any kind which relates to any matter that involves Company, and that occurred up to and including the date of your execution of this Agreement, unless required to do so by court order, subpoena or other directive by a court, administrative agency, arbitration panel or legislative body, or unless required to enforce this Agreement. To the extent any such action may be brought by a third party, you expressly waive any claim to any form of monetary or other damages, or any other form of recovery or relief in connection with any such action. Nothing in the foregoing paragraph shall prevent you (or your attorneys) from (i) commencing an action or proceeding to enforce this Agreement or (ii) exercising your right under any applicable law.
6. On receipt of the Accrued Benefits, if any, under clause 2 above, you represent, warrant and acknowledge that Company owes you no wages, commissions, bonuses, sick pay, personal leave pay, severance pay, vacation pay or other compensation or benefits or payments or form of remuneration of any kind or nature including but not limited under Employee Retirement Income Security Act, Payment of Wages Act, Payment of Bonus Act or any other rule or regulation, other than that specifically provided for any of the previous agreements between the parties and in this Agreement.
7. You will not disparage or criticize Company or its present or past directors, employees, advisors, or issue any communication, written or otherwise, that reflects adversely on or encourages any adverse action against Company or its present or past directors, employees and advisors, except if testifying truthfully under oath pursuant to any lawful court order or subpoena or otherwise responding to or providing disclosures required by law.
8. You agree not to disclose, nor use for your benefit or the benefit of any other person or entity, any information received in connection with Company which is confidential or proprietary and (i) which has not been disclosed publicly by Company, (ii) which is otherwise not a matter of public knowledge or (iii) which is a matter of public knowledge but you know or have reason to know that such information became a matter of public knowledge through an unauthorized disclosure. Proprietary or confidential information shall include information the unauthorized disclosure or use of which would reduce the value of such information to Company. Such information includes, without limitation, Company's client lists, its trade secrets, any confidential information about (or provided by) any client or prospective or former client of Company, information concerning Company's business or financial affairs, including its books and records, commitments, procedures, plans and prospects, products developed by Company, or current or prospective transactions or business of Company and any "inside information." You hereby confirm that you have delivered to Company and retained no copies of any written materials, records and documents (including those that are electronically stored) made by you or coming into your possession during the course of your employment with Company which contain or refer to any such proprietary or confidential information. You further confirm that you have delivered to Company any and all property and equipment of Company, including laptop computers, etc., which may have been in your possession.



9. You agree not to disclose the terms, contents or execution of this Agreement, the claims that have been or could have been raised against Company, or the facts and circumstances underlying this Agreement, except in the following circumstances:
 - a. You may disclose the terms of this Agreement to your immediate family, so long as such family member agrees to be bound by the confidential nature of this Agreement.
 - b. You may disclose the terms of this Agreement to (i) your tax advisors so long as such tax advisors agree in writing to be bound by the confidential nature of this Agreement (ii) taxing authorities if requested by such authorities and so long as they are advised in writing of the confidential nature of this Agreement or (iii) your legal counsel; and
 - c. Pursuant to the order of a court or governmental agency of competent jurisdiction, or for purposes of securing enforcement of the terms and conditions of this Agreement should that ever be necessary.
10. You agree that you will assist and cooperate with Company in connection with the defense or prosecution of any claim that may be made against or by Company, or in connection with any ongoing or future investigation or dispute or claim of any kind involving Company, including any proceeding before any arbitral, administrative, judicial, legislative, or other body or agency, including testifying in any proceeding to the extent such claims, investigations or proceedings relate to services performed or required to be performed by you, pertinent knowledge possessed by you, or any act or omission by you. You further agree to perform all acts and execute and deliver any documents that may be reasonably necessary to carry out the provisions of this paragraph.
11. You acknowledge and agree that you will continue to be bound by the restrictive covenants of non-solicitation of Company employees and customers and the non-compete, as set forth in your Employment Agreement and Confidential Information and any other non-public proprietary information of the Company including that of its affiliates. This Agreement constitutes the entire agreement between Company and you and supersedes and cancels all prior and contemporaneous written and oral agreements, if any, between Company and you, subject to the obligations of your Employment Agreement. You affirm that, in entering into this Agreement, you are not relying upon any oral or written promise or statement made by anyone at any time on behalf of Company.
12. This Agreement is binding upon you and your successors, assigns, heirs, executors, administrators and legal representatives.
13. Without detracting in any respect from any other provision of this Agreement:
 - a. You agree and acknowledge that this Agreement constitutes a knowing and voluntary waiver of all rights or claims you have or may have against Company as set forth herein including, but not limited to, all claims of age discrimination in employment and you have no physical or mental impairment of any kind that has interfered with your ability to read and understand the meaning of this Agreement or its terms, and that you are not acting under the influence of any medication or mind-altering chemical of any type in entering into this Agreement.
 - b. You understand that, by entering into this Agreement, you do not waive rights or claims that may arise after the date of your execution of this Agreement, including without limitation any rights or claims that you may have to secure enforcement of the terms and conditions of this Agreement.

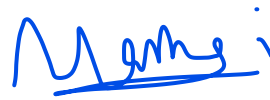


14. This Agreement may not be changed or altered, except by a writing signed by Company and you. This Agreement is entered into in Pune, India and shall be governed by the laws of jurisdiction at Mumbai, India to the exclusion of any other jurisdiction.

YOU EXPRESSLY ACKNOWLEDGE, REPRESENT, AND WARRANT THAT YOU HAVE READ THIS AGREEMENT CAREFULLY; THAT YOU FULLY UNDERSTAND THE TERMS, CONDITIONS, AND SIGNIFICANCE OF THIS AGREEMENT; THAT COMPANY HAS ADVISED YOU TO CONSULT WITH AN ATTORNEY CONCERNING THIS AGREEMENT; THAT YOU HAVE HAD A FULL OPPORTUNITY TO REVIEW THIS AGREEMENT WITH AN ATTORNEY; THAT YOU UNDERSTAND THAT THIS AGREEMENT HAS BINDING LEGAL EFFECT; AND THAT YOU HAVE EXECUTED THIS AGREEMENT FREELY, KNOWINGLY AND VOLUNTARILY.

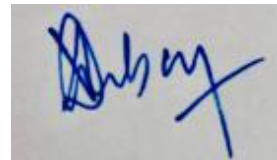
PLEASE READ CAREFULLY. THIS AGREEMENT HAS IMPORTANT LEGAL CONSEQUENCES.

Date: February 20, 2026



Iyer Mathangi Muraleedaran

Date: February 20, 2026



For WNS Global Services Pvt. Ltd.
General Manager - Human Resources