

June 2023

Private and Confidential

Compensation Notice

Dear Hrishikesh Balasaheb Badakh,

At FIS, our people and our collective performance are central to the success of our company. We appreciate the diligence and contributions of our colleagues around the world. The work each of us does is critical and we all play a role in the highly complex and constantly changing global financial ecosystem - and in driving our Future Forward.

During the annual compensation review, several factors are considered in determining pay changes. Achievement of personal and team goals, the market competitiveness of pay and compensation for colleagues with similar roles are evaluated by leaders in your organization and The People Office. The result of this review is pay that rewards performance and emphasizes internal pay fairness.

As a result of our review and in recognition of your contributions, effective July 1, 2023, your salary is being increased from INR 969,000.00 to INR 1,041,000.00 per year. This pay increase will be processed in the July payroll, subject to normal payroll deductions.

Thank you again for your dedication, contributions and commitment to FIS.

If you have any questions, please let me know.