

June 2024

Dear **Ankur Tiwari**,

Delivering financial solutions to power every business in the world begins with powering our own performance and growth. Your sustained efforts are integral to our Future Forward strategy, our culture of high performance, and our collective success. With that in mind, we are writing to recognize and commend you for the results you have achieved.

To celebrate our collective Future Forward achievements and to show our appreciation for your contributions, you're being rewarded with a one-time Win As One Team payment of INR 17,675.00. This payment will be paid to you in the July payroll, subject to normal payroll deductions.

As a result of our review and in recognition of your contributions, effective July 1, 2024, your salary is being increased from INR 2,354,545.00 to INR 2,448,726.80 per year. This pay increase will be processed in the July payroll, subject to normal payroll deductions.

Congratulations, and best wishes for continued success at FIS. Please discuss any questions you may have with your manager.