

March 2022

Compensation Letter

Dear Jai Pandey,

At FIS, our people are central to the success of our company and we appreciate the diligence and contributions of all our colleagues around the world. Our collective performance during this global crisis has been, without a doubt, one of FIS' brightest moments. Thank you for all that you do every day.

This letter provides important information about the recently concluded performance reviews for 2021 and your pay for the coming year.

Your performance in 2021 was exceptional. Congratulations on achieving the highest possible performance rating! You delivered outstanding performance and were a role model for our core values, which has resulted in improved outcomes for our business and team – a great achievement. You are a highly-valued member of the team and we look forward to supporting you as you continue to grow your career at FIS.

In recognition of your performance, we are pleased to inform you that effective April 1, 2022 your salary is being increased from INR 1,211,222.00 to INR 1,514,027.50 per annum. This pay increase will be processed in the April payroll, subject to normal payroll deductions.

Thank you again for your dedication, contributions and commitment to FIS. As a company, we have secured our position as an industry leader and could not have achieved this without you and your ability to Win as one team, Lead with integrity, and Be the change. We are in an exciting place as a company and are delighted that you are on this journey with us.

If you have any questions on the content of this communication, please let me know.

Regards,

Manager