

March 2019

Compensation Notice

Dear Parthiban Somanathan,

This letter provides important information about the recently concluded performance reviews for 2018 and your compensation for the coming year.

You achieved the expectations of your role in 2018 – congratulations on a job well done! Thank you for your continuing dedication to our group's projects and efforts as well as your contribution to our success as a company. You are a valued member of the team and we look forward to supporting you as you continue to develop your career here at FIS.

In recognition of your performance, we are pleased to inform you that effective April 1, 2019 your salary is being increased from INR 935,737.00 to INR 1,029,337.00 per annum. This pay increase will be processed in the April payroll, subject to normal payroll deductions.

If you have any questions, please let your manager know.