

March 2020

## Compensation Notice

Dear Pasang Sherpa,

At FIS, our people are central to the success of our company and we appreciate the diligence and contributions of all of our associates around the globe. As a company, we have secured our position as an industry leader and could not have achieved this without you. We are in an exciting place and are delighted that you are on this journey with us – thank you for all that you do every day.

This letter provides important information about the recently concluded performance reviews for 2019 and your pay for the coming year.

You were successful in achieving your objectives in 2019 – 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 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, 2020 your salary is being increased from INR 607,700.00 to INR 675,000.00 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. If you have any questions on the content of this communication, please let your manager know.

Regards,



Denise Williams  
Chief People Officer