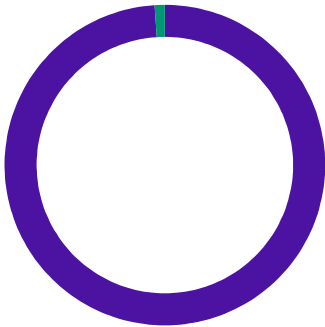


YOUR FIS
BENEFITS

TOTAL REWARD STATEMENT 2023
Statement as of 31 Jan 2023. Print Date: 26 Dec 2022



2,536,668.26
Total Reward 2023

Hello Rabintra Kumar Behera

Your FIS total reward statement is designed to provide you with details of your wealth, rewards and benefits package. From here you can also access detailed descriptions of all benefits. The graph shows the break up of your total remuneration package.

Data presented is for informational purposes only and should not be used as, or replace, required tax documents. The elements and amounts described in the Total Rewards Statement are not guaranteed. In the event that there is a variance between this statement and official Plan documents, the Plan documents govern.

● 2,486,167.00

Financial Benefits

● 50,501.26

Health Benefits

Financial Benefits

2,486,167.00

These elements reflect your cash compensation and the amount the company contributes to your plans that are designed to support building towards your future. The amounts in respective heads are year-to-date/annualized amount based on your current schedule. These figures may vary as per the actual pay outs.

Component Name	Amount (INR)	Total
Basic	1,103,280.00	–
House Rent Allowance	551,640.00	–
Flexi Benefit Plan	419,100.00	–
Provident Fund	132,396.00	–
Base Pay (FIXED PAY)	–	2,206,416.00
Variable Pay	220,642.00	–
Total Compensation (TC)	–	2,427,058.00
Gratuity Annual	53,068.00	–
On Call Allowance*	1,850.00	–

National Holiday Payout*

4,191.00

–

Health Benefits

50,501.26

These elements reflect the amount the company contributes towards your elected medical benefits and company provided insurance. These amounts are annualized for a full year.

Component Name	FIS contribution towards Benefits (Annually)
Group Health Medical Insurance	28,226.00
Group Personal Accident Insurance Premium	1,093.00
Group Term Life	20,188.23
Employee Deposit Linked Insurance (EDLI)	994.03

Voluntary Benefits

These are the additional employee paid options that allow you to customize coverage to meet your needs.

Component Name
Group medical Insurance

Annual Health Carnival

These are additional programs available to all regular employees, regardless of participation in any other FIS benefit programs.

Total Reward Statement for Rabindra Kumar Behera
Company Name: FIS India