



INDIVIDUAL COMPENSATION STATEMENT

Your 2021 Year End Compensation Statement

fiserv.

Associate Name	Associate ID	Performance Rating	Supervisor Name
Ravi Joshi	10099193	Meets Expectations	Karthick Krishnan

Total Compensation

	2020 ⁽¹⁾	2021 ⁽²⁾	2022 ⁽³⁾
Currency:	INR	INR	INR
Annual Base Salary:	3,675,000.00	4,226,250.00	4,522,087.50
Cash Incentive:	420,847.62	404,999.92	
Equity Incentive:	420,859.86	495,000.08	
Total Compensation:	4,516,707.48	5,126,250.00	

Base Pay / Merit

	Amount	Percentage
Current Base/Rate:	4,226,250.00	
Pay Increase:	295,837.50	7.00%
New Base/Rate:	4,522,087.50	

Incentive Plans

	Amount
Cash:	404,999.92
Integration Cash:	0.00
Equity:	495,000.08
Total:	900,000.00

(1) 2020 Base is based on 12/31/2020, 2020 Cash Incentive paid February 2021, Equity granted Q1 2021

(2) 2021 Base is based on 12/31/2021, 2021 Cash Incentive paid Q1 2022 and Integration Cash Award (if applicable), Equity granted Q1 2022

(3) 2022 Base is effective with first payroll cycle beginning on or after April 1, 2022

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