

March 2020

Compensation Notice

Dear Kalpesh Shah,

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.

Your performance in 2019 was exceptional. Congratulations on achieving the highest possible performance rating! You delivered outstanding performance and impact, 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, 2020 your salary is being increased from INR 1,160,550.56 to INR 1,400,000.00 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