



ADVANCING THE WAY THE WORLD
PAYS, BANKS AND INVESTS™

STAR INCENTIVE PLAN

E-number _ 1079458

FIS Tunis Location

Dear Sofien

Congratulations on your selection into the FIS STAR Incentive Plan!

STAR is a highly exclusive plan that aims to recognize and reward the best of the best at FIS. Covering only a small number of our employees, STAR is a reflection of FIS strong belief in building and promoting a culture of meritocracy.

We are pleased to nominate you to the STAR incentive plan and inform you that you qualify to receive a total incentive of USD <8800 Gross> over the 3 years you stay at FIS, as follows:

Payment Due Date	Payout Amount
Aug 2023	1500 USD Gross
Aug 2024	2900 USD Gross
Aug 2025	4400 USD Gross

Terms & Conditions Overleaf

Jihen Ben Mansour
People Partner,
Tunisia



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Terms and Conditions of the STAR Incentive Plan:

The payouts are subject to your continued excellent performance over the plan period. FIS reserves the right to discontinue your inclusion in the plan in case of unsatisfactory performance. If you receive a 'Needs Improvement' rating once in the plan period, your payout will be deferred till the next payout eligibility date. In case you receive a 'Needs Improvement' rating twice in the plan period, your participation in the plan will be automatically cancelled without any intimation and no payouts will be made.

You should be employed with FIS Tunis on the eligibility date of each payout to be eligible to receive the amount as indicated in the table above. In case you are serving your notice period (for any reason whatsoever) on the due date, you will not be eligible for the payout.

Your voluntary resignation from FIS will automatically cancel your participation in this plan. Any involuntary termination on account of non-disciplinary/performance reasons, will entitle you to pro-rated payout.

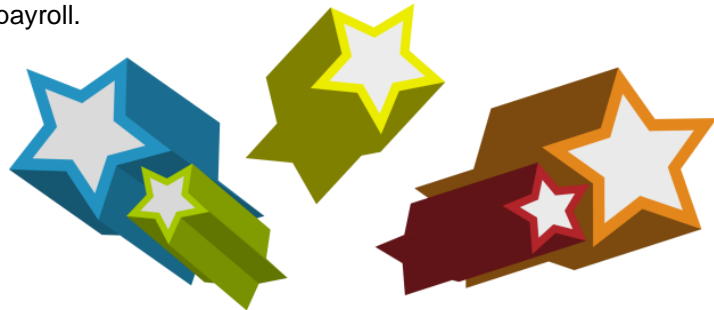
There may be cases of employees who have been promoted in the past performance year or If an employee on the scheme has gone through a change in role, on account of promotion, transfer or any other reason, a rating of Needs Improvement will not impact the payout for that year. This is subject to the SPOC approving it.

In case you are transferred outside FIS Tunis either permanently or for a duration exceeding one year, you will receive the amount prorated for your tenure with FIS Tunis for that particular period and your participation in the further periods of the plan will be automatically cancelled.

This is a confidential plan, which you are not to discuss with others in the organization. You may reach out to PO for any clarifications. Any breach of confidentiality of the contents of this letter may also result in termination of your participation in the plan.

The Company at its discretion may change or terminate the program or move you to the stock option plan. In either situation, these benefits under the STAR Incentive Plan may terminate immediately.

The payout will be made in local currency through the next applicable payroll from the eligibility date, and the conversion rate applicable at the time of payout will be used as basis for payroll.



Jihen Ben Mansour
People Partner, Tunisia