

The FIS logo is located in the top left corner. It consists of the letters 'FIS' in a green, sans-serif font. Above the letter 'i', there are three small green dots arranged horizontally.

FIS

2025

# Global Sustainability Report

Unlocking financial technology.  
Bringing the world's money into harmony.



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# Letter from our CEO and president

Dear Stakeholders:

We are witnessing a generational moment in financial services — one that is redefining not just what technology can do, but what responsible leadership requires in an era of profound change.

Three powerful forces are helping to reshape our industry: the continued strength of financial institutions investing in growth; a wave of consolidation driving more complex technology needs; and the emergence of artificial intelligence as a competitive imperative. Each aligns with FIS' capabilities — and each raises the stakes for how we deliver on our responsibilities to our clients, our colleagues, our communities and the broader financial system.

Our systems manage core banking data across 190 million accounts globally, processing more than 70 billion transactions annually across our credit, debit and payments networks. We estimate that nearly 12% of the world's economy runs through our technology.

Our record of applied innovation has made us the trusted technology provider to some of the largest financial institutions and companies in the world.

Our broader sustainability efforts are organized around four areas closely connected to our responsibility: empowering people and communities to thrive in the digital economy; building trust and security across the financial system; reducing our environmental impact; and upholding strong governance and ethics throughout our operations.

We believe responsible leadership and long-term business performance are connected.

When we deepen the security and resilience of our platforms, we strengthen the trust that financial institutions place in us and in the customers they serve. When we expand access to financial services in underserved communities, we help our clients reach new markets. When we reduce energy consumption and increase

renewable use, we lower operational risk and cost. When we operate with integrity and invest in our people, we build the culture that supports all of this work.

This report reflects our conviction and the progress we are making.

Sincerely,



**Stephanie Ferris**

Chief Executive Officer and President



# About FIS

## FIS unlocks financial technology to the world.

FIS® is a financial technology company providing solutions to financial institutions and businesses. We unlock financial technology that underpins the world’s financial system. Our people are dedicated to advancing the way the world pays, banks and invests by helping our clients confidently run, grow and protect their businesses. Our expertise comes from decades of experience helping financial institutions and businesses adapt to meet the needs of their customers<sup>1</sup> by harnessing the power that comes when reliability meets innovation in financial technology. Headquartered in Jacksonville, Fla., FIS is a member of the Fortune 500® and the Standard & Poor’s 500® Index.

1 - This report uses "consumers" where an FIS Regulated Entity has direct obligations under consumer protection laws (such as credit reporting) and "customers" more broadly to refer to the people served by financial institutions.

### Our purpose

To advance the digital transformation of our financial economy

### Our values

Our values guide us to work together to deliver our purpose each and every day.

Win as One Team

Lead With Integrity

Be the Change

### Our reach

14K Clients

\$16T Financial assets on platforms

95% Percentage of the world’s leading banks using our technology

### Our people

Country count	Headcount	Employees outside the U.S.	2025 revenue	Headquarters
47	44K	27K	\$10.7B	Jacksonville, Fla.

# Our technology powers the global economy across the money lifecycle

Our technology enables financial institutions and businesses to manage money as it moves through the global economy—when it’s at rest, when it’s in motion and when it’s at work.



## Worldpay sale and Issuer Solutions acquisition

On January 31, 2024, we completed the sale (the "2024 Worldpay Sale") of a 55% equity interest in our Worldpay Merchant Solutions business to private equity funds managed by GTCR, LLC (such funds, the "Buyer"). FIS retained a noncontrolling 45% equity interest in a new standalone joint venture, Worldpay Holdco, LLC ("Worldpay"), following the closing of the 2024 Worldpay Sale.

On April 17, 2025, FIS entered into agreements to buy the Issuer Solutions business from Global Payments Inc. and sell our remaining equity interest in Worldpay to Global Payments. The transaction closed on January 9, 2026.

The Issuer Solutions business, which was later rebranded as "FIS® Total Issuing™ Solutions," is a global payments technology and financial services provider specializing in issuer processing and a wide range of payment solutions for financial institutions.

Unless otherwise noted, this report excludes the activities and results of the Worldpay Merchant Solutions business and the Issuer Solutions business. The Issuer Solutions business will be incorporated into our sustainability reporting beginning with our fiscal year 2026 metrics.<sup>2</sup>

2 - FIS did not recalculate 2023 comparative reported metrics for the impact of the Worldpay Merchant Solutions business, unless otherwise stated.

Future Forward is our strategy

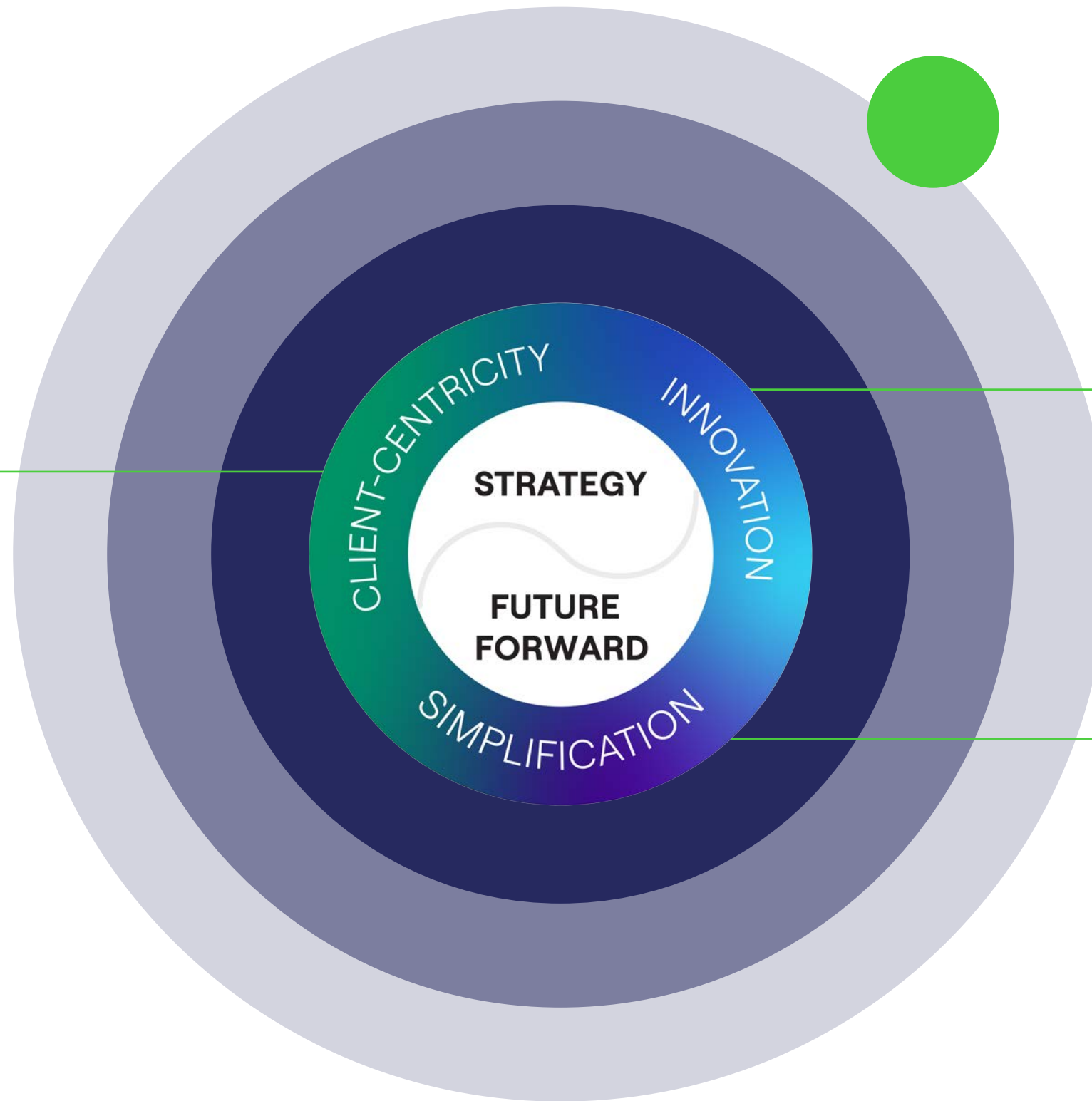
# Future Forward is our strategy

Future Forward is driving the value we bring to all our stakeholders, including shareholders, clients, partners, employees and the environment.

**Client-centricity:** Ensuring that clients are at the center of everything we do by sharpening our operational focus to promote a client-centric culture and deliver on our commitments to all stakeholders

**Innovation:** Innovating across our portfolio of solutions to help ensure growth for our clients

**Simplification:** Simplifying and streamlining our operations, decision-making and time to market to improve profitability



# Approach to sustainability

FIS takes a stakeholder-driven approach to sustainability, supported by a structured assessment framework that considers how sustainability topics may affect the company, and how the company's activities affect people, the environment and society. We promote transparency, foster engagement and maintain regular communication with our stakeholders regarding our sustainability strategies and programs.

We leverage our position as a global fintech leader to help advance sustainability across four key areas: empowering people and communities to thrive in the digital economy, building trust and security across the financial system, reducing our environmental impact and risk, and upholding strong governance and ethics throughout our operations and supply chain.

## Assessment approach

As sustainability disclosures continue to evolve, we have begun assessing the alignment of our reporting with the European Union's Corporate Sustainability Reporting Directive and

other applicable regulations in the global jurisdictions in which we operate.

To support our compliance with these global disclosure requirements, FIS conducted a sustainability priority assessment to guide our sustainability program and disclosures.

This assessment evaluated sustainability topics through two complementary lenses: financial relevance (the potential for sustainability topics to affect the company's financial performance and enterprise value) and impact relevance (the potential for the company's activities to affect people, the environment, and society). A topic may be identified as a priority issue under either or both of these lenses.

We surveyed our employees and clients as part of that process to understand their sustainability priorities. We also engage regularly with our shareholders to gather their perspectives, as discussed in the Stakeholder Engagement chart in the [Appendix](#) and in our [2026 Proxy Statement](#). In 2025, we continued to focus on the topics identified through this engagement.

**Our priority assessment identified the following topics, organized by sustainability pillar:**



### People and communities

- Access to finance
- Equal treatment and opportunities
- Working conditions



### Trust and security

- Cybersecurity
- Privacy



### Environmental stewardship

- Climate change<sup>3</sup>



### Governance and ethics

- Anti-corruption and anti-bribery
- Business continuity
- Business ethics
- Corporate culture

<sup>3</sup> - Climate change was identified as a priority topic based on its potential impact on people and the environment; the company's separate climate risk assessment did not identify climate-related financial risks expected to have a material financial impact on our business

## Assessment methodology



**Step 1 - Assess the universe of sustainability topics:** Develop a list of sustainability matters relevant to our business by gathering input from existing stakeholder engagement channels, global sustainability standards and regulations, and peer research. Map these matters onto our value chain.

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**Step 2 - Engage key stakeholders and score issues:** Conduct interviews with stakeholders to identify actual and potential risks and impacts related to the identified sustainability matters. Apply a scoring framework to rank the sustainability matters and validate ranking with internal stakeholders.

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**Step 3 - Finalize material matters:** Validate scoring with a cross-functional task force, and set priority thresholds for the identified sustainability topics.

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**Step 4 - Ongoing engagement:** Assess emerging issues including changes to our business or stakeholder sentiments through engagement with subject matter experts and the cross-functional task force.

## Additional resources

Additional information about FIS' sustainability policies and activities can be found in the following documents:

- [FIS 2025 Annual Report](#)
- [FIS 2026 Proxy Statement](#)
- [FIS Code of Business Conduct and Ethics](#)
- [FIS Code of Business Conduct and Ethics for Directors](#)
- [FIS Conflicts of Interest Policy](#)
- [FIS Enterprise Sustainable Business Policy](#)
- [FIS Environmental Policy Statement](#)
- [FIS Gives Back Report 2025](#)
- [FIS Modern Slavery Act Transparency Statement](#)
- [FIS Political Activities Policy](#)
- [FIS Privacy Policy and Privacy Center](#)
- [FIS Speak-Up Policy](#)
- [FIS Supplier Code of Conduct](#)
- [U.S. EEO-1 Reports](#)

## Supporting our clients' sustainability initiatives

In 2025, in response to client interest, FIS accelerated the integration of climate risk analytics and sustainability data capabilities. These enhancements equip clients with the insights and tools to assess and manage exposure to climate-related financial risks and opportunities based on their individual business needs.

**Climate solutions and Office of the CFO capabilities integration:** FIS has integrated climate solutions into our Office of the CFO capabilities, embedding climate risk analytics into balance sheet and treasury workflows. This gives CFOs forward-looking visibility into extreme weather risks that could materially impact asset values, funding costs and capital buffers.

### **FIS® Climate Risk Financial Modeler:**

This tool helps our clients translate climate risk exposure into measurable financial outcomes, supporting informed capital allocation and strategic decision-making. Through integrated global climate data and advanced scenario analytics, it aims to enable firms to improve transparency, meet evolving regulatory requirements and build greater operational and portfolio resilience.

In 2025, the tool earned industry recognition, including Climate Risk Solution of the Year at the InsuranceERM Global Awards 2025 and Best ESG Data Provider at the 2025 WatersTechnology Asia Awards, for its contributions to sustainability and climate risk insight.

## Select awards



### **InsuranceERM Climate Risk & Sustainability Award 2025**

Recognizes individuals, teams and companies that demonstrate leadership in climate risk management and exceed client expectations; awarded FIS the climate risk modeling solution of the year.



### **WatersTechnology Asia Awards – Best ESG Data Provider 2025**

Recognizes data providers that enable capital markets clients to comply with ESG-driven mandates while delivering transparency, accuracy, reliability and flexibility through their offerings.

# People and communities

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CHAPTER 1

# Empowering individuals and businesses in the digital economy

As a leading global financial technology provider, we believe that banking and payments technology holds tremendous potential to advance financial inclusion and access by reaching individuals and bridging the digital divide.

FIS works with private, public and nonprofit partners to advance initiatives to increase access to affordable financial services.

We believe that our efforts to advance financial inclusion and access can directly impact economic growth<sup>4</sup> and improve the communities in which our employees live and work.

4 - World Bank Group, Financial Inclusion Is A Key Enabler to Reducing Poverty and Boosting Prosperity 2025.



Empowering individuals and businesses in the digital economy

## FIS solutions to advance financial inclusion and access

In 2025, FIS offered clients more than 20 products and services that help advance financial inclusion. These solutions enable affordable bank accounts for individuals, provide cost-efficient and value-added funding for small and medium-sized businesses and connect people in need with government assistance programs.

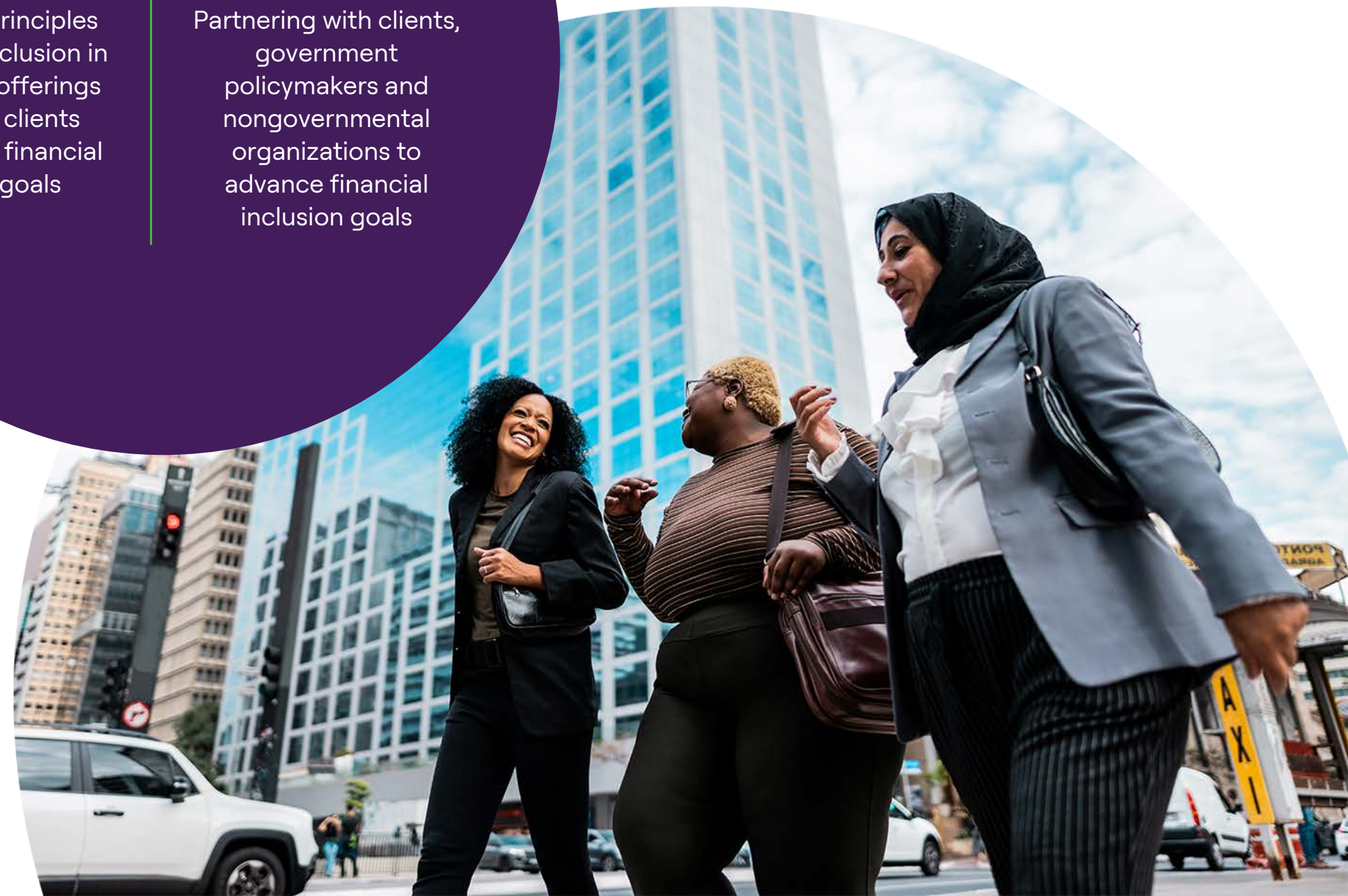
### FIS' Pillars of Financial Inclusion

#### Solutions

Embracing principles of financial inclusion in our product offerings to help our clients achieve their financial inclusion goals

#### Partnerships

Partnering with clients, government policymakers and nongovernmental organizations to advance financial inclusion goals



## Improving bank account access for individuals

The Federal Reserve—the U.S. central bank—reported<sup>5</sup> that in 2024, 6% of adults were “unbanked,” meaning neither they nor their spouse or partner had a checking, savings or money market account. In addition, the Federal Deposit Insurance Corporation found<sup>6</sup> that an estimated 14.2% of U.S. households—approximately 19 million—were “underbanked” in 2023. While these households had bank accounts, they still relied on alternative financial services such as check cashing, payday loans or pawn loans to meet their everyday financial needs.

To help address these gaps, FIS partners closely with the Cities for Financial Empowerment Fund to expand the reach of its Bank On initiative, which promotes nationwide access to safe, affordable banking options. Through Bank On, coalitions raise public awareness, conduct targeted outreach to unbanked households and increase access to financial education, helping ensure more individuals can participate fully in the financial system.

FIS further supports this initiative through the Bank On Bundle, a suite of three ChexSystems<sup>®7</sup> products designed to help financial institutions open Bank On-certified (or similar safe, low-cost) accounts, monitor account performance and deliver educational resources that strengthen account holders’ financial literacy. With the Bank On Bundle, institutions can more effectively manage risk while empowering consumers to build long-lasting, successful banking relationships.

FIS remains committed to furthering the Cities for Financial Empowerment’s national movement to improve financial access.

5 - [Report on the Economic Well-Being of U.S. Households in 2024 - May 2025](#)

6 - [2023 FDIC National Survey of Unbanked and Underbanked Households](#)

7 - Chex Systems, Inc. (herein “ChexSystems”) is a consumer reporting agency and an indirect, wholly owned subsidiary of FIS.

## Strengthening financial wellness

At FIS, we are committed to empowering financial institutions to reduce barriers and expand access for the consumers they serve. The ChexSystems<sup>®</sup> Financial Wellness Strategy aims to advance financial access and wellness through four core principles:

**Inclusion:** Reducing barriers across the financial ecosystem for both consumers and financial institutions, enabling broader participation and more equitable account-opening experiences

**Education:** Providing clear, accessible educational resources that help consumers understand their financial data and support institutions’ financial wellness initiatives

**Protection:** Enhancing the security and privacy of our solutions to help safeguard consumers against identity risks and fraudulent activity

**Access:** Facilitating consumer and financial institution access to accurate, secure financial data to support informed decisions and promote sustainable financial engagement

Empowering individuals and businesses in the digital economy

## Financial literacy program

In 2025, FIS continued to offer our financial literacy program to our clients and community partners in the U.S.

Participating financial institutions can embed our specialized learning programs into their websites to help their customers enhance their financial skills and knowledge.

FIS enables financial inclusivity for individuals with disabilities, offering certain products and services that are designed to support our clients' commitments to Web Content Accessibility Guidelines 2.0. Our web-accessible financial literacy products support a range of navigational techniques specific to assisting people with disabilities.

FIS' educational programs include the FIS Financial Literacy for Young Adults Program and the FIS Financial Literacy for Adults Program. In both programs, learners receive practical knowledge, skill-building opportunities and resources related to topics such as financial planning, borrowing, identity theft, credit reports and scores, credit cards and homeownership.

In 2025, we expanded our offerings with two new programs available to the public at no cost: Financial Literacy for Small Businesses, and Aspiring Entrepreneurs and Financial Literacy for Digital Currencies and Blockchain. The first program provides a practical introduction to starting and managing a business for both new and existing small business owners, regardless of their formal business training. The second program offers a foundational overview of blockchain, cryptocurrency and digital currencies, designed for beginners and experienced professionals alike.

## Financial wellness in a digital age

Through FIS' Digital One Spending Insights, we offer our financial services clients the ability to use artificial intelligence (AI) and predictive analytics to provide their customers with tools to improve their financial lives.

Customers with Digital One Spending Insights-enabled accounts receive tailored suggestions for transaction monitoring, balance and cash flow tracking, budgeting reminders and nudges to help encourage better financial choices. For example, proactive insights about spending behavior and cash flow can help customers understand when spending levels are high and how to adjust their habits so they can avoid overdraft and non-sufficient funds fees.



Empowering individuals and businesses in the digital economy

### Supporting consumer rights and disclosure reports

ChexSystems' consumer disclosure reports provide clear, accessible information designed to help individuals understand their deposit account history, their rights and how to exercise those rights. To help ensure accessibility for consumers of all backgrounds, these reports are available in multiple formats, including Braille, text-to-speech, large print and Spanish. Consumers can obtain their reports free of charge.

### Supporting financial wellness and identity protection

OnAlert® from ChexSystems is designed to provide consumers with comprehensive identity theft protection, financial education and credit monitoring services. It is the only solution in the industry that delivers real-time ChexSystems alerts across both credit and non-credit account activity, including account authorizations, inquiries, new check orders, closures and potential unauthorized changes or suspicious transactions. By incorporating deposit account data alongside traditional credit information, OnAlert offers broader visibility that can help consumers detect and respond to potential fraud more effectively.

### Providing reliable and secure EBT solutions

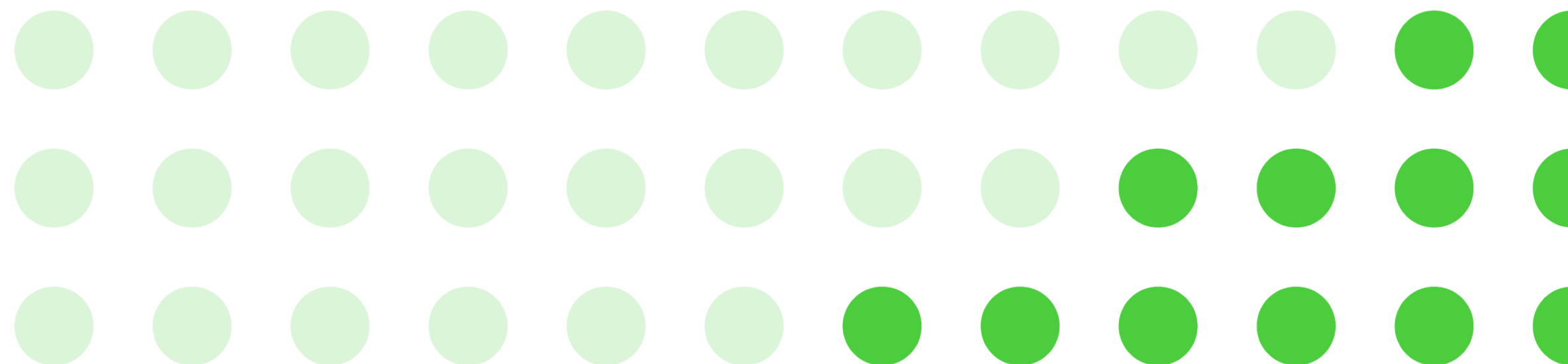
FIS is a market leader and innovator in the design and operation of Electronic Benefit Transfer (EBT) systems in the U.S., providing individuals with cards that allow them to make electronic payments for groceries and other items under the Supplemental Nutrition Assistance Program (SNAP) or cash benefits under Temporary Assistance programs. By the end of 2025, FIS facilitated the use of EBT cards for approximately 16.4 million households receiving SNAP benefits, as well as 4.1 million participants in the Women, Infants and Children program.

**By the end of 2025, FIS facilitated the use of EBT cards for approximately:**

**16.4M**  
Households receiving SNAP benefits

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**4.1M**  
Participants in the Women, Infants and Children program



## Strategic partnerships

Advancing financial inclusion requires collaboration across multiple sectors. FIS works with community banks, nonprofits, government agencies and others as part of a larger effort to improve financial access and promote financial wellness.

### CASE STUDY

### Reducing theft by modernizing EBT card technology

In early 2026, the State of California announced an 83% reduction in reported EBT theft in California, a meaningful step forward in safeguarding public assistance programs relied upon by millions of families. As part of this announcement, the Governor's office recognized FIS for our role in delivering the technology solution that supported this outcome.

FIS partnered with the State of California to deploy chip-and-tap-enabled EBT cards, a first-in-the-nation technology solution aimed at reducing benefits theft. The microchips make it more difficult for benefits to be stolen, especially via skimming — a method that involves stealing information through a device implanted on a card terminal.

Following a successful pilot, FIS supported a full statewide rollout. Within three months, approximately four million new EBT chip cards had been issued to California benefit recipients, providing enhanced security protections for some of the state's most financially vulnerable populations.

The results in California demonstrate what is possible when technology providers and government agencies work together to address fraud at scale. This partnership has helped protect billions of dollars in public benefits and, more importantly, the individuals and families who rely on them. As states across the country confront similar challenges, FIS remains committed to supporting broader efforts to modernize and secure government benefits programs.

California announced an

83%

reduction in EBT theft

4M

New EBT chip cards issued to California benefit recipients

## Supporting financial institutions in underserved communities

In 2025, we continued our engagement with Minority Depository Institutions (MDIs) and Community Development Financial Institutions (CDFIs) as part of our ongoing client-centricity initiative. By gathering actionable insights on customer care, product performance and service enhancement opportunities, we continued to strengthen and modernize our offerings to better serve these clients' mission-critical operations.

FIS aims to strengthen the long-term success of our MDI and CDFI partners and help foster economic mobility in the communities they serve.

## Unlocking credit for all

FIS continued our partnership with the Credit Builders Alliance, a national nonprofit network dedicated to building the capacity of its members to help millions of individuals with poor or no credit participate in the mainstream financial system by building credit.

In partnership with FIS, Credit Builders Alliance hosted webinars that explored topics such as:

- New developments in banking access
- Ways to support consumers in becoming banked, such as ChexSystems and Bank On
- How ChexEDU™ Reports can deepen nonprofits' support for the unbanked and underbanked

Additionally, FIS participated in the Credit Builders Alliance's 2025 Financial Equity Discussions. These discussions provided a forum to deepen our understanding of customers who may not have relationships with mainstream financial institutions and to discuss ways to help our clients better serve and positively impact these populations.

## Philanthropy and volunteerism

At FIS, our Be the Change core value encompasses our longstanding commitment to give back to the communities where we live and work every day. We use technology, philanthropy and volunteerism to empower our local communities across the globe by unlocking access to the financial ecosystem and continuous economic growth. For more information on our philanthropic partnerships and initiatives, please reference the FIS Gives Back Report 2025.



CHAPTER 2

# Advancing the workforce of the future

At FIS, we aim to build high-performing teams with the skills and capabilities needed to innovate, deliver results for our clients and support our business strategy.

FIS invests in recruitment, engagement, retention and performance programs intended to build and sustain a strong talent pipeline across our global operations. In 2025, our primary areas of focus included advancing career development, strengthening workforce skills and capabilities and enhancing employee well-being and engagement — while continuing to build AI fluency across the workforce to help employees adapt to a rapidly evolving market.



Advancing the workforce of the future

Our talent strategy is designed to create an environment where employees are supported, challenged and inspired to deliver results. This strategy is reinforced by the FIS corporate values — Win as One Team, Lead With Integrity and Be the Change — which guide how we hire, develop and engage employees across the organization.

Oversight of our human capital strategy, including talent engagement, culture and workforce development, resides with our Board of Directors and senior leadership.

As of December 31, 2025, FIS employed approximately 44,000 employees across 47 countries, with more than 27,000 employed principally outside of the U.S.

FIS invests in the growth and development of our employees across every stage of the employment experience. Our enterprisewide approach guides how we attract, develop and retain talent from onboarding and skills development through career progression and leadership development. These programs are designed to provide a consistent, companywide approach that supports capability building, strengthens performance and helps employees learn and grow.

### Our talent strategy is built around six key areas that help support workforce performance and capability building:



Advancing the workforce of the future

## Join and ramp

### Fair and respectful workplace

FIS is committed to providing equal opportunity across all employment practices and does not make employment decisions based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, disability, veteran status, citizenship or any other protected characteristic. FIS policies on equal opportunity and anti-discrimination are designed to foster a workplace free from discrimination and harassment.

These policies apply to all aspects of the employment relationship, including hiring, compensation, benefits, training, promotion, transfer, employment relationship management and termination. FIS also provides reasonable workplace accommodations for individuals with disabilities. Expectations for ethical conduct and compliance with these policies are communicated to employees through the Code of Business Conduct and Ethics and its Respectful Workplace training.

### Onboarding

In 2025, FIS redesigned our onboarding experience to help new employees integrate more quickly and build stronger connections to the organization from their first days. The program provides a structured, consistent onboarding journey — giving new hires early clarity on their role, benefits and resources.

### FIS University Program

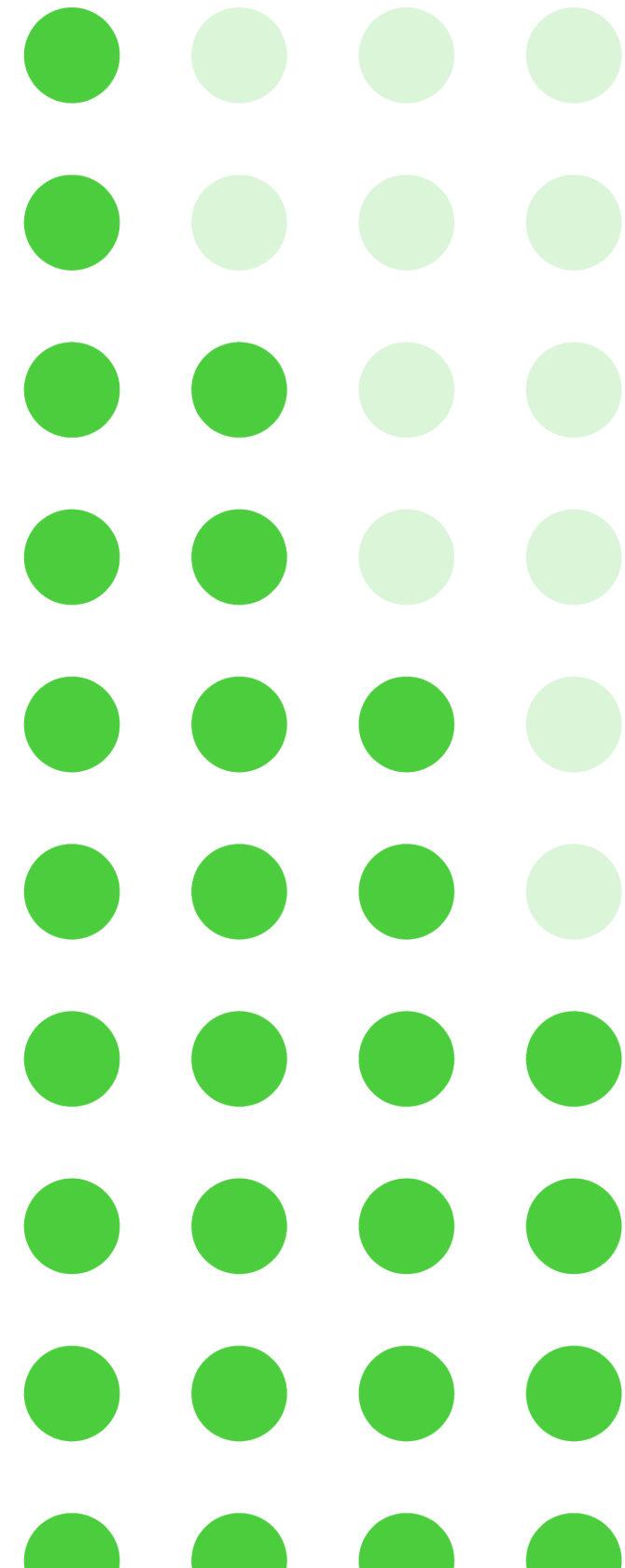
In 2025, we continued to advance our global FIS University Program, which includes both internships and full-time, entry-level opportunities. The program is designed to build a pipeline of early-career talent by providing structured development experiences that prepare participants for long-term careers in financial technology.

**Internships:** Our internship program offers college students entering their senior year a 10-week summer experience that includes instructional webinars, professional development mentorship and social activities. The program is intended to help students

understand career opportunities with FIS, with the objective of offering full-time employment opportunities to high-performing interns upon graduation.

**Full-time program:** The FIS University Program is a two-year, full-time program designed for recent graduates, individuals changing careers or re-entering the workforce and veterans transitioning to civilian life. The program begins with a Learning Week that includes exposure to senior executives, live interactive sessions, training, peer projects and networking opportunities. In 2025, FIS hosted four Learning Weeks across North America, Europe, the Middle East and Africa and India. Over the two-year program, participants take part in ongoing professional development, mentorship and community-building activities.

FIS also offers a Student Loan Debt Repayment Program for participants in the FIS University Program for U.S.-based participants. In addition, student loan consolidation and refinancing resources are available to U.S. employees generally as part of our employee benefits package.



Advancing the workforce of the future

## Perform and grow

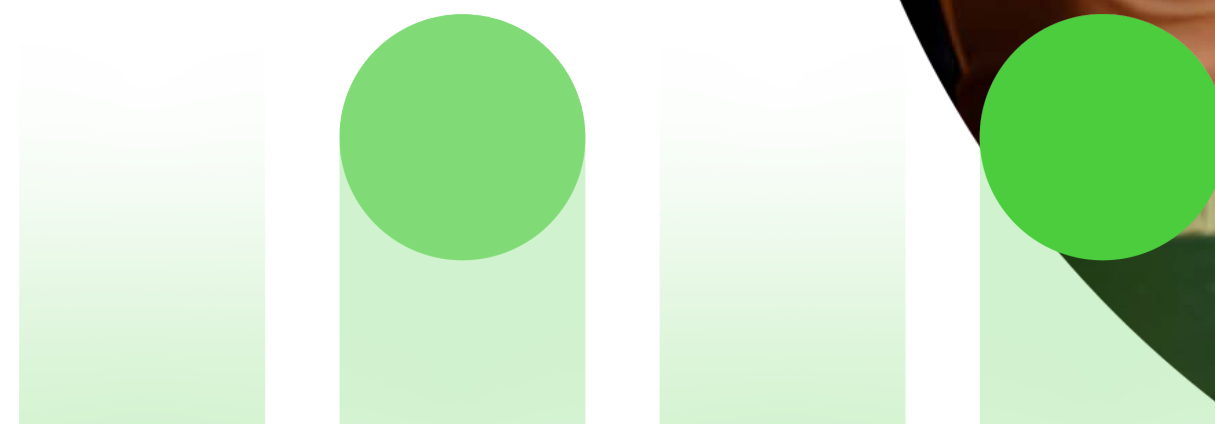
### Learning, development and growth

FIS' approach to learning and professional development is focused on building leadership capabilities across all levels of the organization. We aim to equip our workforce with the skills, tools and development opportunities needed to deliver results and grow in their careers. Our programs span technical upskilling, role-specific learning and leadership development. Leadership and growth exist at all levels of the enterprise, and we expect our leaders to know their talent so they can grow their talent. We provide opportunities to develop skills in influencing, strategic thinking, communication, client engagement and team leadership. Our FIS behaviors and leadership drivers help bring clarity to what we expect of leaders and how we expect them to operate.

These capabilities shape a broad range of learning offerings, from self-directed digital courses to instructor-led programs to hands-on experiences. A dedicated team supports company-wide growth through structured learning pathways aligned to different career stages.

### Leadership development

FIS invests in leadership development at multiple levels of the organization. Senior leaders participate in executive coaching and leadership assessments, while directors and vice presidents have access to targeted development programs focused on strategic thinking, talent management and cross-functional leadership. New and emerging people managers are supported through foundational training in coaching, feedback and team management.



## Ethics, conduct and compliance training

The FIS annual mandatory compliance training curriculum covers topics including the Code of Business Conduct and Ethics, anti-bribery and corruption, anti-money laundering, sanctions compliance, data privacy and information security, insider trading, risk management, anti-discrimination, anti-harassment and responsible use of AI. Additional role-based training is required for employees in certain functions. Further information about FIS' ethics and compliance programs is available in [Chapter 6](#) of this report.

## Learning platforms and resources

FIS provides employees with access to a range of learning platforms and resources, including our internal learning experience platform, which offers curated content across business, technical and leadership topics. In partnership with LinkedIn Learning, employees can access thousands of on-demand courses covering professional skills, technology and leadership.

Technical roles have access to additional specialized platforms to develop emerging skills and drive innovation within our products. FIS also offers instructor-led training programs, professional certification support, tuition reimbursement and strengths-based development tools.

## Performance management

In 2025, FIS continued to evolve our approach to performance management. FIS uses a qualitative, outcomes-based performance framework that emphasizes clear expectations, continuous feedback and accountability. Employees and managers align individual goals to enterprise priorities and engage in regular check-ins focused on goal progress, coaching and development.<sup>8</sup>

<sup>8</sup> - Beginning in 2024, FIS transitioned from an annual performance review cycle to a continuous feedback model based on regular manager-employee check-ins. As a result, FIS no longer reports an annual performance review completion rate.





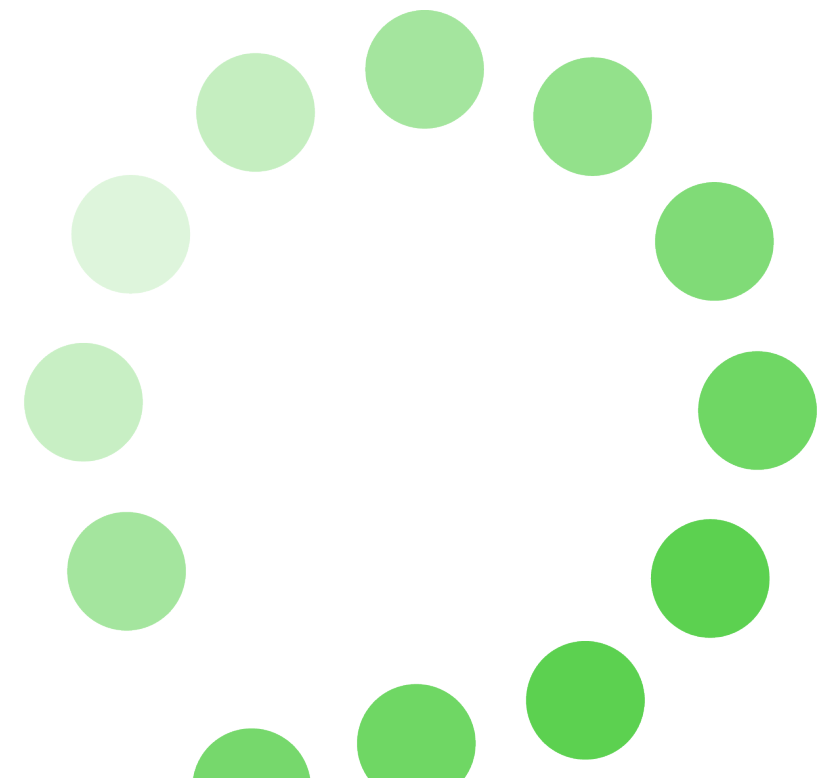
## Career progression

FIS supports career growth through multiple pathways, including promotions, lateral moves, cross-functional assignments and expanded responsibilities. Launched in early 2026, Career Compass is a standardized career framework that gives employees visibility into expectations, skills and potential paths for growth across technical, managerial and professional career tracks. Career Compass helps employees take ownership of their development and empowers managers to support meaningful career conversations. For employees in technology and engineering roles, a dedicated technical career track allows advancement without transitioning to people management.

FIS also offers a suite of digital career tools — including an internal career hub and an AI-powered career assistant — that gives employees greater visibility into internal opportunities, personalized guidance on skill development and the ability to take an active role in shaping their career growth.

## AI fluency and digital skills

In 2025, FIS accelerated our investment in AI capabilities across the organization. We deployed AI-enabled tools companywide, supported by a customized learning program that adapts training to employees' specific roles and responsibilities, helping employees apply AI effectively in their work. An AI Champion Network of trained advocates supports adoption and promotes best practices across teams. FIS also established responsible AI guidelines and training to help employees understand ethical considerations, data privacy and the role of responsible use of AI in their work.



## Progress and sustain

### Employee well-being

We value the well-being of our employees and invest in a broad range of programs that support physical, mental and financial health. These offerings are designed to help employees maintain healthy lifestyles and access meaningful support while allowing for flexibility to meet individual needs. A global network of well-being ambassadors connects employees with available resources and programming across regions, helping bring the strategy to life locally.

In 2025, FIS introduced the Mind, Body and Wallet well-being model — a unified global framework that guides programs and campaigns while enabling regional customization. Through Mind, FIS provides access to Employee Assistance Programs (EAP) and other mental health resources. Through Body, employees are supported through health screenings, wellness education and locally relevant health activities. Through Wallet, FIS promotes financial confidence by offering tools and guidance to help employees make informed financial decisions.

In January 2026, FIS launched a streamlined digital health platform that consolidates benefits navigation, 24/7 virtual care access, digital ID cards and prescription savings into a single app for U.S. employees.

### Employee health and safety

FIS maintains safety standards for all employees. The Workplace Safety Standard outlines the programs in place at FIS that comply with the Occupational Safety and Health Administration (OSHA) requirements in the U.S. and is similar to local standards internationally.<sup>9</sup> FIS partners with leading insurance and safety experts to conduct safety audits at select locations annually.

### Employee listening and engagement

In November 2025, FIS launched a redesigned Pulse Survey program, shifting from legacy annual engagement surveys to more frequent, focused check-ins delivered through Microsoft Teams. The surveys track employee Net Promoter Score (eNPS)

alongside rotating topic-focused questions on areas such as manager effectiveness, career development and well-being.



9 - Certain sites in the Philippines and India are ISO 45001 certified.

Advancing the workforce of the future

## Total rewards

To attract and retain talent at every level of the company, FIS offers an assortment of total rewards in the markets in which we operate. With our diverse global footprint, we provide a comprehensive and competitive mix of pay and benefits, which are customized to meet additional regional and local needs.

## Fair pay

FIS is committed to fair pay practices. Our pay strategy is designed to offer market-based, competitive compensation determined by legitimate, nondiscriminatory factors.

## Succession planning

FIS maintains a companywide succession planning process to support continuity and long-term organizational resilience. Through regular talent reviews, we evaluate the depth and readiness of our leadership pipeline to inform development investments and workforce planning.

## FIS Cares

Our FIS Cares program is an employee-funded giving program designed to support employees facing unexpected hardships, such as natural disasters, family emergencies and other qualifying events. The program is funded through voluntary employee contributions. In 2025, FIS employees contributed more than \$279,000 to the FIS Cares Fund. Approximately \$138,000 was disbursed to employees in need.<sup>10</sup>



<sup>10</sup> - At the end of each calendar year, any unspent contributions are added to the FIS Cares general funding account, which is used to support employees in future years.

Advancing the workforce of the future

## Employee benefits<sup>11</sup>

FIS offers a suite of benefits to support employees' health, financial well-being and work-life balance. Benefits available to eligible employees in line with market practices and laws (offerings vary by country) include:

### Healthcare, life and disability benefits

Medical, dental and vision coverage

Telehealth program

Health management programs, which include fertility and caregiver support, tax-advantaged reimbursement accounts, hearing aid coverage, travel and lodging benefits for eligible medical expenses and more

Life insurance coverage

Short- and long-term disability

Business travel accident insurance

### Retirement and financial well-being

Employee Stock Purchase Plan (ESPP)

401(k) retirement savings plan for U.S. employees<sup>12</sup>

Retirement and savings benefits for most non-U.S. countries, depending on local laws and regulations

Student loan debt consolidation and refinancing<sup>12</sup>

Financial planning guidance

Early access to paycheck funds program<sup>12</sup>

### Work-life balance

Paid time off is available to all employees, including sick leave, vacation, holiday pay and family leave (parental leave)

Adoption assistance

Caregiver and childcare support services

Paid volunteer time off

Flexible work policies

### Employee well-being

Well-being program supporting physical, emotional and financial health

Employee Assistance Program providing emotional and psychological support

Parental support solutions and resources

Virtual and in-person events and activities

Healthcare navigation and advocacy services to assist employees and family members with clinical and administrative issues involving healthcare<sup>12</sup>

Access to fitness centers and gym discounts in select locations

### Other benefits

Tuition assistance for eligible continuing education expenses

Transportation or commuter benefits in select countries

<sup>11</sup> - The benefits listed above are representative examples and do not constitute an exhaustive list of all benefits available to FIS employees globally. Specific offerings vary by country in accordance with local market practices and applicable laws.

<sup>12</sup> - These benefits are available to eligible U.S. employees only.

## Collaborate and innovate

### Inclusion and belonging

Inclusion and belonging are key factors of our business strategy, helping us to deliver better products, drive commercial and client excellence and strengthen talent across the organization. The FIS Inclusion Networks, which are open to all employees, are voluntary communities led by employees who share common interests, backgrounds or experiences. All employees are welcome to participate in any of the Inclusion Networks, regardless of interests, backgrounds or experiences. As a component of our strategy, these networks align culture, employees, community and client outcomes to drive sustained impact across four key areas.

**Business impact:** The networks provide insights and perspectives that shape strategy, inform decisions and advance company priorities.

**Colleague experience:** By creating experiences that connect employees across the company, the networks strengthen inclusion, belonging and engagement.

**Community:** Through partnerships and efforts to advance science, technology, engineering and mathematics (STEM) education, financial literacy and health and human services, the networks help strengthen the communities where we live and work.

**Marketplace:** Drawing on the insights and experiences of their members, the networks help advance our competitive position and inform how we engage and deliver value to candidates and clients in our global communities.

## FIS sponsors nine inclusion networks, which are open for participation to all employees:

### FIS Adelante

Hispanic and Latino Inclusion Network

### FIS Elevate

Black Inclusion Network

### FIS Enable

Disability Inclusion Network

### FIS Illuminate

Asian & Pacific Islander Inclusion Network

### FIS Salute

Veterans Inclusion Network

### FIS Aspire

Rising Professionals Inclusion Network

### FIS Empower

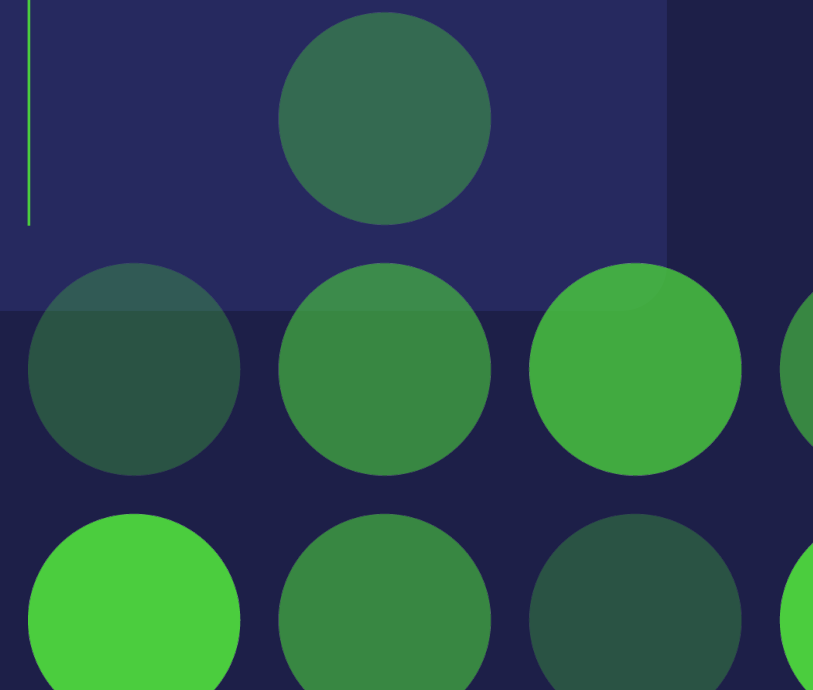
Women's Inclusion Network

### FIS FamilyFlex

Working Families Inclusion Network

### FIS Pride

LGBTQ+ Inclusion Network



# Trust and security

Protecting our clients and the financial system

29

CHAPTER 3

# Protecting our clients and the financial system

FIS' important role in supporting financial systems around the world makes it essential to continually review and enhance the resilience and security of our systems. This commitment centers on safeguarding the interests of our clients and their customers whose data FIS handles. Amid increasing threats and attacks on corporate and government information technology (IT) systems worldwide, we have made significant investments to help ensure our technology platforms and client data are well protected through our global Privacy and Data Protection Program.



## Our approach to privacy and data protection

FIS' Privacy and Data Protection Program is designed to safeguard data and the privacy rights of data subjects, data processors and data controllers by overseeing and guiding company-wide compliance with relevant global privacy and data protection laws and regulations. This program governs how FIS processes personal data provided by clients and their customers, as well as FIS' employees, contractors, partners and other third parties with whom we do business.

Anchored across all of FIS' pillars, our Privacy and Data Protection Program encompasses multiple workstreams, including but not limited to governance, compliance, documentation, transparency, data subjects' rights, training and awareness, reporting, data transfers, operational integration of data protection, and alignment with global regulations.

### Privacy and data protection enhancements

Maintaining trust through robust privacy and data protection is a top priority at FIS. We accomplish and uphold the confidentiality and integrity of data entrusted to us by applying both a privacy-by-design and privacy-by-default approach to our systems and technology. We execute this dual-branch strategy by embedding the practices and principles into multiple internal facets such as product development, policies, standards, procedures, training and governance structures.



## FIS' pillars of privacy and data protection

### Individual rights

The rights of individuals (also known as data subjects) are at the core of our Privacy and Data Protection Program. Through established and deployed processes and tools, FIS enables individuals to readily exercise their rights through our online, publicly available Privacy Center, underscoring our commitment to respecting and upholding those rights.

### Our people

To safeguard the data entrusted to us by clients, their customers, employees, contractors, vendors and other third parties with whom we partner, we provide our employees with regular training and resources to uphold our Privacy and Data Protection Program's standard.

### Responsibility

We are dedicated to processing data in a fair and lawful manner and continually seek to enhance our global Privacy and Data Protection Program. Our commitment to responsible data processing and handling guides our actions and drives us to maintain high standards of ethical conduct.

### Transparency

Transparency is integral to our approach to privacy and data protection. We work to maintain open communication channels with our clients, their customers, our employees and other data subjects to inform them about how we may collect, use, otherwise process and protect their data.

### Our clients

We are committed to supporting our clients in meeting their data protection obligations and supporting their customers' privacy rights. FIS continually works to improve our privacy and data protection posture as we support our clients and their end-customers' needs. This includes enabling clients to self-service necessary compliance documentation for easier timely satisfaction of legal or regulatory needs.



## Privacy and data protection compliance and governance

FIS is subject to privacy and data protection laws and regulations around the world. To address the interaction of all these requirements, we have developed a multilayered privacy compliance structure that monitors and manages how we adhere to applicable laws and regulations.

### FIS' Privacy Center

As part of our Privacy and Data Protection Program, we maintain an online Privacy Center that serves as a centralized hub for any individual to learn more about FIS' privacy and data protection commitments regarding the data we process on behalf of our clients or FIS. The Privacy Center details how we process personal data and offers transparency into our data processing practices and principles.

The Privacy Center is regularly updated with key compliance and informational disclosures such as up-to-date certifications, localized notices and other disclosures as required by privacy and data protection laws around the world.

### Privacy compliance structure

The FIS privacy compliance structure aligns with the three-lines-of-defense model used across the financial services industry:

**First line of defense:** Business units and corporate function departments are responsible for day-to-day privacy and data protection operations within their respective areas of operation.

**Second line of defense:** Control functions provide oversight, guidance and support for consistent adherence to privacy and data protection standards. These controls include departments such as the Privacy and Data Protection Office, Enterprise Risk Management, Information Security and Corporate Compliance.

**Third line of defense:** An independent assurance function, represented by Internal Audit, is responsible for providing objective assessments of FIS' privacy and data protection practices.



Protecting our clients and the financial system

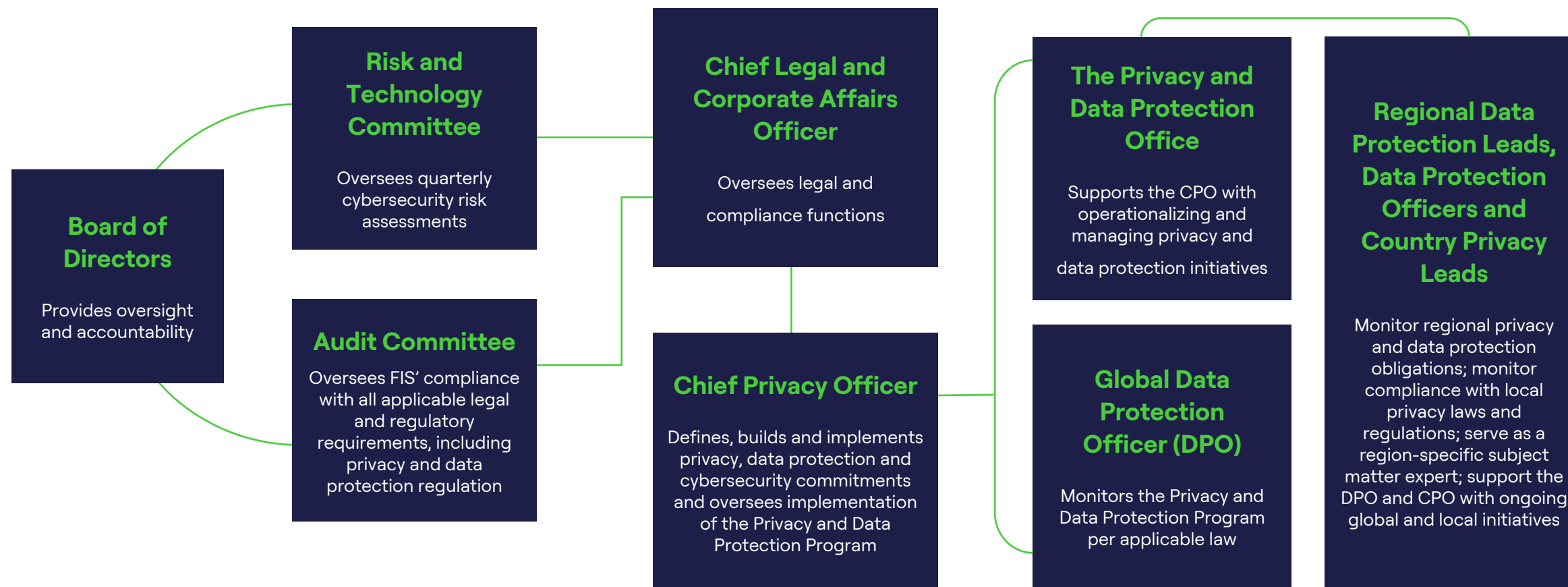
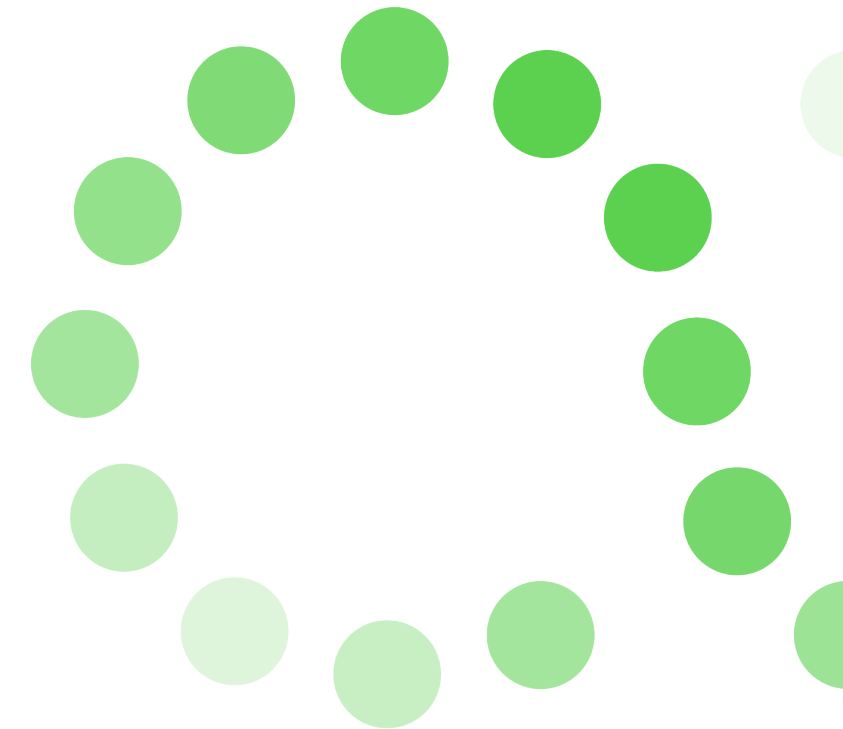
## Management and oversight

FIS' Privacy and Data Protection Program is led by our Chief Privacy Officer (CPO). The CPO submits privacy reports to the Audit Committee of the FIS Board of Directors (the "Board") and has escalation lines through the Chief Legal and Corporate Affairs Officer to the Audit Committee and the Board.

## Records management and retention

FIS is responsible for the safe disposal and destruction of sensitive information once there is no longer a business need to retain it or upon completion of the required retention period, in accordance with our internal Records Management Standard and Records Retention Schedule. FIS also maintains procedures to protect data through industry standard information security controls, such as encryption or anonymization, while the data is in transit or at rest.

Our Records Management Standard and Records Retention Schedule provide uniform guidance regarding the minimum required retention of FIS information and records. They also specify how records are to be managed, disposed of and retained in accordance with applicable contracts, regulatory requirements, and other similar binding guidance.



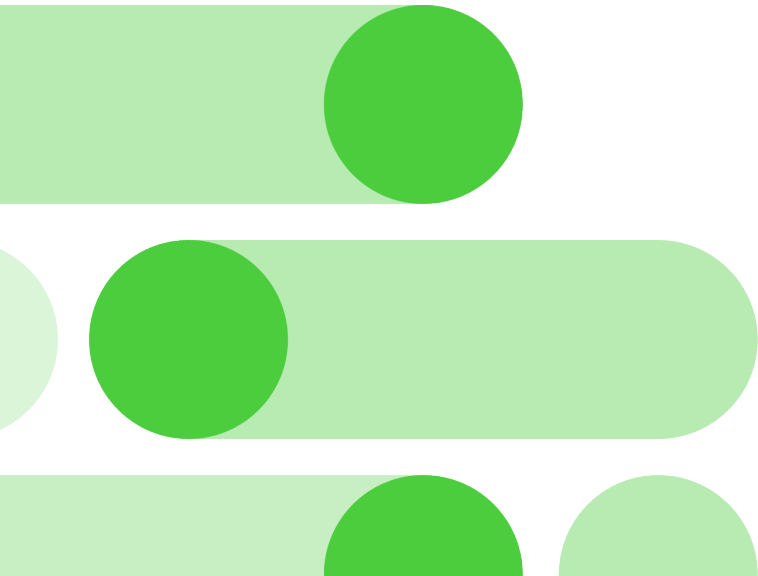
## Privacy awareness

Everyone at FIS plays a critical role in protecting the data entrusted to us. To support this responsibility, our Enterprise Data Governance Policy and Data Protection Standard set out baseline, uniform requirements that FIS, our contractors and our employees are expected to follow when processing data. To encourage and foster a culture of awareness and responsibility, we regularly conduct various engagement initiatives, including training and awareness campaigns that focus on key high-risk tools and practice areas such as artificial intelligence, cybersecurity and privacy.

## Training campaigns

All FIS employees and contractors are required to complete annual information security and privacy awareness training. The trainings cover personal data protection, compliance and risk management topics, reinforcing that privacy, information security and data protection are everyone's responsibility. Specialized, locally mandated training or topic-specific training is also assigned where required by specific localized jurisdictions or due to the role an employee or contractor holds within FIS.

Beyond mandatory training, the Privacy and Data Protection Office leads regular awareness campaigns year-round, including in-person and virtual initiatives and a dedicated annual privacy awareness campaign. The Office also publishes topical bulletins on the privacy page of the FIS intranet site, covering themes such as personal data, privacy incidents, AI and data retention and deletion practices.



## Third-party engagement

### Helping global clients enhance data transfers and compliance

To strengthen data protection for our clients with global operations, FIS has implemented various initiatives focused on improving how FIS manages data transfers effectively. Among these is our Intra-Group Data Transfer and Data Processing Agreement, which incorporates the EU Standard Contractual Clauses, the U.K. International Data Transfer Addendum and other legal transfer mechanisms to support compliance with applicable international data transfer regulations.

The FIS Privacy and Data Protection Office regularly publishes the Data Protection and Transfer Impact Assessment Guide on the Client Portal. This guide is designed to help our clients better understand how FIS manages data transfers as their global processor. This information also assists clients in compiling their own Transfer Impact Assessments.

FIS has advanced in our application process for Binding Corporate Rules in both the U.K. and the Netherlands. Upon regulatory approval, FIS intends

to adopt these rules as an official company-level policy, providing robust mechanisms for international data transfers within the company and reinforcing our commitment to data protection and compliance.

Since 2023, FIS has obtained annual certifications under the EU-U.S. Data Privacy Framework, securing U.K. and Switzerland extensions for all U.S.-based FIS entities. This certification was upheld by the EU in 2025, enabling streamlined data transfers between the EU, U.K. and U.S., further reinforcing our commitment to upholding high data protection and privacy standards across major markets.

### Respecting individual data rights

At FIS, we uphold the rights of data subjects as required by global privacy and data protection regulations. As an integral part of our Privacy and Data Protection Program, individuals can exercise their data subject rights, including the right of access, rectification and deletion, objection to processing, the restriction of processing, and portability of their personal data. Our dedicated online

portal and inbox are managed by the Privacy and Data Protection Office, which is set up to process these requests in accordance with applicable law. More information about individual rights and accessibility can be found under the Privacy Center's "Individual Rights" tab.

### Fostering transparency on government data access requests

We are committed to safeguarding privacy and fostering transparency when complying with government requests for access to personal data. Requests may include subpoenas and court orders from local, state or federal authorities.

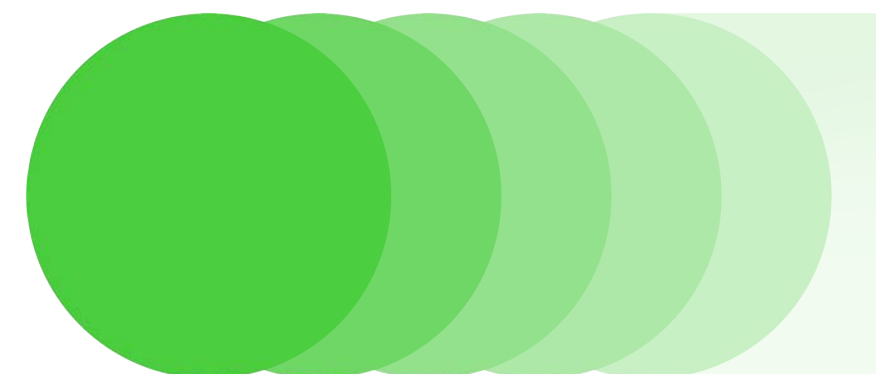
Before responding to any government request pertaining to personal data, FIS conducts thorough assessments of the legality, authority and necessity of the request. We verify that the request aligns with applicable laws, that the requesting authority possesses the requisite legal power and that FIS has a legal obligation to provide the requested information. When legally permissible, FIS may challenge requests

that appear overly broad or vague or that lack legal basis.

As part of our efforts to promote transparency and accountability, FIS publishes transparency reports detailing government requests for data access. These reports are available to all clients through the FIS Client Portal and provide information on the nature and frequency of such requests to the extent FIS is permitted to do so under law.

### Vendor screening

FIS operates a Vendor Risk Management program, which includes privacy assessments. For more information, see [Chapter 7](#), "Managing responsible procurement."



## Privacy incident response

FIS maintains a specialized Privacy Incident Response team and Plan as part of our broader incident response framework. This dedicated team promptly investigates, documents and resolves privacy incidents. Team members include dedicated subject matter experts and specialized in-house counsels to determine applicable regulatory requirements and sufficiency of mitigation and to assess contractual obligations. This may include providing client and regulatory notifications to satisfy FIS' compliance with contractual obligations and applicable laws and regulations.

The FIS Privacy Incident Response team additionally works closely with the FIS Cybersecurity Incident Response team whenever a cybersecurity threat poses a privacy risk.

### Protecting against potential cyberthreats and fraud

The World Economic Forum's Global Risks Report 2026 ranks "cyber insecurity" in the Top 10 of the most severe risks over the next two years.<sup>13</sup> Amid heightened cybersecurity risks and increasing threats from the misuse of AI, FIS is committed to doing our part to protect clients and their customers from bad actors.



## Our approach to cybersecurity

Cybersecurity is fundamental to our complex, global business. FIS takes a proactive approach to cybersecurity by assessing, identifying and managing risks across our digital operating environment and those of our vendors and technology partners. We strive to anticipate, identify and protect against cyberthreats through continual program enhancements and investments. Our strategies and programs are informed by industry best practices, standards and frameworks, such as the National Institute of Standards and Technology Cybersecurity Framework (NIST-CSF), and are further refined using our own subject matter expertise and specialized in-house resources to support a fully tailored approach.

### Cybersecurity strategy aims

#### Excellence in cyber protection

- Employ robust vulnerability discovery practices paired with aggressive remediation cadences to identify and resolve weaknesses before they can be exploited within FIS systems or networks
- Use advanced preventive controls such as multi-factor authentication access for FIS systems, data loss prevention tools, encryption, leading cybersecurity threat prevention tooling, and regular penetration testing
- Minimize exposure through consistent segmentation between clients and FIS environments
- Follow secure-by-design principles during product development
- Maintain a strong culture of security awareness across the company

#### Secure-by-design and privacy-by-design applications

- Further protect data by incorporating encryption and privacy into the design of FIS' systems and applications
- Continually assess, test and govern code releases for FIS applications to reduce vulnerabilities and prevent their introduction
- Use layered application controls to prevent malicious traffic from reaching an application

#### Securing the future

- Encourage and educate clients on the importance of transitioning to more secure multi-factor alternatives
- Drive automated response actions to identify and combat emerging cyberthreats in real time
- Continually enhance our ability to detect, contain and remediate potential cyberthreats and recover from their impact

## Cybersecurity structure and governance

Our approach to identifying and remediating cybersecurity risks is integrated within our overall risk management system and processes. Our Chief Information Security Officer (CISO), Chief Risk Officer (CRO) and Enterprise Risk Committee, a management-level body that reports to the Board, provide oversight of cybersecurity risks. The following describes key elements of our approach:

**Board-level governance and oversight:** Each quarter, the CISO and CRO report to our Board and its Risk and Technology Committee, which provides governance oversight and takes an active role in managing and setting risk tolerances for our Cybersecurity Program. The Board's Risk and Technology Committee regularly meets with and consults third-party advisors and experts, as appropriate, to evaluate the company's cybersecurity and information security posture and programs.

**Cross-functional coordination:** The CISO provides ongoing oversight of cybersecurity risk management across the company, working closely with the Chief Risk Officer, Chief Legal and Corporate Affairs Officer, Chief

Technology Officer, Chief Compliance Officer, Chief Privacy Officer and FIS business presidents to support alignment with legal, regulatory, privacy and operational requirements.

**Independent assurance:** We work to maintain strong oversight of cybersecurity controls as part of our risk, information security and compliance culture. The FIS Internal Audit team regularly evaluates the company's risk management programs and the effectiveness of our cybersecurity controls and procedures. Our cybersecurity controls are also audited at regular cadences by external organizations, including U.S. state and federal regulators, other national regulators and industry standards organizations.

**Cybersecurity incident response:** To monitor our global platforms and operations, FIS maintains a Cyber Fusion Center, a facility that unites key security teams and provides ongoing cybersecurity threat monitoring and response. This includes our dedicated FIS Cybersecurity Incident Response team, which investigates, contains and coordinates internal FIS resources to

respond promptly to reported cybersecurity incidents.

The FIS Security Operations Center (SOC) handles qualified events to prioritize threat responses and processes phishing submissions through automation to identify and act upon large-scale campaigns. SOC and the FIS Cyber Fusion Center both collaborate with the Privacy Incident Response team, Threat Intelligence, Security Information and Event Management Engineering teams to provide prompt attention for critical security incidents.



## Certifications and policies

Since 2022, FIS has been certified under ISO/IEC 27001:2022 Standard, a globally recognized benchmark for information security management systems. This certification reinforces our credibility and demonstrates to clients, partners and stakeholders that we take information security, cybersecurity and privacy seriously.

Every year, FIS issues annual SOC 1 and SOC 2 audit reports covering our overall security footprint and provides them to clients via the Client Portal.

FIS also maintains Payment Card Industry Data Security Standard (PCI DSS) compliance for products that store, process and transmit qualifying cardholder data. Applicable policies and controls have been updated to comply with the latest PCI DSS version (v. 4.0.1).

### Security awareness culture

Recognizing the vital role FIS contractors and employees play in protecting FIS and client data, FIS' cybersecurity teams are committed to raising awareness of cybersecurity risks, prevention methods and reporting across the enterprise. Hosting regular awareness campaigns, webinars and other internal communications, we educate FIS employees and contractors on how to identify and promptly report suspicious activity or possible threats to FIS and client data to the FIS Cybersecurity Incident Response team. Collectively, these initiatives aim to reinforce our culture of security awareness and risk prevention by helping employees and contractors understand the threat landscape as it evolves.

### Cybersecurity partnerships

To defend critical global infrastructure and protect the company, our clients and the broader industry, FIS partners with various government agencies, trade associations and other entities to stay abreast of threats.



## Committing to the responsible use of AI

At FIS, trust is foundational to how we design, develop and deploy AI. By embedding trust by design into our AI capabilities, FIS is integrating ethical considerations, risk management, security and privacy from the earliest stages of development and throughout the AI lifecycle.

AI plays an increasingly important role in advancing innovation and enhancing the products and services we offer our clients. We recognize that while AI offers significant opportunities to improve efficiency, insights and customer experiences, it also introduces ethical, legal, environmental and technical risks that must be proactively managed. Our approach to responsible AI focuses on transparency, accountability and appropriate human oversight while safeguarding the interests of our clients, their customers, our employees and other stakeholders.

To operationalize trust by design, FIS established an AI governance framework that guides responsible, compliant and ethical use of AI technology. This framework is supported by policies, processes and controls that are integrated with our existing corporate

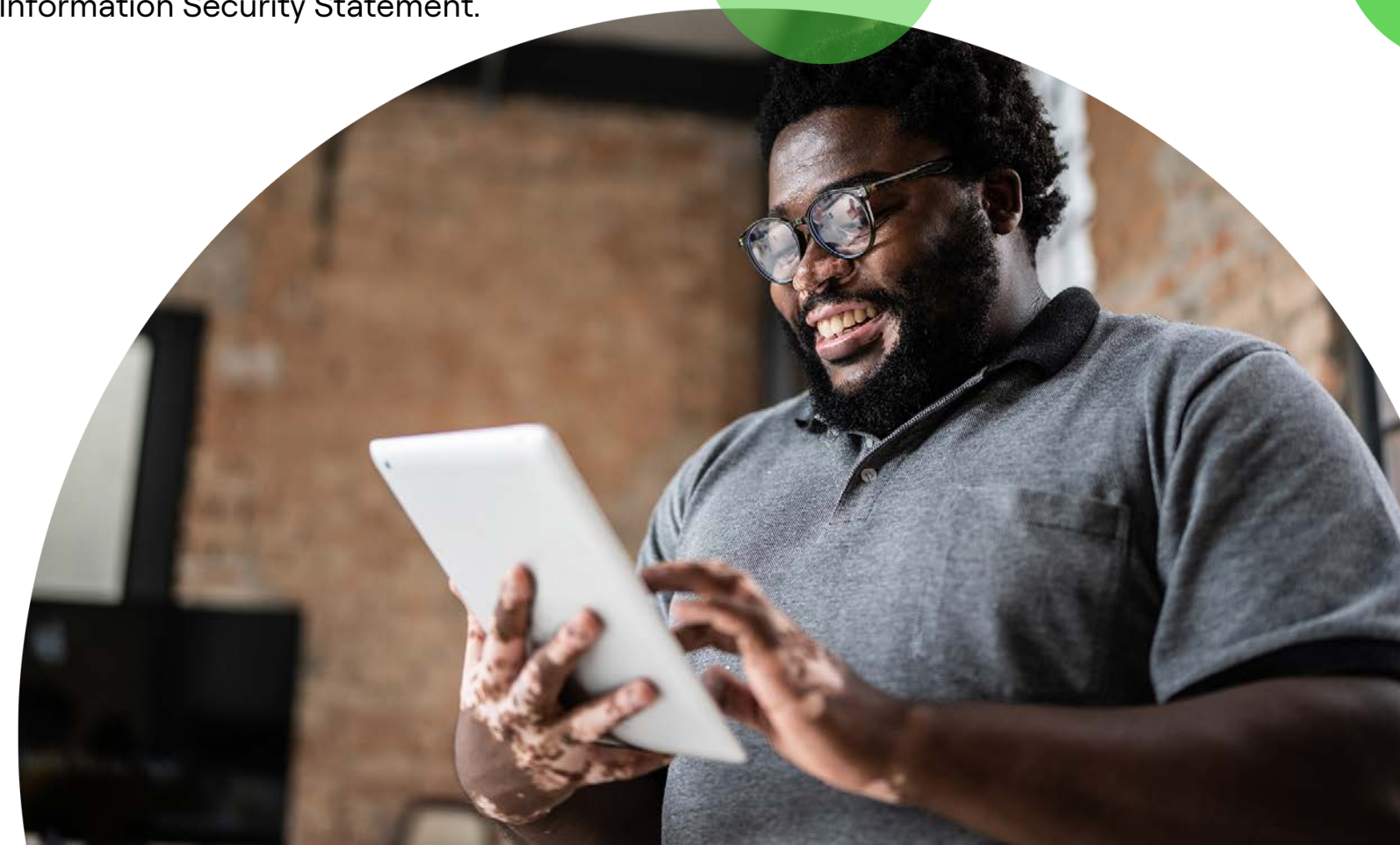
and IT governance structures. By aligning AI governance within our existing Enterprise Risk Management, we strengthen oversight, support strategic objectives and meet evolving regulatory and client expectations.

FIS applies a risk-based approach to evaluating AI use cases and initiatives. Through our governance framework, we assess the risk each use case may pose across risk domains, including legal (regulatory, intellectual property, business, litigation), compliance, operational (cybersecurity, privacy and data protection), technology, strategic, financial, people and reputational to identify and incorporate appropriate controls throughout the AI lifecycle.

AI literacy, which includes mandatory training, is a foundational pillar of FIS' AI Governance Program. As AI grows in capability, complexity and application, so does the potential for misuse, error and unintended consequences. FIS is committed to supporting employees across the enterprise in understanding how AI is used, the risks it presents and what responsible use looks like in practice, equipping our workforce to engage with AI confidently and in

alignment with our AI governance standards.

Through our trust-by-design approach, FIS seeks to ensure that AI is deployed responsibly, remains secure and resilient and delivers sustainable value to our clients. Our goal is to position AI as a trusted resource that advances innovation and instills confidence among clients and partners. Additional information and disclosures regarding FIS' AI use can be found in our publicly available 2025 Form 10-K, FIS Privacy Center, FIS Terms & Conditions and FIS Information Security Statement.



## Core AI principles

**Transparency:** All parties interacting with an AI system should know an algorithm is in use and understand how it works and how outputs are applied.

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**Explainability and auditability:** FIS must be able to explain how and why our AI systems produce certain outcomes, supported by clear documentation across the AI lifecycle.

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**Accuracy and accountability:** AI systems are designed, developed, managed and monitored with appropriate human direction and control.

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**Privacy and data protection:** AI systems must respect individuals' privacy and data rights, with data use consistent with applicable law and confidentiality requirements.

**Security:** AI systems are designed and deployed securely, with data protected against unauthorized access and cyberthreats.

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**Intellectual property protection:** AI systems must safeguard FIS' intellectual property, respect third-party IP rights and prevent exposure of proprietary information.

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**Rooted in fairness and human values:** FIS is committed to developing AI systems that are fair and minimize bias, with human oversight to validate outcomes and uphold ethical standards.



# Environmental stewardship

Reducing environmental impact and risk

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CHAPTER 4

# Reducing environmental impact and risk

Our efforts to drive long-term value through sustainability support operational efficiency, risk mitigation and business resilience. These efforts are informed by evolving regulatory requirements, market developments and client preferences, which may also present opportunities for growth. By embedding sustainable practices into how we operate, we strive to reduce the environmental impact of our operations and better understand impacts across our value chain over time.

FIS' environmental initiatives include stakeholder engagement and emissions reduction measures. We track and publicly report on greenhouse gas (GHG) emissions, energy, water withdrawal and waste. To enhance business resilience, we also assess our climate-related risks over the short, medium and long term (see key insights from our climate risk assessment and scenario analysis in [Chapter 6](#)). Additionally, we offer solutions to help our clients understand and manage the financial impacts of climate risk through our Climate Risk Financial Modeler, detailed on page 9.

FIS works to comply with all applicable environmental laws and regulations in jurisdictions where we operate. We maintain policies and procedures — including our Enterprise Sustainable Business Policy, Environmental Policy Statement and Code of Business Conduct and Ethics — to support compliance and to encourage the reporting of any suspected or actual environmental concerns.



## Reducing our impact

### Advancements in the Environmental Management System

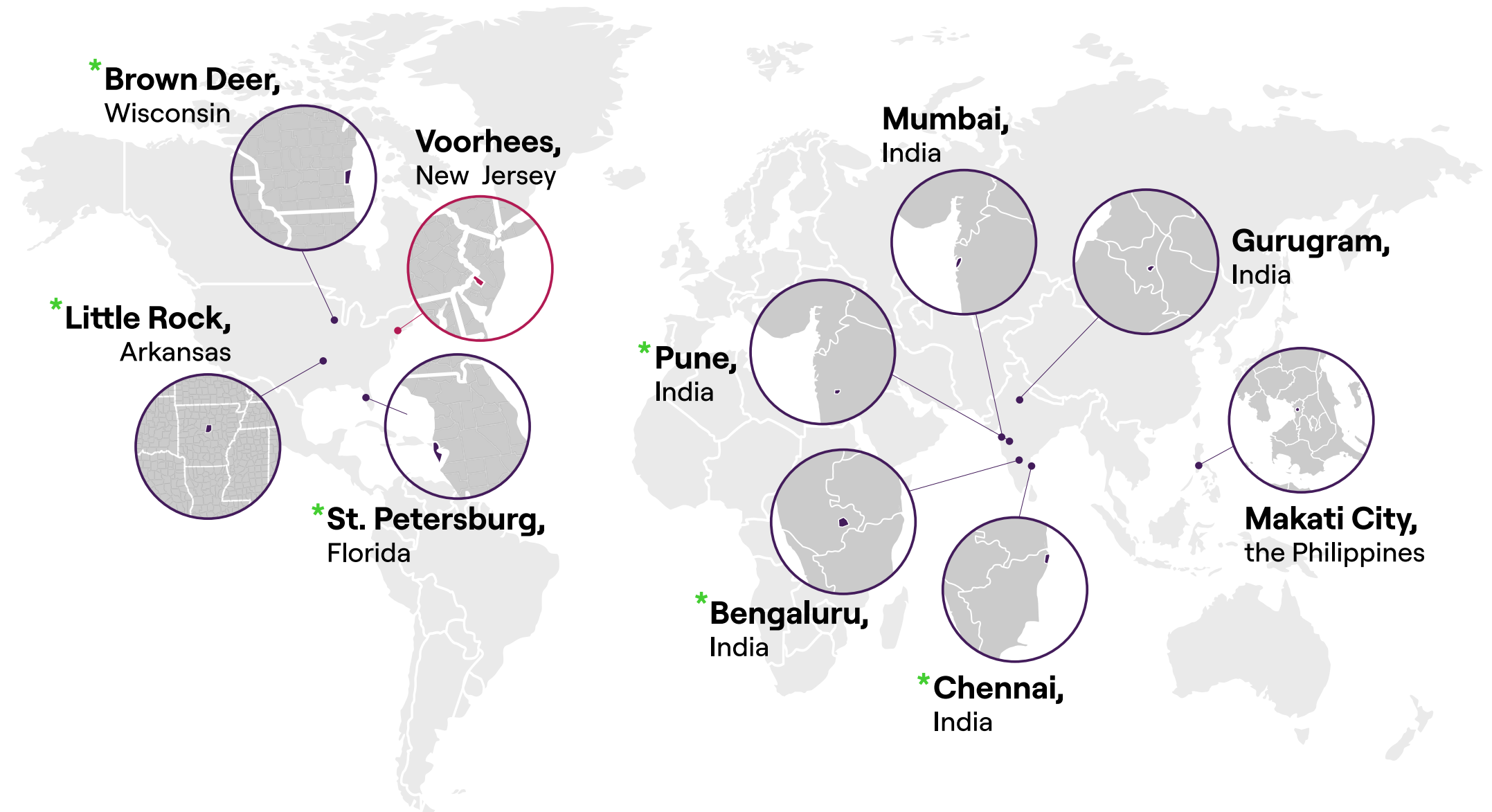
FIS' Environmental Management System (EMS) guides our efforts to improve how we manage climate impact, waste, water use and sustainable procurement across our facilities.

FIS developed the EMS in 2021 in accordance with ISO 14001 Standards. The system supports our compliance with environmental regulations through roles and responsibilities, structured communications and regular internal audits. Our ISO 14001-certified sites also undergo external environmental audits, and we take corrective action where needed to drive continual improvement.

The map to the right shows our certified and in-progress EMS sites. In 2025, we added six newly certified locations: three in the U.S. and three in India. We continue to pursue certification at additional locations and provide environmental management and waste awareness training to employees at all certified and in-progress sites.

## EMS implementation at FIS facilities

● EMS ISO-certified ● EMS implementation in progress



\*Newly certified in 2025

## Measuring and managing our impact

Each year, FIS surveys our facilities worldwide to measure energy use, GHG emissions (Scope 1, Scope 2 and reported Scope 3) and water withdrawal. We engage an independent accounting firm to undertake third-party limited assurance for our Scope 1 and 2 GHG emissions and energy consumption. In 2025, the Audit Committee had oversight of this independent assurance process. Detailed metrics are available in the Appendix.

In 2025, FIS reduced our GHG emissions by 15% compared to the prior year, primarily reflecting continued facility consolidation, expanded renewable and zero carbon energy procurement, and reduced supply chain spend. Our GHG emissions intensity also improved, declining from 49.17 tCO<sub>2e</sub> per million dollars of net revenue in 2024 to 39.73 in 2025.

FIS' total Scope 1 emissions increased in 2025, driven primarily by a local area power disruption and coincident hardware failure at a data center facility that required a temporary extended operation of backup diesel generators.

We use verified carbon offsets as a supplementary measure to address residual emissions while prioritizing direct emissions reductions across our operations. For more information, see Note 13 in the [Environmental statements and notes](#).

Following the closing of our acquisition of the Issuer Solutions business in January 2026, we anticipate incorporating its emissions footprint into our GHG inventory boundary beginning with our fiscal year 2026 metrics. As we integrate the Issuer Solutions operations, we are evaluating the impact on our emissions baseline and assessing potential emissions reduction targets in line with our expanded business context and stakeholder expectations.

## Our carbon footprint <sup>14</sup>

### Operations

13% | 55,505 tCO<sub>2e</sub>

Heating, cooling, electricity and waste at our facilities<sup>15</sup>

### Employees

14% | 59,559 tCO<sub>2e</sub>

Employee business travel, employee commuting and use of FIS vehicles<sup>16</sup>

### Suppliers

48% | 204,621 tCO<sub>2e</sub>

Purchased goods and services<sup>17</sup>

### Transportation & distribution

14% | 60,212 tCO<sub>2e</sub>

Transportation and distribution of physical goods<sup>18</sup>

### Other

10% | 44,252 tCO<sub>2e</sub>

Investments and leased assets

14 - Due to rounding, the figures do not total 100%

15 - Includes offices and data centers

16 - Includes teleworking emissions

17 - Includes capital goods

18 - Includes upstream and downstream transportation



## Energy efficiency in our facilities

FIS strives to reduce our environmental impact by improving energy efficiency in our facilities. We own or lease support centers, data processing facilities and other facilities at approximately 80 locations worldwide.

We currently own or lease facilities in 17 LEED-certified buildings globally, including our headquarters in Jacksonville, Fla. Our headquarters also holds a Platinum ActiveScore and is WELL Platinum certified under the WELL Building Standard. Two of our buildings in India have received certification from the Indian Bureau of Energy Efficiency and the Indian Green Building Council.

We provide electric vehicle charging stations at 22 facilities worldwide, including in the U.S. and countries in Asia, South America and Europe.

In 2025, we introduced a digital green checklist across multiple facilities in India, replacing paper-based data tracking. The checklist supports daily operations — including monitoring HVAC and backup power systems, managing janitorial inspections and tracking diesel fuel levels — while improving ISO compliance, data

accuracy and reporting efficiency. We also upgraded equipment at sites in India and the U.S., installing more energy-efficient HVAC systems, diesel generators and remote terminal units.

## ISO 50001 Energy Management

FIS implemented the ISO 50001 Energy Management System in our India offices in 2022 and has maintained certification since then. ISO 50001 provides a structured approach to monitoring, controlling and optimizing energy consumption across certified sites.

Through real-time energy tracking at our certified sites, we have gained improved visibility into energy performance, allowing us to identify and address inefficiencies. This has resulted in measurable reductions in energy consumption and operating costs, along with improved equipment performance.

The program has also helped raise employee awareness of energy use, encouraging more efficient practices across the workplace.



## Waste and water management

FIS works to reduce water use in our facilities and minimize the amount of waste sent to landfills. Where supported by local municipalities, we provide recycling programs.

We also strive to apply a waste-reduction mindset to certain client solutions. We recycle computers and other technology equipment and help our banking and financial services clients produce payment cards, paper collateral, envelopes and mailers using sustainable materials. Our White Paper Factory initiative, which provides customizable paper communications, supports the Sustainable Forestry Initiative and the Forest Stewardship Council. We also offer recycled plastic and metal payment cards, digital wallets and e-delivery, options that help reduce plastic card production and paper statements.

17

LEED-certified buildings around the world

7

LEED Platinum buildings

7

LEED Gold buildings

## Reducing virgin plastic in credit cards

While FIS does not manufacture payment cards, we partner with plastic producers to offer our clients a range of plastics for credit cards, including:

**Ocean-bound plastic:** Features recovered ocean-bound plastic, which is generally post-consumer plastic waste collected from areas where it would likely enter the ocean (recycled high-density polyethylene, or rHDPE)

**Recycled polyvinyl chloride (rPVC):** rPVC scrap and waste replaces first-use PVC, reducing the overall amount of PVC needed for payment cards

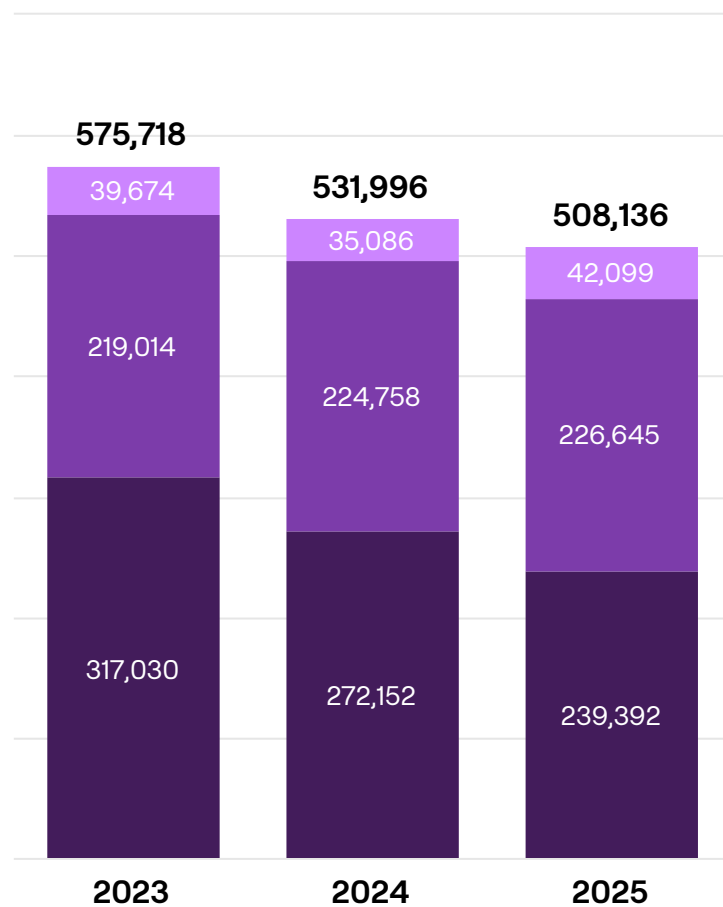
**Upcycled plastic:** Made predominantly of upcycled post-industrial plastic (recycled polyethylene terephthalate glycol, or rPETG)

## Environmental metrics

See [Environmental statements and notes](#) for footnotes and additional explanations.

### Energy consumption (GJ)

Energy categories ■ Facilities ■ Data Center ■ Mobile

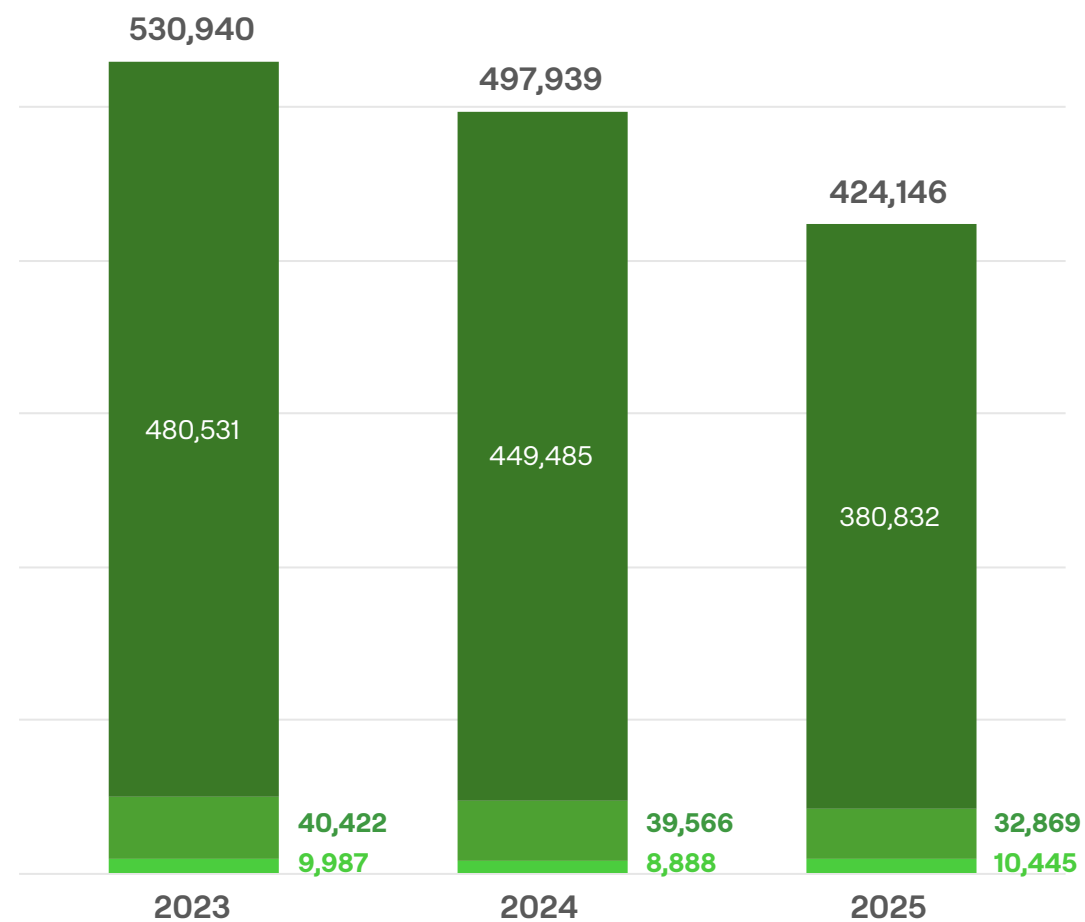


4%

Reduction in energy consumption from 2024 to 2025 <sup>21</sup>

### Scope 1, 2 and 3 emissions (tCO<sub>2e</sub>)

■ Scope 1<sup>19</sup> ■ Scope 2 (market-based) ■ Scope 3<sup>20</sup>



11%

Reduction in Scope 1 and 2 emissions from 2024 to 2025 <sup>21</sup>

15%

Reduction in Scope 3 emissions from 2024 to 2025 <sup>21</sup>

19 - FIS' total Scope 1 emissions increased in 2025, driven primarily by a local area power disruption and coincident hardware failure at a data center facility that required a temporary extended operation of backup diesel generators.

20 - Scope 3 includes emissions from Categories 1, 2, 3, 4, 5, 6, 7, 13 and 15. In 2024, based on the GHG Protocol's criteria for selecting relevant Scope 3 activities, the company excluded Category 11 - Use of Sold Products and Category 12 - End-of-Life Treatment of Sold Products from the 2024 inventory. Please see Note 8 of the Environmental statements and notes for more information.

21 - 2024 data is not comparable to prior years due to the Worldpay Sale. The 2024 numbers exclude the activities and results of the Worldpay Merchant Solutions business. FIS did not recalculate the comparative reported metrics from 2023 to exclude the impact of the Worldpay Merchant Solutions business. See "About This Report" for additional details.

# Governance and ethics

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Governing and  
managing responsibly

CHAPTER 5

# Governing and managing responsibly

Our approach to sustainability matters, and driving long-term value starts with strong governance. Our governance structures, policies, management committees and practices are designed to support transparent reporting and accountability for our Board and senior management. As discussed elsewhere in the report, FIS has programs designed to manage operational risks and maintain compliance with all applicable laws, regulations and rules governing ethical business conduct. These structures and policies support our commitment to the highest levels of ethics, integrity and data security, including safeguarding our clients' privacy.



## Corporate governance

### Board structure

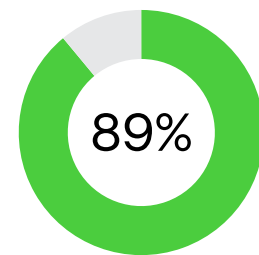
The Board, led by an independent chair, is responsible for overseeing the business and affairs of FIS and advises senior management to help drive long-term value for shareholders. The Board's oversight responsibilities include CEO and management succession planning, the sustainability program, cybersecurity and crisis management, strategic planning, human capital management and CEO performance.

Expectations of high ethical standards are reinforced through two key documents: the Code of Business Conduct and Ethics, which applies to all directors, officers and employees, and a separate Code of Business Conduct and Ethics for directors. The Board also follows our Corporate Governance Guidelines, which outline how the Board should perform its functions and detail requirements related to retirement and succession.

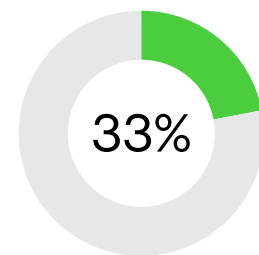
More details on our corporate governance practices and our Board can be found in our [2026 Proxy Statement](#).

### Board composition

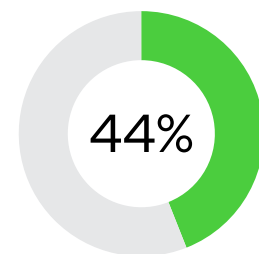
As of June 10, 2026



Board of Directors independence



Racial/Ethnic representation



Women representation

## Corporate governance highlights

### Board composition and refreshment

- Appointed one new independent director to the Board in January 2026, with expertise in operational excellence, finance and technology
- At the end of 2025, eight of our nine directors were independent (all except for our CEO)

### Board development, evaluation and education

- Comprehensive director onboarding program
- Annual Board and Committee self-evaluations
- Annual review of the CEO led by the independent chair

## Sustainability governance and oversight

Our Board’s Corporate Governance, Nominating and Sustainability Committee (the “CGNS Committee”) has oversight responsibility for our sustainability program.

**Sustainability management:** Our Vice President of Corporate Affairs and Sustainability leads the Sustainability team and is responsible for sustainability strategy, regulatory compliance and program execution. This role reports to the Chief Legal and Corporate Affairs Officer and provides semiannual progress reports to the CGNS Committee and approximately quarterly updates to the Executive Steering Committee on Sustainability. The Steering Committee convenes executive leaders – including direct reports to the CEO and President – from Finance, Risk, Legal and Corporate Affairs, the People Office and the Commercial Office to align on sustainability initiatives, regulatory compliance and reporting.

### Board committee oversight of sustainability

Each of the four standing committees of the Board is responsible for overseeing specific areas of risk and sustainability practices.

#### Audit Committee

- Reviews critical accounting policies and practices, as well as the quality, adequacy and effectiveness of the company’s internal controls over financial reporting
- Oversees compliance with the company’s Code of Business Conduct and Ethics and legal, tax and regulatory requirements
- Provides oversight of internal audit function and external audit, including limited assurance of select sustainability metrics disclosed in the company’s annual Global Sustainability Report

#### Compensation Committee

- Reviews and approves the compensation of the company’s CEO and executive officers
- Establishes and monitors compliance with stock ownership and holding guidelines that are applicable to executive officers or directors
- Reviews compensation practices, policies and programs to determine whether they create undesired or unintentional risks that could have a material adverse effect on the company

#### CGNS Committee

- Advises and assists the Board with respect to corporate governance matters
- Identifies and recommends qualified individuals to be nominated for election as directors
- Oversees the company’s sustainability policies and programs, including reviewing and evaluating sustainability practices and reviewing the annual Global Sustainability Report

#### Risk and Technology Committee

- Oversees the company’s Enterprise Risk Management program, including cybersecurity and information security risk programs



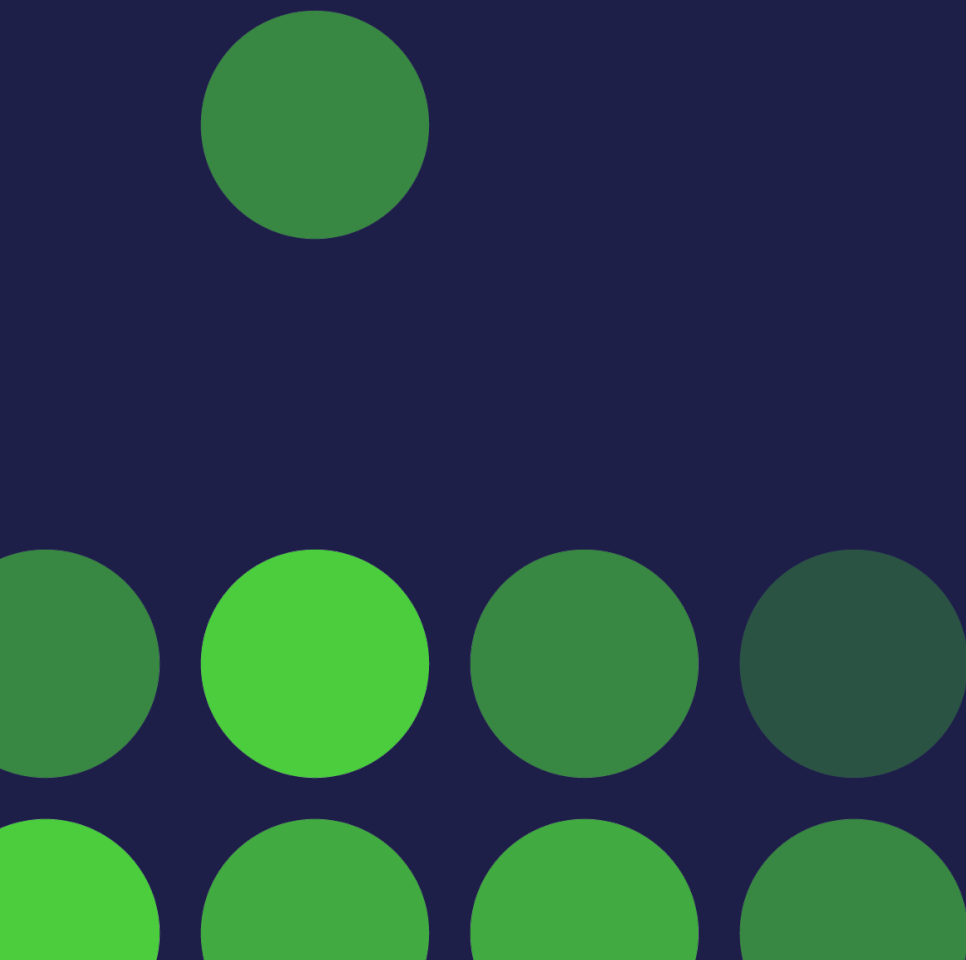
CHAPTER 6

# Operating with integrity

At FIS, integrity is at the core of our business operations. We are committed to promoting ethical conduct and compliance, recognizing these topics' influence on our reputation with clients and shareholders, interactions with suppliers, communications with regulatory agencies and relationships with employees. This commitment to ethics and compliance is fundamental for our current and future success.

A key aspect of our integrity is our commitment to maintaining a strong risk culture through robust enterprise risk management programs. These programs help to proactively identify and mitigate potential risks, support operational resilience and support compliance with relevant laws and regulations globally. Our Board and Board committees provide oversight and guidance, while FIS' executive management team — the CEO and her direct reports — develops risk management strategies to identify and mitigate risks.

Sound risk management principles are why, after nearly 60 years, financial institutions and businesses continue to rely on FIS financial technology to power their mission-critical operations and unlock new growth opportunities.



## Enterprise risk management

The Enterprise Risk Office, led by our Chief Risk Officer, develops and oversees our Enterprise Risk Management (ERM) program, with oversight from the Enterprise Risk Committee. FIS' ERM program is centered on a "three-lines-of-defense" model designed to ensure accountability for risk management across the company. The three-lines-of-defense model functions by clearly defining roles: Business units and corporate functions own the risk; the Enterprise Risk Office and Corporate Compliance provide oversight, risk advisory and effective challenge; and Internal Audit offers independent assurance to determine whether risks are properly mitigated and controls are designed and operating effectively.

The ERM program establishes a programmatic approach to identify, assess, mitigate, monitor and report on risks. Employee training remains a cornerstone in supporting successful implementation of the ERM program.

The Enterprise Policy Office (EPO), a function within the Enterprise Risk Office, defines and implements governance to manage the creation, updating and distribution of FIS corporate policies and standards. This provides a consistent foundation for risk management across the company.

### Risk management framework

The FIS corporate risk governance structure is intended to provide comprehensive centralized oversight and control of enterprise risk with clear accountability and ownership, underpinned by the three-lines-of-defense model.

### Risk management training

The Enterprise Risk Office and Compliance teams work collectively across the business units and corporate functions to provide risk management training to help protect our company and our clients.

Using WeLearn, our internal learning management system, we teach and reinforce core risk and compliance principles for employees. Available in six languages, the WeLearn platform includes knowledge check modules to support knowledge retention and requires employees to acknowledge that they read and understand identified policies specific to the training. Employees must attain a passing score to complete the training successfully. Mandatory training completion data is recorded for compliance and audit purposes and is subject to review by management and the Board's Risk and Technology and Audit Committees.



## Operational resiliency

The continuous availability of FIS services is critical to powering the businesses of our clients. The Continuity Program Office (CPO) is tasked to mitigate operational risk exposure by providing guidance on resilience requirements and best practices, validating FIS' capability to recover critical operations, assessing effectiveness of related controls and providing annual employee training on resilience policy and protocols.

The CPO encompasses the critical areas of business continuity management, IT disaster recovery and third-party resilience. Its policies and procedures are based on industry standards such as ISO 22301. FIS was an early adopter of ISO 22301 and has been certified since 2014, demonstrating a proactive approach toward continual improvement. We undergo periodic testing of our policies and procedures to help us achieve the highest business continuity standards. In 2023, we were certified against the new ISO 22301:2019 framework and revalidated our adherence to the standard in 2024 and in 2025, further enhancing our resilience and preparedness for potential disruptions.

To further mitigate resilience risks, the CPO program undergoes regular examination through internal and external assessments by regulatory oversight bodies, including state and federal regulators in the U.S. and regulators in the U.K. and Europe.

Separately, within the Client Office, our Global Incident Management function provides command and control to manage and resolve incidents that may impact our employees, clients or reputation. The Global Incident Management team collaborates closely with FIS Corporate Communications, the People Office, Legal, ERM, Corporate Compliance and the lines of business to protect the company and strengthen operational resilience. The team updates response plans regularly, trains its stakeholders annually and coordinates response for a range of potential issues such as operational interruptions, cybersecurity and privacy incidents, life safety matters, weather-related events, corporate reputational situations, site-specific incidents and pandemic planning and response. Its policies and procedures follow Federal Financial Institutions Examination Council and European Banking Authority Guidelines.



## Climate-related risks and opportunities

FIS recognizes the importance of assessing climate risk to support the resilience of our business. In 2025, informed by the International Sustainability Standards Board (ISSB) climate-related disclosure framework (IFRS S1 and IFRS S2), which incorporates the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), FIS refreshed our 2023 climate risk assessment, evaluating risks and opportunities across short-, medium- and long-term horizons to inform scenario analysis and integration into strategic and risk management processes. Consistent with risks previously disclosed, we found that the direct and indirect effects of climate change could affect our business through increased costs, regulations, reporting requirements, standards and stakeholder expectations related to climate impacts. We engaged an independent third-party firm to support this analysis.

The following discussion is organized around the four pillars of the TCFD framework: Governance, Strategy, Risk Management and Metrics and Targets.

**Governance:** Our Board’s CGNS Committee oversees our sustainability program, including the company’s climate risks and opportunities. Our Vice President of Corporate Affairs and Sustainability provides semiannual progress reports to the CGNS Committee on sustainability activities. Our Board and governance practices include regular review of the company’s risk profile, including risks associated with climate change and severe weather events.

**Strategy:** Climate-related laws, regulations and disclosure frameworks may evolve over time and could affect our compliance, reporting and operating costs depending on jurisdiction. These changes could also expose us to regulatory or legal risk. In addition, shifting expectations from clients, investors and other stakeholders may require adjustments to our sustainability strategy and related capabilities, and failure to respond in a timely manner could result in reputational impacts or loss of business.

With respect to physical risks, the increasing frequency and severity of

extreme weather events have the potential to disrupt our operations or those of our clients, vendors and technology partners. We help to mitigate these exposures through operational redundancy, an EMS aligned to ISO 14001 and robust business continuity and resilience programs.

We continue to assess opportunities to drive value through resource and energy management, including the use of lower-emission energy sources where feasible, and to refine products and services in response to client requirements and objectives. We will continue to evaluate and manage these risks and opportunities as part of our broader ERM and sustainability efforts.

**Risk management:** Materiality was assessed based on potential financial impact and likelihood, consistent with FIS’ ERM framework. The climate risk assessment did not identify climate-related financial risks that are expected to have a material financial impact on our business. The assessment did, however, identify certain nonmaterial climate-related risks with the potential to impact the company. We continue

to monitor and address these risks through our sustainability and risk management processes under the oversight of management and the Board. We recognize that climate-related risks are evolving in nature and that currently nonmaterial risks may become material over time as regulatory, market and physical risk factors develop. Our process for identifying and evaluating climate-related risks is integrated into our overall risk management system and processes.

**Metrics and targets:** FIS discloses greenhouse gas emission sources across Scope 1, Scope 2 and relevant upstream and downstream Scope 3 categories. We calculate GHG emissions across Scopes 1, 2 and 3 using an operational control boundary. These metrics support transparency and accountability in tracking our climate-related performance.



## Business ethics

The FIS core values—Win as One Team, Lead With Integrity and Be the Change—are intended to guide our employees’ daily decisions.

Our Business Ethics program:

- **Builds** our business and relationships on a foundation of honesty, reliability and integrity
- **Expects** employees to treat clients and each other with fairness, respect and dignity while conducting business honestly and ethically
- **Requires** employees to comply with our policies and the law and encourages employees to report all wrongdoing or suspicion of wrongdoing

The Chief Ethics Officer is responsible for the company’s Business Ethics program and managing the Ethics Office. The Audit Committee of the Board oversees the program.

## FIS Ethics Office

The mission of the FIS Ethics Office—an extension of the Business Ethics Program—is to guide, inspire, support and educate employees to Lead With Integrity. Under the tagline “Shine Bright, Do What’s Right,” the Ethics Office provides resources and educational awareness campaigns to support its mission.

The Ethics Office encourages employees to speak up by reporting their concerns to management, the People Office or the Ethics Office (via [fisethicsoffice@fisglobal.com](mailto:fisethicsoffice@fisglobal.com)). The FIS Ethics Helpline offers an alternative channel for employees, clients and other third parties, including those who wish to speak up anonymously. Ethics Central on the intranet provides access to detailed information on the various reporting channels available to employees. FIS is committed to treating concerns confidentially and, as outlined in this report, prohibits retaliation or reprisals against individuals who raise concerns.





## Ethics policies

### FIS Code of Business Conduct and Ethics

We require employees to comply not only with the Code of Business Conduct and Ethics (“Code”) and company policies, but also with applicable laws, rules and regulations in conducting company business. The Code defines the responsibilities and expected behaviors of employees and other stakeholders. Consistent with laws protecting whistleblowers, the Code’s zero-retaliation policy encourages employees to report unethical activities without fear of retaliation.

All employees are required to complete annual mandatory training on the Code. The training covers the company’s expectations for ethical business practices and requires employees to acknowledge that they have received, understood and agreed to comply with these standards. FIS takes violations and noncompliance with the Code seriously. When employees violate the Code or are deemed in noncompliance with it, we take appropriate and consistent disciplinary actions to address the misconduct per local laws.

The Ethics Office evaluates its programs and policies, including the Code, at least annually and updates them throughout the year as needed, informed by risk assessments, audits and other relevant inputs.

### Speak-Up Policy

The FIS Speak-Up Policy encourages employees, contractors and third parties to report actual or suspected wrongdoing—including violations of the Code, company policies or applicable laws—with the assurance that concerns raised in good faith will be investigated promptly, treated confidentially and protected from retaliation.

The policy underpins the reporting channels and protections described in the “Be the Change — Speak Up!” section on the following page.

### Conflicts of Interest Policy

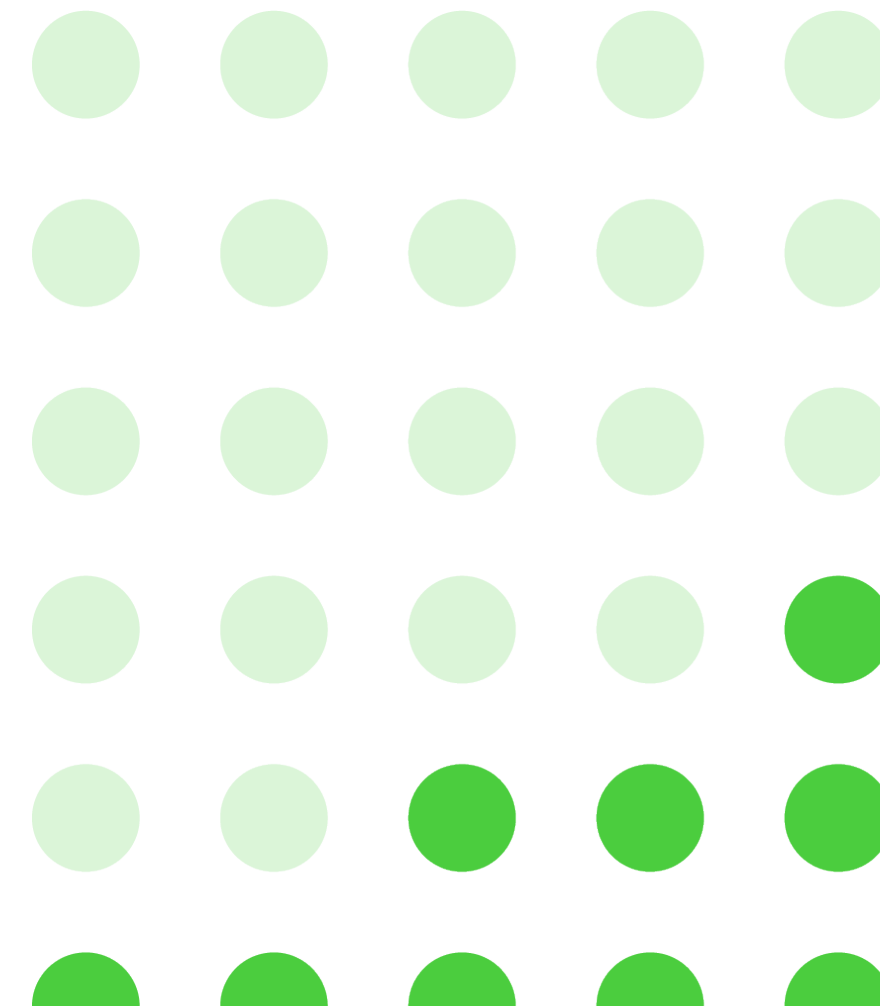
In addition to the Speak-Up Policy, the Ethics Office maintains the Conflicts of Interest Policy and Standard.

Employees and individuals doing business on behalf of FIS such as contractors and consultants must provide full disclosure of all actual or potential conflicts of interest in the company’s Conflicts of Interest Registry.

### Gifts and Entertainment Registry

FIS also maintains a Gifts and Entertainment Registry where employees must disclose gifts and entertainment. The registry provides visibility into the intent behind the business gifts or entertainment given or received by employees.

FIS reviews and undertakes decisions on entries into both registries to appropriately manage any actual or potential conflict of interest or corruption that may arise from giving or receiving gifts and entertainment.



## FIS Ethics Helpline

Our Ethics Helpline aims to enable employees, clients and other third parties to raise awareness of suspected, potential or actual violations of the Code, company policies or the law through multiple channels in a confidential manner.

Those seeking to raise a concern can use the FIS Ethics Helpline via toll-free telephone numbers or by submitting the concern on the FIS Ethics Helpline website. The Ethics Helpline provides the option to report anonymously, where permitted under local law.

The FIS Ethics Office conducts investigations into concerns with a strong commitment to confidentiality and prohibiting retaliation or reprisals against individuals who raise concerns.

As part of the report from the Chief Ethics Officer on the state of the Business Ethics Program, the Audit Committee of the Board receives Ethics Helpline metrics every quarter. The Ethics Office uses these metrics to track and understand global risks, trends and challenges and to identify potential mitigating measures.

The FIS Ethics Office webpage showcases the Office's mission, availability and contact information; links to relevant policies; and information regarding the FIS Ethics Helpline that goes beyond our externally facing Code.

## Be the Change — Speak Up!

**Encourage** reporting of suspected wrongdoing as soon as possible, knowing that concerns will be taken seriously and investigated promptly.

**Respect** confidentiality by taking measures to conduct investigations in a way that balances sensitivity for those involved while ensuring a thorough and effective process.

**Support** employees who seek advice or report violations to remain anonymous if desired and where permitted under local law. If an employee requests anonymity, we will make reasonable efforts to keep the individual's identity confidential.

**Provide** guidance as to how to raise those concerns.

**Reassure** reporters that genuine concerns may be raised in good faith without fear of reprisal or retaliation, even if such concerns turn out to be mistaken.

**Prevent/Detect harm** to FIS and prevent financial loss and regulatory sanctions.

**Demonstrate** a commitment to FIS' values, the Code and policies, as well as laws and regulations.

## Corporate compliance

Compliance with relevant regulations and laws everywhere we operate is an important element of our commitment to operating with integrity. Through our global compliance program, we work to conduct all affiliated business operations ethically and in compliance with appropriate governing laws and regulations within their respective jurisdictions.

The Global Corporate Compliance Program is designed to ensure that FIS and our Board members, employees, contractors, vendors and clients comply with all applicable laws and conduct business with integrity and in line with ethical standards. The Audit Committee of the Board oversees the program. Annually, FIS conducts mandatory trainings to help promote a culture of compliance and integrity. For 2025, we achieved over 95% completion across these training modules.

### Fraud prevention and anti-money laundering

FIS plays an important role in assisting our clients, regulated entities, employees and communities in mitigating risks associated with financial crime and helping to safeguard against potential threats.

We provide fraud prevention and anti-money laundering solutions to our global banking and capital markets clients.

In addition to the products that we offer, FIS maintains a risk-sensitive, companywide Global Financial Crime Compliance program that aims to protect FIS, our clients and the financial system from money laundering, terrorist financing, sanctions violations and fraud, among other illicit financial activity.



## Anti-bribery and anti-corruption

As part of our commitment to preventing bribery and corruption, we seek out clients and business partners whose ethical standards mirror our own. Our policies and procedures are designed to prevent the company from doing business with unethical entities and individuals.

Our Code requires that we treat clients, suppliers and contractors fairly and honestly and do not offer an unfair advantage through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing. This requirement is reinforced in the FIS Anti-Bribery and Anti-Corruption Policy.

The Code strictly prohibits using FIS funds, or any other funds or anything of value given by an individual or entity for the benefit of or on behalf of FIS, for any unlawful or unethical purpose. Further specifics are found within the Anti-Bribery and Anti-Corruption Policy and associated standards. Our Anti-Bribery and Anti-Corruption Committee conducts reviews of designated high-risk third parties, while all other third parties undergo rigorous

onboarding to help ensure compliance with anti-bribery and anti-corruption laws, our Code, the Anti-Bribery and Anti-Corruption Policy and associated standards.

Like the Code, the Anti-Bribery and Anti-Corruption Policy has mandatory annual and new-hire training. It applies to all FIS operations and employees globally and to FIS' applicable suppliers and contractors, which helps mitigate the risk of vendors undertaking corrupt practices. Furthermore, both the Code and policy pledge zero tolerance for violations of applicable anti-bribery and anti-corruption laws.

In 2025, FIS continued to enhance training tools and internal controls designed to manage corruption risks proactively. We highlight awareness campaigns through our employee social platform and intranet to educate all employees and contractors on anti-corruption standards, supporting the annual training and policy acknowledgment.

The Ethics Helpline and the Ethics Office also serve as valuable resources, enabling external or internal parties to report alleged corrupt practices.

## Anti-competitive behavior

FIS is committed to competing fairly in the marketplace. We require employees and applicable contractors to comply fully with the letter and spirit of all applicable antitrust laws and trade regulations and to avoid activity with competitors, clients, suppliers or trade associations that could lead to antitrust violations.

## Sanctions compliance

FIS' systems and controls are designed to facilitate compliance with sanctions laws and regulations. FIS' dedicated Sanctions and Export programs prohibit our products and services from being provided to or accessed by sanctioned parties, or otherwise in violation of applicable sanctions and export laws. Elements of the programs include training for employees and contractors on at least an annual basis, testing, risk assessments, monitoring on a regular basis and provision of advice for complex opportunities to support compliance with the law.



## Human and civil rights

FIS is dedicated to helping protect fundamental human rights across our global operations, including our supply chain, as expressed in the Code and our Modern Slavery Act Transparency Statement. These documents prohibit any participation in, support of or association with the illegal and immoral practices of trafficking in persons, forced labor and slavery. Our commitment to human rights is informed by key principles recognized in international human rights standards, such as the United Nations Universal Declaration of Human Rights.

### Vendors

FIS' Vendor Risk Management program aims to assess vendors' compliance with anti-slavery and anti-human trafficking standards based upon the services and location of such vendors. We incorporate contractual clauses related to modern slavery in our vendor agreements to the extent applicable and ask these vendors to confirm that they have their own policies on anti-slavery and anti-human trafficking. We also hold them to the expectations outlined within the FIS Supplier Code of Conduct.

## Employee relations

FIS recognizes the civil rights of our employees to exercise their freedoms of speech, expression, religion and belief, including the ability to practice their religious beliefs and express their political views, as outlined in the company's Religious Accommodation and Political Activities policies and when not contrary to local laws.

### Reporting channels

FIS employees who learn of a violation or suspected violation of anti-human trafficking and anti-slavery laws, including but not limited to the U.K. Modern Slavery Act, are expected to report it immediately through the FIS Ethics Helpline or to management, the People Office or the FIS Ethics Office, consistent with the reporting channels described in our Code.

### Policies

FIS maintains several policies that support our commitment to protecting human rights, including privacy, anti-discrimination, anti-harassment and other employee relations policies.



## Public policy and political contributions

FIS believes that active engagement in public policy and political activities is an important part of responsible corporate citizenship and the democratic process, which supports the sustainability of the company's business model and the success of our stakeholders. Our Political Activities Policy is designed to ensure that we engage in these activities in a responsible and transparent manner and in full compliance with applicable laws and regulations.

We publicly disclose contributions in the U.S. through regular Federal Election Commission and Lobby Disclosure Act filings. FIS makes no political contributions outside of the U.S. FIS is also registered in the EU Transparency Register for our policy advocacy work in the EU.

Our political engagement and contributions are overseen by the CGNS Committee and the CEO. Moreover, annual training with regard to the Political Activities Policy is delivered to select employees based on potential engagement with elected officials.

Additional information can be found in the Political Activities Policy, Political Contributions and Expenditures Report, Anti-Bribery and Anti-Corruption Policy, Code of Business Conduct and Ethics and our Employee Handbooks.

### Trade association engagement

FIS belongs to various trade associations that advocate for public policy issues of importance to the company and industry peers.

Trade associations develop their positions by considering the views of their members, many of whom hold different views. We engage in these discussions to influence positions, and not all positions taken by our trade associations align with our own. FIS' membership in trade associations does not necessarily confirm that we endorse or support all public policy positions or issues that the associations support. We reserve the right to express disagreement with an association's position and evaluate membership so that it serves the long-term interests of FIS.

### Select memberships and external initiatives

- |   |   |
|---|---|
| American Bankers Association              | Payments 20   |
| Business Roundtable                       | Payments Association EU                               |
| Consumer Bankers Association              | Payments Association U.K.                             |
| Consumer Data Industry Association        | Payments Coalition                                    |
| Electronic Transactions Association       | Payments Leadership Council                           |
| European Payments Institutions Federation | PayTech Women   |
| Financial Technology Association          | Securities Industry and Financial Markets Association |
| Futures Industry Association              | Women in Data   |
| Independent Community Bankers Association |   |



CHAPTER 7

# Managing responsible procurement

At FIS, responsible procurement is an important part of how we do business. Our procurement practices reflect our values and support our efforts to build a resilient supply chain, promote ethical standards and create value across our operations. Suppliers play an important role in supporting our strategic objectives, including operational excellence, risk mitigation and long-term value creation. Through engagement, assessment and oversight, we work to promote transparency, uphold high standards across our supply base and align procurement activities with our broader sustainability priorities.



## Enabling supply chain opportunity and growth

Growing our supplier ecosystem and driving opportunity within the supply chain is a priority at FIS. A broad and capable supplier base enables us to deliver innovation, resilience and long-term value across our products and services.

In 2025, we strengthened relationships with suppliers across the company and continued to evaluate suppliers based on their capabilities, performance and alignment with our business needs through a merit-based identification and selection process.

**Internal awareness and education:** In 2025, the FIS BeSustainable initiative continued to provide internal training to supply chain team members. This training is designed to support knowledge of supply chain sustainability and to further support and enable responsible procurement.



## Enhancing responsible procurement

In 2025, we focused on refining our existing responsible procurement program, improving supply chain processes, and building our understanding of sustainability-related risks and opportunities across our supplier base.

Our transition from a supplier identification- and sustainability-led foundation to a comprehensive Responsible Procurement Framework aligns with our company priorities to support operational continuity, reinforce ethical standards and address emerging risks across the supplier base.

To promote business practices that support responsible procurement, we periodically review our business and supplier codes of conduct, along with supply chain policies and procedures, to align with applicable regulatory requirements and sustainability criteria. These efforts help us set clear expectations for suppliers and support accountability across our procurement activities.

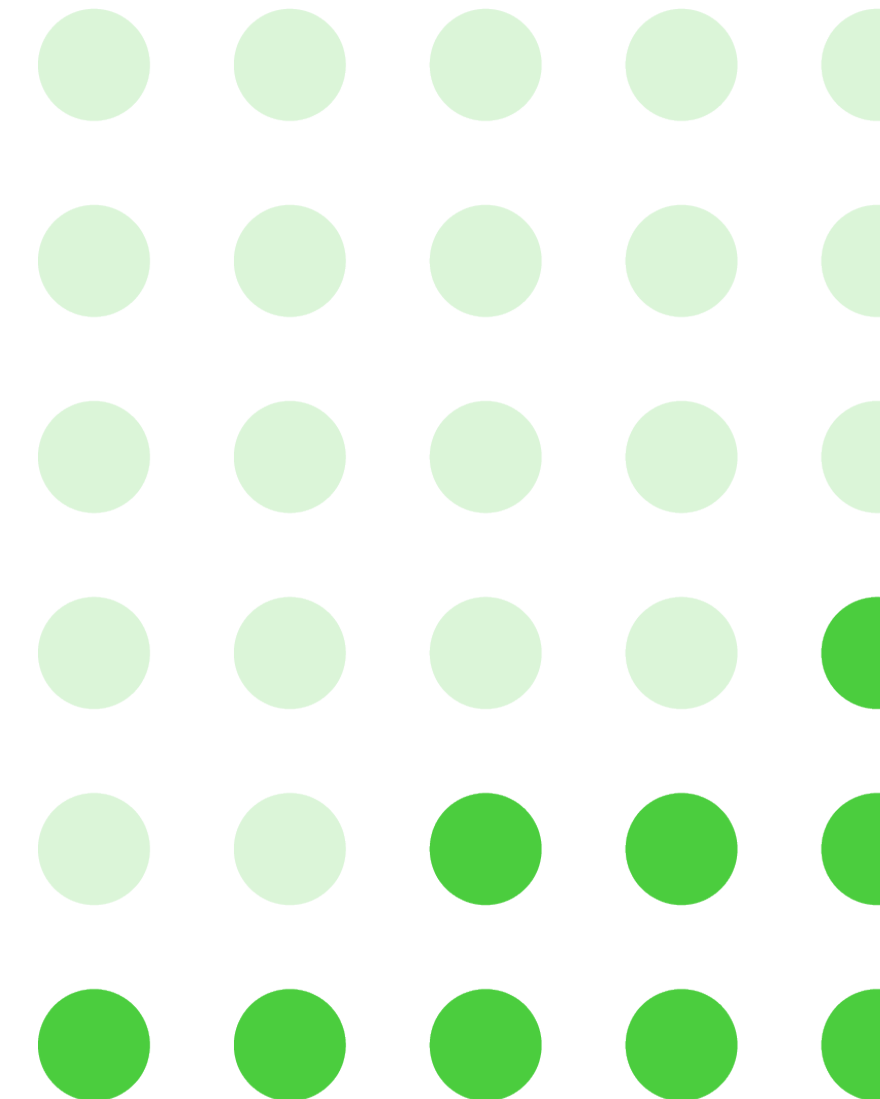
In 2025, we refreshed our Supplier Code of Conduct to further clarify our expectations of suppliers. The updated code is informed by internationally recognized norms. It continues our focus on upholding ethical standards and incorporating sustainability criteria to better identify and address supply chain risk. We encourage our suppliers to consider adopting similar principles across their own supply chains. The Supplier Code of Conduct also sets expectations for suppliers to measure, disclose and work to mitigate potential negative environmental impacts associated with their operations, including energy consumption, greenhouse gas emissions and waste.

**Reporting and accountability:** We provide channels through which suppliers can report suspected misconduct, including the FIS Ethics Office and the FIS Ethics Helpline, which is available 24/7. Reports can be made anonymously in accordance with local law, and FIS maintains a zero-retaliation policy to protect anyone who reports a concern in good faith.

**Supplier sustainability assessments and analytics:** FIS uses a third-party data provider to assess sustainability-related risks across our supplier base. By the end of 2025, ratings had been obtained for suppliers representing more than 50% of our addressable vendor spend, providing additional data points to inform procurement decisions.

We further operationalized responsible procurement by integrating sustainability data into centralized procurement analytics dashboards. These dashboards provide supply chain team members and stakeholders with greater visibility into supplier sustainability performance, supporting more informed procurement decisions and ongoing risk management.

These responsible procurement activities — from framework development and supplier engagement to sustainability assessments and analytics — inform and complement our approach to vendor risk management.



## Enhancing vendor risk management

FIS operates a comprehensive Vendor Risk Management (VRM) program to identify, assess and mitigate risks across our supply chain. The program is overseen by the ERM function and incorporates risk-based due diligence and ongoing monitoring of third-party relationships. Key areas of assessment include cybersecurity controls, sanctions screening, contract establishment, payment card industry compliance, privacy and continuous monitoring aligned to assigned risk ratings.

As part of the VRM program, FIS performs structured reviews of proposed new supplier and partner relationships to assess alignment with applicable regulatory requirements and FIS' ethical and risk management standards. Vendor due diligence is supplemented with external data sources to support accurate, verifiable and timely risk assessments. This includes evaluation of suppliers' policies, controls and governance related to financial crime and human rights risks, such as anti-bribery, anti-corruption, anti-slavery, anti-trafficking and gifts and entertainment practices.

Where applicable, the VRM process provides for automatic escalation of certain third-party relationships to the FIS AI Governance and Anti-Bribery and Anti-Corruption Compliance Committees for enhanced review, particularly for entities operating outside the U.S., Canada, Ireland and the U.K. These enhanced assessments are designed to identify bribery or corruption risks that could preclude engagement or limit the scope of the relationship. The process includes documented due diligence, contractual anti-bribery and anti-corruption obligations, audit rights, training requirements and ongoing risk monitoring.



# Appendix

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## About this report

This report is FIS' seventh annual Global Sustainability Report. It covers data and metrics related to the 2025 fiscal year from January 1 to December 31, 2025, unless otherwise noted. Data may be rounded. All financial information is presented in U.S. dollars unless otherwise noted. Unless otherwise specified, this report covers FIS and our subsidiaries.

This report has been prepared with reference to the Global Reporting Initiative (GRI) 2021 Universal Standards and the Sustainability Accounting Standards Board (SASB) Software & IT Services 2023 Sustainability Accounting Standard. The Environmental Statements and Notes have been prepared as described within Note 2 to those statements.

Our use of the terms "material," "materiality" and similar terms in this report refer to topics that could potentially have significant sustainability impacts on FIS' business and stakeholders or are as defined by European Union or non-U.S. directives, standards, guidance or other legal requirements. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the

purposes of complying with, or reporting pursuant to, the U.S. federal securities laws and regulations or any other law or regulation. We do not assess "materiality" for purposes of this report in the same manner as we assess it for purposes of our disclosures pursuant to applicable securities law. This report reflects information as of the publication date and should be read in conjunction with our most recent Form 10-K, Forms 10-Q and 8-K and other filings made with the U.S. Securities and Exchange Commission.

This Global Sustainability Report is published for the benefit of FIS' investors and other stakeholders. The information in this report is not intended as, and should not be construed as, marketing or advertising directed at consumers in connection with the promotion, sale or supply of any product or service or FIS in general.

Feedback or questions about the report can be sent to [ESG@fisglobal.com](mailto:ESG@fisglobal.com).

## Forward-looking statements

This report is provided voluntarily and does not cover all information about our business. References in this report to information should not be construed as a characterization regarding the

materiality of such information to our financial results or for purposes of the U.S. securities laws.

This report contains statements that are not purely historical and are forward-looking statements within the meaning of the U.S. federal securities laws. Statements that are not historical facts, as well as other statements about our expectations, beliefs, intentions, or strategies regarding the future, including our sustainability goals, sustainability targets, commitments and related business and stakeholder impacts, or other characterizations of future events or circumstances, are forward-looking statements. These statements may be identified by words such as "expect," "anticipate," "intend," "plan," "believe," "will," "should," "could," "would," "project," "continue," "likely," and similar expressions, and include statements reflecting future results or outlook. These statements relate to future events and our future results and involve a number of risks and uncertainties. Forward-looking statements are based on management's beliefs as well as assumptions made by, and information currently available to, management.

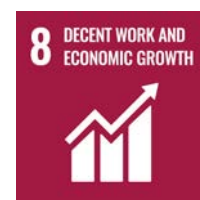
Actual results, performance or achievement could differ materially from these forward-looking statements due to

a variety of factors, including assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, the cost and availability of renewable energy, carbon removal and carbon offset projects, changes in standards and certifications, changes in government regulations or policy, our expansion into new products, services, technologies and geographic regions, changes in risk, or other changes in circumstances, as well as the factors set forth in our most recently filed periodic reports on Form 10-K, Form 10-Q, Form 8-K and subsequent filings with the U.S. Securities and Exchange Commission. Other unknown or unpredictable factors also could have a material adverse effect on our sustainability commitments, plans and goals or our ability to achieve them. Accordingly, readers should not place undue reliance on these forward-looking statements. These forward-looking statements are inherently subject to uncertainties, risks and changes in circumstances that are difficult to predict. Except as required by applicable law or regulation, we do not undertake (and expressly disclaim) any obligation and do not intend to publicly update or review any of these forward-looking statements, whether as a result of new information, future events or otherwise.

## Sustainable Development Goals

UN Member States adopted the Sustainable Development Goals (SDGs) in 2015 to create a fairer, more sustainable world by 2030. These 17 ambitious goals can only be achieved if government, business and civil society work together.

FIS supports the SDGs and focuses our efforts on those that are most closely aligned to our business and our material sustainability issues. More information about our efforts can be found in the report chapters indicated below.



Committed to fair pay practices

See [Chapter 2](#) for more details.

Introduced the Mind, Body and Wallet well-being model, a unified framework guiding programs and campaigns across the organization.

See [Chapter 2](#) for more details.

Through FIS' Digital One Spending Insights, offered our financial services clients the ability to use AI and predictive analytics to assist their customers.

Accelerated our investment in AI capabilities across the organization.

See [Chapters 1](#) and [2](#) for more details.

Expanded our financial literacy offerings with two new programs available to the public at no cost: Financial Literacy for Small Businesses, and Aspiring Entrepreneurs and Financial Literacy for Digital Currencies and Blockchain.

Worked with community banks, nonprofits, government agencies and others as part of a larger effort to improve financial access and promote financial wellness.

See [Chapter 1](#) for more details.

Continued our engagement with Minority Depository Institutions and Community Development Financial Institutions clients.

FIS employees contributed more than \$279,000 to the FIS Cares Fund and more than \$138,000 was disbursed to employees in need.

See [Chapters 1](#) and [4](#) for more details.

Reduced our GHG emissions by 15% compared to the prior year.

Received ISO 14001 certification for six additional locations: three in the U.S. and three in India.

See [Introduction](#) and [Chapter 4](#) for more details.

## Data tables

Category	2023	2024	2025
<b>Demographics<sup>1</sup></b>			
<b>Race / ethnicity in the U.S. workforce<sup>2,3</sup></b>			
Asian	13%	14%	15%
Black	13%	12%	12%
Latino or Hispanic	9%	9%	9%
Other	3%	3%	3%
White	63%	62%	61%
<b>Gender in global workforce</b>			
Women	40%	40%	38%
Men	60%	60%	62%
<b>Gender in U.S. workforce</b>			
Women	46%	46%	46%
Men	54%	54%	54%
<b>Gender in global leadership</b>			
Women	30%	30%	31%
Men	70%	70%	69%
<b>Gender in U.S. leadership</b>			
Women	36%	37%	37%
Men	64%	63%	63%
<b>Gender in global technical staff</b>			
Women	30%	30%	30%
Men	70%	70%	70%
<b>Age in global workforce</b>			
Under 30	22%	21%	16%
30 - 50	55%	55%	60%
Over 50	22%	23%	24%

<sup>1</sup> Due to rounding, the figures may not equal 100%.

<sup>2</sup> 'Other' includes employees who identify as American Indian/Alaska Native, Native Hawaiian/Other Pacific Islander, or two or more races. Race/ethnicity and gender percentages are calculated based on employees who provided a voluntary self-identification response; employees who declined to self-identify or for whom data was unavailable are excluded from the denominator. As a result, reported figures may not reflect the full employee population.

<sup>3</sup> FIS annually files its EEO-1 report with the U.S. Equal Employment Opportunity Commission. The most recently certified EEO-1 report, which may reflect a prior reporting year, is available at [https://careers.fisglobal.com/us/en/Inclusion\\_and\\_Belonging](https://careers.fisglobal.com/us/en/Inclusion_and_Belonging).

Category	2023	2024	2025
<b>Employee engagement<sup>4</sup></b>			
Annual survey engagement scores (eSAT)	74	78	-
Pulse engagement score	-	-	71
<b>Training &amp; learning<sup>5</sup></b>			
Average learning hours per employee	16.8	9.6	11.9
<b>Employees</b>			
Number of employees	60,000	51,000	44,000
Percentage of employees principally employed outside the U.S.	66%	63%	63%
<b>Voluntary turnover<sup>6</sup></b>			
Voluntary turnover	-	-	9%
<b>Giving and volunteerism</b>			
FIS Cares employee contributions	\$350K	\$300K	\$279K

<sup>4</sup> In 2025, FIS initiated a pulse survey program to enable recurring employee feedback throughout the year. This program replaced the annual eSAT survey previously used to measure employee engagement. The 2025 score represents the average of two pulse surveys administered during the reporting period: November 2025 (score: 70) and December 2025 (score: 71). Due to the change in survey methodology, frequency, and instrument design, the 2025 score is not directly comparable to prior years' eSAT scores. Because the program launched in November 2025, only two months of pulse survey data were available during the 2025 reporting period.

<sup>5</sup> The 2025 reported average of 11.9 learning hours per employee includes a broader set of learning platforms than were included in the 2024 report and is therefore not directly comparable to the 2024 metric. While this expands visibility into employee development activity, it does not capture every platform or format employees use for learning. Learning continues to span compliance, ethics, and role-specific, on-demand modules embedded in daily tools.

<sup>6</sup> Voluntary turnover is disclosed for the first time in the 2025 report.

## Stakeholder engagement

### Engagement with stakeholders

Stakeholder	Engagement channel	Sustainability topics covered
<b>Employees</b>	<ul style="list-style-type: none"> <li>Intranet and The People Office Support Center</li> <li>Employee social network and collaboration tools</li> <li>Employee experience surveys</li> <li>Inclusion Networks</li> <li>CEO broadcast, all-hands and town hall meetings</li> <li>Regular 1:1 coaching</li> <li>Employee-manager check-ins</li> <li>Learning and development programs</li> <li>Newsletters, quarterly emails and other digital communications</li> <li>Community engagement and volunteer activities</li> <li>Ethics Helpline</li> </ul>	<ul style="list-style-type: none"> <li>Colleague satisfaction and engagement</li> <li>Career development</li> <li>Business conduct (e.g., ethics, remote work, culture)</li> <li>Employee value proposition (rewards, mental health and wellness, work-life balance)</li> <li>Culture and values</li> </ul>
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>Investor relations website</li> <li>Annual investor meeting</li> <li>Quarterly earnings updates</li> <li>Annual report</li> <li>Conferences and other investor events</li> <li>Responses to questionnaires and outreach, including from ESG ratings firms</li> </ul>	<ul style="list-style-type: none"> <li>Environmental sustainability</li> <li>Corporate governance</li> <li>Enterprise risk management</li> <li>Executive compensation</li> <li>Human capital management</li> <li>Board composition and refreshment</li> </ul>
<b>Clients</b>	<ul style="list-style-type: none"> <li>Participation in industry forums and conferences</li> <li>Information sharing during request for proposal and contract processes</li> <li>1:1 meetings</li> <li>Business reviews</li> <li>Philanthropic support and partnerships</li> </ul>	<ul style="list-style-type: none"> <li>Environmental sustainability</li> <li>Sustainable products and services</li> <li>Financial inclusion</li> <li>Human capital management</li> <li>Privacy and data protection</li> <li>Accessible design</li> </ul>

## Engagement with stakeholders

Stakeholder	Engagement channel	Sustainability topics covered
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Third-party data provider platform</li> <li>• Requests for proposal, negotiations and contracting</li> <li>• Purchasing process (PR/PO)</li> <li>• 1:1 meetings</li> <li>• Business reviews and risk reviews</li> <li>• Supplier Information Portal</li> <li>• Supplier Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental sustainability</li> <li>• Cybersecurity</li> <li>• Privacy and data protection</li> <li>• Vendor risk</li> <li>• Business conduct and ethics</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>• FIS Foundation</li> <li>• Employee campaigns with matching donations and volunteer resources</li> <li>• Charities and nongovernmental organizations (NGOs)</li> <li>• Volunteering and philanthropy programs</li> </ul>	<ul style="list-style-type: none"> <li>• Financial inclusion/financial literacy</li> <li>• STEM education</li> <li>• Environmental sustainability</li> <li>• Community development</li> <li>• Health and human services</li> </ul>
<b>Governments and Regulators</b>	<ul style="list-style-type: none"> <li>• Regulatory interactions, submissions of regulatory documents, disclosures and filings</li> <li>• Participation in governmental, public-private and multilateral forums and coalitions</li> <li>• Testimony before government bodies</li> <li>• Participation as panelists at industry association hosted policy gatherings</li> <li>• Industry association memberships</li> <li>• For more information, see the Public Policy and Political Contributions section of this report.</li> </ul>	<ul style="list-style-type: none"> <li>• Cybersecurity and operational resilience</li> <li>• Data privacy</li> <li>• Financial inclusion and literacy</li> <li>• Artificial intelligence</li> </ul>

# Independent accountants' review report



KPMG LLP  
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1801 K Street, NW  
Washington, DC 20006

## Independent Accountants' Review Report

To the Board of Directors and Management of Fidelity National Information Services, Inc.

### Report on Selected Metrics included in the 2025 Global Sustainability Report

#### Conclusion

We have reviewed whether the identified metrics with the symbol \* (the Selected Metrics) in the Environmental statements and notes (the Statements) of Fidelity National Information Services, Inc. (the Company) for the year ended December 31, 2025, included on pages 76 to 87 of the Company's 2025 Global Sustainability Report, have been prepared in accordance with the reporting criteria set forth in Note 2 of the Statements (the Criteria).

Based on our review, we are not aware of any material modifications that should be made to the Selected Metrics for the year ended December 31, 2025 in order for them to be prepared in accordance with the Criteria.

Our conclusion on the Selected Metrics does not extend to any other information that accompanies or contains the Selected Metrics and our report.

#### Basis for conclusion

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in the versions of AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements, that are applicable as of the date of our review. We are required to be independent and to meet our other ethical requirements in accordance with relevant ethical requirements related to the engagement. We believe that the evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

#### Other matter

We previously reviewed certain metrics indicated with the symbol \*\* in the Statements for the years ended December 31, 2024 and 2023, and our reports dated August 18, 2025 and June 26, 2024 included unmodified conclusions. Our conclusion is not modified in respect of this matter.

#### Responsibilities for the Selected Metrics

Management of the Company is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Selected Metrics such that they are free from material misstatement, whether due to fraud or error;
- selecting or developing suitable criteria for preparing the Selected Metrics and appropriately referring to or describing the criteria used; and
- preparing the Selected Metrics in accordance with the Criteria.

#### Inherent limitations in preparing the Selected Metrics

As described in Note 9 of the Statements, the Company obtains energy use data from across its global operations for the calculation of GHG emissions. However, there are estimation uncertainties resulting from the inherent limitations in the methodologies used to calculate GHG emissions and energy for the subset of

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facilities and activities in which actual use data is not available. The selection of different but acceptable measurement techniques can result in materially different measurements being reported.

#### Our responsibilities

The attestation standards established by the American Institute of Certified Public Accountants require us to:

- plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Selected Metrics in order for them to be prepared in accordance with the Criteria; and
- express a conclusion on the Selected Metrics based on our review.

#### Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Selected Metrics and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- inquiring of management to obtain an understanding of the methodologies and inputs applied to measure and evaluate the Selected Metrics;
- performing analytical procedures;
- inspecting supporting documentation for a selection of activity data;
- recalculating a selection of the Selected Metrics based on the Criteria; and
- evaluating the overall presentation of the Selected Metrics.

The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the subject matter information is prepared in accordance with the criteria, in all material respects, in order to express an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed.

**KPMG LLP**

Washington, District of Columbia  
June 22, 2026

## Environmental statements and notes

Category	2023	2024 <sup>7</sup>	2025
<b>GHG emissions – Scope 1 and 2</b>			
<b>GHG emissions - Scope 1 (tCO<sub>2</sub>e)</b>			
Mobile	2,336	2,391	2,909
Natural gas (stationary)	3,700	3,195	3,089
Diesel and gasoline (stationary)	312	325	835
Fuel oil (stationary)	—	4	4
Refrigerant leakages (fugitive)	3,639	2,973	3,608
GHG emissions - Scope 1	9,987**	8,888**	10,445*
<b>GHG emissions - Scope 2 (tCO<sub>2</sub>e)</b>			
Market-based method	40,422**	39,566**	32,869*
Location-based method	50,373**	43,847**	41,371*
GHG emissions - total scope 1 and scope 2 (market-based)	50,409**	48,454**	43,314*
GHG emissions - total Scope 1 and Scope 2 (location-based)	60,360**	52,735**	51,816*

### The accompanying notes are an integral part of these statements.

\*Limited assurance provided on these metrics and related notes (Selected Metrics); see Independent Accountants' Review Report on page 75.

\*\*Independent Accountants' Review Reports on these metrics and related notes are available in the FIS 2023 and 2024 Global Sustainability Reports, pages 87 and 69, respectively.

Category	2023	2024 <sup>7</sup>	2025
<b>GHG emissions – Scope 3</b>			
<b>GHG emissions – Scope 3 (tCO<sub>2</sub>e)</b>			
Category 1 – purchased goods and services	278,114	208,369	177,941
Category 2 – capital goods	27,506	27,879	26,680
Category 3 – fuel- and energy-related activities	14,231	11,621	14,457
Category 4 – upstream transportation	56,347	67,924	60,212
Category 5 – waste generated in operations	589	923	643
Category 6 – business travel	41,038	37,493	25,966
Category 7 – employee commuting (incl. teleworking)	55,391	37,297	30,684
Category 11 – use of sold products	4,488	—	—
Category 12 – end of life of sold products	44	—	—
Category 13 – downstream leased assets	1,166	857	1,612
Category 15 – investments	1,617	57,122	42,640
GHG emissions – reported Scope 3 (categories 1, 2, 3, 4, 5, 6, 7, 11, 12, 13, 15)	480,531	449,485	380,832
GHG intensity (all Scopes)	36.17	49.17	39.73
Carbon offsets (tCO <sub>2</sub> e)	-10,000	-10,000	-10,000

<sup>7</sup> 2024 is the base year; see Note 4 in the environmental notes on the following pages. See Note 1 in the environmental notes for the impact of the Worldpay Sale.

Environmental statements and notes

Category	2023 <sup>8</sup>	2024	2025
<b>Energy</b>			
<b>Total energy consumption (GJ)</b>	<b>575,718**</b>	<b>531,996**</b>	<b>508,136*</b>
Mobile	39,674	35,086	42,099
Natural gas (stationary)	73,484	63,463	61,240
Diesel and gasoline (stationary)	4,477	4,664	11,954
Fuel oil (stationary)	—	56	56
Non-renewable and non-zero carbon electricity (stationary)	379,971	347,660	303,384
Renewable electricity (stationary)	3,138	3,170	14,874
Zero carbon electricity (stationary) <sup>9</sup>	70,783	73,465	70,859
Chilled water (stationary)	2,697	2,884	2,840
Steam (stationary)	1,494	1,548	830
Total energy consumption from non-renewable sources	572,580	528,826	493,262
Total energy consumption from renewable sources	3,138	3,170	14,874
Percentage of energy from renewable sources	1%	1%	3%
Percentage of electricity from renewable sources	1%	1%	4%
Percentage of electricity from zero carbon sources <sup>9</sup>	15%	17%	18%
Percentage of electricity from renewable and zero carbon sources <sup>9</sup>	16%	18%	22%
Percentage of energy from grid electricity	79%	80%	77%
Energy intensity	39.22	52.53	47.59
<b>Water</b>			
<b>Water (Thousand M<sup>3</sup>/Megaliters)</b>			
Water withdrawn	557**	375**	362
Water withdrawn in regions with high or extremely high baseline water stress	284	225	239
Percentage water withdrawn in regions with high or extremely high baseline water stress	51%	60%	66%

**The accompanying notes are an integral part of these statements.**

\*Limited assurance provided on these metrics and related notes (Selected Metrics); see Independent Accountants' Review Report on page 75.

\*\*Independent Accountants' Review Reports on these metrics and related notes are available in the FIS 2023 and 2024 Global Sustainability Reports, pages 87 and 69, respectively.

<sup>8</sup> See Note 1 in the environmental notes for the impact of the Worldpay Sale. 2023 data is not comparable due to the Worldpay Sale.

<sup>9</sup> New metric for 2025. See Note 12 for a discussion of the distinction between renewable energy and zero carbon energy and the rationale for this new presentation.

**Note 1 – Reporting entity**

Reporting entity, Fidelity National Information Services, Inc., together with its subsidiaries ("FIS" or the "company"), is a leading provider of technology solutions for financial institutions and businesses, headquartered in Jacksonville, Fla. With a deep and broad set of solutions, FIS serves its global client base by providing the software and solutions that advance the way the world pays, banks and invests.

On January 31, 2024, FIS completed the sale (the "Worldpay Sale") of a 55% equity interest in our Worldpay Merchant Solutions business to private equity funds managed by GTCR, LLC. FIS retained a noncontrolling 45% equity interest in a new standalone joint venture, Worldpay Holdco, LLC ("Worldpay"), following the closing of the Worldpay Sale. These environmental statements and notes do not include the activities or results of the Worldpay Merchant Solutions business when disclosing data for the years ended December 31, 2025 and 2024.

**Note 2 – Basis of presentation**

The environmental statements and notes have been prepared as follows.

**GHG emissions**

**Scope 1:** Scope 1 emissions have been prepared in accordance with the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) GHG Protocol: A Corporate Accounting and Reporting Standard (revised edition) and following guidance in the Global Reporting Initiative (GRI) Standard 305-1: Direct (Scope 1) GHG emissions.

**Scope 2:** Scope 2 emissions have been prepared in accordance with the WRI/WBCSD GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard and following guidance in the GRI Standard 305-2: Energy indirect (Scope 2) GHG emissions.

**Scope 3:** Scope 3 emissions have been prepared using the guidance in the WRI/WBCSD GHG Protocol: A Corporate Accounting and Reporting Standard (revised edition) and following guidance in the GRI Standard 305-3: Other indirect (Scope 3) GHG emissions.

**GHG intensity:** GHG emissions intensities have been prepared following guidance in the GRI Standard 305-4: GHG Emissions Intensity.

The WRI/WBCSD GHG Protocol standards and guidance are collectively referred to as the "GHG Protocol" in these statements.

**Energy**

Energy metrics have been prepared following guidance in the Sustainability Accounting Standards Board (SASB) Standard TC-SI-130a.1 and GRI Standard 302-1: Energy, as applicable. Energy intensities have been prepared using the guidance in the GRI Standard 302-3: Energy intensity.

## Water

The water withdrawal metrics have been prepared following guidance in the SASB Standard TC-SI-130a.2 and GRI Standard 303-3: Water withdrawal, as applicable.

### Note 3 – Boundary

#### Organizational boundaries

FIS has reported the information cited in these environmental statements and notes for the years ended December 31, 2025, 2024 and 2023. The company presents its emissions, energy and water under the operational control approach, accounting for emissions, water and energy from operations over which it, or one of its subsidiaries, has the full authority to introduce and implement its operating policies.

#### Operational boundaries

The company identifies and categorizes the emissions associated with FIS' operations between GHG Scope 1 and Scope 2 emissions. GHG Scope 1 emissions are derived from sources that are owned or controlled by FIS. FIS GHG Scope 1 emissions primarily relate to the company's facilities, data centers and vehicles. Fuels included as part of GHG Scope 1 emissions include diesel, natural gas and other fuels. FIS GHG Scope 2 emissions primarily relate to emissions from the purchase of electricity, chilled water and steam consumed across the company's global facility portfolio, including its data centers.

FIS does not have operational control over service offices and colocation data centers. These spaces are accounted for under Scope 3, Category 1 (Purchased Goods and Services).

FIS also does not claim operational control over space of which FIS is the sublessor. These spaces are accounted for under Scope 3, category 13 (Downstream Leased Assets).

The operational boundaries to report energy and water metrics are consistent with those of GHG emissions.

### Note 4 – Base year

Base year emissions will only be adjusted in the event of acquisitions or mergers with entities that existed prior to the base year, the divestiture of operations or facilities, improvements in the accuracy or a change in outsourcing or insourcing of GHG emitting activities and emission factors when these events meet a significance threshold.

For all adjustments, FIS defines the "significance threshold" to be a structural or methodology change resulting in at least a 5% change in the total Scope 1, Scope 2 and Scope 3 GHG emissions over or under the emissions that would result if a correction was not made or based upon relevant qualitative factors.

As a result of the Worldpay Sale, FIS set 2024 as the new base year.

In 2025, there were no adjustments made to the 2024 base year metrics as the company had no changes or events occur in the reporting year that triggered the significance threshold or qualitative factors.

Category	2024 (Base Year)
<b>GHG emissions – Scope 1 and 2</b>	
<b>GHG emissions Scope 1 (tCO<sub>2</sub>e)</b>	
Mobile	2,391
Natural gas	3,195
Diesel and Gasoline	325
Fuel oil	4
Refrigerant leakages	2,973
<b>GHG emissions – total Scope 1</b>	<b>8,888**</b>
<b>GHG emissions Scope 2 (tCO<sub>2</sub>e)</b>	
Market-based method	39,566**
Location-based method	43,847**
<b>GHG emissions – total Scope 1 and Scope 2 (market-based)</b>	<b>48,454**</b>
<b>GHG emissions – total Scope 1 and Scope 2 (location-based)</b>	<b>52,735**</b>
<b>GHG emissions – Scope 3</b>	
<b>GHG emissions – Scope 3 (tCO<sub>2</sub>e)</b>	
Category 1 – purchased goods and services	208,369
Category 2 – capital goods	27,879
Category 3 – fuel- and energy-related activities	11,621
Category 4 – upstream transportation	67,924
Category 5 – waste generated in operations	923
Category 6 – business travel	37,493
Category 7 – employee commuting (incl. teleworking)	37,297
Category 13 – downstream leased assets	857
Category 15 – investments	57,122
<b>GHG emissions – total reported Scope 3</b>	<b>449,485</b>
<b>GHG intensity (all reported emissions)</b>	<b>49.17</b>

**The accompanying notes are an integral part of these statements.**

\*\*Independent Accountants' Review Reports on these metrics and related notes are available in the FIS 2024 Global Sustainability Reports, page 69.

## Note 5 – Greenhouse gases covered

The GHG emissions disclosed are presented in metric tons of carbon dioxide equivalent (CO<sub>2</sub>e). GHG Scope 1 and 2 include four of the seven greenhouse gases covered by the GHG Protocol: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and hydrofluorocarbons (HFCs).

Perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>) are not relevant sources of greenhouse gases for FIS. The company does not combust biogenic emissions sources.

GHG Scope 3 includes all gases covered under the GHG Protocol: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>.

## Note 6 – Emission factors and conversion factors

GHG Scope 1	2023 Emission Factors	2024 Emission Factors	2025 Emission Factors
<b>Natural gas</b>	EPA (2023), Emission Factors for Greenhouse Gas Inventories, 18 April 2023	EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025	Canada National Inventory Report (NIR), released March 2025  Carbon Dioxide Emission Factors for German Reporting of Atmospheric Emissions 1990 - 2020  Department for Energy Security and Net Zero (DESNZ) 2025  EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025
<b>Diesel and Gasoline</b>	EPA (2023), Emission Factors for Greenhouse Gas Inventories, 18 April 2023	EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025	Australian National Greenhouse Accounts Factors 2025  DESNZ v1.0 (2025)  EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025

**GHG Scope 1 2023 Emission Factors 2024 Emission Factors 2025 Emission Factors**

<b>Fuel oil</b>	EPA (2023), Emission Factors for Greenhouse Gas Inventories, 18 April 2023	EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025	DESNZ v1.0 (2025)
<b>Hybrid vehicle</b>	DESNZ 2023	DESNZ 2024	EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025
<b>Jet fuel</b>	EPA (2023), Emission Factors for Greenhouse Gas Inventories, 18 April 2023	EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025	EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025
<b>Refrigerant leakages</b>	Estimated using the U.S. EPA Climate Leaders – Direct HFC and PFC Emissions from Use of Refrigeration and Air Conditioning Equipment, HVAC industry rule of thumb and field investigation	Estimated using the U.S. EPA Climate Leaders – Direct HFC and PFC Emissions from Use of Refrigeration and Air Conditioning Equipment, HVAC industry rule of thumb and field investigation	EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025 The Earth's Energy Budget, Climate Feedbacks and Climate Sensitivity Supplementary Material (2023) The Climate Registry 2025 Default Emission Factor Document

**GHG Scope 2 2023 Emission Factors 2024 Emission Factors 2025 Emission Factors**

	2023 Emission Factors	2024 Emission Factors	2025 Emission Factors
<b>Electricity (market-based)</b>	<p>CO2 Source: AIB, European Residual Mixes 2021, Table 2; Methane and Nitrous Oxide Source: Year 2021 factors from "IEA Emission factors 2023," Year 2022 factors from "IEA Emission factors 2023"</p> <p>Environment Canada, National Inventory Report, Greenhouse Gas Sources and Sinks in Canada, 1990-2021, Part 3, Annex 13</p> <p>DESNZ 2023</p> <p>2022 Green-e® Residual Mix Emissions Rates (2020 Data)</p>	<p>CO2 Source: AIB, European Residual Mixes 2024, Table 2; CH4 and N2O Source: Year 2024 factors from "IEA Emission factors 2024"</p> <p>Environment Canada, National Inventory Report 1990 – 2022: Greenhouse Gas Sources and Sinks in Canada, Part 3, Annex 13 (Release 2024)</p> <p>DESNZ 2024</p> <p>2024 Green-e® Residual Mix Emissions Rates (2022 Data)</p>	<p>2024 Green-e® Residual Mix Emissions Rates (2022 Data)</p> <p>Australian National Greenhouse Accounts Factors 2025</p> <p>Canada's Official Greenhouse Gas Inventory</p> <p>European Residual Mixes 2024 – Association of Issuing Bodies</p> <p>Fuel Mix Disclosure and CO2 Emissions 2023</p> <p>International Energy Agency Emission Factors 2025</p>
<b>Electricity (location-based)</b>	<p>Environment Canada, National Inventory Report, Greenhouse Gas Sources and Sinks in Canada, 1990-2021, Part 3, Annex 13</p> <p>US EPA eGRID Summary Tables 2021. Released: 1/30/2023</p> <p>Year 2021 factors from "IEA Emission factors 2023"</p> <p>Year 2022 factors from "IEA Emission factors 2023"</p>	<p>Environment Canada, National Inventory Report 1990 – 2022: Greenhouse Gas Sources and Sinks in Canada, Part 3, Annex 13 (Release 2024)</p> <p>US EPA eGRID Summary Tables 2023. Released: 03/27/2025</p> <p>Year 2024 factors from "IEA Emission factors 2024"</p>	<p>Australian National Greenhouse Accounts Factors 2025</p> <p>Canada's Official Greenhouse Gas Inventory</p> <p>EMA Electricity Grid Emission Factor</p> <p>EnergyStar® Portfolio Manager® Technical Reference</p> <p>International Energy Agency Emission Factors 2025</p> <p>US EPA eGRID Summary Tables 2023. Released: 03/27/2025</p>
<b>Chilled water</b>	<p>Based on location-based and market-based electricity emission factors, and applying relevant conversion factors where necessary to estimate electricity-based kilowatt hours (kWh) for chilled water consumption</p>	<p>Based on location-based and market-based electricity emission factors, and applying relevant conversion factors where necessary to estimate electricity-based kilowatt hours (kWh) for chilled water consumption</p>	<p>See Electricity above for relevant emission factors</p>
<b>Steam</b>	<p>DESNZ 2023</p> <p>EPA (2023), Emission Factors for Greenhouse Gas Inventories, 18 April 2023</p>	<p>DESNZ 2024</p> <p>EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025</p>	<p>DESNZ v1.0 (2025)</p> <p>EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025</p>

GHG Scope 3		2023 Emission Factors	2024 Emission Factors	2025 Emission Factors
<b>Category 1 - purchased goods and services</b>	U.S. EPA 2021 (Supply Chain Emission Factors with Margins, in kgCO2e)	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.4 by NAICS; supplier-specific emission factors	
<b>Category 2 - capital goods</b>	U.S. EPA 2021 (Supply Chain Emission Factors with Margins, in kgCO2e)	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.4 by NAICS; supplier-specific emission factors	
<b>Category 3 - fuel- and energy-related activities</b>	IEA (2023) Life Cycle Upstream Emission Factors, 2022 IEA (2023) Life Cycle Upstream Emission Factors, 2021	IEA (2024) Life Cycle Upstream Emission Factors, 2024 IEA (2024) Life Cycle Upstream Emission Factors, 2022	DESNZ 2025; IEA Life Cycle Upstream Emission Factors See Electricity above for relevant emission factors	
<b>Category 4 - upstream transportation and distribution</b>	U.S. EPA 2021 (Supply Chain Emission Factors with Margins, in kgCO2e)	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.4 by NAICS.	
<b>Category 5 - waste generated in operations</b>	U.S. EPA 2021 (Supply Chain Emission Factors with Margins, in kgCO2e)	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.4 by NAICS.	
<b>Category 6 - business travel</b>	U.S. EPA 2021 (Supply Chain Emission Factors with Margins, in kgCO2e)	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6	DESNZ 2025 for physical activity data (distance, mileage, or fuel consumption).	
	DESNZ 2023	DESNZ 2024	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.4 by NAICS for spend-based data.	
	EEIO 2016			

GHG Scope 3 2023 Emission Factors	2024 Emission Factors	2025 Emission Factors
<p><b>Category 7 - employee commuting (incl. teleworking)</b></p> <p>AIB, European Residual Mixes 2021, Table 2</p> <p>Year 2021 factors from "IEA Emission factors 2023"</p> <p>Year 2022 factors from "IEA Emission factors 2023"</p> <p>2022 Green-e® Residual Mix Emissions Rates (2020 Data)</p> <p>Environment Canada, National Inventory Report 1990 – 2021: Greenhouse Gas Sources and Sinks in Canada, Part 3, Annex 13</p> <p>EPA eGRID2021: Year 2021 Released: 1/30/2023</p>	<p>AIB, European Residual Mixes 2024, Table 2</p> <p>Year 2024 factors from "IEA Emission factors 2024"</p> <p>2024 Green-e® Residual Mix Emissions Rates (2022 Data)</p> <p>Environment Canada, National Inventory Report 1990 – 2022: Greenhouse Gas Sources and Sinks in Canada, Part 3, Annex 13 (Release 2024)</p> <p>EPA eGRID2023: Year 2023 Released: 1/15/2025</p>	<p>AIB European Residual Mixes for Europe 2024</p> <p>Australian National Greenhouse Accounts Factors, released September 2025</p> <p>Canada National Inventory Report (NIR), released March 2025</p> <p>DESNZ v1.0 (2025)</p> <p>EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025</p> <p>EPA eGRID2023: Year 2023 Released: 15 January 2025, Revised: 12 June 2025</p> <p>DESNZ 2025</p> <p>International Energy Agency Emission Factors (2025)</p> <p>Our World in Data, Lifecycle Carbon Intensity of Electricity Generation, (April 24, 2026)</p>
<p><b>Category 11 - use of sold products</b></p> <p>Year 2021 factors from "IEA Emission factors 2023"</p> <p>Year 2022 factors from "IEA Emission factors 2023"</p> <p>EPA eGRID2021: Year 2021 Released: 1/30/2023</p>	<p>Not applicable</p>	<p>Not applicable</p>
<p><b>Category 12 - end of life of sold products</b></p> <p>U.S. Environmental Protection Agency, Office of Resource Conservation and Recovery (December 2023) Documentation for Greenhouse Gas Emission and Energy Factors used in the Waste Reduction Model (WARM). Factors from tables provided in the Management Practices Chapters and Background Chapters. WARM Version 16, December 2023 release.</p> <p>DESNZ 2023</p>	<p>Not applicable</p>	<p>Not applicable</p>

GHG Scope 3 2023 Emission Factors		2024 Emission Factors	2025 Emission Factors
<b>Category 13 - downstream leased assets</b>	CO2 Source: AIB, European Residual Mixes 2021, Table 2; Methane and Nitrous Oxide Source: Year 2021 factors from "IEA Emission factors 2023," Year 2022 factors from "IEA Emission factors 2023"	EPA (2025), Emission Factors for Greenhouse Gas Inventories, 15 January 2025	U.S. EPA (see above for Scope 1 jet fuel, Scope 1 natural gas)
	DESNZ 2023	Environment Canada, National Inventory Report 1990 – 2022: Greenhouse Gas Sources and Sinks in Canada, Part 3, Annex 13 (Release 2024)	See above for Scope 1 refrigerant leakage
<b>Category 15 - investments</b>	EPA (2023), Emission Factors for Greenhouse Gas Inventories, 18 April 2023	EPA eGRID2023, January 2025 (Summary Tables - Table 1. Subregion Output Emission Rates)	See above for Scope 2 electricity
	U.S. EPA 2021 (Supply Chain Emission Factors with Margins, in kgCO2e)	Year 2024 factors from "IEA Emission factors 2024"	
		U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6	U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.4 by NAICS.

Standard conversion factors were used on the environmental metrics presented in this report.

## Note 7 – Methodology

### GHG Scope 1 and 2 and energy

The company applies conversion factors to energy consumption data to derive CO2e values. GHG emissions are calculated using the Global Warming Potentials (GWP) from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5), while fugitive emissions are calculated using the Sixth Assessment Report (AR6). The company's methodology to calculate the GHG Scope 1 metrics includes applying conversion factors as described in Note 6. GHG Scope 2 emissions are calculated under the market-based method based on electricity procurement decisions including contracts and renewable energy certificates (RECs) and under the location-based method.

Market-based method estimates are based on emission factors derived from contractual instruments, which meet the "Scope 2 Quality Criteria." These may include supplier-specific emission factors or factors denoted through RECs. When these factors are not available, emissions are estimated using residual mix factors. For the years ended Dec. 31, 2025, 2024 and 2023, both bundled and unbundled contractual instruments have been included in the Scope 2 market-based emissions disclosure.

Location-based method estimates are based on grid-average emission factors for defined geographic locations. In regions where we do not have specific contractual instruments, we apply regional residual mix emission factors to calculate market-based emissions to prevent double-counting. For our operations in India and regions where officially published residual mix emission factors are not available, we have used location-based grid-average emission factors.

Every facility is presumed to use electricity and to have a fuel source for heating unless otherwise specified.

Where the heating source is not specified, it is assumed to be natural gas. Every facility is also presumed to use refrigerants unless otherwise specified. If no refrigerant type is provided, FIS assumes a default refrigerant of HFC134a. The energy consumption disclosed in the Energy Table reflects the total amounts of fuel consumption (115,349 GJ), electricity consumption (389,117 GJ), steam consumption (830 GJ) and cooling consumption (2,840 GJ) for the year ended December 31, 2025. Heating consumption is not available due to data limitations.

If primary data for any electricity, natural gas, refrigerant leakages or any other fuel reported to have been used within a specific facility (e.g., diesel, chilled water, steam or fuel oil) is unavailable, the consumption data for the specific facilities is estimated using intensity factors based on multiplying the square footage of the specific facility by the 2018 Commercial Buildings Energy Consumption Survey (CBECS) intensity figures. If primary data is not available for a specific period (e.g., a month), the reported primary data is prorated for the full evaluation period. Gasoline consumption within FIS facilities and vehicle emissions are based upon reported data that is calculated for these fuel sources.

### GHG Scope 3

#### Category 1 – Purchased goods and services

FIS uses a weighted-average spend extrapolation approach to calculate emissions. For that, emission factors are generated as a proxy for unmapped spend based on U.S. EPA factors, as well as from CDP disclosures of companies providing equivalent goods and services, based on the mapped commodity.

The carbon accounting software solution uses data from models that estimate the flow of goods and services throughout the economy, also known as environmentally-extended input output models. These models estimate the emissions per revenue for a range of commodities and industries by multiplying spend with suppliers to calculate emissions (emissions factor x \$ spent = MT CO2e).

Total spend excludes business travel (as it is accounted for in Category 6), leased office and datacenter rents and utility charges (as these are accounted for under Scopes 1 and 2), waste management (accounted for in Category 5), merchant rebates, merchant referrals, taxes and intercompany expenses.

#### Category 2 – Capital goods

Category 2 follows the same methodology as Category 1.

#### Category 3 – Fuel- and energy-related activities

Environmental statements and notes

For electricity and chilled water, IEA country-level emission factors were applied based on usage. For fuel and steam usage, type-specific DESNZ Well-to-Tank (WTT) emission factors were applied based on usage.

**Category 4 – Upstream transportation and distribution**

Calculated based on FIS’ courier and messenger spending activity in 2025 and assignment of industry-specific NAICS codes.

**Category 5 – Waste**

Estimated based on waste spend extracted from FIS’ Net Spend Data. This spend was used to calculate the waste emissions assigning the NAICS code of “Miscellaneous Waste Management Services” and using the corresponding U.S. EPA emission factor.

**Category 6 – Business travel**

FIS’ 2025 travel mileage from flights and car rentals was used to calculate emissions based on relevant DESNZ emission factors. Flight data included distances and ticket class by haul length (short, medium and long). For hotel stays, DESNZ emission factors were assigned on a room-per-night basis per country of stay. Where spend-based data was used for air or ground travel, travel-specific NAICS codes were assigned to calculate spend-based emissions using emissions factors from the U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.4. The database used to track business travel for this category was not able to break out FIS and Worldpay Merchant Solutions business travel until Feb. 24, 2024, and both are included until then.

**Category 7 – Employee commuting and teleworking**

Estimated based on weighted average headcount data and office attendance rate collected by facility managers and estimated based on company policies related to in-person attendance. A sample of facilities was selected for their high number of employees commuting to work and their representativeness of FIS’ geographical regions. The sample represents 75% of the total employees who commuted to work. Modes of transport were assigned based on research on city level census data, assigning typical percentages of modes of transport per city of work. DESNZ emission factors were then assigned per mode of transport. For facilities where office attendance percentage was not available, FIS used the average of the facilities that reported the attendance percentage information. The calculations assumed 250 working days in 2025.

Work-from-home emissions were calculated based on remote and hybrid employees and assigning baseline residential energy intensity to calculate homeworking emissions based on electricity and natural gas usage by remote employees at the country level.

**Category 8 – Upstream leased assets**

FIS does not have upstream leased assets not already included in GHG Scope 1 and 2 reporting; therefore, no metrics were calculated for Scope 3 upstream leased assets.

**Category 9 – Downstream transportation and distribution**

In 2025, Scope 3 categories were re-evaluated and Category 9 was determined to be immaterial. See Note 8 for additional details.

**Category 10 – Processing of sold products**

FIS does not directly sell physical products; therefore, no metrics were calculated for Scope 3 processing of sold products. The physical product outputs of FIS are generally limited to card issuing (not manufacturing) and print and mail services on behalf of clients.

**Category 11 – Use of sold products**

Following the Worldpay Sale in 2024, Scope 3 categories were re-evaluated and Category 11 was determined to be immaterial. See Note 8 for additional details.

**Category 12 – End-of-life treatment of sold products**

Following the Worldpay Sale in 2024, Scope 3 categories were re-evaluated and Category 12 was determined to be immaterial. See Note 8 for additional details.

**Category 13 – Downstream leased assets**

Following the calculation methodology implemented for Scope 1 and 2 calculations, electricity and fuel consumption at leased office spaces were collected or estimated and emissions were calculated using the appropriate U.S. EPA emission factors per energy source. For subleased or chartered flights, custom emission sources were created for each aircraft tail number and the same emission factor used to calculate Scope 1 jet emissions was applied to Category 13 jet emissions.

**Category 14 – Franchises**

FIS does not have franchises; therefore, no metrics were calculated for Scope 3 franchises.

**Category 15 – Investments**

This category was calculated consistent with the Partnership for Carbon Accounting Financials (PCAF). For most investees, emissions were first calculated by multiplying FIS’ revenue by each investee’s sector-assigned U.S. EPA (NAICS) emission factors and then allocated by using an attribution factor. For Worldpay, Scope 1, 2 and 3 emissions data was used to calculate an investee-specific emission factor.

**Water**

As part of the process to prepare water withdrawal information, the company collects water consumption data from its facilities and applies unit conversion factors to ensure water withdrawal reflects the company’s share for the full reporting period. Water withdrawal data provided by the facilities is aggregated and totaled.

If primary data for water withdrawal is unavailable, water data for those facilities was estimated using water intensity factors based on full-time employee headcount and building type. The water intensity metrics originate from the 2012 Commercial Buildings Energy Consumption Survey (CBECS) database, which is the most recent data available for water. For vacant facilities, water consumption is assumed to be zero as there are no employees associated with these facilities. If primary data is not available for a specific period (e.g., a month), the reported primary data is prorated for the full evaluation period.

**Note 8 – Methodology updates**

**GHG Scope 1 and 2 and energy**

There were no methodology updates for Scope 1 and Scope 2 and energy calculations in 2024 or 2025.

**GHG Scope 3**

In 2025, based on the GHG Protocol Technical guidance, Category 9 was deemed immaterial and all emissions related to this category are now included in Category 4. This change in presentation was also applied to 2023 and 2024.

In 2025, FIS moved away from estimating emissions based on average emissions factors from the top 75% of vendors for Categories 1 and 2, transitioning to a weighted-average spend extrapolation approach.

In 2024, based on the GHG Protocol’s criteria for selecting relevant Scope 3 activities, the company excluded Category 11 and Category 12 from the 2024 inventory. The majority of emissions in these categories originated from the former Worldpay Merchant Solutions business (see Note 1).

In 2024, FIS used an updated headcount methodology for Scope 3 Category 7 based on the weighted average of multiple points pulled by the company’s analytics software throughout the reporting period. This updated methodology also excludes virtual, transitional and Worldpay employees.

Refer to Note 4 for the defined significance threshold.

**Water**

There were no methodology updates for water calculations in 2025.

Starting in 2024, to estimate water withdrawal for facilities where primary data was unavailable, FIS used the same methodology described above for Note 7, Scope 3 Category 7.

**Note 9 – Estimation uncertainty**

FIS obtains energy use data from across global operations of the company for the calculation of GHG emissions. However, there are estimation uncertainties resulting from the inherent limitations in the methodologies used to calculate GHG emissions and energy for the subset of facilities and activities in which actual use data is not available.

FIS obtains water data from across global operations of the company for the calculation of water withdrawal. However, there are estimation uncertainties resulting from the inherent limitations in the methodologies used to calculate water for the subset of facilities and activities in which actual withdrawal data is not available.

The selection of different but acceptable measurement techniques can result in materially different measurements being reported. The precision of different measurement techniques may also vary and could have resulted in materially different amounts being reported. These methodologies are described within this report in Note 7.

**Note 10 – Energy intensity**

Energy intensity has been calculated utilizing net revenue as the basis for the intensity calculations using the guidance in the GRI 302-3 standard for the years ended December 31, 2025, 2024 and 2023.

Energy	2023	2024	2025
Net revenue (in millions)	\$14,680	\$10,127	\$10,677
Total energy consumption within the organization (GJ)	575,718	531,996	508,136
Energy intensity (GJ/revenue)	39.22	52.53	47.59

**Note 11 – GHG intensity**

GHG emissions intensity has been calculated utilizing net revenue as the basis for the intensity calculations using the guidance in the GRI 305-4 standard for the years ended December 31, 2025, 2024 and 2023.

GHG emissions	2023	2024	2025
Net revenue (In millions)	\$14,680	\$10,127	\$10,677
Total GHG emissions - scope 1, scope 2 market-based and scope 3 emissions (tCO <sub>2</sub> e)	530,940	497,939	424,146
GHG intensity (tCO <sub>2</sub> e/revenue)	36.17	49.17	39.73

**Note 12 – Renewable and zero carbon energy**

FIS reports the percentage of electricity from renewable energy sources following guidance in SASB TCSI-130a.1 and GRI 302-1. For purposes of this metric, "renewable energy" includes electricity generated from solar, wind, hydropower, geothermal and biomass sources, consistent with the definitions used by SASB and GRI. Nuclear energy, while carbon-free during generation, is not classified as renewable energy under these standards and is instead categorized as "zero carbon energy."

Beginning with the 2025 reporting period, FIS has adopted a presentation that distinguishes between renewable energy and zero carbon energy. As part of this disaggregation, FIS now presents total zero carbon electricity as a supplemental metric alongside renewable electricity, recognizing the role that each energy source plays in reducing the carbon intensity of FIS' electricity consumption. Prior-period figures have been modified to conform with the current presentation to maintain comparability.

**Note 13 – Carbon offsets**

FIS purchased and permanently retired carbon credits in the amount of 10,000 MT CO<sub>2</sub> for each of the years ended December 31, 2025, 2024 and 2023 respectively on a public registry. The carbon credit purchases compensate for FIS' GHG Scope 1 emissions footprint. Each of the projects was validated by the Verified Carbon Standard.

**Note 14 – GHG emissions by gas**

FIS is currently unable to disclose GHG emissions by gas for Scope 3. Scope 3 emission factors do not break down CO<sub>2</sub>e into constituent gases. The tables below break out GHG Scope 1 and Scope 2 emissions by gas. The gases PFCs, SF<sub>6</sub> and NF<sub>3</sub> are not relevant sources of GHG emissions for FIS.

**GHG scope 1 emissions by gas**

Gas	2023	2024	2025
CO <sub>2</sub> (metric tonnes)	6,336	5,571	6,809
CH <sub>4</sub> (metric tonnes)	0	2	0
N <sub>2</sub> O (metric tonnes)	0	0	0
HFC (metric tonnes)	2	2	2

Gas	2023	2024	2025
CO <sub>2</sub> (tCO <sub>2</sub> e)	6,336	5,575	6,809
CH <sub>4</sub> (tCO <sub>2</sub> e)	5	45	2
N <sub>2</sub> O (tCO <sub>2</sub> e)	7	9	26
HFC (tCO <sub>2</sub> e)	3,639	2,973	3,608

**GHG Scope 2 (market-based) emissions by gas**

Gas	2023	2024	2025
CO <sub>2</sub> (metric tonnes)	40,394	39,531	32,856
CH <sub>4</sub> (metric tonnes)	0	0	0
N <sub>2</sub> O (metric tonnes)	0	0	0
HFC (metric tonnes)	0	0	0

Gas	2023	2024	2025
CO <sub>2</sub> (tCO <sub>2</sub> e)	40,394	39,531	32,856
CH <sub>4</sub> (tCO <sub>2</sub> e)	1	4	1
N <sub>2</sub> O (tCO <sub>2</sub> e)	27	31	11
HFC (tCO <sub>2</sub> e)	0	0	0

**GHG Scope 2 (location-based) emissions by gas**

Gas	2023	2024	2025
CO <sub>2</sub> (metric tonnes)	50,119	43,666	41,166
CH <sub>4</sub> (metric tonnes)	3	2	2
N <sub>2</sub> O (metric tonnes)	1	0	1
HFC (metric tonnes)	0	0	0

Gas	2023	2024	2025
CO <sub>2</sub> (tCO <sub>2</sub> e)	50,119	43,666	41,166
CH <sub>4</sub> (tCO <sub>2</sub> e)	98	65	65
N <sub>2</sub> O (tCO <sub>2</sub> e)	156	116	140
HFC (tCO <sub>2</sub> e)	0	0	0

**Note 15 – Energy sold**

The company did not sell any energy including electricity, heating, cooling and steam for the years ended December 31, 2025, 2024 and 2023 respectively.

**Note 16 – Water sources**

FIS’ primary water source is freshwater derived from third-party public water supply systems. The company defines fresh water according to the local laws and regulations where it operates. Assumptions include where there is no legal definition, fresh water shall be considered water that has less than 1,000 parts per million of dissolved solids per the U.S. Geological Survey.

Surface water (including water from wetlands, rivers, lakes and oceans), groundwater, seawater, produced water and rainwater collected directly and stored by the company are not relevant water sources for the company based upon the nature of its operations.

FIS obtains water data from across our global operations for the calculation of our water withdrawal. The procedures for estimating water withdrawal for facilities that are unable to provide water withdrawal information are described in Note 7.

**Note 17 – Water consumption**

Water consumption is defined as water that evaporates during withdrawal, usage and discharge; water that is directly or indirectly incorporated into the entity’s product or service; and water that does not otherwise return to the same catchment area from which it was withdrawn, such as water returned to another catchment area or the sea. FIS is not a major consumer of water due to the nature of operations, which primarily include facilities, data centers and vehicles. As such, water consumption and water discharge are not currently tracked.

**Note 18 – Baseline water stress**

The Percentage Water Withdrawn in Regions with High or Extremely High Baseline Water Stress was calculated based on high and extremely high designations from the World Resources Institute’s global water risk mapping tool, Aqueduct, during the years ended December 31, 2025, 2024 and 2023.

**Note 19 – Subsequent Events**

On April 17, 2025, FIS entered into agreements to buy the Issuer Solutions business from Global Payments Inc. and sell our remaining equity interest in Worldpay to Global Payments. The transaction closed on January 9, 2026. The effect of these events has not been included in the metrics reported in these Environmental Statements and notes.

## GRI content index

Disclosure	Report Location or External FIS Reference
<b>GRI 2: General Disclosures 2021</b>	
2-1 Organizational details	<a href="#">2025 Annual Report</a> , page 11 <a href="#">2025 Annual Report</a> , Properties, page 30 <a href="#">2025 Annual Report</a> , Market for Registrant's Common Equity, Related Stockholder Matters, page 31
2-2 Entities included in the organization's sustainability reporting	<a href="#">2025 Annual Report</a> , Business, page 2
2-3 Reporting period, frequency and contact point	About this report, page 69
2-4 Restatements of information	No restatements of information
2-5 External assurance	Independent accountants' review report, page 75
2-6 Activities, value chain and other business relationships	<a href="#">2025 Annual Report</a> , Business, page 2 Managing responsible procurement, page 64
2-7 Employees	<a href="#">2025 Annual Report</a> , Human Capital Management, page 12 About FIS, page 4
2-8 Workers who are not employees	Not disclosed
2-9 Governance structure and composition	<a href="#">2026 Proxy Statement</a> , Committees of the Board, page 36
2-10 Nomination and selection of the highest governance body	<a href="#">2026 Proxy Statement</a> , Corporate Governance, Nominating and Sustainability Committee, page 40
2-11 Chair of the highest governance body	<a href="#">2026 Proxy Statement</a> , Board Leadership Structure, page 35
2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">2026 Proxy Statement</a> , Shareholder and Stakeholder Engagement, page 31 <a href="#">2026 Proxy Statement</a> , Board Leadership Structure, page 35 <a href="#">2026 Proxy Statement</a> , Corporate Governance, Nominating and Sustainability Committee, page 40 <a href="#">Corporate Governance, Nominating and Sustainability Committee Charter</a> , III. Meetings, page 1
2-13 Delegation of responsibility for managing impacts	<a href="#">2026 Proxy Statement</a> , Corporate Governance, Nominating and Sustainability Committee, page 40 Governing and managing responsibly, page 50
2-14 Role of the highest governance body in sustainability reporting	Governing and managing responsibly, page 50
2-15 Conflicts of interest	<a href="#">2026 Proxy Statement</a> , Review, Approval or Ratification of Transactions with Related Persons, page 32 <a href="#">Corporate Governance Guidelines</a>
2-16 Communication of critical concerns	Operating with integrity, page 53
2-17 Collective knowledge of the highest governance body	Governing and managing responsibly, page 50
2-18 Evaluation of the performance of the highest governance body	<a href="#">2026 Proxy Statement</a> , Our Board and Committee Evaluation Process, page 34
2-19 Remuneration policies	<a href="#">2026 Proxy Statement</a> , Compensation Discussion and Analysis, page 48
2-20 Process to determine remuneration	<a href="#">2026 Proxy Statement</a> , Compensation Discussion and Analysis, page 48
2-21 Annual total compensation ratio	<a href="#">2026 Proxy Statement</a> , CEO Pay Ratio, page 82 <a href="#">2025 Proxy Statement</a> , CEO Pay Ratio, page 82
2-22 Statement on sustainable development strategy	Letter from our CEO and president, page 3

Disclosure	Report Location or External FIS Reference
2-23 Policy commitments	Empowering individuals and businesses in the digital economy, page 11 Advancing the workforce of the future, page 18 Protecting our clients and the financial system, page 29 Reducing environmental impact and risk, page 43 Governing and managing responsibly, page 50 Operating with integrity, page 53 Managing responsible procurement, page 64
2-24 Embedding policy commitments	Empowering individuals and businesses in the digital economy, page 11 Advancing the workforce of the future, page 18 Protecting our clients and the financial system, page 29 Reducing environmental impact and risk, page 43 Governing and managing responsibly, page 50 Operating with integrity, page 53 Managing responsible procurement, page 64
2-25 Processes to remediate negative impacts	Governing and managing responsibly, page 50 Operating with integrity, page 53
2-26 Mechanisms for seeking advice and raising concerns	Governing and managing responsibly, page 50
2-27 Compliance with laws and regulations	<a href="#">2025 Annual Report</a> , Legal Proceedings, page 30
2-28 Membership associations	Operating with integrity, page 53
2-29 Approach to stakeholder engagement	Introduction, page 3
2-30 Collective bargaining agreements	None of our U.S. workforce currently is unionized. Approximately 2,000 of our employees, primarily in Brazil and Europe, are represented by labor unions or works councils as of December 31, 2025.
<b>GRI 3: Material Topics 2021</b>	
3-1 Process to determine material topics	Approach to sustainability, page 7
3-2 List of material topics	Approach to sustainability, page 7
3-3 Management of material topics	Empowering individuals and businesses in the digital economy, page 11 Advancing the workforce of the future, page 18 Protecting our clients and the financial system, page 29 Reducing environmental impact and risk, page 43 Governing and managing responsibly, page 50 Operating with integrity, page 53 Managing responsible procurement, page 64
<b>GRI 201: Economic Performance 2016</b>	
201-1 Direct economic value generated and distributed	About FIS, page 4
201-2 Financial implications and other risks and opportunities due to climate change	Reducing environmental impact and risk, page 43 Operating with integrity, page 53
<b>GRI 203: Indirect Economic Impacts 2016</b>	
203-2 Significant indirect economic impacts	Empowering individuals and businesses in the digital economy, page 11

Disclosure	Report Location or External FIS Reference
<b>GRI 204: Procurement Practices 2016</b>	
204-1 Proportion of spending on local suppliers	Managing responsible procurement, page 64
<b>GRI 205: Anti-corruption 2016</b>	
205-1 Operations assessed for risks related to corruption	Operating with integrity, page 53
205-2 Communication and training about anti-corruption policies and procedures	Operating with integrity, page 53
<b>GRI 206: Anti-competitive Behavior 2016</b>	
206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	<a href="#">2025 Annual Report</a> , Legal Proceedings, page 30
<b>GRI 207: Tax 2019</b>	
207-1 Approach to tax	<a href="#">FIS Tax Strategy</a>
<b>GRI 302: Energy 2016</b>	
302-1 Energy consumption within the organization	Reducing environmental impact and risk, page 43 Environmental statements and notes, page 76
302-3 Energy intensity	Environmental statements and notes, page 76
<b>GRI 303: Water and Effluents 2018</b>	
303-3 Water withdrawal	Reducing environmental impact and risk, page 43 Environmental statements and notes, page 76
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	Reducing environmental impact and risk, page 43 Environmental statements and notes, page 76
305-2 Energy indirect (Scope 2) GHG emissions	Reducing environmental impact and risk, page 43 Environmental statements and notes, page 76
305-3 Other indirect (Scope 3) GHG emissions	Reducing environmental impact and risk, page 43 Environmental statements and notes, page 76
305-4 GHG emissions intensity	Environmental statements and notes, page 76
305-6 Emissions of ozone-depleting substances (ODS)	FIS is not engaged in the production, import or export of ozone-depleting substances and has no ODS emissions
<b>GRI 401: Employment 2016</b>	
401-3 Parental leave	Advancing the workforce of the future, page 18 Data tables, page 71
<b>GRI 404: Training and Education 2016</b>	
404-1 Average hours of training per year per employee	Advancing the workforce of the future, page 18 Data tables, page 71
404-2 Programs for upgrading employee skills and transition assistance programs	Advancing the workforce of the future, page 18

Disclosure	Report Location or External FIS Reference
404-3 Percentage of employees receiving regular performance and career development reviews	Advancing the workforce of the future, page 18 Data tables, page 71
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	Advancing the workforce of the future, page 18
<b>GRI 415: Public Policy 2016</b>	
415-1 Political contributions	Operating with integrity, page 53

## SASB content index

Topic	Accounting Metric	Code	Response
<b>Environmental Footprint of Hardware Infrastructure</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	Environmental statements and notes, page 76
	(1) Total water withdrawn, (2) percentage in regions with High or Extremely High Baseline Water Stress	TC-SI-130a.2	Environmental statements and notes, page 76
	Discussion of the integration of environmental considerations into strategic planning for data center needs	TC-SI-130a.3	Reducing environmental impact and risk, page 43
<b>Data Privacy &amp; Freedom of Expression</b>	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Protecting our clients and the financial system, page 29
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering or censoring	TC-SI-220a.5	FIS does not survey or collect data on instances of government monitoring, blocking or censorship that impact our products or services, but as a global company we may be occasionally subject to these practices in countries where we have operations or in countries where our clients do business.
<b>Data Security</b>	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Protecting our clients and the financial system, page 29
<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>	Percentage of employees that are (1) foreign nationals and (2) located offshore	TC-SI-330a.1	Advancing the workforce of the future, page 18 Data tables, page 71
	Employee engagement as a percentage	TC-SI-330a.2	Advancing the workforce of the future, page 18 Data tables, page 71
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	TC-SI-330a.3	Data tables, page 71
<b>Managing Systemic Risks from Technology Disruptions</b>	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Operating with integrity, page 53

## TCFD content index

Topic	Accounting Metric	Response
<b>Governance</b>	a) Describe the board’s oversight of climate-related risks and opportunities.	Reducing environmental impact and risk, page 43 Governing and managing responsibly, page 50 Operating with integrity, page 53
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53
<b>Strategy</b>	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53
<b>Risk Management</b>	a) Describe the organization’s processes for identifying and assessing climate-related risks.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53
	b) Describe the organization’s processes for managing climate-related risks.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53
<b>Metrics &amp; Targets</b>	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53 Environmental statements and notes, page 76
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53 Environmental statements and notes, page 76
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Reducing environmental impact and risk, page 43 Operating with integrity, page 53



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