



FIS Gives Back

An annual snapshot of FIS' 2018 giving back efforts

Employees in
New York helped
revitalize and clean
flower beds and a
community garden in
Gantry Plaza State Park in
Long Island City, Queens.



About our charitable giving efforts



FIS' Four Areas of Giving



Encouraging giving back is one of FIS' five Guiding Principles.



With passion and purpose, we encourage a culture of giving back to our clients, communities and colleagues globally to make a positive difference.



The **FIS Charitable Foundation** complements the philanthropic efforts of our employees by providing financial support in excess of \$1 million dollars annually to qualified organizations operating within our areas of focus.

Outside of the FIS Charitable Foundation, our employees demonstrate their generous commitment to giving by regularly volunteering their own time and money in support of the organizations nearest and dearest to their hearts. The **FIS Volunteer Program** grants eight hours of paid volunteer time per year to employees in most regions to encourage civic involvement. In 2018, employees logged more than 14,000 hours of volunteer time.

Employees in the U.S. can also donate \$1 - \$5 per pay period to help colleagues facing financial hardships due to catastrophic or unforeseen events through the **FIS Cares** fund.

When **natural disasters** such as earthquakes, hurricanes, flooding, etc., strike employees answer the call for help with monetary donations, supplies and volunteer hours.

Global giving

Through financial donations or volunteer time, here is a short list of the many organizations that FIS supports globally.



Employee fundraising and volunteerism

From our headquarters in Jacksonville, Florida to Sydney, Australia and many of our global offices in between, FIS employees go above and beyond to give back. Over the next few pages, we spotlight some of these global giving efforts.



Employees in **Jacksonville, Florida** participated in the Donna Marathon to fight breast cancer and support employee survivors.



Employees in **Hanoi, Vietnam** held a donation drive to benefit children through the Positive Youth Association, a local charity that aims to develop educational, cultural and social development for local children from underrepresented backgrounds.

Employees in **Milwaukee, Wisconsin** supported the Habitat for Humanity organization by building, rehabilitating and repairing 65 homes in Milwaukee's midtown district.



Employees in **Seoul, Korea** joined the City of Seoul overnight walk in support of "Love Your Life," the city's suicide prevention campaign.



Employees in **Rueil-Malmaison, Paris** took part in Les 10 KM De L'Hexagone, which supports the National Union of Associations for Families of Cranial-traumatised and Cerebro-harmed.

Employees in **Mexico, Mexico City** assembled and donated wheelchairs to the Institute of Persons with Disabilities.



Employees in **Little Rock, Arkansas** participated in the Flock 5K to benefit the Leukemia and Lymphoma Society.



Employees in **Columbus, Ohio** collected and donated school supplies to a local elementary school.



The FIS Legal team in the **United Kingdom** volunteered to bake goodies for the Ronald McDonald House Charities. "This activity was fantastic because it allowed us to give something back to the community and spend time together as a team."

Employees in **Jacksonville, Florida** donated and served dinner to more than 100 campers, volunteers and staff at Catholic Charities' "I am Special" camp.



Employees in **Manila, Philippines** participated in an annual education campaign that aims to equip less fortunate Filipino children with school supplies. Employees were able to donate 1,694 shoeboxes.



Employees in **Mohali, India** spent quality time at the Smile Foundation, which provides education and support for underprivileged children.

Employees in **Chicago, Illinois** teamed up at the third annual FIS CardPro Charity Gold Outing to fund breast cancer research for Loyola Medicine.



Employees in **Sao Paulo, Brazil** organized a donation campaign to benefit the Association of Parents and Friends of Intellectually Disabled People.



Employees in **Bengaluru, India** participated in a 3km and 10km race to fund breast cancer research.



Employees in **Singapore** volunteered at Willing Hearts, a soup kitchen that serves 5,000 meals daily to those in need.



Employees in **Noida, India** distributed Chabeel, a sweetened milk, alongside local roads. This drink is customary to consume in the summertime to fight the scorching temperatures.



Employees in **Orlando, Florida** volunteered at Give Kids the World, a "storybook" resort that gives families of sick children a cost-free, week-long vacation.

Employees in **Hong Kong** volunteered at Food Angel, an organization that prepares hot meals for underprivileged communities from edible surplus food.



Employees in **Kansas City, Kansas** assembled care packages for a local homeless shelter.



Employees in **Gurgaon, India** volunteered at a local school.

Employees in **Mohali, India** conducted a Cyclothon event to promote a healthy lifestyle. More than 150 employees participated in the cause.



Employees in **Tokyo, Japan** participated in the Financial Industry in Tokyo (FIT) for Charity run to benefit local communities devastated by earthquakes.



Employees in **Pune, India** participated in a tree planting in association with the Tree Public Foundation. More than 198 Sapling trees were planted near Pimple Nilakh.



Employees in **Phoenix, Arizona** donated 120 filled backpacks to the students of Pat Tillman Middle School.

Employees in **Manila, Philippines** participated in a coastal clean-up of plastic waste at Freedom Island.



Employees in **Addison, Texas** donated to the Operation Kindness Animal Shelter. They were also given the opportunity to meet the animals up for adoption.



Employees in **Thailand** donated educational and medical assistance funds to Ban Meata childrens' home.

FIS' 50th anniversary

FIS commemorated its 50th year in business in October 2018. In addition to global office celebrations, several employees took the opportunity to give back to their communities in honor of our many years of empowering the financial world.



Employees in **Orlando, Florida** packaged meals for local families with the Feeding Children Everywhere organization. More than 41,000 meals were packaged for those in need.



Employees in **Watford, England** volunteered at the Clement James Centre that helps London's most disadvantaged areas.

Employees in **Jacksonville, Florida** got messy at a pie-in-the-face event and raised \$900 toward funding cancer and disease treatment, and caring for NICU babies at Wolfson's Children's Hospital.



Employees in **New York** assembled 80 kits full of tech-themed goodies that were delivered to sick children in local hospitals.



Employees in **Oxford, England** participated in the the Wolf Run, a 10k off-road obstacle course, in honor of a fellow colleague's daughter that passed away from Mitochondrial disease.

Giving within our areas of business

Empowering women in India to promote financial inclusion and literacy

Swadhaar FinAccess, a not-for-profit organization aimed at promoting financial inclusion in India, has been working on financial literacy among urban low-income communities for the last 10 years. In 2018, they ran a pilot and took a big step towards digitizing their offering by partnering with FIS for the donation of smartphones and tablets, and Citi Foundation, who designed an app to help women better manage their finances.

FIS Payment Solutions team managed the partnership in India, where the gender gap in mobile phone ownership is said to be around 46%. “We wanted people who were eager to overcome the difficulties they have faced and be excited and invested in this opportunity we were giving them. We wanted people who showed a genuine curiosity to learn,” said Jamuna Khatri, Manager, Swadhaar FinAccess.

There was the initial fear of using a new technology. Most of the users were first-time users of a personal smartphone. “At first, I was very afraid to use the app as I had never touched a phone. What if I pressed the wrong buttons and the phone stopped functioning,” said one of the pilot participants. “After a little training, I am now very confident in using the app.” FIS also sponsored training at a local financial literacy center.



The Saathi app gave women a money manager at their fingertips. They had to input their income as well as expenditure. This fundamentally changed not only their attitudes to transactions but also their behavior with money in hand. Their behavior changed in terms of starting to keep a close eye on the money they spent as well as a careful tracking of all sources of income, no matter how meagre or sporadic. They tended to become more cautious about all incoming money flows.

One year into its pilot, Saathi has been successful in helping its users better understand their financial behavior, in making them conscious and accountable for their expenses, and in helping users improve their knowledge of basic financial tools.

Owning a smartphone has opened to them the world of the internet, digital applications, and interactive user experiences. These women are now seen as an important resource in the family – one who is taking care of tracking and managing expenses, and a gatekeeper of the funds in the household.

And, it all started with FIS donating the tool to give them this opportunity.



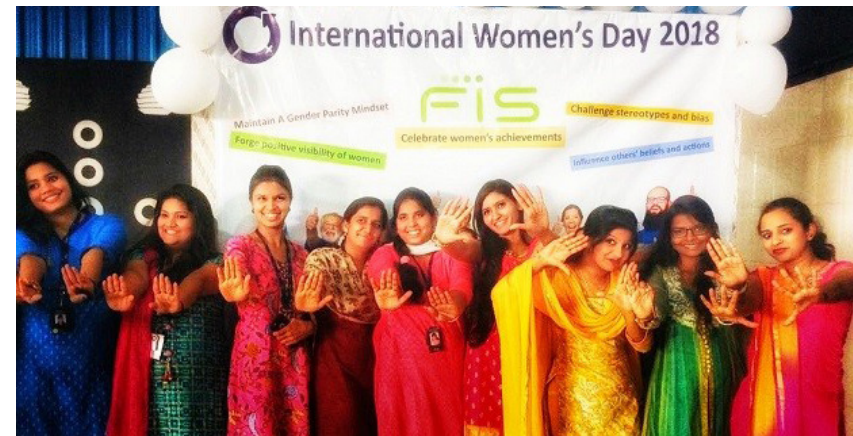
The spirit of inclusion and diversity is at the heart of all our giving back efforts.

We regularly partner with organizations globally and locally that focus on women, veterans, low-income or disadvantaged youth, and the LGBTQ community through donations, awareness and volunteer time.

We also take our commitment one step further by investing in the future talent of tomorrow through exposing and educating non-traditional and underrepresented populations in the tech and financial industries.

We recently became a founding partner of the Georgia FinTech Academy, which aims to prepare individuals to enter FinTech careers through education programs and work experience.

Employees in **Brazil**, **Bangalore** and **Tunis** celebrated International Women's Day. These are just a few of our many global office celebrations.



Employees in **St. Petersburg, Florida** represented FIS in their local LGBTQ Pride parade.



Veteran employees in **Little Rock, Arkansas** were honored during a ceremony in partnership with a local elementary school. In 2018, we partnered with HirePurpose, a veterans advocacy group working to bridge the gap between military and civilian life for veterans.



Employees in **Sunrise, Florida** sponsored a case competition for students at Nova Southeastern University that focused on applying prepaid products to a university ecosystem.



Employees in **Atlanta, Georgia** offered year-round corporate work opportunities to students from Cristo Rey Atlanta secondary school, where 96% of the students come from diverse backgrounds.

Thank you

Thank you to our employees for continuing to embrace our *Encouraging Giving Back* Guiding Principle.

It is because of your generosity toward your communities and causes that matter to you that we are able to make a global impact and touch the lives of so many people around the world.

Again, we thank you and your teams for the difference you continue to make.



Gary Norcross
FIS Chairman,
President and CEO



Denise Williams
FIS Chief People Officer