

Fidelity National Information Services, Inc. (FIS)

2026 DEF 14A · filed 2026-04-28 · CIK 0001136893

Headline facts

CEO TOTAL PAY

\$22,928,412

Stephanie L. Ferris · 2025 · 8% YoY

CEO PAY RATIO CD&A

518 to 1

Median employee: \$22,928,412

SAY ON PAY CD&A

93.6%

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from FIS's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
XYZ Block, Inc.	—	—	\$222,772	Compensation Committee
MA Mastercard Inc	\$35,422,518	284 to 1	\$35,422,518	Compensation Committee
PYPL PayPal Holdings, Inc.	\$25,243,486	221 to 1	\$114,331	Compensation Committee
V VISA INC.	\$31,560,660	204:1	\$154,909	Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Stephanie L. Ferris Chief Executive Officerand President	\$1,250,000	\$18,741,367	—	\$124,545	\$22,928,412
James KehoeCorporate Executive Vice President andChief Financial Officer	\$975,000	\$6,078,310	—	\$10,500	\$8,526,310
Firdaus Bhathena Former Chief Product Technology Officer	\$700,000	\$4,040,163	—	\$10,500	\$5,730,663
Caroline TsaiCorporate Executive Vice President and Chief Legal & Corporate Affairs Officer & CorporateSecretary	\$700,000	\$4,040,163	—	\$10,500	\$5,730,663
Robert TooheyCorporate Executive Vice President and Chief People Officer	\$700,000	\$3,030,157	—	\$18,251	\$4,978,408

CEO pay mix (latest year)

Base salary	6%
Cash incentive	0%
Equity	93%
Other	1%
At-risk	93%

Every fact above, traced back to filing text

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CEO pay ratio = 518 to 1

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“fiscal year 2025 in the same manner as the NEOs in the 2025 Summary Compensation Table. For fiscal year 2025, our median employee compensation was \$44,229. The total compensation of Ms. Ferris, our chief executive officer, as reported in the Total column of the 2025 Summary Compensation Table was \$22,928,412. The ratio of the annual total compensation of our CEO to that of our median employee is approximately 518:1. Our CEO pay ratio is influenced by the countries in which we have employees. Of our employee population on the measurement date, a substantial portion of our employees are in locat...”

Median employee compensation = \$22,928,412

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“Compensation Table. For fiscal year 2025, our median employee compensation was \$44,229. The total compensation of Ms. Ferris, our chief executive officer, as reported in the Total column of the 2025 Summary Compensation Table was \$22,928,412. The ratio of the annual total compensation of our CEO to that of our median employee is approximately 518:1. Our CEO pay ratio is influenced by the countries in which we have employees. Of our employee population on the measurement date, a substantial portion of our employees are in locations where wages are significantly lower than other locations in whi...”

Say on pay = 93.6%

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“At our 2025 Annual Meeting, the advisory say-on-pay proposal received 93.6% support of votes cast, demonstrating the approval of our executive compensation program by our shareholders.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“In early 2025, the Compensation Committee approved increases in Ms”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy to comply with the NYSE rules issued that year to implement the compensation recovery requirements under the Dodd-Frank Wall Street Reform and Consumer Protection Act”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Board has adopted a hedging and pledging policy that prohibits our executive officers and directors from engaging in”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our Board has adopted a hedging and pledging policy that prohibits our executive officers and directors from engaging in”

Stock ownership guidelines = present

“Stock Ownership Guidelines”