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CERTIFICATE OF EMPLOYMENT

This is to certify that Mr. JOHN FRITZGERALD ALBORES TIGLEY was an employee of Concentrix CVG Philippines, Inc.. Mr. TIGLEY was employed as Advisor I, Customer Service under Operations from October 25, 2022 up to March 13, 2023.

Mr. TIGLEY is cleared from any accountability from the company.

This certification is being issued upon the request of Mr. TIGLEY for whatever legal purpose it may serve

Should you have a clarification on the foregoing, you may contact 84238700 loc 351092.

Issued on April 04, 2023.

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CONCENTRIX CORPORATION