

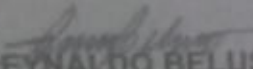
## CERTIFICATE OF EMPLOYMENT

This is to certify that Julius Cesar Adlawan has been an employee of VCUSTOMER CEBU, INC. (a Tech Mahindra Ltd. Company) from October 22, 2021 to March 19, 2024. He/she held the position of Associate-Technical Support.

This certification is being issued upon the request of Julius Cesar Adlawan for reference of employment with the Company. VCUSTOMER CEBU, INC shall not be held liable if this certification is used other than the purpose indicated. For inquiries, you may email us to [CebuER@TechMahindra.com](mailto:CebuER@TechMahindra.com).

Issued on March 22, 2024

Issued by:

  
REYNALDO BELUSO II, JD.  
Manager, Human Resources