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| BIR Form No. 2316 January 2018 (ENCS) | Certificate of Compensation Payment/Tax Withheld | 2316 01/18ENCS |
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Fill in all applicable spaces. Mark all appropriate boxes with an "X".

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| 1 For the Year (YYYY) 2 0 2 3 | 2 For the Period From (MM/DD) 0 1 0 1 To (MM/DD) 0 7 0 2 | |
| Part I - Employee Information | | |
| 3 TIN 3 3 2 - 7 8 9 - 4 5 6 - 0 0 0 0 | Part IV-B Details of Compensation Income & Tax Withheld from Present Employer | |
| 4 Employee's Name (Last Name, First Name, Middle Name) Fernandez, Neil, Navarro | 5 RDO Code | |
| 6 Registered Address | 6A ZIP Code | |
| 6B Local Home Address | 6C ZIP Code | |
| 6D Foreign Address | 27 Basic Salary (including the exempt P250,000 or the Statutory Minimum Wage of the MWE) | |
| 7 Date of Birth (MM/DD/YYYY) 0 5 2 5 1 9 9 5 | 28 Holiday Pay (MWE) | |
| 8 Contact Number | 29 Overtime Pay (MWE) | |
| 9 Statutory Minimum Wage rate per day | 30 Night Shift Differential (MWE) | |
| 10 Statutory Minimum Wage rate per month | 31 Hazard Pay (MWE) | |
| 11 <input type="checkbox"/> Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax | 32 13th Month Pay and Other Benefits (maximum of P90,000) 13,497.23 | |
| Part II - Employer Information (Present) | | |
| 12 TIN 2 0 5 - 3 6 6 - 9 2 1 - 0 0 0 0 | 33 De Minimis Benefits 19,327.65 | |
| 13 Employer's Name CONCENTRIX CVG PHILIPPINES, INC. | 34 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee share only) 7,648.42 | |
| 14 Registered Address | 14A ZIP Code 1 2 2 6 | |
| 15 Type of Employer <input checked="" type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer | 35 Salaries and Other Forms of Compensation 0.00 | |
| Part III - Employer Information (Previous) | | |
| 16 TIN | 36 Total Non-Taxable/Exempt Compensation Income (Sum of Items 27 to 35) 40,473.30 | |
| 17 Employer's Name | B. TAXABLE COMPENSATION INCOME REGULAR | |
| 18 Registered Address GF 14th to 25th Flr 6798 Ayal | 18A ZIP Code | 37 Basic Salary 67,441.97 |
| Part IVA - Summary | | 38 Representation |
| 19 Gross Compensation Income from Present Employer (Sum of Items 36 and 50) 118,719.87 | 20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 36) 40,473.30 | 39 Transportation |
| 21 Taxable Compensation Income from Present Employer (Item 19 Less Item 20) (From Item 50) 78,246.57 | 22 Add: Taxable Compensation Income from Previous Employer, if applicable 0.00 | 40 Cost of Living Allowance (COLA) |
| 23 Gross Taxable Compensation Income (Sum of Items 21 and 22) 78,246.57 | 24 Tax Due 0.00 | 41 Fixed Housing Allowance |
| 25 Amount of Taxes Withheld 0.00 | 25A Present Employer 0.00 | 42 Others (specify) |
| 25B Previous Employer, if applicable 0.00 | 26 Total Amount of Taxes Withheld as adjusted (Sum of Items 25A and 25B) 0.00 | 42A |
| | | 42B |
| | | SUPPLEMENTARY |
| | | 43 Commission |
| | | 44 Profit Sharing |
| | | 45 Fees Including Director's Fees |
| | | 46 Taxable 13th Month Benefits 0.00 |
| | | 47 Hazard Pay |
| | | 48 Overtime Pay |
| | | 49 Others (specify) |
| | | 49A OTHER TAXABLE INCOME 10,804.60 |
| | | 49B |
| | | 50 Total Taxable Compensation Income (Sum of Items 37 to 49B) 78,246.57 |

I/We declare, under the penalties of perjury that this certificate has been made in good faith, verified by me/us, and to the best of my/our knowledge and belief, is true and correct, pursuant to the provisions of the National Internal Revenue Code, as amended, and the regulations issued under authority thereof. Further, I/we give my/our consent to the processing of my/our information as contemplated under the Data Privacy Act of 2012 (R.A. No. 10173) for legitimate and lawful purposes.

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| 51 <u>EDENREY RAMOS</u> Present Employer/Authorized Agent Signature over Printed Name | Date Signed |
| CONFORME: | |
| 52 <u>Fernandez Neil Navarro</u> Employee Signature over Printed Name | Date Signed |
| CTC/Valid ID No. of Employee | Place of Issue |
| Date Issued | Amount paid, if CTC |

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| I declare, under the penalties of perjury that the information herein stated are reported under BIR Form No. 1604-C which has been filed with the Bureau of Internal Revenue. 53 <u>EDENREY RAMOS</u> Present Employer/Authorized Agent Signature over Printed Name (Head of Accounting/Human Resource or Authorized Representative) | I declare, under the penalties of perjury that I am qualified under substituted filing of Income Tax Return (BIR Form No. 1700), since I received purely compensation income from only one employer in the Philippines for the calendar year; that taxes have been correctly withheld by my employer (tax due equals tax withheld); that the BIR Form No. 1604-C filed by my employer to the BIR shall constitute as my income tax return; and that BIR Form No. 2316 shall serve the same purpose as if BIR Form No. 1700 has been filed pursuant to the provisions of Revenue Regulations (RR) No. 3-2002, as amended. 54 <u>Fernandez Neil Navarro</u> Employee Signature over Printed Name |
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*NOTE: The BIR Data Privacy is in the BIR website (www.bir.gov.ph)