

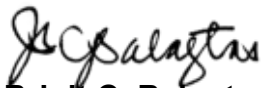
Certificate of Employment and Clearance

This is to certify that **Mr. Retz Franchette Alforque Lazarte** was an employee of **Cognizant Technology Solutions Philippines, Inc.** as **Process Executive - Voice** from **December 19, 2022** to **October 02, 2023**.

Mr. Lazarte has been cleared of all accountabilities with the company.

This certification is being issued for whatever legal purpose it may serve.

Given this **22nd day of January 2026** in Taguig City, Philippines.



Brigit C. Balagtas

Director – Human Resources

Email: EmploymentCheckPH@cognizant.com

Cognizant Technology Solutions Philippines, Inc.

 cognizant®