**WAIVER**

I, Dennis Jeffrey C. Flores, Filipino of legal age, and currently an employee **ICAP Management Services Ltd Philippine Branch** with address at the **14F A.T. Yuchengco Centre 26th and 25th Sts. Bonifacio South, Bonifacio Global City, Taguig City**, hereby declare and state as follows:

1. I am a registered taxpayer with Tax Identification Number (TIN) 268-555-146
2. I have joined the Company, **ICAP Management Services Ltd Philippine Branch (IMS PH)** dated November 14, 2022 and I worked with another company, prior to joining IMS PH, from March 2012 until October 2022.
3. I acknowledge that **HR Department** has requested me to submit the Certificate of Withholding Taxes on Compensation (BIR Form 2316) from my previous employer but I have been unable to submit/ have submitted late the said BIR Form;
4. I further acknowledge that my failure to submit BIR Form 2316 to **HR Department** will not allow to properly and correctly annualize the tax computation of my total compensation income for this year and hence, **Finance Department** will have to base its tax computation of my compensation for the year end 2022 solely on the earning I received from **ICAP Management Services Ltd Philippine Branch**.
5. In view of the foregoing, I hereby assume full responsibility for any tax excess or deficit that may arise from the computation of my total annual taxable compensation and tax due as a result of or in connection with my failure to submit the required BIR Form 2316 to **HR Department** and I hereby waive any claim or responsibility of **HR/Finance Department** and agree to hold **ICAP Management Services Ltd Philippine Branch** free and harmless from and for any responsibility arising from the foregoing circumstances.

Executed this 22nd day of November 2022 at Taguig City, Philippines.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

Signature over printed name

Signed in the Presence of:

**MARY ANNE MIRANDA JANINE SANTOS**