



For BIR Use Only		BCS/ Item:				Republic of the Philippines Department of Finance Bureau of Internal Revenue					
BIR Form No. 2316 September 2021 (ENCS)				Certificate of Compensation Payment/Tax Withheld For Compensation Payment With or Without Tax Withheld				 2316 9/21ENCS			
Fill in all applicable spaces. Mark all appropriate boxes with an "X"											
1 For the Year (YYYY) 2024				2 For the Period From (MM/DD) 01 01		To (MM/DD) 12 31					
Part I - Employee Information					Part IV-B Details of Compensation Income and Tax Withheld from Present Employer						
3 TIN 220 023 346 000				A. NON-TAXABLE/EXEMPT COMPENSATION INCOME Amount							
4 Employee's Name (Last Name,First Name, Middle Name) FLORES, RYAN JAY LACUESTA				5 RDO Code 050		29 Basic Salary (including the exempt P250,000 & below) or the Statutory Minimum Wage of the MWE 0.00					
6 Registered Address 13-C San Miguel Batis San Juan 1500 National Capital Region (Manila) Philippines				6A Zip Code		30 Holiday Pay (MWE) 0.00					
6B Local Home Address				6C Zip Code		31 Overtime Pay (MWE) 0.00					
6D Foreign Address				32 Night Shift Differential (MWE) 0.00							
7 Date of Birth (MM/DD/YYYY) 06/25/1981				8 Contact Number		33 Hazard Pay (MWE) 0.00					
9 Statutory Minimum Wage rate per day				34 13th Month Pay & Other Benefits (maximum of P90,000) 90,000.00							
10 Statutory Minimum Wage rate per month				35 De Minimis Benefits 128,742.56							
11 <input type="checkbox"/> Minimum Wage Earner (MWE) whose compensation is exempt from withholding tax and not subject to income tax				36 SSS, GSIS, PHIC & PAG-IBIG Contributions and Union Dues (Employee Share Only) 48,500.00							
Part II - Employer Information (Present)				37 Salaries & Other Forms of Compensation 0.00							
12 TIN 000 108 316 000				38 Total Non-Taxable/Exempt Compensation Income (Sum of Items 29 to 37) 267,242.56							
13 Employer's Name FINASTRA PHILIPPINES, INC.				B. TAXABLE COMPENSATION INCOME REGULAR							
14 Registered Address 16F GLAS Tower Opal Road corner Topaz Road corner Ruby Road, Ortigas Center, Pasig City, Metro Manila, Philippines 1600				14A Zip Code 1225		39 Basic Salary 3,765,132.28					
15 Type of Employer <input checked="" type="checkbox"/> Main Employer <input type="checkbox"/> Secondary Employer				40 Representation 0.00							
Part III - Employer Information (Previous)				41 Transportation 0.00							
16 TIN				42 Cost of Living Allowance (COLA) 0.00							
19 Employer's Name				43 Fixed Housing Allowance 0.00							
18 Registered Address				18A Zip Code		44 Others (specify) 44A Salaries & Other Forms of Compensation 0.00 44B 0.00					
Part IV-A Summary				SUPPLEMENTARY							
19 Gross Compensation Income from Present Employer (Sum of Items 38 and 52) 5,379,723.03				45 Commission 0.00							
20 Less: Total Non-Taxable/Exempt Compensation Income from Present Employer (From Item 38) 267,242.56				46 Profit Sharing 0.00							
21 Taxable Compensation Income from Present Employer (Item 19 less Item 20) (From Item 52) 5,112,480.47				47 Fees Including Director's Fees 0.00							
22 Add: Taxable Compensation Income from Previous Employer, if applicable 0.00				48 Taxable 13th Month Benefits 1,027,902.69							
23 Gross Taxable Compensation Income (Sum of Items 21 and 22) 5,112,480.47				49 Hazard Pay 0.00							
24 Tax Due 1,336,244.14				50 Overtime Pay 0.00							
25 Amount of Taxes Withheld 25A Present Employer 1,336,244.14 25B Previous Employer, if applicable 0.00				51 Others (specify) 51A Salaries & Other Forms of Compensation 319,445.50 51B 0.00							
26 Total Amount of Taxes Withheld as Adjusted (Sum of Items 25A and 25B) 1,336,244.14				52 Total Taxable Compensation Income (Sum of Items 39 to 51B) 5,112,480.47							
27 5% Tax Credit (PERA Act of 2008) 0.00											
28 Total Taxes Withheld (Sum of Items 26 and 27) 1,336,244.14											
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 and contemplated under the "Data Privacy Act of 2012 (R.A. No. 10173) for legitimate and lawful purposes.											
53 MARIA KATRINA ELLORIN-CEQUINA Present Employer/Authorized Agent Signature Over Printed Name				Date Signed							
CONFORME: 54 RYAN JAY L. FLORES Employee Signature Over Printed Name				Date Signed							
CTC/Valid ID No. of Employee 3373051026				Place of Issue		Date Issued		Amount paid, if CTC			
To be accomplished under substituted filing											
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. 55 MARIA KATRINA ELLORIN-CEQUINA 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. 56 RYAN JAY L. FLORES Employee Signature Over Printed Name						

*NOTE: The BIR Data Privacy is in the BIR website (www.bir.gov.ph)