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I declare, I confirm, I certify and I sign that I received substantial, important, line by line peer review with several and substantial comments, important remarks and hints from, at least, 3 Reviewers and the Assistant Editor for my paper: **The Effect of work-life balance on employee productivity through mediating work stress and moderating work flexibility at PT. Multicom Persada International** with Authors: Indra Sani.

I would like to thank all the reviewers for their thoughtful comments and efforts towards improving our manuscript. We revised the manuscript with special attention to the comments that we received from 3 reviewers that were experts, specialists in the area of my paper.

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25 November 2025

Regard

A handwritten signature in black ink, appearing to be 'Indra Sani', written in a cursive style.

Indra Sani, SE, MM,