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C E R T I F I C A T I O N

March 30, 2023

This is to certify that **Mr. MICO ANTON JUGARAP** was an employee of SYKES Asia, Inc. from May 16, 2022 to February 6, 2023. He was a REGULAR and holds the position of CUSTOMER SERVICE AGENT. His total annual compensation package is *One Hundred Ninety Five Thousand Pesos (PHP 195,000.00)*.

This further certifies that he has processed his clearance and has been cleared of all accountabilities from the Company.

For your information, SYKES Asia, Inc., with Corporate Headquarters located in Tampa, Florida, USA, provides customer support solutions for the Asia Pacific region through its Manila and Cebu Call Centers.

This certification is being issued upon the employee's request to be used for **whatever legal purpose this may serve**.

A handwritten signature in black ink, appearing to read "csdae", written over the printed name.

Cherrlyne Daez
Senior Manager, HR Shared Services