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

January 13, 2023

This is to certify that **Ms. ZYRA MAE DUCTO REBUYAS** was a REGULAR employee of SYKES Asia, Inc. from September 7, 2020 to January 10, 2023. She held the position of CUSTOMER SERVICE AGENT.

This further certifies that she has not completed the clearance processing. As such, as of date, she has not been cleared from liabilities/accountabilities from the company, if any.

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 to be used for **whatever legal purpose this may serve**.

A handwritten signature in black ink, appearing to read "csdaezy".

Cherrlyne Daez
Senior Manager, HR Shared Services