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

November 11, 2022

This is to certify that **Ms. ANA JOY QUEMADA GOLES** was a PROBATIONARY employee of SYKES Asia, Inc. from June 14, 2022 to August 16, 2022. She held the position of CUSTOMER SERVICE AGENT. Her total annual compensation package is *One Hundred Ninety Five Thousand Pesos (PHP 195,000.00)*.

This further certifies that she has processed her 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 to be used for **whatever legal purpose this may serve**.

A handwritten signature in black ink, appearing to read "Mae E. Blanco". The signature is stylized with several vertical strokes and a horizontal line at the end.

Mae E. Blanco
Senior Manager, Site Human Resources