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

April 27, 2024

This is to certify that **Ms. LEA ALGUNO ERMAC** was a PROBATIONARY employee of SYKES Asia, Inc. from June 19, 2023 to August 20, 2023. 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 "csdae", written over the printed name.

Cherrlyne Daez
Senior Manager, HR Shared Services