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

February 14, 2023

This is to certify that **Mr. CEDRIC ABAYON SALILI** was a REGULAR employee of SYKES Asia, Inc. from April 25, 2022 to February 6, 2023. He held the position of CUSTOMER SERVICE AGENT.

This further certifies that he has not completed the clearance processing. As such, as of date, he 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 "csdae", is positioned above the printed name.

Cherrlyne Daez
Senior Manager, HR Shared Services