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

February 11, 2022

This is to certify that **Mr. FREDERICK NIÑO BUTUAN REMOTIGUE** was a PROBATIONARY employee of SYKES Asia, Inc. from September 13, 2021 to February 7, 2022. 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, consisting of several loops and a long horizontal stroke extending to the right.

Mae E. Blanco
Senior Manager, Site Human Resources



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