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

March 11, 2022

This is to certify that **Ms. MARIE ANTONETTE CALAGO BACALSO** was a REGULAR employee of SYKES Asia, Inc. from May 31, 2021 to February 15, 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, consisting of several vertical strokes and a horizontal line at the bottom.

Mae E. Blanco
Senior Manager, Site Human Resources



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