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

May 25, 2022

This is to certify that **Mr. KRISTIAN JOAR DELA CRUZ MAYOL** was an employee of SYKES Asia, Inc. from September 6, 2021 to November 18, 2021. He was a PROBATIONARY and holds the position of CSA, FINANCIAL. His total annual compensation package is *One Hundred Ninety Five Thousand Pesos (PHP 195,000.00)*.

This further certifies that he has processed his 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 upon the employee's request 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 loops and a long horizontal stroke at the end.

Mae E. Blanco
Senior Manager, Site Human Resources