

September 28, 2025

**JOHN CHRISTIAN ALVAREZ**  
Developer (Rewrite Enhancements)

During your probationary employment, you have worked on a trial basis, during which Ascendion Digital ('the Company') has determined your fitness and suitability for regularization. Attainment of regular employment is conditioned on your having successfully passed and complied with the Company's established standards for regularization.

We are pleased to inform you of your regularization effective **8/23/2025**. Upon regularization, you agree to be governed by the same terms and conditions of your new hire contract as well as other rules and regulations to be issued by the Company.

Please sign and return this original letter and retain the other copy for your records. We request that you keep the information included in this letter confidential.

Should you have any concerns, please do not hesitate to contact your HR representative or immediate manager.

Approved by:



**Ynna Alaine Canon**  
HR Operations - Executive

Acknowledged by:



**JOHN CHRISTIAN ALVAREZ**  
Employee

**ASCENDION DIGITAL SOLUTIONS PHILIPPINES INC. (formerly Collabera Technologies Private Limited, Inc.)**

**Company Number:** CS201323439

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