RELEASE, WAIVER AND QUITCLAIM

KNOW ALL MEN BY THESE PRESENTS:

I, __John Arian Malondras__ , Filipino of legal age and with residence address at __558 Little Baguio St., Wawa 3, Rosario, Cavite__ do hereby state under oath, THAT:

1. I have been an employee of Systemantech Inc. (the "Company").

2. I hereby acknowledge receipt of the full amount of **Php** _____**10,313.99**_____ representing my final pay and constituting full and final settlement of any and all compensation, benefits and emoluments due or arising from my employment with the company and/or in the course of the cessation of my employment with the Company. I further acknowledge that I received and been paid the foregoing amounts, representing the full and complete payment of my salaries, allowances and other benefits, privileges, monetary or otherwise, due me from the Company, its subsidiaries and affiliates, their respective stockholders, officers, trustees, directors, agents or employees, whether such amount are due by virtue of any law, Company programs and/or Company practices;

3. For and in consideration thereof, I hereby unconditionally and absolutely release, remise and forever discharge the Company, its subsidiaries and affiliates, their respective stockholders, officers, trustees, directors, agents or employees, from any and all claims actions, whether civil, criminal, administrative or otherwise, including but not limited to claims for sums of money unpaid wages, salaries, separation pay, retirement pay, leave credits or bonuses or other obligations arising from any contract, agreement, plan or from any and all incidents of my previous employment with the Company or the cessation of my employment with it, whether arising from any company policy, company grant or established practice;

4. I hereby waive in any manner absolute any other claim or right of action which I may have, in law or in equity, of whatever nature, whether past, present, or contingent against the Company or any of its officers, stockholders, employees, directors, and agents and their respective heirs, successors or assigns;

5. I undertake not to do or cause anything prejudicial and detrimental to the interest of the Company or any of its department, divisions, subsidiaries and affiliates, stockholders, officers, trustees, directors, agents, employees or officers. I also agree to observe the terms and conditions of my contract of employment with the Company which are by the terms thereof required to be observed and performed even after the cessation of my employment with the Company;

6. I will not at any time nor in any manner whatsoever, directly or indirectly, disclose to any person or entity any knowledge or information of any kind and/or character relating to the business or operation of the company, including but not limited to, any of its clients, its manners of operation,

plans, processes, practices, programs, corporate schemes, or data of any kind or character which I acquired, learned, or received during my employment. I bind myself to indemnify the Company for any and all damages that it may suffer or will suffer as a result of my violation of this obligation;

7. I shall render every cooperation and assistance which the company may require and unconditionally obligate myself to turn-over and account for all the records, books, properties and assets of the Company which had been placed in my custody in the course of my employment, and to answer for any and all damages, of whatever nature, that the Company may suffer or will be liable to suffer as a result of my violation of thus obligation;

8. I finally declare that I have read this document entitled Release, Waiver, and Quitclaim, and fully understood every word of it and its meaning and have affixed my signature hereunder voluntarily and freely, without force, violence, duress, threat or intimidation, with the full and complete knowledge of the meaning and intent of this document and of my rights under existing laws.

IN WITNESS WHEREOF, I have hereunto set my hands this____12th____day of ___October___, 2022.

_____
JOHN ARIAN MALONDRAS
(Signature over Printed name)

Signed in the presence of:

_____
(Signature over Printed name)

_____

REPUBLIC OF THE PHILIPPINES)
Quezon City   ) ss

        BEFORE ME, this_____day of_____in   , personally appeared with the TAX IDENTIFICATION NUMBER_____issued on_____known to me to be the same person who executed the foregoing instrument, and he/she acknowledge to me that the same is his/her free act and deed.

        IN WITNESS WHEREOF, I have hereunto set my hand and affixed my notary seal on the date and placed above-mentioned.

        WITNESS MY HAND AND SEAL on the date and place mentioned above.

Notary Public

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