



MED-METRIX INTERNATIONAL PH-II

19/F Marco Polo Ortigas Manila, Sapphire Road

Ortigas Center, San Antonio, Pasig City 1605

CONTRACT OF EMPLOYMENT

Private & Confidential

September 18, 2025

Robert Ryan Gabiosa

Davao City, 8000 Philippines

Dear Robert Ryan,

We are pleased to confirm your employment as Senior Application Developer for the DATA MANAGEMENT department for MED-METRIX INTERNATIONAL PH-I (the “Company”), starting September 22, 2025. You will be reporting directly to Stephen Harman. By signing this Employment Contract, you hereby acknowledge and agree to the following terms and conditions:

COMPENSATION AND BENEFITS

You are entitled to the following compensation:

- Monthly Salary of PHP 141,116.67.
- Monthly Non-Taxable Allowance amounting to Three Thousand Eight Hundred Eighty Three and Thirty-Three Centavos (PHP 3,883.33). *Please refer to the attached benefits package for the breakdown of non-taxable allowances.*
- 13th Month Pay. One month salary is pro-rated based on start date.
- TOTAL GROSS ANNUAL SALARY is PHP 1,881,116.67.

a.) Compensation are Earnings from an employer-employee relationship, including salaries (plus any overtime pay, holiday pay, or night differential pay), fees, commissions, honoraria, taxable bonuses and allowances, and other benefits which is subject to applicable taxes.

b.) Your monthly compensation, less applicable statutory deductions, will be paid semi-monthly (every 15th and month-end) through your assigned payroll account.

c.) You will receive your 13th month pay at the latter part of the year and will be pro-rated during the first year of employment.

By law, you will be granted all legally mandated social and welfare benefits. You will be entitled to fringe benefits provided by the Company as described in the attached list of benefits.

The compensation package included in this contract is strictly personal and confidential between you and the Company. You shall not, under any circumstance, discuss it with anyone except the appropriate members of Management and through appropriate procedures.

PROBATIONARY PERIOD

You are being engaged on a probationary period not exceeding six (6) months commencing on your start date.

During this period your performance will be periodically evaluated, and if the same is found to be satisfactory, you shall be conferred regular status of employment at the end of the probationary period. Within this period, the Company reserves the right to terminate the probationary employment at any time if, upon evaluation, the Company has determined

that you failed to qualify as a regular employee in accordance with the reasonable standards made known to you at the commencement of your employment, or you obtained unsatisfactory training results or failed to pass the required trainings.

The normal probationary period may be extended at the discretion of the Management, if the employee is absent for an extended period or in case of suffered illness, maternity leave, and other valid and acceptable reasons. Extension period shall only be carried out upon written agreement between the employee and company.

PRE-EMPLOYMENT REQUIREMENTS

Your full compliance and complete submission of the pre-employment requirements herein are hereby acknowledged to be an indispensable condition for employment with the Company. In this regard, and in cases of foreign nationals, the necessary permits, and authorities to work and to be gainfully employed in the Philippines from relevant and concerned governmental agencies should be secured at your own expense and shall be considered a continuing condition for employment, the absence of which at any given time shall be a ground to rescind this contract and terminate herein employment engagement.

The Company's right to rescind this contract is, therefore, hereby acknowledged, and the Company may, hence, terminate employment, among others, on the following grounds:

- a.) Failure to submit all pre-employment documents and requirements within one (1) month from hire date.
- b.) Misrepresentation or submission, in any manner or form, of false information, voluntarily or involuntarily, and whether thru commission or by omission, in any application or pre-employment document. In this regard, a verification of the validity and truthfulness of any and all information shall be conducted by the Company or any of its authorized partners and/or representatives.
- c.) Unsatisfactory pre-employment medical examination results or refusal to submit to such.
- d.) You exhibit unprofessional behavior, or you are unable to attend and/or complete scheduled trainings.

MANAGEMENT PREROGATIVE

The Company shall exclusively determine your work assignment and schedule. You shall exclusively be bound by the Rules and Regulations of the Company.

The normal work schedule for all employees is 5 days a week, 8 hours a day with 30 minutes paid meal break. In any case, the company reserves the right to schedule your breaks and meal periods at any time during your shift. You agree to work on any schedule and/or shift to which you have been assigned including but not limited to working on night shift. You also agree to work beyond your scheduled working hours and/or your rest days and during holidays when required by the exigencies of the Company's operations especially when such holidays fall within your normal work schedule, with the approval of your department head, in accordance with Company policy.

You recognize the freedom and prerogative of the Company's Management to regulate and control, according to its discretion and best judgement, all aspects of your employment particularly with respect to work schedule, work assignments, working method, time, place and manner of work, tools to be used, processes to be followed, supervision of work, rewards and incentives, employee discipline, transfer including rotation and promotions.

PROPRIETARY INFORMATION

During your employment, you may have access to or acquire confidential information that is unique and cannot be lawfully duplicated or easily acquired. You understand and agree that you will have a continuing obligation not to use, publish or otherwise disclose such information either during or after your employment with the Company. You further agree that all records, equipment, and facilities owned by the Company, which shall come into your possession shall be fully accounted for and turned over to the Company upon termination of your employment.

DUE DILIGENCE & ATTESTATION

You are expected to take the initiative in familiarizing yourself with the Company's policies and procedures. At the start of your employment, you will have the opportunity to attend the Company's New Employee Orientation (NEO). You shall, likewise, be required to affirm your full understanding of, and agree to be bound by, these policies. Should you suspect

that the processes are not being properly implemented in your unit, it is your responsibility to escalate this to your Supervisor and/or Human Resources Department.

NON-SOLICITATION

In consideration of your employment, you agree that while you are employed, and for one (1) year following the cessation of your employment, you will not directly or indirectly solicit or encourage any person to leave the employment or service of the Company or any of its affiliates.

SEPARATION

Your employment may be terminated at any time after strict observance of due process requirements of the law based on any of the just causes recognized under Article 297 of the Labor Code, including your failure to perform your duties in accordance with the Contract or failure to meet the standards set by the Company for you to qualify for regular employment. Termination of employment for just cause shall disqualify you from entitlement to any separation pay and shall result in possible forfeiture of benefits.

Likewise, the Company may terminate this Contract for any of the authorized causes provided under Article 298 of the Labor Code, upon strict compliance with procedural requirements of the law.

In case of Voluntary Resignation, you are required to provide a written notice at least one (1) month in advance. Any resignation which failed to comply with the required notice period is deemed denied and unaccepted. Subsequent absences shall be deemed unauthorized and/or unexcused. If an employee has no scheduled account, immediate termination of service may be allowed by the Management upon submission of intent to resign. Failure of the employee to render the required notification period will give the Company the rights to file a claim against the employee for damages, in accordance with the provision of the Labor Law.

UNDERTAKINGS AND MATERIAL REPRESENTATIONS

You acknowledge that the decision and/or consent of the Company to engage your services were, among others, based on the following undertaking and material representations that you made, to wit:

You declared and agree not to have any other employment and/or business interest outside your employment in the Company, whether as an employee, investor or in whatever capacity. This declaration and undertaking is without any condition and/or qualification.

You acknowledge that the existence of trust and confidence (by the employer) is imperative in your engagement and continued employment. The existence of Trust and Confidence are inherent in the nature of business of the Company and work that you perform in connection with your engagement. The Loss of Trust and Confidence is a valid ground for the termination of your employment.

You also acknowledge that in connection with your engagement, you will be taught trade secrets, exposed to clients or made to apply confidential information in the performance of your functions/duties and responsibility. The acquisition of these knowledge, exposure and application of the Confidential Information was allowed, permitted, shared, extended to you by the Company by reason of your undertaking, consent and representation to keep and maintain in the strictest confidence these trade secrets and not to disclose it to any other person or entity, in part and in whole, any of the confidential information.

You also acknowledge that in connection with your engagement, you will be receiving valuable training from the Company in the performance of your duties and/or in the conduct of the Company's business, which are unique to the industry and which gave the Company a competitive advantage. The investment on training and/or exposure to client, systems, design production and process made by the Company was by reason of your undertaking, consent and representation not to compete or have any business interest of any kind that is similar or even remotely related to the business of the Company and its affiliates / subsidiaries / stockholders /officer in any manner or in whatever capacity, directly or indirectly, whether investor, officer, stockholder, employee or by way of a parallel operation.

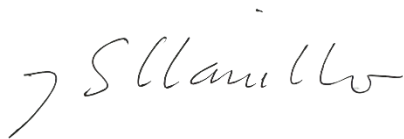
By signing this contract, realize acknowledge the importance of these undertakings and material representations, thus, undertake to indemnify the Company/Stockholders/Officers for any breach now or in the future, directly or indirectly., intentional or otherwise, of the cost of actual damage to the Company/Stockholders/Officers.

The Confidentiality and Non-compete undertakings shall be valid for a period of one (1) year from cessation of my employment, or until legally permissible, and the indemnity thereof is independent from the other and shall correspondingly be demandable separately for each and every breach committed.

If the above is acceptable to you, kindly sign in the space provided below to acknowledge your agreement to and acceptance of the aforementioned terms.

We look forward to your services and valuable contribution as part of the Med-Metrix Team!

Sincerely,

A handwritten signature in cursive script, appearing to read "J. S. Llanillo".

JOCELYN S. LLANILLO

Human Resources Director

MED-METRIX INTERNATIONAL PH-II

AGREEMENT AND CONSENT

By signing the conformity of this Employment Contract, I accept all the conditions of employment herein stated; I acknowledge being oriented on the standards required for the position applied for, the company policies, rules, and regulation; and to abide thereto as a condition for continued employment. My continued employment is contingent on the truthfulness of all information given to the Company at the time of application and during the period of employment. Any and all kind of dishonesty or untruthfulness shall be a ground to terminate my employment for cause.

I understand that as part of my employment with Med-Metrix International PH-II, Inc., the Company safeguards all personal information that would directly, and with certainty, identify my person, consistent with the provisions of the Philippine Data Privacy Law. I understand as well that there may be instances that as part of client requirements and/or contractual obligations with such client and/or other entities, the Company would be required to disclose all or a portion of the said personal information voluntarily and intelligently shared by me through my application, resume and/or other pertinent documents, as well as other information regarding employment status and others of similar nature.

As such, I hereby authorize Med-Metrix International PH-II, Inc. to disclose said personal information, including, but not limited to, my Social Security System (SSS) Number, as well as other information regarding my person in relation to background investigations, vis-à-vis, future employment, to clients and/or other entities, whenever required.

BENEFITS - ASSOCIATES & SPECIALISTS

GOVERNMENT MANDATED BENEFITS		
Type	Eligibility	Details
13th Month Pay	Upon Hire	<div>- The 13th month pay is equivalent to one twelfth (1/12) of an employee's basic annual salary to be paid every (December) year. This is prorated during the first year of employment, based on start date.</div> <div>- Tax Treatment: subject to PHP 90,000.00 tax exemption</div>

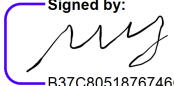
Holiday Premium Pay	Upon Hire	<ul style="list-style-type: none"> - Applicable to all employees - Based on the implementing rules and regulations of the Labor Code of the Philippines
Overtime Pay	Upon Hire	<ul style="list-style-type: none"> - Applicable to all non-exempt employees - 125% of hourly rate for work performed in excess of regular 8 hours based on the number of overtime hours rendered. - 130% of hourly rate for work performed in excess of regular 8 hours on a rest day based on the number of overtime hours rendered.
Night Differential Pay	Upon Hire	<ul style="list-style-type: none"> - 10% of employee's hourly rate for work performed between 10PM to 6AM. <p>Tax Treatment: Taxable, subject to applicable tax.</p>
PhilHealth Benefit	Upon Hire	<ul style="list-style-type: none"> - Inpatient and Outpatient Healthcare services based on the defined schedule of benefit with PhilHealth
Pag-IBIG Benefit	Upon Hire	<ul style="list-style-type: none"> - Savings; Provident Fund, Benefit Claims & Loans
SSS Sickness Benefit	Upon Hire	<ul style="list-style-type: none"> - Daily cash allowance paid for the number of days an employee is unable to work due to sickness or injury with a minimum of four (4) days
SSS Expanded Maternity Leave Benefit	Upon Hire	<ul style="list-style-type: none"> - Daily cash allowance paid for one hundred five (105) days of paid leave for live childbirth regardless of mode of delivery. Sixty (60) days of paid leave for miscarriage or emergency termination of pregnancy type of delivery. One hundred twenty (120) days for solo parent as defined under R.A. No. 8972 or Solo Parents' Welfare Act. - Female employees may at her option, allocate up to seven (7) days of said benefits to the child's father--whether or not he is married to the female employee or to alternate caregiver who is a relative within 4th degree of consanguinity or her current partner. - Option to extend for an additional thirty (30) days without pay in case of live childbirth.

Paternity Leave (R.A. 8187)	Upon Hire	- 7 days paid leave for legally married male employees
Special Leave for Women (R.A. 9710)	six (6) months of continuous service	- Two (2) months with full pay based on gross monthly compensation following surgery caused by gynecological disorders.
Solo Parent Leave (R.A. 8972)	six (6) months of continuous service	- 7 days paid leave for registered Solo Parent with DSWD in accordance with the Solo Parent Act
Anti-Violence Against Women and Their Children Act (R.A. 9262)	Upon Hire	- Ten (10) days paid leave for female employees' victim of violence as defined and based on the implementing rules and regulations of the Republic Act.
COMPENSATION		
Medical Cash Allowance	Upon Hire	- PHP 10,000.00 annual or PHP 833.33 per month (PHP 416.66 paid every 15th and end of the month) - Allowance can be used for personal medical, optical and vaccination expenses and must be substantiated with official receipts. -Tax Treatment: Non-Taxable
Medical Assistance	Upon Hire	- PHP 3,000.00 annual or PHP 250.00 per month (PHP 125.00 paid every 15th and end of the month) - Tax Treatment: Non-Taxable
Rice Allowance	Upon Hire	- PHP 24,000.00 annual or PHP 2,000.00 per month (PHP 1000.00 paid every 15th and end of the month) - Tax Treatment: Non-Taxable
Clothing Allowance	Upon Hire	- PHP 6,000.00 annual or PHP 500.00 per month (PHP 250.00 paid every 15th and end of the month) - Tax Treatment: Non-Taxable

Laundry Allowance	Upon Hire	- PHP 3,600.00 annual or PHP 300.00 per month (PHP 150.00 paid every 15th and end of the month) - Tax Treatment: Non-Taxable												
MEDICAL & LIFE INSURANCE BENEFITS														
Type	Eligibility	Details												
HMO - Medical Benefit (Principal Employee Coverage)	Upon Hire	- In-patient (hospitalization), Out-patient (consultation and lab exams) - Company shoulders 100% of employee annual premium - Type of Access: Hospital-based - Room and Board: Regular Private - Maximum Benefit Limit (MBL): 200K per illness/year												
HMO - Medical Benefit (Dependents)	Upon Hire	- In-patient (hospitalization), Out-patient (consultation and lab exams) - Type of Access: Hospital-based - Room and Board – Regular Private - Maximum Benefit Limit – PHP 140,000.00 per illness/year Employee can enroll up to maximum of 4 dependents (2 free, 2 employee-paid). Dependents must be at least 1 month old up to 21 years old for children/siblings; parents/spouse up to 90 years old Same gender domestic partners, not over 65 years old may be added as Primary Dependent provided that the Principal Member is unmarried. <table><tr><th>PRINCIPAL</th><th>HIERARCHY OF DEPENDENTS</th></tr><tr><td>Single</td><td>1 - Parents 2 - Siblings</td></tr><tr><td>Single Parent</td><td>1 - Child/Children 2 - Parents 3 - Siblings</td></tr><tr><td>Unmarried Principal with Same Gender Domestic Partner</td><td>1 - Child/Children 2 - Unmarried Same Gender Domestic Partner</td></tr><tr><td>Married</td><td>1 - Spouse 2 - Child/Children</td></tr><tr><td>Widow/Widower</td><td>1 - Child/Children</td></tr></table>	PRINCIPAL	HIERARCHY OF DEPENDENTS	Single	1 - Parents 2 - Siblings	Single Parent	1 - Child/Children 2 - Parents 3 - Siblings	Unmarried Principal with Same Gender Domestic Partner	1 - Child/Children 2 - Unmarried Same Gender Domestic Partner	Married	1 - Spouse 2 - Child/Children	Widow/Widower	1 - Child/Children
PRINCIPAL	HIERARCHY OF DEPENDENTS													
Single	1 - Parents 2 - Siblings													
Single Parent	1 - Child/Children 2 - Parents 3 - Siblings													
Unmarried Principal with Same Gender Domestic Partner	1 - Child/Children 2 - Unmarried Same Gender Domestic Partner													
Married	1 - Spouse 2 - Child/Children													
Widow/Widower	1 - Child/Children													

HMO – Dental Benefits	Upon Hire	<ul style="list-style-type: none"> - Annual dental examinations and consultations; emergency out-patient dental treatment to be availed at accredited dental clinics; - Twice a year - Oral scaling and polishing (prophylaxis) - Unlimited simple tooth extraction
HMO - Maternity Assistance	Upon Hire	<ul style="list-style-type: none"> - Applicable to female employees only and must follow required SSS maternity notification process - Maternity assistance worth up to Five Thousand Pesos (Php 5,000) for all female employees once per term, for cases of caesarian section, normal delivery or miscarriage at no additional cost. - Maternity laboratory assistance worth up to Five Thousand Pesos (Php 5,000) for all female employees only at no additional cost
HMO - Employee Assistance Program	Upon Hire	<ul style="list-style-type: none"> - Employee Assistance Program (EAP) for all employees under ComPsych® GuidanceResources®, the world's largest provider of employee assistance services that help employees' stresses impacting work performance.
Annual Medical Check-Up	Annual upon Announcement	<ul style="list-style-type: none"> - Employee will undergo mandatory annual medical check-up to be arranged by the Company
Group Life Insurance	Upon Hire	<ul style="list-style-type: none"> - All Eligible Employees (up to 65 years old) - Sum Assured: Php 50,000.00 - Family Assistance Benefit: Php 5,000.00
LEAVE BENEFIT		
Type	Eligibility	Details
Vacation Leave	Upon Regularization	<ul style="list-style-type: none"> - Regular employees get 10 days credit at the start of the year - Probationary employees earn 0.83 credits per month, which can be used upon regularization - Carry over up to a maximum of five (5) days Vacation Leave to the following year.

Paid Time Off	Upon Regularization	<ul style="list-style-type: none"> - Can be used for sick leaves and emergency leaves - Employees are credited 2.5 days of PTO every 1st of the Quarter (January 1, April 1, July 1, October 1)
Bereavement Leave	Upon Hire	<ul style="list-style-type: none"> - For death of immediate family member (employee's children, parents, grandparents, brother, sister and spouse) - Three calendar days (All scheduled days missed will be paid by the Company at 100% of daily rate.)
EMPLOYEE WELFARE		
Type	Eligibility	Details
Free Meal	Upon Hire	- Employees working onsite are entitled to a free meal daily
LOYALTY SERVICE & RETIREMENT PLAN		
Type	Eligibility	Details
Loyalty Service Award/Tokens	Upon reaching eligible years of service	<ul style="list-style-type: none"> - Given during an employee's 10th year anniversary. - Awardees receive tokens and a certificate of appreciation.

Signed by:

 B37C8051876746C...
 Robert Ryan Gabiosa
 September 18, 2025