



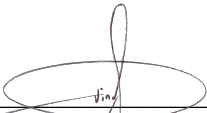
27 November 2025

CERTIFICATE OF EMPLOYMENT

This is to certify that Daniel Pagcaliwangan was employed with Crewing Support Services, Inc. as Jr. Web Developer from November 1, 2024 to August 30, 2025.

During his employment, he performed his duties and responsibilities in accordance with the standards of the company. This certificate is issued upon his request for whatever purpose it may serve.

Issued this 27th day of November 2025 at 303 3F Scandic Palace, 42191 Emilia St., Palanan, Makati City.



Marvin Tapere
HR / Admin Head
Crewing Support Services, Inc.

Stefan Schmitt
President / Owner
Crewing Support Services, Inc.