

AMCO GROUP

Skill & Talent. Promising Futures for Your Business Success



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**India | Pakistan | Bangladesh | Nepal | Philippines
Saudi Arabia | Oman | UAE | Bahrain | Qatar | Kuwait | Russia
Singapore | Malaysia | Serving 43+ Countries Worldwide**

CEO'S MESSAGE



“Architecting a Skilled Future through Excellence and Innovation”

In an era of unprecedented global transformation, the progress of nations and industries is no longer measured just by capital, but by the caliber of human talent driving them. We operate at the forefront of this evolution, dedicated to advancing the world by empowering the workforce that builds our future. At the heart of every skyline and every industrial breakthrough is the human spirit, and our purpose is to nurture that spirit toward excellence.

Our mission is to catalyze global growth through a holistic approach to human capital. We don't just bridge employment gaps; we architect the human infrastructure of the future. With our premier 30,000 sq. ft. ISO 9001:2015 certified Training & Trade Test Center, we have institutionalized excellence, ensuring that every professional we mobilize is equipped with the vocational intelligence required for the next generation of industrial challenges. We believe that a well-trained worker is not just an employee, but a catalyst for productivity and safety on every project site.

With a strategic operational footprint spanning 43+ countries—including the UAE, Saudi Arabia, Qatar, and Russia—we navigate the complexities of international labor markets with absolute transparency and unmatched precision. Our synergy with global giants and our unwavering commitment to ethical recruitment are the pillars upon which we build sustainable progress for our partners worldwide. From rigorous pre-screening to seamless mobilization, we ensure a lifecycle of support that empowers both the employer and the employee.

The world is moving forward, and at the heart of that movement is the talent we cultivate. We are not just participants in this journey; we are the engines of global transformation, committed to a smarter, more efficient, and borderless industrial future. Our vision is to set the gold standard in recruitment, where quality is never compromised and innovation is constantly embraced. Join us as we move the world forward, together.



ABOUT US

AMCO GROUP

The advancement of modern civilization and the successful execution of global industrial milestones depend entirely on the caliber of the human talent driving them. We operate with the fundamental belief that our role is to accelerate this global progress by nurturing and mobilizing a workforce redefined by excellence. Our focus is not merely on filling vacancies but on architecting the human infrastructure that underpins the world's most ambitious projects. By institutionalizing technical mastery within our premier 30,000 sq. ft. ISO 9001:2015 certified Training & Trade Test Center, we ensure that every professional within our ecosystem possesses the vocational intelligence necessary to meet complex industrial demands.

Navigating the intricacies of a borderless global economy requires more than just a network; it requires a synergy of transparency, precision, and ethical integrity. With a strategic presence and sourcing footprint spanning over 43 countries—including critical hubs in the UAE, Saudi Arabia, Qatar, and Russia—we provide our partners with an unparalleled advantage in workforce scalability. Our long-standing collaborations with international giants like Bin Omairah and China Railway reflect our capability to deliver mission-critical solutions for multi-billion dollar infrastructure projects. We manage the entire lifecycle of human resource logistics, allowing our clients to focus on their core objectives while we ensure the stability and productivity of their workforce.

The cornerstone of our operations is a relentless pursuit of technical perfection across every trade category. We understand that in sectors like MEP, high-precision welding, and civil engineering, there is no margin for error. Therefore, our training methodology is designed to bridge the gap between traditional skill sets and modern industrial blueprints. Every candidate under the AMCO Group umbrella undergoes a multi-layered vetting process that evaluates technical competency and adaptability to international safety standards. This rigorous approach has positioned us as a trusted vanguard for multinational corporations seeking a high-performance labor force that can integrate seamlessly into large-scale project environments.

As we look toward the horizon, our objective remains clear: to move the world forward by empowering the people who build it. We are integrating digital innovation into every phase of our recruitment lifecycle, ensuring that our services are as agile as the markets we serve. Fully accredited by prestigious bodies such as NSDA, BMET, and BTEB, we uphold a "Zero-Harm" recruitment policy that protects both the interests of our multinational partners and the welfare of our workforce. We are the engines of industrial transformation, dedicated to creating a smarter, more efficient, and more connected future where innovation meets integrity at every touchpoint.

In partnership with AMCO Group, you are not just acquiring manpower; you are investing in a legacy of excellence and a future built on strategic synergy. We take pride in our ability to transform complex human resource challenges into streamlined operational successes.

ACCREDITED & AFFILIATED WITH:





OUR STRATEGIC PILLARS & MISSION

“To Institutionalize Excellence in Global Workforce Solutions”

At the heart of our mission is a commitment to revolutionizing the recruitment landscape. Managed by AMCO HR under the strategic vision of AMCO Group, our mission is built on five core pillars:

- **Pioneering Technical Competency:** We bridge the global skills gap through our ISO-certified Training & Trade Test Centers, ensuring every professional meets rigorous industry-specific standards before deployment.
- **International Skill Insuring:** Through comprehensive Trade Testing, we provide a robust framework for skill verification, guaranteeing that every candidate possesses the technical proficiencies required for global projects.
- **Workforce Readiness:** We prioritize total readiness by preparing candidates technically and culturally. Our pre-departure inductions ensure a workforce that is productive and safety-conscious from day one.
- **Ethical Synergy & Transparency:** We set the gold standard for integrity. AMCO HR ensures a transparent and ethical journey for both clients and candidates, adhering to the strictest global labor regulations.
- **Global Scalability & Precision:** With a network spanning 43+ countries, we transform complex logistical challenges into streamlined successes, providing seamless, large-scale workforce mobilization worldwide.



OUR VISION

“Bridging Global Talent with Industrial Excellence.”

Our vision is to become a globally trusted leader in workforce management and human capital development by bridging the gap between industrial ambition and technical excellence. We aspire to build a future where skilled professionals, ethical recruitment, and advanced workforce solutions contribute to sustainable industrial growth across the world.

At AMCO Group, we are committed to setting the “Gold Standard” in workforce solutions through integrity, technical mastery, innovation, and the empowerment of human potential. Through our international network, modern training infrastructure, and client-focused approach, we aim to support industries with reliable, certified, and future-ready manpower solutions.

Bridging the Gap Between Talent & Opportunity



Industry Expertise

Our team delivers globally compliant recruitment solutions backed by decades of combined experience in workforce sourcing, deployment, and human capital management across multiple industries.



Global Talent Network

We maintain an extensive international recruitment network that connects verified, job-ready professionals with employers across the Middle East, Asia, Europe, Africa, and global markets.



Skill Development

We transform raw manpower into certified professionals through structured training, trade testing, and international skill, ensuring workforce readiness and productivity.



Reliable Partnership

We operate with integrity, compliance, and accountability, ensuring every recruitment process is transparent, efficient, and aligned with the long-term success of our clients.

At AMCO Group, our core competency lies in creating seamless conduits between global human potential and the precise, evolving demands of modern industry. We deliver end-to-end human capital solutions that integrate ethical sourcing with deep technical development, creating a sustainable advantage for our partners across the globe. This unwavering commitment ensures that every worker we source and train not only meets strict international compliance and skill benchmarks but is also fundamentally prepared to contribute immediately to operational success. By maintaining a focus on creating future-ready professionals, we empower organizations to build resilient workforces that are essential to their long-term growth and stability.

By fostering reliable, long-term HR partnerships, we act as a strategic catalyst for industrial excellence, ensuring our clients can navigate any complex workforce challenge with confidence, speed, and absolute integrity. We are more than a recruiter; we are a dedicated partner in your success, providing the scalability and technical precision required in today's competitive market. Partnering with AMCO Group is a strategic decision for uncompromised quality, global reach, and a shared vision of building the infrastructure of tomorrow. We continue to innovate and expand our global footprint to remain the most trusted name in human capital management and industrial workforce solutions.

OUR STRATEGIC BUSINESS DIVISIONS

AMCO GROUP

The AMCO Group operates as a specialized ecosystem where each division is strategically engineered to deliver excellence across the entire human capital lifecycle. Through this multidimensional approach, we provide seamless, end-to-end solutions that bridge global talent with the world's most ambitious industrial projects.

- **AMCO Enterprise Ltd (RL-1537):** A government-licensed recruitment agency focused on ethical and transparent overseas sourcing. It ensures full compliance with international labor laws and a "Zero-Harm" recruitment policy.
- **AMCO Skill Bangladesh Ltd:** Operates our premier 30,000 sq. ft. ISO-certified Training & Trade Test Center. It focuses on large-scale vocational training and international skill certification to bridge the global talent gap.
- **AMCO HR Consultancies LLC:** A UAE-based division specializing in strategic human resource management and executive search. It provides tailored consultancy for GCC employers to streamline their talent acquisition process.
- **AMCO Skill Global LLC:** Dedicated to supporting major infrastructure projects in the Kingdom of Saudi Arabia (KSA). This unit specializes in high-volume workforce mobilization and onsite technical service.
- **AMCO Jobs Global:** Our digital recruitment platform that connects high-caliber professionals with international career opportunities using an advanced, transparent, and AI-driven hiring interface.
- **AMCO Automobiles:** Manages industrial and commercial vehicle trade, logistics, and technical maintenance. This division supports the group's logistics while serving the regional automotive market.
- **AMCO Middle East:** Acts as the strategic hub for our regional operations, managing corporate services and high-value partnerships to ensure operational excellence across the Middle Eastern territory.
- **AMCO Travels:** Provides comprehensive travel and logistics support for our global workforce. This includes visa assistance and ticketing to ensure seamless mobilization from source to destination.



AMCO
SKILL BANGLADESH LTD



AMCO
ENTERPRISE LTD



AMCO
SKILL GLOBAL LLC



AMCO
HR CONSULTANCIES LLC



AMCO GLOBAL JOBS



AMCO TRAVELS

WHAT WE DO: Comprehensive Workforce & HR Solutions for the GCC and Beyond.

— International Manpower Recruitment

Executing strategic global sourcing and deployment of high-caliber talent through our expansive recruitment network across 43+ countries.

— Strategic Bulk Talent Sourcing

Executing massive recruitment campaigns with precision, ensuring a high-volume supply of pre-screened professionals for fast-track mega-projects.

— Manpower Outsourcing & Supply

Delivering scalable, project-based workforce solutions designed to support the continuous operational demands of the GCC's infrastructure and energy sectors.

— ISO-Certified Skill Development

Utilizing our 30,000 sq. ft. Training & Trade Test Centers to certify workers, ensuring they meet rigorous international quality and safety benchmarks.

— Technical Workforce Readiness

Engineering site-specific technical inductions and trade testing to ensure every professional is productive and compliant from day one.

— Expert HR Liaison & Compliance

Managed by AMCO HR, providing full adherence to Saudi Labor laws (Nitaqat), UAE regulations, and global ethical recruitment standards.

— Strategic Visa & Permit Management

Utilizing accelerated government liaison and digitized documentation processes to fast-track work permits and mobilization timelines.

— Integrated Global Logistics

Coordinating the complete mobilization lifecycle, including international ticketing, medical vetting, and comprehensive pre-departure orientations.

— Full Workforce Lifecycle Management

Delivering end-to-end administrative support, including multi-country payroll management, insurance, and long-term worker welfare.

— Specialized Industrial Solutions

Providing pre-vetted professionals for specialized sectors such as Oil & Gas, O&M, and heavy industrial infrastructure development.

**Global Workforce Deployment Excellence
Headquartered in the UAE**



Global Recruitment Headquarters (UAE)

 UNITED ARAB EMIRATES (UAE)	
 KINGDOM OF SAUDI ARABIA	
 STATE OF QATAR	
 STATE OF OMAN	
 STATE OF BAHRAIN	
 STATE OF KUWAIT	
 MALAYSIA	
 RUSSIA	
 SINGAPORE	



**Empowering Industries Globally with a Robust
Recruitment Network Across 43 Countries.**



OUR SECTOR

At AMCO Group, we bridge the gap between global industry demands and human potential. Our diversified portfolio allows us to provide specialized human capital solutions tailored to the unique operational challenges of the world's most vital economic sectors. With an unwavering commitment to quality and compliance, we source, train, and deploy certified professionals who possess the precise skills required to drive industrial excellence forward.

We proudly serve the following sectors:



Hospitality



Construction



Manufacturing



Transport & Airline



Healthcare



Maintenance



Warehouse & Logistics



Marine & Port



Retail



Oil & Gas



Security



IT & technology



Agriculture & Farming



Renewable Energy



Education & Training



Skilled Professional

OUR OPERATION PROCESS

How Do We Work?

The efficiency of our global mobilization is driven by a meticulously engineered operational framework, designed to ensure speed, transparency, and absolute legal compliance. At AMCO Group, we bridge the gap between initial talent discovery and final on-site deployment through a seamless 10-step journey that prioritizes technical precision and the long-term success of our industrial partners.



DRIVING FAST-PACED AND SUSTAINABLE GROWTH ACROSS THE GCC MARKETS.

AMCO Group is rapidly expanding across the GCC, strengthening its regional presence through years of proven industry experience, a solid operational foundation, and a highly skilled team of workforce specialists. By leveraging deep market intelligence, robust recruitment systems, and proven execution capabilities, we deliver fast, fully compliant, and highly reliable manpower and workforce solutions. Our approach supports operational efficiency, ensures project continuity, and enhances long-term workforce stability, enabling employers across the region to achieve sustainable performance and growth.

STRATEGIC OBJECTIVE 2026

To expand AMCO Group across the United Arab Emirates, the wider GCC, and global markets by building a trusted, resilient, and future-ready workforce network that consistently delivers high-quality, compliant, job-ready manpower solutions. Our objective is to support major infrastructure, industrial, and service-sector projects by deploying experienced professionals aligned with international standard operational efficiency, workforce reliability, and project continuity. Through disciplined execution, and a strong commitment to compliance and quality, AMCO Group aims to drive steady and sustain business growth, reinforce long-term client relationships, and create lasting value for stakeholders across international markets.

We aim to transform human potential into a skilled workforce and become a trusted partner in driving sustainable growth across the GCC region.



AMCO SKILL GLOBAL IN SAUDI ARABIA

STRATEGIC BRANCH OFFICES: OUR OPERATIONAL BACKBONE

AMCO Group maintains a robust network of strategic branch offices across the Kingdom of Saudi Arabia and the wider GCC, serving as the critical infrastructure for our regional operations. These offices are not merely administrative centers; they function as fully integrated operational hubs that provide a direct, on-ground interface for our clients and industrial partners. By establishing a physical presence in key economic zones, we ensure deep local market intelligence, immediate response capabilities, and seamless coordination with government authorities. Our branch offices are staffed by experienced multi-lingual professionals who understand the nuances of local labor laws, culture, and industry-specific requirements, allowing us to deliver highly personalized and compliant human capital solutions.

These regional hubs manage the entire post-selection lifecycle, including mobilization logistics, medical vetting, site-specific safety inductions, and ongoing workforce welfare management. Having localized command centers allows us to provide 24/7 support to our clients, ensuring that any operational challenges are resolved in real-time without disrupting project continuity. Furthermore, our branch offices act as a bridge to our global recruitment ecosystem, coordinating the rapid deployment of pre-certified talent from 43+ countries directly to project sites. This localized approach, combined with our global reach, empowers AMCO Group to maintain the highest standards of reliability and efficiency, reinforcing our position as a premier HR and contracting partner in the region.



ACCELERATED MOBILIZATION & FASTEST DEPLOYMENT STRATEGY

In an era of rapid industrial development and ambitious project timelines, the ability to mobilize talent quickly is a critical competitive advantage. AMCO Group has engineered its internal infrastructure to facilitate the industry's fastest deployment cycles, ensuring that our partners never face delays due to workforce shortages. Our deployment strategy is powered by a digitized, end-to-end recruitment pipeline that eliminates traditional bottlenecks. By maintaining a vast, pre-screened talent pool across our 43+ countries of operation, we are able to bypass lengthy sourcing phases and move immediately to the final selection and mobilization stages. This proactive approach allows us to respond to urgent, large-scale manpower demands with unparalleled speed and technical precision.

Our specialized logistics and documentation teams work in tandem with government authorities and embassies to fast-track visa processing, medical clearances, and travel arrangements. This seamless coordination significantly reduces the lead time between a client's demand and the candidate's arrival on-site. Furthermore, our ISO-certified training centers ensure that every worker is pre-certified and job-ready before they even board their flight, eliminating the need for extensive on-site orientation. By combining cutting-edge technology with deep operational expertise, AMCO Group consistently delivers high-caliber workforce solutions at record speeds, maintaining strict adherence to all legal and safety compliance standards. This commitment to rapid mobilization ensures project continuity and empowers our clients to meet their most challenging development milestones on schedule.

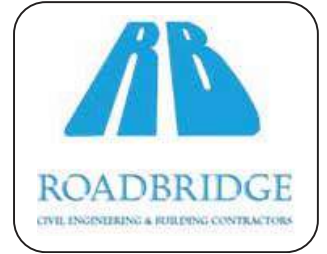
Meet Our Clients

AMCO Group works with trusted regional and international companies across multiple industries, delivering reliable recruitment and workforce solutions built on quality, transparency, and long-term partnership.



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Authorizations & Manpower Demand Documents

MR. AMCO ENTERPRISE LIMITED
 License No. RL-1517
 Dhaka, Bangladesh

DEMAND LETTER

Know all men by these presents that we, Mr. Amco Enterprise Limited, do hereby appoint you to handle all necessary work involving agents of registration here on, with the emigrants. Cost of Bangladesh signing all documents for this purpose is on you.

Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.

Place of Employment: Riyadh, Saudi Arabia

Working Hours: 8 hrs per day, 5 days per week (not exceeded more than 48 hrs per week)

Residence: As provided by the company. Workers will not pay any fee.

Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.

Overseas: Minimum 1.5 times of the salary per year

Food: Free food or minimum SAR 200 food allowance provided by the company.

Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).

Local Transportation: Provided by the company.

Uniforms & Safety Materials: Provided by the company.

Annual Leave: Minimum 21 days per year. Emergency leave will be provided when necessary.

End of Service Benefit: As per Saudi Labor Law.

ATTESTED
 23 JUN 2024
 Mr. Fahad H. Al-Mohseri
 Executive Director
 Human Resources & Administration

POWER OF ATTORNEY

Know all men by these presents that we, Mr. Amco Enterprise Limited, do hereby appoint you to handle all necessary work involving agents of registration here on, with the emigrants. Cost of Bangladesh signing all documents for this purpose is on you.

23 JUN 2024
 Mr. Fahad H. Al-Mohseri
 Executive Director
 Human Resources & Administration

ATTESTED
 23 JUN 2024
 Mr. Fahad H. Al-Mohseri
 Executive Director
 Human Resources & Administration

ABDAL
 ABDAL HUMAN RESOURCES COMPANY

DEMAND LETTER

Know all men by these presents that we, Abdal Human Resources Company, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010437758, do hereby appoint you to handle all necessary work involving agents of registration here on, with the emigrants. Cost of Bangladesh signing all documents for this purpose is on you.

Bank Visa No.	Duty of Issue	Profession	Basic Salary	Min. Family Total
1304913572	08/11/1446	Leader and architect	950	28
1304913528	08/11/1446	Leader and architect	850	28
1304913513	08/11/1446	Leader and architect	950	28
1304913511	08/11/1446	Leader and architect	850	28
1304913510	08/11/1446	Leader and architect	850	28

1. Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.

2. Place of Employment: RIYADH, RIYADH, RIYADH, RIYADH, RIYADH, KSA.

3. Working Hours: 8 hrs, Per day, 5 days per week (not exceeded more than 48 hrs per week)

4. Residence: As provided by the company. Workers will not pay any fee.

5. Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.

6. Overseas: Minimum 1.5 times of the salary per year

7. Food: Free food or minimum SAR 200 food allowance provided by the company.

8. Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).

9. Local Transportation: Provided by the company.

10. Uniforms & Safety Materials: Provided by the company.

11. Annual Leave: Minimum 21 days per year. Emergency leave will be provided when necessary.

12. End of Service Benefit: As per Saudi Labor Law.

Abdal Recruitment & Management Services Co.
 1010437758

POWER OF ATTORNEY

Know all men by these presents that we, Abdal Human Resources Company, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010437758, do hereby appoint you to handle all necessary work involving agents of registration here on, with the emigrants. Cost of Bangladesh signing all documents for this purpose is on you.

16-02-2025
 258602199

16-02-2025
 262341253856

ATTESTED
 16-02-2025
 Mr. Abdulrahman Sulaiman Al-Mohammed
 CEO
 Abdal Human Resources Company
 Company Registration Number: 1010437758

Authorizations & Manpower Demand Documents

MEHRAN **ATTESTED** **24 APR 2024**

DEMAND LETTER
M/S. AMCO ENTERPRISE LIMITED
 License No. 81-1137
 Dhaka, Bangladesh

Please arrange to recruit the following 03 personnel on the terms & conditions given below against the block.

Visa No.	Date of Issue	Occupation	Salary	الرتبة	المهنة	التاريخ للتعيين	رقم التوظيف
1303074023	24/04/2024	Building Labour	850	850	معلم عام	20/04/2024	2303241023

Terms & Conditions

Food, Accommodation	Free	مجاناً
Transportation	Free	مجاناً
Medical, Insurance, etc.	Free	مجاناً
Air Passage Both ways	Free	مجاناً
Working hours per day	8 hours	8 ساعات
Days in a week	6 days	6 أيام
Probationary period	3 Months	3 أشهر
Vacation (After 2 years)	42 days	42 أيام
Period of Contract	2 years	سنتين
Basic English	Noted in Memo	معلوم
All other terms & conditions as per Bangladesh Labour Law.		بموجب القوانين الأخرى المعمول بها في جمهورية بنغلاديش الشعبية.

Thanking you,
Human Resource Manager

شكراً لكم،
مدير الموارد البشرية

25997463347

MEHRAN **ATTESTED** **24 APR 2024**

POWER OF ATTORNEY
 Know all men by these present that we, M/S MEHRAN Human Resources Company, Khorbar, Kingdom of Saudi Arabia do hereby appoint

M/S. AMCO ENTERPRISE LIMITED
 License No. 81-1137
 Dhaka, Bangladesh

merely appoint them to be our lawful attorney and agent to handle all necessary work involve including deposit of registration fee etc. with the emigrant Govt. of Bangladesh signing all documents for their passport & passage.

100% his power of attorney valid for the recruitment of Bangladeshi workers under our block.

Visa No.	Date of Issue	Occupation	Salary	الرتبة	المهنة	التاريخ للتعيين	رقم التوظيف
1303074023	24/04/2024	Building labour	850	850	معلم عام	20/04/2024	2303241023

This said company is also authorized to make agreement, select them and sign contract for this purpose on our behalf according to the demand letter.

Thanking you,
Human Resource Manager

شكراً لكم،
مدير الموارد البشرية

25997463347

MEHRAN **ATTESTED** **24 APR 2024**

DEMAND LETTER
M/S. AMCO ENTERPRISE LIMITED
 License No. 81-1137
 Dhaka, Bangladesh

Please arrange to recruit the following 03 personnel on the terms & conditions given below against the block.

Visa No.	Date of Issue	Occupation	Salary	الرتبة	المهنة	التاريخ للتعيين	رقم التوظيف
130307177	24/04/2024	General technical worker	1200	1200	معلم عام	20/04/2024	230304177
130307177	24/04/2024	General technical worker	1200	1200	معلم عام	20/04/2024	230304177
130307177	24/04/2024	General technical worker	1200	1200	معلم عام	20/04/2024	230304177

Terms & Conditions

Food, Accommodation	Free	مجاناً
Transportation	Free	مجاناً
Medical, Insurance, etc.	Free	مجاناً
Air Passage Both ways	Free	مجاناً
Working hours per day	8 hours	8 ساعات
Days in a week	6 days	6 أيام
Probationary period	3 Months	3 أشهر
Vacation (After 2 years)	42 days	42 أيام
Period of Contract	2 years	سنتين
Basic English	Noted in Memo	معلوم
All other terms & conditions as per Saudi Law.		بموجب القوانين الأخرى المعمول بها في المملكة العربية السعودية.

Thanking you,
Human Resource Manager

شكراً لكم،
مدير الموارد البشرية

25997463347

MEHRAN **ATTESTED** **24 APR 2024**

POWER OF ATTORNEY
 Know all men by these present that we, M/S MEHRAN Al-Ojaimi Contracting Co., Kingdom of Saudi Arabia do hereby appoint

M/S. AMCO ENTERPRISE LIMITED
 License No. 81-1137
 Dhaka, Bangladesh

merely appoint them to be our lawful attorney and agent to handle all necessary work involve including deposit of registration fee etc. with the emigrant Govt. of Bangladesh signing all documents for their passport & passage.

This power of attorney valid for the recruitment of 03 Bangladeshi workers under our block.

Visa No.	Date of Issue	Occupation	Salary	الرتبة	المهنة	التاريخ للتعيين	رقم التوظيف
130307177	24/04/2024	General technical worker	1200	1200	معلم عام	20/04/2024	230304177
130307177	24/04/2024	General technical worker	1200	1200	معلم عام	20/04/2024	230304177
130307177	24/04/2024	General technical worker	1200	1200	معلم عام	20/04/2024	230304177

This said company is also authorized to make agreement, select them and sign contract for this purpose on our behalf according to the demand letter.

Thanking you,
Human Resource Manager

شكراً لكم،
مدير الموارد البشرية

25997463347

Authorizations & Manpower Demand Documents

TAMIMI Industrial Services Co.
Paid-Up Capital SR 1,000,000
C.R. 2055018074, 2055130918
VAT Reg. No. 300405695510003

شركة التميمي للخدمات الصناعية
رأس المال المدفوع ١٠٠٠٠٠٠ ريال سعودي
سجل تجاري: ٢٠٥٥٠١٨٠٧٤ - ٢٠٥٥١٣٠٩١٨
رقم الضريبة: ٣٠٠٤٠٥٦٩٥٥١٠٠٠٣

DEMAND LETTER خطاب توظيف

M/S. Amco Enterprise Limited
Lic. No. RL - 1537
Dhaka, Bangladesh.
Please arrange to recruit the following personnel on the Terms and Conditions given below against the Block Visa :

السادة / امكو انتربرايز ليمتد
ترخيص رقم: ال - ١٥٣٧
دكا - بنغلاديش
يرجى التكرم بإرسال المستندات حسب الشروط والموافقات الآتية بموجب التاكيد:

Visa No : 1305779577
Dated : 20-06-1447 H
Nationality : Bangladesh
No. Of Visas 40

رقم التوظيف: 1305779577
التاريخ: 1447/06/20 هـ
الجنسية: البنغلاديشية

CATEGORY	QTY	SALARY (SR.)	المنصب	الراتب
Loading and unloading agent	25	SR 1000 00	مساعد تحميل وتفريغ	١٠٠٠ ريال سعودي
Packaging worker	15	SR 1200 00	مساعد تغليف	١٢٠٠ ريال سعودي
Total	(40 Visas)			

وإجماليها: 40 قسيمة / 40 عمال
مساعد تحميل وتفريغ: 25 - حصة شهر 1000 ريال سعودي
مساعد تغليف: 15 - حصة شهر 1200 ريال سعودي
المجموع: 40 قسيمة / 40 عمال

Conditions شروط التوظيف:

Food & Accommodation:	Free	غذاء وسكن	مجاني
Medical & Uniform	Free	طبابة الشركة الطبية	مجاني
Air Passage (both way)	Free	التذاوير ذهاب وارجاء	مجاني
Vacation per Year	21 Days	تأجيل سنوي (٢١ يوما)	مجاني
Period of Contract	03 Years	الفترة التعاقدية	3 سنوات
Transportation	Free	النقل	مجاني

Working hours Eight (8) hours as per day & Six (6) days a week
All other terms and condition as per Saudi Labour Laws.

ساعات العمل 8 ساعات يوميا، 6 ايام بالاسبوع
جميع بقية شروط التوظيف الاجرائي تكون طبقا لنظام العمل السعودي في المملكة العربية السعودية وتلك الجزئ الشكر

Thanking You.

شركة التميمي للخدمات الصناعية شركة شخص واحد
ادارة السعود للشحن

Admin. Manager

Subal Industrial City, Saudi Arabia
Tel: 013 341 1391 - Fax: 013 341 3062
E-mail: info@tamimi.com
Website: www.tamimi-ils.com

TAMIMI Industrial Services Co.
Paid-Up Capital SR 1,000,000
C.R. 2055018074, 2055130918
VAT Reg. No. 300405695510003

شركة التميمي للخدمات الصناعية
رأس المال المدفوع ١٠٠٠٠٠٠ ريال سعودي
سجل تجاري: ٢٠٥٥٠١٨٠٧٤ - ٢٠٥٥١٣٠٩١٨
رقم الضريبة: ٣٠٠٤٠٥٦٩٥٥١٠٠٠٣

POWER OF ATTORNEY صك تفويض

Know all men by this presents that: اعلم اني بمقتضى هذا الصك تفويضت
Amco Enterprise Limited
Lic. No. RL - 1537
Dhaka, Bangladesh.

السادة / امكو انتربرايز ليمتد
ترخيص رقم: ال - ١٥٣٧
دكا - بنغلاديش

Hereby appointed by us to be our lawful Attorney and agent to handle all necessary work involve including deposit of Registration fees, etc., with the Emigrants Government of Bangladesh, signing all documents for their Passports and passage This power of attorney is valid for the Recruitment of (40) workers against Block Visa :

لقد تمنا بمقتضى هذا الصك تفويضت امكو انتربرايز ليمتد كوكيل قانوني لاداء جميع الاعمال المتعلقة بالتسجيل لدى ادارة الهجرة والعمالة في بنغلاديش، توقيع جميع الوثائق الرسمية من دولة بنغلاديش والتوقيع على جميع الوثائق المطلوبة والتي تخص العمال.
ان هذا التفويض صالح لاستخدامه لمدة (40) عمال بموجب التاكيد

Number 1305779577
Dated 20/06/1447H
Nationality : Bangladesh

الرقم: 1305779577
التاريخ: 1447/06/20 هـ
الجنسية: البنغلاديشية

The said Company is also authorized to make agreements and select them, also sign contracts for this purpose on our behalf for the required according to the Demand Letter

كما ان السادة المذكورين بمقتضى هذا الصك تفويضت امكو انتربرايز ليمتد بالتوقيع على جميع الوثائق المتعلقة بالتوظيف والاعمال وفقاً لما هو مطلوب في خطاب الطلب.

Thanking you.

شركة التميمي للخدمات الصناعية شركة شخص واحد
ادارة السعود للشحن

Admin. Manager

Subal Industrial City, Saudi Arabia
Tel: 013 341 1391 - Fax: 013 341 3062
E-mail: info@tamimi.com
Website: www.tamimi-ils.com

EXPRESS FOOD COMPANY
Closed Joint Company

شركة الباكولات السريعة
شركة مساهمة مغلقة

DEMAND LETTER خطاب توظيف

M/S. Amco Enterprise
Licence No. RL-1537
Dhaka, Bangladesh.

السادة / امكو انتربرايز ليمتد
ترخيص رقم: ال - ١٥٣٧
دكا - بنغلاديش

Please arrange to recruit the following Personnel on the terms and conditions given below against the Block Visa :

يرجى التكرم بإرسال المستندات حسب الشروط والموافقات الآتية بموجب التاكيد:

Visa No. : 1394021442
Date : 05/07/1448H

رقم: 1394021442
تاريخ: 1445/07/05 هـ

Category	Qty	Salary (SR.)	المنصب	الراتب
Kitchen Labor	02	1000	مساعد مطبخ	١٠٠٠ ريال سعودي
Total	02			

شروط التوظيف:
سكن: خارج نطاق الموافقات
طعام: اكل خارج نطاق الموافقات
فترة العقد: 2 سنة
فترة التجربة: 3 اشهر
ساعات العمل: 8 ساعات يوميا
الفترة الاعرائية: 3 اشهر
النقل: مجاني
جميع الشروط الاجرائي طبقا لنظام العمل السعودي.

Terms & Conditions:
Accommodation: Medical & Transportation: Free
Food: Free
Contract Period: 2 years
Probationary period: 3 months
Working Hours: As per Saudi Labor Law
Vacation period: 12 Days
Air ticket: Both Way Free
All other terms and conditions as per Saudi Labor Law.

General Manager
Fahmi Md. Shaukat
Chief Secretary (Labour)
Dhaka, Bangladesh

EXPRESS FOOD COMPANY
Closed Joint Company

شركة الباكولات السريعة
شركة مساهمة مغلقة

DECLARATION اعلان

M/S. Amco Enterprise
Licence No. RL-1537
Dhaka, Bangladesh.

السادة / امكو انتربرايز ليمتد
ترخيص رقم: ال - ١٥٣٧
دكا - بنغلاديش

I hereby appointed by us to be our lawful attorney and agent to handle all necessary work involve including deposit of registration fees, etc., with the Emigrants govt of Bangladesh, signing all documents for their passport and passage.

ان هذا التفويض صالح لاستخدامه لمدة (02) عمال طبق من

This power of attorney is valid for the recruitment of 02 workers under the Block visa

Visa No. : 1394021442
Date : 05/07/1448H

رقم: 1394021442
تاريخ: 1445/07/05 هـ

The said agency is also authorized to make agreements, choose them and also sign contract for this purpose on our behalf according to the demand letter.

السادة المذكورين بمقتضى هذا الصك تفويضت امكو انتربرايز ليمتد بالتوقيع على جميع الوثائق المتعلقة بالتوظيف والاعمال وفقاً لما هو مطلوب في خطاب الطلب.

Thanking you.

Chief Secretary (Labour)
Fahmi Md. Shaukat
Chief Secretary (Labour)
Dhaka, Bangladesh

Authorizations & Manpower Demand Documents

BIN DHAIRAH CONTRACTING CO.
Limited Liability Company

شركة بن دخيرة القاولات
شركة ذات مسؤولية محدودة

DEMAND LETTER
M/S. AMCO ENTERPRISE LIMITED
License No. 82-1537
Dhaka, Bangladesh

Please arrange to recruit the following 20 personnel on the terms & conditions given below against the block.

Sl. No.	Post of Job	Qualification	Salary	الترتيب	المهنة	التعليم المطلوب	رأب الشهري
1	Construction worker	SS	1000-240 Food	01	معماري	شهادة	1000-240
2	Concrete worker	07	1000-240 Food	02	معماري	شهادة	1000-240
Total				02			

Terms & Conditions:

- Place of recruitment: Riyadh, Saudi Arabia
- Period of Contract: Two years
- Probation Period: 90 Days
- Working Hour: 8 Hours/Day and 6 Days per week
- Joining Ticket: Provided by the company.
- Accommodation: Provided by the company.
- Food: Food allowance provided the company.
- Medical: Provided by the company.
- Transportation: Provided by the company.
- Vacation: 60 calendar days per year after 24 months of service.
- End of Service: AS per Saudi Labour Law.
- Visa Fee: Free of cost.
- Service Charge: Not provided by Company.
- All other terms and condition of services shall be as per Saudi Arabia Labour Law.

Thanking you,
Company Concern Person

رأب بن دخيرة
الشخص المعني بالشركة

17883 1827248 918228219 23102029
Alnager Trading Center, Tel: +966-11-288 6553, Fax: +966-11-288 6553, Jeddah, Saudi Arabia

BIN DHAIRAH CONTRACTING CO.
Limited Liability Company

شركة بن دخيرة القاولات
شركة ذات مسؤولية محدودة

POWER OF ATTORNEY

Know all men by these presents that we, **Bin Dhaairah Contracting Company**, a company incorporated in Riyadh, Kingdom of Saudi Arabia do hereby appoint

M/S. AMCO ENTERPRISE LIMITED
License No. 82-1537
Dhaka, Bangladesh

I hereby appointed them to be our lawful attorney and agent to handle all necessary work, involved including deposit of registration fee etc. with the immigrant Govt. of Bangladesh signing all documents for their passport & passage.

This power of attorney valid for the recruitment of 02 Bangladeshi workers under our block.

Sl. No.	Post of Job	Qualification	Salary	الترتيب	المهنة	التعليم المطلوب	رأب الشهري
1	Construction worker	SS	1000-240 Food	01	معماري	شهادة	1000-240
2	Concrete worker	07	1000-240 Food	02	معماري	شهادة	1000-240

This valid company is also authorized to make agreement, select them and sign contract for this purpose on our behalf according to the demand letter.

Thanking you,
Company Concern Person

رأب بن دخيرة
الشخص المعني بالشركة

17883 1827248 918228219 23102029
Alnager Trading Center, Tel: +966-11-288 6553, Fax: +966-11-288 6553, Jeddah, Saudi Arabia

中铁十八局集团(沙特)有限公司
BRANCH OF CHINA RAILWAY 18TH BUREAU GROUP CO., LTD.
فرع شركة تشانغشيا ريلواي 18 بيرو جروب كورپوريشن ليميتد

Date: 21-04-2024

ATTESTED

To: Amco Enterprise Limited,
Govt. Approved Recruiting Agency License (Amco Enterprise Limited, 82-1537)
56 KAMAL ATATURK AVENUE,
BANANI, DHAKA,
BANGLADESH 1213

Dear Sir,

With reference to our Power of Attorney executed by us in your favor, we hereby request you to kindly supply the following category of manpower to work in our company.

Via No: 1304064207 Sponsor No: 7001511331
Via No: 1303316714 Sponsor No: 7001511331

Sl. No	Job Title	No. Required	Salary SR
1	Construction worker (معماري)	05	1000-240 Food
2	Concrete worker (معماري)	07	1000-240 Food
Total		12	

Terms and Conditions:

- Place of recruitment: Riyadh, Saudi Arabia
- Period of Contract: Two years
- Probation Period: 90 Days
- Working Hour: 8 Hours/Day and 6 Days per week
- Joining Ticket: Provided by the company.
- Accommodation: Provided by the company.
- Food: Food allowance provided the company.
- Medical: Provided by the company.
- Transportation: Provided by the company.
- Vacation: 60 calendar days per year after 24 months of service.
- End of Service: AS per Saudi Labour Law.
- Visa Fee: Free of cost.
- Service Charge: Not provided by Company.
- All other terms and condition of services shall be as per Saudi Arabia Labour Law.

Chen Debin
General Manager
Branch of China Railway

17883 1827248 918228219 23102029
Alnager Trading Center, Tel: +966-11-288 6553, Fax: +966-11-288 6553, Jeddah, Saudi Arabia

中铁十八局集团(沙特)有限公司
BRANCH OF CHINA RAILWAY 18TH BUREAU GROUP CO., LTD.
فرع شركة تشانغشيا ريلواي 18 بيرو جروب كورپوريشن ليميتد

Date: 21-04-2024

ATTESTED

POWER OF ATTORNEY

We, M/S Branch of China Railway 18th Bureau Group Co., Ltd. with business address at P.O. Box:250488, Riyadh 11191, Kingdom of Saudi Arabia, represented by MR. CHEN DEBIN hereby appoint M/S AMCO ENTERPRISE LIMITED, Govt. Approved Recruiting Agency License - R1-1537 Dhaka- Bangladesh to handle for us all the affairs concerning the recruitment of Manpower from Saudi Arabia. They are authorized to do all the necessary documentation with the Government of Saudi Arabia on our behalf for this purpose.

They are appointed by us to be our lawful Attorney and Agent to handle all necessary works involved in the process of recruitment of Saudi Arabia workers to our company including releasing advertisements, interviewing candidates, deposit of registration fees, etc. with the immigrant government of Saudi Arabia, signing all documents for their passports and passage and any other activities incidental to recruitment.

This Power of Attorney will remain in force for one year from the date of execution.

Yours faithfully,

Chen Debin
General Manager
Branch of China Railway 18th Bureau Group Co., Ltd.

17883 1827248 918228219 23102029
Alnager Trading Center, Tel: +966-11-288 6553, Fax: +966-11-288 6553, Jeddah, Saudi Arabia

Authorizations & Manpower Demand Documents

FNRCO

DEMAND LETTER

Date: 20/12/2023

Recruiting Agent
M/S. AMCO ENTERPRISE LIMITED
License No. 421319
Dhaka, Bangladesh.

As per the power of attorney attached herewith, we (United ID: 30120400) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block Visa No.	Date of Issue	Profession	Basic Salary	Number
300021294	30/09/2023	Leading unloading worker	1000	10
300021218	30/09/2023	Leading unloading worker	1000	10

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Saudi Arabia, KSA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Residence Permit (Aqada): Agreed will be provided by the company. Workers will not own any Aqada.
- Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
- Overtime: Minimum 1.5 times of the salary per hour.
- Food: Free food or minimum SAR 200 food allowance provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas) provided by the Company.
- Local Transportation: Provided by the Company.
- Uniforms & Safety Materials: Provided by the Company.
- Annual Leave: Maximum 21 days per year. (Emergency leave will be provided when necessary).
- End of Service Benefit: As per Saudi Labour Law.
- Employment Contract: QHWA contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge: Visa charge is borne by the Company.
- Air Passage Both ways: By the company at the beginning and end of the contract and during vacation.
- Other Terms & Conditions: As per Saudi Labour Law.

Thank You Sir,

Authorized Signature:
Name: Mr. Md. Masud
Designation: General Manager
Company Name: FNRCO NATIONAL COMPANY
Company Registration Number: 151204000

FNRCO

POWER OF ATTORNEY

Date: 21/12/2023

Know all men by these presents, that we, First National Company, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 101744006, do hereby appointed M/S. AMCO ENTERPRISE LIMITED, Recruiting License No. 421319, a contractual agency approved by the Ministry of Economic Affairs and Overseas Employment, Bangladesh to be our true, lawful attorney and Agent in Bangladesh in respect of handling all the affairs with the Home of Bangladesh Employment and Training (BHET) and sign all required documents in connection with the recruitment of 20 persons against visa as per attached list for Employment with us to arrange all matters related to Employment, etc. This power of attorney is made in relation to our demand letter.

Visa No: 300021294
Visa No: 300021218

Date (Date): 30/09/2023 (Date)
Date (Date): 30/09/2023 (Date)

Authorized Signature:
Name: Ali Hossain
Designation: Chairman
Company Name: First National Company
Company Registration Number: 101744006

METSOCO

DEMAND LETTER

Date: 22/05/2024

Recruiting Agent
M/S. AMCO ENTERPRISE LIMITED
License No. 421319
Dhaka, Bangladesh.

As per the power of attorney attached herewith, we (United ID: 300100306) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block Visa No.	Date of Issue	Profession	Basic Salary	Number
130355735	14/11/2024	Leading unloading worker	800	45

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Riyadh, based on the project requirement, KSA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Residence Permit (Aqada): Aqada will be provided by the company. Workers will not own any Aqada.
- Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
- Overtime: Minimum 1.5 times of the salary per hour.
- Food: Free food or minimum SAR 200 food allowance provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas) provided by the Company.
- Local Transportation: Provided by the Company.
- Uniforms & Safety Materials: Provided by the Company.
- Annual Leave: Maximum 21 days per year. (Emergency leave will be provided when necessary).
- End of Service Benefit: As per Saudi Labour Law.
- Employment Contract: QHWA contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge: Visa charge is borne by the Company.
- Air Passage Both ways: By the company at the beginning and end of the contract and during vacation.
- Other Terms & Conditions: As per Saudi Labour Law.

Thank You Sir,

Authorized Signature:
Name: Mr. Abdullah Mohammed Saif Al-Sabhan
Designation: General Manager
Company Name: METSOCO HEAVY STEEL INDUSTRIES LIMITED
Company Registration Number: 101014909

METSOCO

POWER OF ATTORNEY

Date: 22/05/2024

Know all men by these presents, that we, METSOCO HEAVY STEEL INDUSTRIES, (METSOCO) a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 101014909 do hereby appointed M/S. AMCO ENTERPRISE LIMITED, Recruiting License No. 421319, a contractual agency approved by the Ministry of Economic Affairs and Overseas Employment, Bangladesh to be our true, lawful attorney and Agent in Bangladesh in respect of handling all the affairs with the Home of Bangladesh Employment and Training (BHET) and sign all required documents in connection with the recruitment of 45 persons against visa as per attached list for Employment with us to arrange all matters related to Employment, etc. This power of attorney is made in relation to our demand letter.

Visa No: 130355735
Visa No: 130355735

Date (Date): 14/11/2024 (Date)
Date (Date): 14/11/2024 (Date)

Authorized Signature:
Name: Mr. Abdullah Mohammed Saif Al-Sabhan
Designation: General Manager
Company Name: METSOCO HEAVY STEEL INDUSTRIES LIMITED
Company Registration Number: 101014909

Authorizations & Manpower Demand Documents

FORWARD
СТРОИТЕЛЬНЫЕ КОМПАНИИ

ООО «ФОРВАРД»
230001, г. Москва, ул. Земляной вал, д. 10, стр. 100
ИНН 50/0010000000
ОГРН 1045000000000

23-10-2025
23-10-2025
23-10-2025
23-10-2025

DEMAND LETTER
Date: 21st November 2025
GEM/LW/01-2025-466

AMCO Enterprise Limited
Cust. Approved Recruiting License RL 1537
Dhaka - Bangladesh

Dear Sir,
Regarding our Power of Attorney executed by us in your favor, we request you to kindly supply the following category of manpower to work in our company.

Sl. No.	Job Title	Qtr	Salary/Benefit
1	Metal and reinforced concrete structure assembler (Filter 1)	037	140,000
2	Electric gas welder	03	130,000

Terms and Conditions:

- Place of recruitment: 1. Russia
- Period of Contract: Two years (Renewable)
- Probation Period: 90 Days
- Working Hour: 8 Hours/Day and 4 Days per week
- Joining Ticket: Provided by the company.
- Accommodation: Provided by the company.
- Food: Food allowance provided by the company.
- Medical: Provided by the company.
- Transportation: Provided by the company.
- Vacation: 7.5 calendar days after 24 months of service.
- End of Service: AS per Russia Labor Law.
- Visa Fee: 1. Fee of cost
- All other terms and conditions of service shall be as per Russia Labor Law.

For SK FORWARD LLC
Niaz Moshok
Governor
Alexander V. Gerasimov
Country of Bangladesh
Moscow

ATTESTED
26-12-2025

21-10-2025
Embassy of the People's Republic of Bangladesh
Moscow, Russia

Your Excellency
GEM/LW/01-2025-467

Subject: Power of Attorney

Dear Sir,
We, SK FORWARD LLC (Legal address: Chaykatorok, Mirgora-28, office 606 Yekaterinburg, Barta Yekimov A/E, office 2827, hereby appoint and authorize Amco Enterprise Limited, License number RL-1537, legal address: Ahan Tower, 56 Kemal Ataturk Avenue, Sector C/A, Dhaka-1213, Bangladesh, (Tel: +88-0243082050, 0243082491, E-mail: info@amcoenterprise.com) to perform Bangladesh formalities for the 1000 Bangladesh workers to be recruited for the employment in our project in the Russian Federation on behalf of our company.

In addition, we confirm that employment contracts signed by Amco Enterprise LTD. will have legal force and significance, as well as contracts signed by our company.

With respect,
Director of SK FORWARD LLC
(Signature and company seal)

ATTESTED
26-12-2025
Niaz Moshok
Governor
Embassy of Bangladesh
Moscow

ESOM
E-Signature & Seal Management System
100% Legally Valid & Secure

DEMAND LETTER
Date: 23/03/2025

Dear,
Respected Agent
MR. AMCO ENTERPRISE LIMITED
License No. RL1537
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (E-Sign) No. 700770701 have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block	Sl. No.	Date of Issue	Profession	Basic Salary	Male	Female	Total
1	130457279	19/03/2025	Office and facility cleaner	400	40	0	40
	130461113	19/03/2025	Office and facility cleaner	400	20	0	20
	130461108	19/03/2025	Office and facility cleaner	400	10	0	10
	130461126	19/03/2025	Office and facility cleaner	400	5	0	5

1. Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.

2. Place of Employment: RYADH, RIYADH, RIYADH, RIYADH, KSA.

3. Working Hours: 8 hrs. Per day, 8 days per week (not rounded more than 48 hrs. per week).

4. Recycled Travel Expenses: Expense will be provided by the company. Workers will not pay any fee.

5. Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.

6. Insurance: Minimum 1.5 times of the salary per year.

7. Food: Free food or minimum SAR 300 food allowance provided by the company.

8. Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).

9. Local Transportation: Provided by the Company.

10. Uniforms, Kit, Safety, Materials: Provided by the company.

11. Annual Leave: Minimum 21 days per year (Emergency leave will be provided when necessary).

12. End of Service Benefit: As per Saudi Labor Law.

13. Employment Contract: QCR's contract as per the terms and conditions mentioned in this demand letter.

14. Visa Charge: (Visa charge to home by the Company).

15. Air Passage: Both ways.

16. Other Terms & Conditions: As per Saudi Labor Law.

Authorized Signer:
Name: MAJID AL MUTAIRI
Designation: HR ASSISTANT
Company Name: E-SIGN OPERATION AND MAINTENANCE COMPANY
Company Registration Number: 101913764

ESOM
E-Signature & Seal Management System
100% Legally Valid & Secure

ESOM
E-Signature & Seal Management System
100% Legally Valid & Secure

POWER OF ATTORNEY
Date: 23/03/2025

Know all men by these presents, that we, E-SIGN OPERATION AND MAINTENANCE COMPANY, a company duly registered and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 101913764, do hereby appoint MR. AMCO ENTERPRISE LIMITED, Recruiting License No. RL1537, a recruitment agency approved by the Ministry of Expatriates' Welfare and Overseas Employment, Bangladesh to be our local proxy and AGENT in Bangladesh in respect of handling all the affairs with the Bureau of Manpower Employment and Training (BMET), and also all related documents in connection with the recruitment of 74 persons against visit as per attached for the employment with us to arrange all matters related to Emigration, etc. This power of attorney is made to relate to our demand letter.

Via No: 130461120 Date: 19/03/2025 (03:00)
Via No: 130461113 Date: 19/03/2025 (03:00)
Via No: 130461109 Date: 19/03/2025 (03:00)
Via No: 130461126 Date: 19/03/2025 (03:00)

Authorized Signer:
Name: MAJID AL MUTAIRI
Designation: HR ASSISTANT
Company Name: E-SIGN OPERATION AND MAINTENANCE COMPANY
Company Registration Number: 101913764

ESOM
E-Signature & Seal Management System
100% Legally Valid & Secure

Authorizations & Manpower Demand Documents

الشركة الوطنية للخدمات الأمنية "مينا"
National Security Services Company "MS"

ATTESTED

HUSBAND LETTER
MS. AMCO ENTERPRISE LIMITED
License No. RL-1537
145, Montparnasse, Airport Road, Summit Tower, Tejgaon, Dhaka-1215

Dear Sir/Madam,

We M/s AMCO ENTERPRISE LIMITED, engaged under the law of the Government of Bangladesh, do hereby appoint you to be our lawful agent in Bangladesh for handling the respective affairs of recruitment and dispatching the given following categories:

Visa No.	Date of Issue	Occupation	Salary	الرقم	التاريخ	الوظيفة	الراتب
18021012	18/05/19	Officer g worker	900	18021012	18/05/19	موظف	900

Terms & Conditions

Item	Details	البيانات	التفاصيل
Food, Accommodation	Free	الغذاء	الترفيه
Transportation	Free	النقل	الترفيه
Medical Insurance	Free	التأمين	الطبي
Home Allowance	Free	مكافأة	المنزل
Air Passage Both ways	Free	تذكرة	الرحلة
Working hours per day	8 hours	ساعات	العمل
Days in a week	6 days	أيام	الأسبوع
Probationary period	3 Months	فترة	التجريب
Vacation (After 2 years)	42 days	إجازة	بعد 2 سنوات
Period of Contract	3 years	مدة	العقد
Basic English	Need not know	اللغة	الإنجليزية الأساسية

All other terms & conditions as per Qatar Labour Law.

Thanking you,
RIKIU MATOQ MALHONYAN
CEO

ياكم جزيل الشكر،
ريكي مندوز مالونيان
الرئيس التنفيذي

الشركة الوطنية للخدمات الأمنية "مينا"
National Security Services Company "MS"

ATTESTED

POWER OF ATTORNEY
Know all men by these presents that etc. MS The National Security Services, One Floor, Summit Tower, Tejgaon, Dhaka-1215, Bangladesh of South Arabia do hereby appoint

MS. AMCO ENTERPRISE LIMITED
License No. RL-1537
145, Montparnasse, Airport Road, Summit Tower, Tejgaon, Dhaka-1215

to be our lawful attorney and agent to handle all necessary work involved in implementation of registration formalities with the concerned Govt. of Bangladesh, signing all documents for their passport & passage.

This power of attorney valid for the recruitment of 50 Bangladesh workers under our work.

Visa No.	Date of Issue	Occupation	Salary	الرقم	التاريخ	الوظيفة	الراتب
18021012	18/05/19	Officer g worker	900	18021012	18/05/19	موظف	900

This said company is also authorized to make agreement, selection and sign contract for this purpose on our behalf according to the demand letter.

Thanking you,
RIKIU MATOQ MALHONYAN
CEO

ياكم جزيل الشكر،
ريكي مندوز مالونيان
الرئيس التنفيذي

MULTIPLEX

DEMAND LETTER

To,

Date: 02nd May, 2019

M/s. AMCO ENTERPRISE LIMITED
Recruitment License No. RL - 1537
145, Montparnasse, Airport Road, Summit Tower, Tejgaon, Dhaka-1215

Dear Sir/Madam,

We M/s MULTIPLEX, QATAR, engaged under the law of the Government of QATAR, do hereby appoint you to be our lawful agent in Bangladesh for handling the respective affairs of recruitment and dispatching the given following categories:

S. No.	Categories	Sex	Req. No.	Salary (BDT)
1	LABOURER	Male	50	1000 - 1200

TERMS & CONDITIONS

Item	Details	البيانات	التفاصيل
Period of Contract	3 Years Renewable	مدة العقد	3 سنوات قابلة للتجديد
Probation Period	90 Days	فترة التجريب	90 أيام
Accommodation	Free (during accommodation provided)	السكن	مجاني (أثناء السكن المقدم)
Joining and return air ticket	Free	تذكرة السفر	مجاني
Visa & Residence Permit	8 hours/5 days and 6 days/week.	التأشيرة	8 ساعات / 5 أيام و 6 أيام / أسبوعياً
Working hours and days	Provided by company as per Qatar labour law	ساعات العمل	مقدم من الشركة وفقاً لقانون قطر
Medical & Insurance	21 days paid leave as per Qatar labour law	التأمين الطبي	21 يوماً مدفوعاً إجازة وفقاً لقانون قطر
Annual leave	Free or QR 300 Allowance will be provided.	إجازة سنوية	مجاني أو 300 ريال كاتاري سيتم توفيره
Food	Provided by the company	الطعام	مقدم من الشركة
Local transportation	as per Qatar Labour Law	النقل المحلي	وفقاً لقانون قطر

For MULTIPLEX W.L.L.
Ella Azei
Group HR Director

A Brookfield Company
MULTIPLEX CONSTRUCTION W.L.L.
Level 2, Jeddah Square, Airport Road, P.O. Box 25793, Doha, Qatar
Tel: +974 400 50 500 | Fax: +974 400 50 505
CR. No. 20060 | Paid Up Capital: QR 999,000

MULTIPLEX

POWER OF ATTORNEY

Date: 02nd May, 2019

KNOW ALL MEN BY THESE PRESENTS:

We, M/s MULTIPLEX, W.L.L. P.O. Box 23793, Doha, State of Qatar, a Company registered and incorporated under the Laws of Qatar with CR No 30589/1 do hereby appoint M/s AMCO ENTERPRISE LIMITED, License RL - 1537, 145 Montparnasse, Airport Road Supermarket Ground Floor Room No-402/51, Tejgaon, Dhaka-1215, approved by the Ministry of Labor & Bureau of Manpower, Government of the Peoples Republic of Bangladesh, to be our true and lawful recruiting agent in Bangladesh, to do the following acts, deeds and things on our behalf:

- To recruit for us the best possible personnel as per our demand letter dated: 02nd May, 2019 and to process all formalities to recruit the said personal.
- To obtain clearance of the selected personal from the concerned Ministry, Government Department and our Embassy/High Commission in Bangladesh.
- To arrange reservation of ticketing and passage.
- To conduct and complete trade test and medical check up etc.
- And generally, to do all lawful acts, deeds and things as and when necessary for the selected personnel to be expatriated from Bangladesh.

It is also declared that all acts, deeds and things lawfully done by the aforesaid Recruiting Agent, in connection with the aforesaid works shall be construed as acts, deeds and things done by the undersigned who undertakes to ratify and confirm whatever the said recruiting agent shall lawfully do by virtue of the aforesaid power of attorney.

We have executed this power of attorney on this 02nd May, 2019 of the Christian Calendar.

Thank you,
For MULTIPLEX W.L.L.
Ella Azei
Group HR Director

A Brookfield Company
MULTIPLEX CONSTRUCTION W.L.L.
Level 2, Jeddah Square, Airport Road, P.O. Box 25793, Doha, Qatar
Tel: +974 400 50 500 | Fax: +974 400 50 505
CR. No. 20060 | Paid Up Capital: QR 999,000

Authorizations & Manpower Demand Documents

INSHA CO. W.L.L.
شركة إنشاه ذ.م.ق

ICT INSHA

Date: 22 January 2018

DEMAND LETTER

To
M/s AMCO ENTERPRISE LIMITED
Recruitment License No. RL-1537
145, Moniparapa, Airport Road
Supermarket, Tejgaon, Dhaka-1215.

We hereby place an order to select and recruit 500 Bangladesh workers on behalf of our company, as detailed below:

S/NO	Classification	No.	Basic Salary
1.	Labour	500	QAR 800+200

- Free sharing accommodation, Water & Electricity will be provided by the company
- Place of Employment will be Doha, Qatar.
- Twenty hours duty per day and six (6) days per week.
- Transportation will be provided by the company.
- Visa provided by the company.
- Recruitment permit provided by the company.
- Period of contract two years and renewable.
- Company will provide air ticket after completion of two (2) years.
- Probation period will be of 90 days from the date entry in Qatar.
- Over time as per the Qatar Labor Law.
- Insurance and medical will be provided by the company.
- Uniforms will be provided by the company.
- Other terms and conditions will be according to Qatar Labor Law & Protector of Emigrant (Bangladesh) rules and regulations.

Hasan Bhuiyan, Officer
Insha Group

Member of **Qatar Labour Law & Protector of Emigrant**

1914487 702 | 414 487 702
1914487 702 | P.O. Box 22048, Doha - Qatar
www.inshaco.com | www.inshaco.qa

INSHA CO. W.L.L.
شركة إنشاه ذ.م.ق

ICT INSHA

Power of Attorney

Known to all men by these presents that we (INSHA Co. W.L.L.) bearing the legal official address of (P.O. Box 22048, Doha, Qatar), under the local laws of Qatar, do hereby appoint M/s. AMCO ENTERPRISE LIMITED, Recruitment License No: RL-1537, 145 Moniparapa, Airport Road Super Market (Ground Floor), Room No 60-61, Tejgaon, Dhaka 1215, approved by the Ministry of Labor & Bureau of Manpower, Government of the Peoples Republic of Bangladesh, to be our true and lawful recruiting agent in Bangladesh, to do the following acts, deeds and things on our behalf:

- To recruit for us the best possible personnel as per our demand letter dated: 22 January 2018 and to process all formalities to recruit the said personnel.
- To obtain clearance of the selected personnel from the concerned Ministry, Government Department and our Embassy/High Commission in Bangladesh.
- To arrange reservation of ticketing and passage.
- To conduct and complete trade test and medical check-up etc.
- And generally, to do all lawful acts, deeds and things as and when necessary for the selected personnel to be repatriated from Bangladesh.

It is also declared that all acts, deeds and things lawfully done by the aforesaid Recruiting Agent in connection with the aforesaid works shall be construed as acts, deeds and things done by the undersigned who undertakes to ratify and confirm whatever they said recruiting agent shall lawfully do by virtue of the aforesaid power of attorney.

We have enacted this power of attorney on this 22 January 2018 of the Christian Calendar

Thanking you

Yours faith fully

Hasan Bhuiyan, Officer
Insha Group

Member of **Qatar Labour Law & Protector of Emigrant**

1914487 702 | 414 487 702
1914487 702 | P.O. Box 22048, Doha - Qatar
www.inshaco.com | www.inshaco.qa

ATTESTED

BUILDING CONSTRUCTION CO. LTD.
شركة البناء والتشييد المحدودة

Date: 15-Oct-2023

DEMAND LETTER

From: Building Construction Company
To: M/S AMCO ENTERPRISE LIMITED
Govt. Approved Recruiting License - RL-1537
Dhaka - Bangladesh

Dear,

With reference to our Power of Attorney executed by us in your favor, we hereby request you to kindly supply the following category of manpower to work in our company.

Visa No: 1303681089 - 1303572889 ID Number: 7001383343

Sl. No	Job Title	Job Title in Arabic	No. Required	Salary SR
1	Construction Worker	عامل البناءات	54	1000 + 200 Food Allowance
2	Construction Worker	عامل البناءات	32	1000 + 200 Food Allowance

19, 01, 9661, 700, 3, 075, 23

Terms and Conditions:

- Place of recruitment: Al Khobar, Saudi Arabia
- Period of Contract: Two years.
- Probation Period: 90 Days
- Working Hour: 08 Hour/Day and 6 Days per week.
- Joining Ticket: Provided by the company
- Accommodation: Provided by the company
- Food: Food allowance provided the company.
- Medical: Provided by the company
- Transportation: Provided by the company
- Vacation: 42 calendar days per 2 year, after 24 months of service
- End of Service: 25 per Saudi Labor Law
- Visa Fee: Free of cost
- Service Charge: Not provided by Company.
- All other terms and condition of services shall be as per Saudi Arabia Labor Law.

Muhammad Ali Al-Humaidi
Human Capital Management Director

09 NOV 2023
19, 01, 9661, 700, 3, 075, 23

1914487 702 | 414 487 702
1914487 702 | P.O. Box 22048, Doha - Qatar
www.inshaco.com | www.inshaco.qa

ATTESTED

BUILDING CONSTRUCTION CO. LTD.
شركة البناء والتشييد المحدودة

Date: 15-10-2023

POWER OF ATTORNEY

We, M/S. Building Construction Company, with business address a P.O. Box 10710, Kingdom of Saudi Arabia, represented by Muhammad Aloumi hereby appoint M/S AMCO ENTERPRISE LIMITED, Govt. Approved Recruiting License - RL-1537 Dhaka - Bangladesh to handle for us all the affairs concerning the recruitment of Manpower to Saudi Arabia. They are authorized to do all the necessary documentation with the Government of Saudi Arabia on our behalf for this purpose.

They are appointed by us to be our lawful Attorney and Agent to handle all necessary works involved in the process of recruitment in Saudi Arabia workers to our company including releasing advertisements, interviewing candidates, deposit of registration fee, etc with the immigrant government of Saudi Arabia, signing all documents for their passports and passage and any other activities incidental to recruitment.

This Power of Attorney will remain in force for one year from the date of execution.

Muhammad Ali Al-Humaidi
Human Capital Management Director

09 NOV 2023
19, 01, 9661, 700, 3, 075, 23

1914487 702 | 414 487 702
1914487 702 | P.O. Box 22048, Doha - Qatar
www.inshaco.com | www.inshaco.qa

Authorizations & Manpower Demand Documents

Shalifa

DEMAND LETTER

Date: 06/01/2020
 Recruiting Agent: M/S AMCO ENTERPRISE LIMITED
 License No. 41037
 Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Shalifa ID: 78021099) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block Visa No.	Date of Issue	Profession	Block Salary	Number of Manpower Req'd
120449014	12/02/04/20	Office and Facility Cleaning Worker	800	50

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Dhaka, B.A.
- Working Hours: 8 hrs. Per day, 4 days per week (not exceeding more than 48 hrs. per week).
- Resident Permit (Iqama): Iqama will be provided by the company. Workers will not pay any fee.
- Health & Social Insurance: Mandatory Health & Social Insurance shall be provided by the company.
- Overseas: Minimum 3 times of the salary per year.
- Food: Free food or minimum SAR 200 food allowance provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas) provided by the Company.
- Local Transportation: Provided by the Company.
- Uniforms & Safety Materials: Provided by the company.
- Annual Leave: Minimum 21 days per year (if company have will be provided as per contract).
- End of Service Benefit: As per Saudi Labor Law.
- Employment Contract: QTRs contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge: Visa charge to borne by the Company.
- Air Passage Both ways: By the company at the beginning and end of the contract and during vacation.
- Other Terms & Conditions: As per Saudi Labor Law.

Thanking You,

Authorized Signature:
 Name: Fahad A. Ibrahim
 Designation: CEO
 Company Name: Shalifa Facilities Management Company
 Company Registration Number: 191604323

Shalifa Facilities Management (Joint Stock Co.)
 P.O. Box 10-0000000 - P.O. Box 14900000, D.K. -
 P.O. Box 18211 Riyadh 11448 - Kingdom of Saudi Arabia
 Tel: +966 11 440 8000 - Fax: +966 11 440 8100 - 440 8100 - 440 8100

Shalifa

LETTER OF GUARANTEE

Date: 06/01/2020

The Recruit General:
 Office of Investment, Employment and Training
 Dhaka, Bangladesh

Dear Sir,

We, Shalifa Facilities Management Company, (Company Registration No. 191604323), Kingdom of Saudi Arabia hereby guarantee that all 50 Bangladesh workers as per our Demand Letter (Date: 06/01/2020) for Office and Facility Cleaning Worker will be recruited through our agent M/S AMCO ENTERPRISE LIMITED (License No. 41037) Dhaka, Bangladesh. About Dhaka, Kingdom of Saudi Arabia, P.O. Box 14900000, Dhaka, Bangladesh will be working in our company in the Kingdom of Saudi Arabia only throughout their contract period.

Our Block Visa Index:
 Visa No: 120449014 Issue Date: 12/02/20 (20/20)

We further guarantee that these workers will have to work in any other establishment as any other country during the period of contract.

Thank you for your kind co-operation.

Authorized Signature:
 Name: Fahad A. Ibrahim
 Designation: CEO
 Company Name: Shalifa Facilities Management Company
 Company Registration Number: 191604323

Shalifa Facilities Management (Joint Stock Co.)
 P.O. Box 10-0000000 - P.O. Box 14900000, D.K. -
 P.O. Box 18211 Riyadh 11448 - Kingdom of Saudi Arabia
 Tel: +966 11 440 8000 - Fax: +966 11 440 8100 - 440 8100 - 440 8100

Shalifa

DEMAND LETTER

Member's Detail:
 AHMAD S.A. AL-FAHAD CO. FOR MAINTENANCE
 Number ID: 41230
 E.R. No: 104220948
 Tel: 0112215158
 Fax: 0112215157

1443/05/19

M/S AMCO ENTERPRISE LIMITED
 Govt. Approved Recruiting License - RL-1537

Please arrange to recruit the following personnel on the terms & conditions given below against the block Visa Number: 1302376167
 Date of issue: 1443/05/19

Salary	Qty	Category
SR 800	400	General Labor

Total 400 Dohy

Terms & Conditions

Medical	Free
Accommodation	Free
Transportation, Iqama	Free
Food	Free
Air passage (2ways)	Free
Vacation per years	21 Days
Working hours per day	8 hours
Period of Contract	2 years

All other terms & conditions as per Saudi Labor Laws

التاريخ: 1443/05/19

معلومات الشركة:
 شركة احمد فهد فاهاذ وشركاه
 رقم الترخيص: 41230
 رقم الترخيص: 104220948
 هاتف: 0112215158
 فاكس: 0112215157

معلومات الشركة:
 شركة احمد فهد فاهاذ وشركاه
 رقم الترخيص: 41230
 رقم الترخيص: 104220948
 هاتف: 0112215158
 فاكس: 0112215157

Shalifa

LETTER OF GUARANTEE

Date: 06/01/2020

The Recruit General:
 Office of Investment, Employment and Training
 Dhaka, Bangladesh

Dear Sir,

We, Shalifa Facilities Management Company, (Company Registration No. 191604323), Kingdom of Saudi Arabia hereby guarantee that all 400 Bangladesh workers as per our Demand Letter (Date: 06/01/2020) for Office and Facility Cleaning Worker will be recruited through our agent M/S AMCO ENTERPRISE LIMITED (License No. 41037) Dhaka, Bangladesh. About Dhaka, Kingdom of Saudi Arabia, P.O. Box 14900000, Dhaka, Bangladesh will be working in our company in the Kingdom of Saudi Arabia only throughout their contract period.

Our Block Visa Index:
 Visa No: 1302376167 Issue Date: 1443/05/19

We further guarantee that these workers will have to work in any other establishment as any other country during the period of contract.

Thank you for your kind co-operation.

Authorized Signature:
 Name: Fahad A. Ibrahim
 Designation: CEO
 Company Name: Shalifa Facilities Management Company
 Company Registration Number: 191604323

Shalifa Facilities Management (Joint Stock Co.)
 P.O. Box 10-0000000 - P.O. Box 14900000, D.K. -
 P.O. Box 18211 Riyadh 11448 - Kingdom of Saudi Arabia
 Tel: +966 11 440 8000 - Fax: +966 11 440 8100 - 440 8100 - 440 8100

Authorizations & Manpower Demand Documents

mueen المصنوعون للتوظيف
The Human Resources

DEMAND LETTER Date: 09/03/2026

Dear,
Recruiting Agent
M/S. AMCO ENTERPRISE LIMITED
License No. RL1537
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7003153751) have authorized your agency to recruit the following personnel on the terms and conditions given below:-

Block	Visa No	Date of Issue	Profession	Basic Salary	Male	Female	Total
1306000807	12/09/1447		Oil and Gas Well Lining worker	1000	200	0	200
105924976	10/08/1447		Construction worker	1000	50	0	50

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Riyadh, Riyadh, KSA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Resident Permit (Iqama): Iqama will be provided by the company. Workers will not pay any fees.
- Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
- Overtime: Minimum 1.5 times of the salary per hour.
- Food: Free food or minimum SAR 300 food allowance Provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the Company.
- Uniforms & Safety Materials: Provided by the company.
- Annual Leave: Minimum 21 days per year. (Emergency leave will be provided when necessary).
- End of Service Benefit: As per Saudi Labour Law.
- Employment Contract: QHWA contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge: Visa charge is borne by the Company.
- Air Passage Both ways: By the company at the beginning and end of the contract and during vacation.
- Other Terms & Conditions: As per Saudi Labour Law.

Thanking You,

Authorized Signature:
Name: **Mohammad AIAbdulmunem**
Designation: **Shared Services Director**
Company Name: **Mueen Human Resources Company**
Registration Number: **1010435202**

1 +966 92 000 5708 F +966 11 298 7901 E info@mueen.com.sa
Kingdom of Saudi Arabia, P.O. Box 41700, Riyadh 11521

mueen المصنوعون للتوظيف
The Human Resources

POWER OF ATTORNEY Date: 09/03/2026

Know all men by these presents, that we, Mueen Human Resources Company, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010435202, do hereby appointed M/S. AMCO ENTERPRISE LIMITED, Recruiting License No. RL1537, a recruitment agency approved by the Ministry of Expatriates' Welfare and Overseas Employment, Bangladesh to be our true Lawful attorney and Agent in Bangladesh in respect of handling all the affairs with the Bureau of Manpower Employment and Training (BMET), and sign all required documents in connection with the recruitment of 250 persons against visas as per attached list for Employment with us to arrange all matters related to Emigration, etc. This power of attorney is made in relation to our demand letter.

Visa No: 1306000807 Issue Date: 12/09/1447 (Hijri)
Visa No: 105924976 Issue Date: 10/08/1447 (Hijri)

Authorized Signature:
Name: **Mohammad AIAbdulmunem**
Designation: **Shared Services Director**
Company Name: **Mueen Human Resources Company**
Company Registration Number: **1010435202**

1 +966 92 000 5708 F +966 11 298 7901 E info@mueen.com.sa
Kingdom of Saudi Arabia, P.O. Box 41700, Riyadh 11521

APPAREL GROUP SINCE 1988

5591
EXCEED EXPECTATIONS EVERYDAY

DEMAND LETTER Date: 02/10/2025

Dear,
Recruiting Agent
M/S. AMCO ENTERPRISE LIMITED
License No. RL1537
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7010067020) have authorized your agency to recruit the following personnel on the terms and conditions given below:-

Block	Visa No	Date of Issue	Profession	Basic Salary	Male	Female	Total
130552026	03/04/1447		Kitchen Worker	1000	80	6	86

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: RYDAH, KSA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Resident Permit (Iqama): Iqama will be provided by the company. Workers will not pay any fees.
- Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
- Overtime: Minimum 1.5 times of the salary per hour.
- Food: Free food or minimum SAR 300 food allowance Provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the Company.
- Uniforms & Safety Materials: Provided by the company.
- Annual Leave: Minimum 21 days per year. (Emergency leave will be provided when necessary).
- End of Service Benefit: As per Saudi Labour Law.
- Employment Contract: QHWA contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge: Visa charge is borne by the Company.
- Air Passage Both ways: By the company at the beginning and end of the contract and during vacation.
- Other Terms & Conditions: As per Saudi Labour Law.

Thanking You,

Authorized Signature:
Name: **MAHMOUD MUSTAJAB HAJAZI**
Designation: **HEAD GOVERNMENT RELATION**
Company Name: **APPAREL TRADING COMPANY**
Company Registration Number: **1010145665**

1 +966 92 000 5708 F +966 11 298 7901 E info@mueen.com.sa
Kingdom of Saudi Arabia, P.O. Box 41700, Riyadh 11521

APPAREL GROUP SINCE 1988

5592
EXCEED EXPECTATIONS EVERYDAY

POWER OF ATTORNEY Date: 02/10/2025

Know all men by these presents, that we, APPAREL TRADING COMPANY, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010145665, do hereby appointed M/S. AMCO ENTERPRISE LIMITED, Recruiting License No. RL1537, a recruitment agency approved by the Ministry of Expatriates' Welfare and Overseas Employment, Bangladesh to be our true Lawful attorney and Agent in Bangladesh in respect of handling all the affairs with the Bureau of Manpower Employment and Training (BMET), and sign all required documents in connection with the recruitment of 86 persons against visas as per attached list for Employment with us to arrange all matters related to Emigration, etc. This power of attorney is made in relation to our demand letter.

Visa No: 130552026 Issue Date: 03/04/1447 (Hijri)

Authorized Signature:
Name: **MAHMOUD MUSTAJAB HAJAZI**
Designation: **HEAD GOVERNMENT RELATION**
Company Name: **APPAREL TRADING COMPANY**
Company Registration Number: **1010145665**

1 +966 92 000 5708 F +966 11 298 7901 E info@mueen.com.sa
Kingdom of Saudi Arabia, P.O. Box 41700, Riyadh 11521

Authorizations & Manpower Demand Documents

شركة نسما العالمية لتقنيات المياه والطاقة المحدودة
Nesma International Water & Energy Technology Ltd. Co.

شركة نسما للمياه والطاقة
Nesma Water & Energy

DEMAND LETTER Date: 14020224

Receiving Agent:
MR. AMCO ENTERPRISE LIMITED
License No. 811337
Ohda, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7001442443) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block Visa No	Date of Issue	Profession	Basic Salary	Male	Female	Total
10879404	10-09-1447	Labour	1000	0	0	0

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: OHDA, SBA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Residence Permit (Rajam): Rajam will be provided by the company. Workers will not pay any fees.
- Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
- Overtime: Minimum 1.5 times of the salary per hour.
- Food: Free food to minimum SAR 200 food allowance Provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the Company.
- Uniforms & Safety Materials: Provided by the company.
- Annual Leave: Minimum 21 days per year (Emergency leave will be provided when necessary).
- End of Service Benefit: As per Saudi Labour Law.
- Employment Contract: QHWA contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge: Visa charge is borne by the Company.
- Air Passage Both ways: By the company at the beginning and end of the contract and during vacations.
- Other Terms & Conditions: As per Saudi Labour Law.

Thanking You,

Authorized Signature:
Name: _____
Designation: _____
Company Name: NESMA INTERNATIONAL WATER & ENERGY TECHNOLOGY LTD. CO.
Company Registration Number: 802014023

شركة نسما العالمية لتقنيات المياه والطاقة المحدودة
Nesma International Water & Energy Technology Ltd. Co.

شركة نسما للمياه والطاقة
Nesma Water & Energy

POWER OF ATTORNEY Date: 14020224

Know all men by these presents, that we, Nesma International Water & Energy Technology Co. Ltd., a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 802014023, do hereby appoint MR. AMCO ENTERPRISE LIMITED, Recruiting License No. 811337, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia to represent us in all matters relating to recruitment of the above mentioned personnel on the terms and conditions given below:

Visa No: 10879404 Issue Date: 10/09/1447 (21 days)

Authorized Signature:
Name: AMCO ENTERPRISE LIMITED
Designation: Acting CEO
Company Registration Number: 802014023

شركة خدمات التقنية
JASH Technical Services

DEMAND LETTER Date: 09/02/0226

Receiving Agent:
MR. AMCO ENTERPRISE LIMITED
License No. 811337
Ohda, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7000134219) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block Visa No	Date of Issue	Profession	Basic Salary	Male	Female	Total
1305830229	10/07/1447	Garden Clean Worker	800	10	0	10
1305830237	10/07/1447	Garden Clean Worker	800	15	0	15
1305830240	10/07/1447	Garden Clean Worker	800	25	0	25

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Riyadh, Riyadh, Riyadh, S.A.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Residence Permit (Rajam): Rajam will be provided by the company. Workers will not pay any fees.
- Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
- Overtime: Minimum 1.5 times of the salary per hour.
- Food: Free food to minimum SAR 200 food allowance Provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the Company.
- Uniforms & Safety Materials: Provided by the company.
- Annual Leave: Minimum 21 days per year (Emergency leave will be provided when necessary).
- End of Service Benefit: As per Saudi Labour Law.
- Employment Contract: QHWA contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge: Visa charge is borne by the Company.
- Air Passage Both ways: By the company at the beginning and end of the contract and during vacations.
- Other Terms & Conditions: As per Saudi Labour Law.

Thanking You,

Authorized Signature:
Name: _____
Designation: _____
Company Name: JASH TECHNICAL SERVICES CO. LIMITED
Company Registration Number: 610009977

شركة خدمات التقنية
JASH Technical Services

POWER OF ATTORNEY Date: 09/02/0226

Know all men by these presents, that we, JASH TECHNICAL SERVICES CO. LIMITED (UNIFIED COMPANY), a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 610009977, do hereby appoint MR. AMCO ENTERPRISE LIMITED, Recruiting License No. 811337, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia to represent us in all matters relating to recruitment of the above mentioned personnel on the terms and conditions given below:

Visa No: 1305830229 Issue Date: 10/07/1447 (21 days)
Visa No: 1305830237 Issue Date: 10/07/1447 (21 days)
Visa No: 1305830240 Issue Date: 10/07/1447 (21 days)

Authorized Signature:
Name: _____
Designation: _____
Company Name: JASH TECHNICAL SERVICES CO. LIMITED
Company Registration Number: 610009977

Authorizations & Manpower Demand Documents

البنزين والوقود المحدودة
UNITED FUEL COMPANY

DEMAND LETTER Date: 20/10/2025

Recruiting Agent
M/S. AMCO ENTERPRISE LIMITED
License No. RL1537
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (United ID: 3001749394) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block Visa No	Date of Issue	Profession	Basic Salary	Number		
				Male	Female	Total
130461423	12/01/1447	General Labour	800	33	0	33

- Period of Employment:** Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment:** SAUDI ARABIA, KSA
- Working Hours:** 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Resident Permit (Spouse):** Spouse will be provided by the company. Workers will not pay any fee.
- Health & Social Insurance:** Standard Health & Social Insurance shall be provided by the company.
- Overtime:** Minimum 1.5 times of the salary per hour.
- Food:** Free food or minimum SAR 200 food allowance Provided by the Company.
- Accommodation:** Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation:** Provided by the Company.
- Uniforms, & Safety Materials:** Minimum 21 days per year. (Emergency leave will be provided when necessary).
- Annual Leave:** As per Saudi Labour Law.
- End of Service Benefit:** QDQA contract as per the terms and conditions mentioned in this demand letter.
- Employment Contract:** QDQA contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge:** Visa charge is borne by the Company.
- Air Passage Both ways:** By the company at the beginning and end of the contract and during vacations.
- Other Terms & Conditions:** As per Saudi Labour Law.

Thanking You,

Authorized Signatory:
Name: MOHAMMAD KHALED M BUBRAID
Designation: GENERAL MANAGER
Company Name: UNITED FUEL COMPANY
Company Registration Number: 201824470

إدارة شركة بنزين والوقود المحدودة
عنوان: 3001749394 - رقم الهاتف: 011-2222222 - فاكس: 011-2222222
البنزين والوقود المحدودة - شركة مساهمة مسجلة
عنوان: 3001749394 - رقم الهاتف: 011-2222222 - فاكس: 011-2222222 - شركة مساهمة مسجلة

البنزين والوقود المحدودة
UNITED FUEL COMPANY

POWER OF ATTORNEY Date: 20/10/2025

Know all men by these presents, that we, UNITED FUEL COMPANY, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 201824470, do hereby appoint M/S. AMCO ENTERPRISE LIMITED, Recruiting License No. RL1537, a recruitment agency approved by the Ministry of Government Services and Economic Development, Bangladesh to be our Local Attorney and Agent in Bangladesh in respect of handling of the affairs with the Bureau of Manpower Employment and Training (BMET), and sign all required documents in connection with the recruitment of 33 persons against visas as per attached list for Employment with us in all work of nature related to our business, etc. This power of attorney is made in relation to our demand letter.

Visa No: 130461423 Issue Date: 12/01/1447 (Hijri)

Authorized Signatory:
Name: MOHAMMAD KHALED M BUBRAID
Designation: GENERAL MANAGER
Company Name: UNITED FUEL COMPANY
Company Registration Number: 201824470

إدارة شركة بنزين والوقود المحدودة
عنوان: 3001749394 - رقم الهاتف: 011-2222222 - فاكس: 011-2222222
البنزين والوقود المحدودة - شركة مساهمة مسجلة
عنوان: 3001749394 - رقم الهاتف: 011-2222222 - فاكس: 011-2222222 - شركة مساهمة مسجلة

فرع شركة ناصر محمد البداح وشركاه للمقاولات
Branch of Nasser Mohammed Al-Budaih & Partner Contracting Company
المقاولات والخدمات الهندسية - Transportation & Logistic Services

DEMAND LETTER Date: 14/02/2026

Recruiting Agent
M/S. AMCO ENTERPRISE LIMITED
License No. RL1537
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (United ID: 3000414021) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block Visa No	Date of Issue	Profession	Basic Salary	Number		
				Male	Female	Total
130461423	11/01/1448	Leading unskilled worker	1000	41	0	41

- Period of Employment:** Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment:** JARHAWI, KSA
- Working Hours:** 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Resident Permit (Spouse):** Spouse will be provided by the company. Workers will not pay any fee.
- Health & Social Insurance:** Standard Health & Social Insurance shall be provided by the company.
- Overtime:** Minimum 1.5 times of the salary per hour.
- Food:** Free food or minimum SAR 200 food allowance Provided by the Company.
- Accommodation:** Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation:** Provided by the Company.
- Uniforms, & Safety Materials:** Minimum 21 days per year. (Emergency leave will be provided when necessary).
- Annual Leave:** As per Saudi Labour Law.
- End of Service Benefit:** QDQA contract as per the terms and conditions mentioned in this demand letter.
- Employment Contract:** QDQA contract as per the terms and conditions mentioned in this demand letter.
- Visa Charge:** Visa charge is borne by the Company.
- Air Passage Both ways:** By the company at the beginning and end of the contract and during vacations.
- Other Terms & Conditions:** As per Saudi Labour Law.

Thanking You,

Authorized Signatory:
Name: Nasser M. Budaih
Designation: Administrative Manager
Company Name: Branch of Nasser Mohammed Al-Budaih & Partner Contracting Company
Company Registration Number: 201121811

فرع شركة ناصر محمد البداح وشركاه للمقاولات
عنوان: 3000414021 - رقم الهاتف: 011-2222222 - فاكس: 011-2222222
فرع شركة ناصر محمد البداح وشركاه للمقاولات - شركة مساهمة مسجلة
عنوان: 3000414021 - رقم الهاتف: 011-2222222 - فاكس: 011-2222222 - شركة مساهمة مسجلة

فرع شركة ناصر محمد البداح وشركاه للمقاولات
Branch of Nasser Mohammed Al-Budaih & Partner Contracting Company
المقاولات والخدمات الهندسية - Transportation & Logistic Services

POWER OF ATTORNEY Date: 14/02/2026

Know all men by these presents, that we, Branch of Nasser Mohammed Al-Budaih & Partner Contracting Company, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 201121811, do hereby appoint M/S. AMCO ENTERPRISE LIMITED, Recruiting License No. RL1537, a recruitment agency approved by the Ministry of Government Services and Economic Development, Bangladesh to be our Local Attorney and Agent in Bangladesh in respect of handling of the affairs with the Bureau of Manpower Employment and Training (BMET), and sign all required documents in connection with the recruitment of 41 persons against visas as per attached list for Employment with us in all work of nature related to our business, etc. This power of attorney is made in relation to our demand letter.

Visa No: 130461423 Issue Date: 11/01/1448 (Hijri)

Authorized Signatory:
Name: Nasser M. Budaih
Designation: Administrative Manager
Company Name: Branch of Nasser Mohammed Al-Budaih & Partner Contracting Company
Company Registration Number: 201121811

فرع شركة ناصر محمد البداح وشركاه للمقاولات
عنوان: 3000414021 - رقم الهاتف: 011-2222222 - فاكس: 011-2222222
فرع شركة ناصر محمد البداح وشركاه للمقاولات - شركة مساهمة مسجلة
عنوان: 3000414021 - رقم الهاتف: 011-2222222 - فاكس: 011-2222222 - شركة مساهمة مسجلة

Authorizations & Manpower Demand Documents



رقم الوثيقة:
22153293

مجلس المشترك:
مؤسسة عبدالله عوجان الزبدي للتجارة
رقم التسجيل: 1105087
رقم الصنوبر: 1009190091
رقم النسل التجاري: 1009190091
عنوان: 0
تلفون: 0
فاكس: 0

عضو هذه الهيئة يكف على طلب الشركات الكفة

التاريخ: 10/09/1446 هـ
10/03/2025 م

مجلس المشترك:
مؤسسة عبدالله عوجان الزبدي للتجارة
رقم التسجيل: 1105087
رقم الصنوبر: 1009190091
رقم النسل التجاري: 1009190091
عنوان: 0
تلفون: 0
فاكس: 0

عضو هذه الهيئة يكف على طلب الشركات الكفة

التاريخ: 10/09/1446 هـ
10/03/2025 م

DEMAND LETTER
M/S. AMCO ENTERPRISE LIMITED
License No. RL-1537
Dhaka, Bangladesh

Please arrange to recruit the following 93 personnel on the terms & conditions given below against the block

رقم التوظيف	التاريخ	المهنة	الراتب
1000	1446/08/30	مهندس كهربائي	1304910917
1000	1446/08/30	مهندس ميكانيكي	1304910917

Terms & Conditions

الخدمة	المدة	التاريخ	رقم التوظيف	المهنة	الراتب
1000	1446/08/30	1304910917	1000	مهندس كهربائي	1304910917
1000	1446/08/30	1304910917	1000	مهندس ميكانيكي	1304910917

التاريخ: 10/09/1446 هـ
10/03/2025 م



رقم الوثيقة:
22153256

مجلس المشترك:
مؤسسة عبدالله عوجان الزبدي للتجارة
رقم التسجيل: 1105087
رقم الصنوبر: 1009190091
رقم النسل التجاري: 1009190091
عنوان: 0
تلفون: 0
فاكس: 0

عضو هذه الهيئة يكف على طلب الشركات الكفة

التاريخ: 10/09/1446 هـ
10/03/2025 م

مجلس المشترك:
مؤسسة عبدالله عوجان الزبدي للتجارة
رقم التسجيل: 1105087
رقم الصنوبر: 1009190091
رقم النسل التجاري: 1009190091
عنوان: 0
تلفون: 0
فاكس: 0

عضو هذه الهيئة يكف على طلب الشركات الكفة

التاريخ: 10/09/1446 هـ
10/03/2025 م

POWER OF ATTORNEY
Know all men by these present that we, Abdullh Awad Al-Zubaidi Trading Establishment, Jeddah, Kingdom of Saudi Arabia do here by appoint

M/S. AMCO ENTERPRISE LIMITED
License No. RL-1537
Dhaka, Bangladesh

Hereby appoint them to be our lawful attorney and agent to handle all necessary work involve including deposit of registration fees etc. with the emigrant Govt. of Bangladesh signing all documents for their passport & passage

This power of attorney valid for the recruitment of 93 Bangladeshi workers under our block

ان هذا التفويض صالح لاستقدام 93 عمال من بنجلاديش وبموجب

رقم التوظيف	التاريخ	المهنة	الراتب
1000	1446/08/30	مهندس كهربائي	1304910917
1000	1446/08/30	مهندس ميكانيكي	1304910917

التاريخ: 10/09/1446 هـ
10/03/2025 م

VISION 2030
S.A. Vision 2030

شركة الإستثمار الدولية
Vision Investment Company

DEMAND LETTER
AMCO ENTERPRISE LIMITED
License No. RL-1537
Dhaka, Bangladesh

Please arrange to recruit the following 100 personnel on the terms & conditions given below against the block

رقم التوظيف	التاريخ	المهنة	الراتب
1000	1446/08/30	مهندس كهربائي	1304910917
1000	1446/08/30	مهندس ميكانيكي	1304910917

Terms & Conditions

الخدمة	المدة	التاريخ	رقم التوظيف	المهنة	الراتب
1000	1446/08/30	1304910917	1000	مهندس كهربائي	1304910917
1000	1446/08/30	1304910917	1000	مهندس ميكانيكي	1304910917

التاريخ: 10/09/1446 هـ
10/03/2025 م

مجلس المشترك:
مؤسسة عبدالله عوجان الزبدي للتجارة
رقم التسجيل: 1105087
رقم الصنوبر: 1009190091
رقم النسل التجاري: 1009190091
عنوان: 0
تلفون: 0
فاكس: 0

عضو هذه الهيئة يكف على طلب الشركات الكفة

التاريخ: 10/09/1446 هـ
10/03/2025 م

POWER OF ATTORNEY
Know all men by these present that we, International Recruitment Company, Arab, Capital of Saudi Arabia do here by appoint

AMCO ENTERPRISE LIMITED
License No. RL-1537
Dhaka, Bangladesh

Hereby appoint them to be our lawful attorney and agent to handle all necessary work involving deposit of registration fees etc. with the emigrant Govt. of Bangladesh signing all documents for their passport & passage

This power of attorney valid for the recruitment of 100 Bangladeshi workers under our block

ان هذا التفويض صالح لاستقدام 100 عمال من بنجلاديش وبموجب

رقم التوظيف	التاريخ	المهنة	الراتب
1000	1446/08/30	مهندس كهربائي	1304910917
1000	1446/08/30	مهندس ميكانيكي	1304910917

التاريخ: 10/09/1446 هـ
10/03/2025 م

VISION 2030
S.A. Vision 2030

شركة الإستثمار الدولية
Vision Investment Company

DEMAND LETTER
AMCO ENTERPRISE LIMITED
License No. RL-1537
Dhaka, Bangladesh

Please arrange to recruit the following 100 personnel on the terms & conditions given below against the block

رقم التوظيف	التاريخ	المهنة	الراتب
1000	1446/08/30	مهندس كهربائي	1304910917
1000	1446/08/30	مهندس ميكانيكي	1304910917

Terms & Conditions

الخدمة	المدة	التاريخ	رقم التوظيف	المهنة	الراتب
1000	1446/08/30	1304910917	1000	مهندس كهربائي	1304910917
1000	1446/08/30	1304910917	1000	مهندس ميكانيكي	1304910917

التاريخ: 10/09/1446 هـ
10/03/2025 م

مجلس المشترك:
مؤسسة عبدالله عوجان الزبدي للتجارة
رقم التسجيل: 1105087
رقم الصنوبر: 1009190091
رقم النسل التجاري: 1009190091
عنوان: 0
تلفون: 0
فاكس: 0

عضو هذه الهيئة يكف على طلب الشركات الكفة

التاريخ: 10/09/1446 هـ
10/03/2025 م

POWER OF ATTORNEY
Know all men by these present that we, International Recruitment Company, Arab, Capital of Saudi Arabia do here by appoint

AMCO ENTERPRISE LIMITED
License No. RL-1537
Dhaka, Bangladesh

Hereby appoint them to be our lawful attorney and agent to handle all necessary work involving deposit of registration fees etc. with the emigrant Govt. of Bangladesh signing all documents for their passport & passage

This power of attorney valid for the recruitment of 100 Bangladeshi workers under our block

ان هذا التفويض صالح لاستقدام 100 عمال من بنجلاديش وبموجب

رقم التوظيف	التاريخ	المهنة	الراتب
1000	1446/08/30	مهندس كهربائي	1304910917
1000	1446/08/30	مهندس ميكانيكي	1304910917

التاريخ: 10/09/1446 هـ
10/03/2025 م

Authorizations & Manpower Demand Documents

شركة مهارة للموارد البشرية
Maharah Human Resources Company

DEMAND LETTER Date: 30/03/2024

To: Recruiting Agent
M/S. AMCO ENTERPRISE LIMITED
License No. RL1537
Dhaka, Bangladesh

As per the terms of agency attached herewith, we (Unified ID: 7014956600) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block	Visa No.	Date of Issue	Profession	Basic Salary	Number
				000	30
					Male
					Female
					Total

1. Period of Employment: Two years starting from the date of arrival and consecutive operational period.
2. Place of Employment: Riyadh, KSA.
3. Working Hours: 8 hrs. Per day, 5 days per week (not exceeded more than 49 hrs. per week).
4. Resident Permit/E visas: Same as will be provided by the company. Workers will not pay any fees.
5. Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
6. Quarters: Minimum 1.5 times of the salary per hour.
7. Food: Free food or minimum SAR 200 food allowance Provided by the Company.
8. Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
9. Local Transportation: Provided by the Company.
10. Uniforms & Safety Materials: Provided by the company.
11. Annual Leave: Minimum 21 days per year (Emergency leave will be provided when necessary).
12. End of Service Benefit: As per Saudi Labour Law.
13. Employment Contract: QWES contract as per the terms and conditions mentioned in this demand letter.
14. Visa Change: Visa change is done by the Company.
15. Air Passage Both ways: By the company at the beginning and end of the contract including re-entry.
16. Other Terms & Conditions: As per Saudi Labour Law.

Thanking You,

Authorized Signatures:
M/S. MAHARAH HUMAN RESOURCES COMPANY
Dhaka, Bangladesh



شركة مهارة للموارد البشرية
Maharah Human Resources Company

POWER OF ATTORNEY Date: 30/03/2024

Know all men by these presents, that we, MAHARAH HUMAN RESOURCES COMPANY, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 7014956600, do hereby appointed M/S. AMCO ENTERPRISE LIMITED, Recruiting License No RL1537, a recruitment agency approved by the Ministry of Expatriates' Welfare and Overseas Employment, Bangladesh to be our true Lawful attorney and Agent in Bangladesh in respect of handling all the affairs with the Bureau of Manpower Employment and Training (BMET), and sign all required documents in connection with the recruitment of 30 persons against visas as per attached list for Employment with us to arrange all matters related to Emigration, etc. This power of attorney is made in relation to our demand letter.

Visa No: 130594020 Issue Date: 04/09/1447 (Hijri)

Authorized Signature:
Name: Faisal Akhtary
Designation: Director International Recruitment
Company Name: MAHARAH HUMAN RESOURCES COMPANY
Company Registration Number: 7014956600



Assar (Sindad) ش.م.ع. ٥١١٩٩.٥١٢

DEMAND LETTER Date: 29/03/2024

To: Recruiting Agent
M/S. ASAD ENTERPRISE LIMITED
License No. RL5537
Dhaka, Bangladesh

As per the terms of agency attached herewith, we (Unified ID: 7017004875) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Block	Visa No.	Date of Issue	Profession	Basic Salary	Number
				500	30
					Male
					Female
					Total

1. Period of Employment: Two years starting from the date of arrival and consecutive operational period.
2. Place of Employment: Riyadh, KSA.
3. Working Hours: 8 hrs. Per day, 5 days per week (not exceeded more than 49 hrs. per week).
4. Resident Permit/E visas: Same as will be provided by the company. Workers will not pay any fees.
5. Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
6. Quarters: Minimum 1.5 times of the salary per hour.
7. Food: Free food or minimum SAR 200 food allowance Provided by the Company.
8. Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
9. Local Transportation: Provided by the Company.
10. Uniforms & Safety Materials: Provided by the company.
11. Annual Leave: Minimum 21 days per year (Emergency leave will be provided when necessary).
12. End of Service Benefit: As per Saudi Labour Law.
13. Employment Contract: QWES contract as per the terms and conditions mentioned in this demand letter.
14. Visa Change: Visa change is done by the Company.
15. Air Passage Both ways: By the company at the beginning and end of the contract including re-entry.
16. Other Terms & Conditions: As per Saudi Labour Law.

Thanking You,

Authorized Signatures:
M/S. ASAD ENTERPRISE LIMITED
Dhaka, Bangladesh



Assar (Sindad) ش.م.ع. ٥١١٩٩.٥١٢

POWER OF ATTORNEY Date: 24/03/2024

Know all men by these presents, that we, FUSKAR SHIMBAN BHDUAN RESOURCES COMPANY, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 30348252, do hereby appointed M/S. ASAD ENTERPRISE LIMITED, Recruiting License No RL1537, a recruitment agency approved by the Ministry of Expatriates' Welfare and Overseas Employment, Bangladesh to be our true Lawful attorney and Agent in Bangladesh in respect of handling all the affairs with the Bureau of Manpower Employment and Training (BMET), and sign all required documents in connection with the recruitment of 30 persons against visas as per attached list for Employment with us to arrange all matters related to Emigration, etc. This power of attorney is made in relation to our demand letter.

Visa No: 120348201 Issue Date: 23/03/1447 (Hijri)

Authorized Signature:
Name: Abdulrahman Alshamrani
Designation: Director International Manager
Company Name: FUSKAR SHIMBAN BHDUAN RESOURCES COMPANY
Company Registration Number: 30348252



Letter Of Appreciation

شركة مديجلف للإنشاءات ذ.م.م.
MEDGULF CONSTRUCTION COMPANY W.L.L.

Date: 03-Nov-2025

To

The Management
AMCO Enterprise Ltd, RL-1537
 House 56, Road 77, Akhraf Tower,
 Kemal Ataturk Avenue,
 Banani C/A Dhaka-1213 Bangladesh.

Subject: Letter of Appreciation

Dear Mr. Anamul Haque and the AMCO Enterprise Team,

On behalf of Medgulf Construction Company WLL, we would like to extend our sincere appreciation for your excellent cooperation and professional support in providing skilled and reliable manpower for our ongoing projects in Qatar.

Throughout our collaboration, your team has consistently demonstrated professionalism, transparency, and a strong commitment to quality. The recruitment process, documentation, and deployment were handled efficiently, reflecting AMCO Enterprise Ltd's dedication to high standards and ethical practices.

We are particularly pleased with the performance and conduct of the workers supplied by your company. Their skills, discipline, and positive attitude have made a significant contribution to our operations.

We look forward to continuing this successful partnership and wish AMCO Enterprise Ltd. continued growth and success in all future endeavors.

Once again, please accept our heartfelt thanks for your outstanding service.

Warm regards,

For MEDGULF CONSTRUCTION COMPANY W.L.L.


 Elie Aziz
 Group HR Director



For the AMCO Group - Qatar
 P.O. Box 1537, House 56, Road 77, Akhraf Tower,
 Banani C/A, Dhaka-1213, Bangladesh.
 T: +8801671777774
 E: hr@amcoenterprise.com

شركة مديجلف للإنشاءات ذ.م.م.
 ص.ب. 1537، شارع 77، البرج الاخرف،
 شارع كمال اتاتورك، بناني ج/أ،
 الدكا-1213، بنغلاديش.
 ت: +8801671777774
 بريد إلكتروني: hr@amcoenterprise.com



شركة الخدمات التجارية والتوكيلات المحدودة ل.م.م.
TRADING AND AGENCY SERVICES LIMITED COMPANY W.L.L.

Date: 02nd November 2025
 Ref: TAS-EXTRA-2025-001

To

Mohammed Anamul Haque
 Managing Director,
Amco enterprise Ltd, RL-1537
 Akhraf Tower, 56 Kemal Ataturk Avenue, Banani C/A, Dhaka-1213, Bangladesh
 Tel: +8801671777774

LETTER OF APPRECIATION

Dear Mr. Mohammed Anamul Haque,

We would like to thank you for the quality of services and collaboration with our company, all your staff members always showed professionalism and ethical behaviour, understanding our business needs and requirements.

Along with your team **TRADING AND AGENCY SERVICES LIMITED COMPANY W.L.L.**, proved to be an excellent business channel supporting us.

For our Qatar, visa process.

Amco Enterprise Ltd has the potential to attain international success through well-deserved achievement.

Wishing you all the best in the future endeavors.

On behalf of
TRADING AND AGENCY SERVICES LIMITED COMPANY W.L.L.


 Elie Aziz
 Group HR Director



P.O. Box 1537, House 56, Road 77, Akhraf Tower, Banani C/A, Dhaka-1213, Bangladesh.
 T: +8801671777774
 E: hr@amcoenterprise.com

شركة الخدمات التجارية والتوكيلات المحدودة ل.م.م.
 ص.ب. 1537، شارع 77، البرج الاخرف،
 شارع كمال اتاتورك، بناني ج/أ،
 الدكا-1213، بنغلاديش.
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 بريد إلكتروني: hr@amcoenterprise.com



ترايز إنجنيرينج
TRAGS ENGINEERING

Date: 02nd Nov 2025
 Ref: HR-TO-EXT-25-2752

To

Mohammed Anamul Haque
 Managing Director,
Amco enterprise Ltd, RL-1537
 Akhraf Tower, 56 Kemal Ataturk Avenue, Banani C/A, Dhaka-1213, Bangladesh
 Tel: +8801671777774

LETTER OF APPRECIATION

Dear Mr. Mohammed Anamul Haque,

We would like to thank you for the quality of services and collaboration with our company, all your staff members always showed professionalism and ethical behavior, understanding our business needs and requirements.

Along with your team **Trags Engineering**, proved to be an excellent business channel supporting us for our Qatar visa process.

Amco Enterprise Ltd has the potential to attain international success through well-deserved achievement.

Wishing you all the best in the future endeavors.

For **TRAGS Electrical Engineering and Air Conditioning Company W.L.L.**


 Elie Aziz
 Group HR Director



Trags Electrical Engineering And Air Conditioning Company W.L.L.
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METSCCO
 METSCCO HEAVY STEEL INDUSTRIES CO. LTD

To: **AMCO Enterprise Ltd, RL-1537**
 Akhraf Tower, 56 Kemal Ataturk Avenue, Banani C/A, Dhaka-1213

CERTIFICATE OF APPRECIATION

This Certificate is proudly presented to **AMCO Enterprise Ltd** in recognition of your exceptional dedication, outstanding service, and unwavering partnership in delivering high-quality manpower solutions to **METSCCO Heavy Steel Industries Co. Ltd.**

Your organization has consistently demonstrated the highest level of professionalism, efficiency, and ethical standards throughout every stage of recruitment and deployment. Your commitment to ensuring quality manpower and maintaining smooth communication has contributed immensely to the success and growth of our projects.

Through your proactive approach, transparent communication, and dependable support, **AMCO Enterprise Ltd** has proven to be a trusted and valued partner in achieving our operational excellence and organizational goals.

With sincere appreciation, we acknowledge your continued collaboration and look forward to many more years of successful partnership and shared achievements.


ABDULLAH AL-GABHAN
 CEO & General Manager
METSCCO HEAVY STEEL INDUSTRIES CO. LTD
 Riyadh, Kingdom of Saudi Arabia



Presented on: 02 November 2025

METSCCO HEAVY STEEL INDUSTRIES CO. LTD
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 Banani C/A, Dhaka-1213, Bangladesh.
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Project Execution & Workforce Deployment



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AMCO GROUP



AMCO
SKILL BANGLADESH LTD



AMCO
ENTERPRISE LTD



AMCO
SKILL GLOBAL LLC



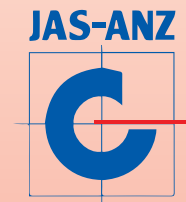
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AMCO TRAVELS



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Skill & Talent. Promising Futures for Your Business Success

“ In order to succeed, your desire for success
Should be greater than your fear of failure ”



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