



WELCOME OVERSEAS LTD.

Powering the Global Workforce

Recruiting License No. 1580

www.welcomeltd.co

Our Story

Welcome Overseas Limited is a government-approved overseas recruitment agency specializing in the ethical and efficient sourcing of skilled, semi-skilled, and unskilled manpower from Bangladesh for global markets. Regulated by the Ministry of Expatriates' Welfare & Overseas Employment and ISO 9001:2015 certified, we connect international employers with rigorously vetted Bangladeshi talent across key sectors.

With recruitment reach across Saudi Arabia, UAE, Qatar, Kuwait, Oman, Malaysia, Singapore, and Iraq, we manage the complete recruitment journey—from demand analysis and candidate sourcing to screening, documentation, visa processing, deployment, and post-placement support. Our commitment to transparency, legal compliance, and client-specific solutions enables us to deliver reliable workforce solutions while upholding international labour standards.

BANGLADESHI TALENT GLOBAL OPPORTUNITIES



“People
Beyond
Borders”

Connecting
Bangladeshi
Talent to
the World

SKILLED PEOPLE
STRONGER
TOMORROW

Our Mission

To connect businesses with skilled talent through ethical, efficient, and reliable recruitment solutions.



Right People

Sourcing the right talent for the right opportunities.



Ethical Process

Ensuring transparency, compliance and fair employment practices.



Global Reach

Delivering skilled manpower to key international markets.



Long-Term Impact

Building better futures for individuals, communities and businesses.

CEO MESSAGE

A Message From Our Chairman

Dear Valued Clients, Partners and Well-wishers,

It is a matter of great pride and responsibility for me to lead Welcome Overseas Ltd. and to serve as a bridge between the skilled people of Bangladesh and global opportunities. Our mission is to create meaningful employment opportunities, contribute to the growth of our workforce and support the development of communities through safe, ethical and professional recruitment services.

We believe that people are the driving force behind progress. By connecting the right talent with the right opportunities, we aim to help individuals build better futures for themselves and their families, while supporting our international partners with reliable and skilled manpower.

At Welcome Overseas, we are committed to integrity, transparency and excellence in everything we do. We continuously strive to improve our services, adopt best practices and ensure compliance with all relevant regulations. With the trust and support of our clients, partners and dedicated team, we will continue to expand opportunities and create a positive impact in the global workforce landscape.

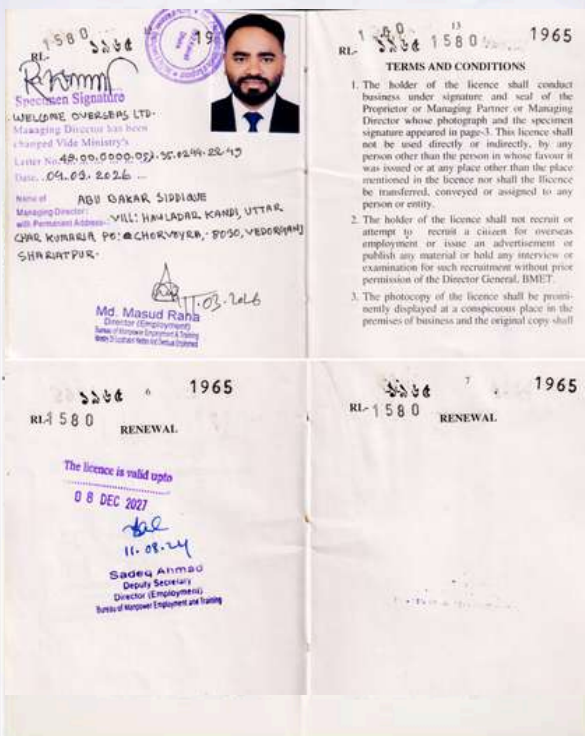
Together, let us build a stronger tomorrow through people, opportunities and shared success.

Thank you.

Engr. Abu Bakar Siddique
Chairman & Managing Director
Welcome Overseas Ltd.

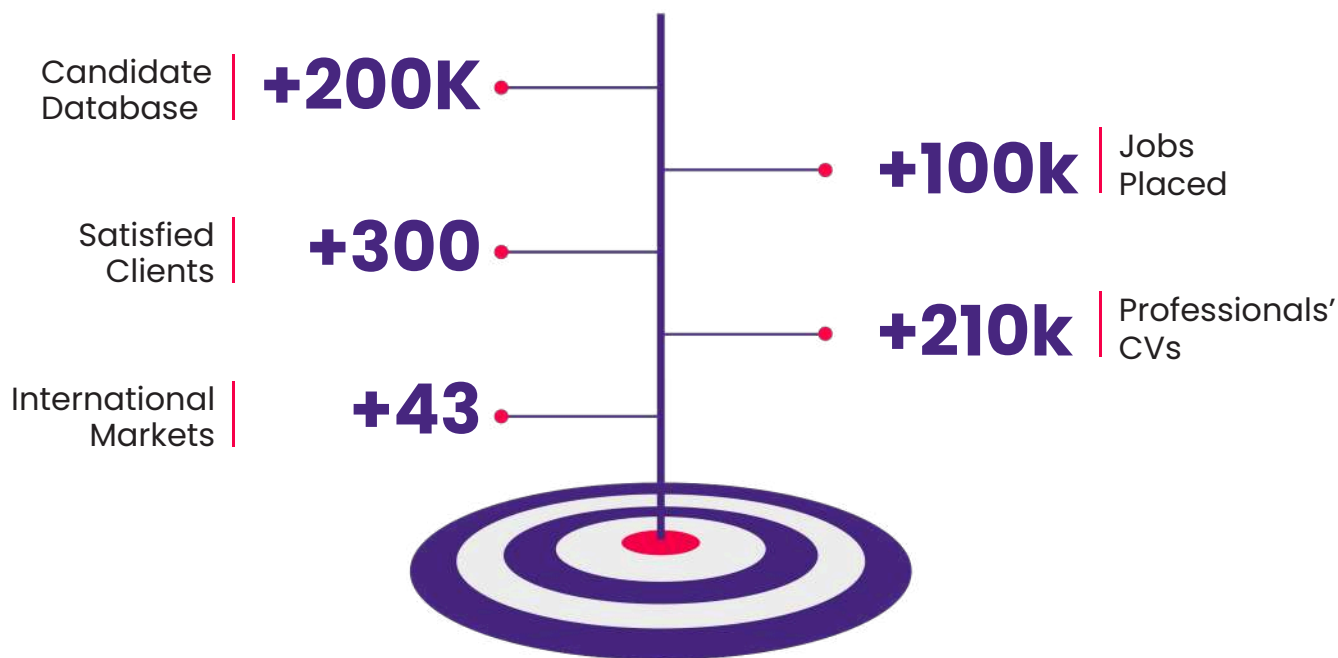


Engr. Abu Bakar Siddique
Chairman & Managing Director



Recruiting License No. 1580

Our Achievements



INTEGRITY

Building trust through transparent and ethical recruitment.

COMPLIANCE

Maintaining legal and international recruitment standards.

QUALITY

Connecting employers with carefully screened talent.

ALIGNMENT

Place exceptional talents in great companies

COMMITMENT

Supporting clients and workers throughout the recruitment journey.

Our Values

Global Services

Welcome Overseas Limited provides comprehensive overseas recruitment solutions tailored to the workforce requirements of diverse industries. We specialize in sourcing skilled, semi-skilled, and unskilled manpower from Bangladesh, carefully screening candidates and matching their skills with the specific needs of international employers.

With recruitment reach across Saudi Arabia, UAE, Qatar, Kuwait, Oman, Malaysia, Singapore, and Iraq, we manage the complete recruitment journey—from candidate sourcing and screening to documentation, compliance, visa processing, deployment, and post-placement support. Our commitment to quality, transparency, legal compliance, and timely service helps our clients build a reliable and capable global workforce.

We cover all regions of the GCC



UAE



Kuwait



KSA



Qatar



Oman



Bahrain



Our Recruitment Services

Workforce Sourcing

We source skilled, semi-skilled, and unskilled manpower from Bangladesh based on the specific workforce requirements of international employers. Our extensive candidate network enables us to identify suitable talent across different industries and job categories, helping employers find reliable manpower aligned with their needs.

Candidate Selection

Our structured screening and selection process helps employers identify candidates with the right skills, experience, qualifications, and job suitability. We carefully assess candidates against specific employer requirements to ensure a better match between workforce capabilities and available positions.

Bulk Recruitment

We assist international employers in hiring large numbers of qualified candidates within the required timeframe. Our organized recruitment approach enables us to manage high-volume manpower requirements efficiently while maintaining candidate quality and ensuring that recruitment remains aligned with specific workforce needs.

Documentation & Compliance

We manage candidate documentation, verification, and compliance requirements throughout the recruitment process. Our team carefully coordinates the necessary documents and procedures to support a smooth, transparent, and legally compliant recruitment journey from candidate selection through deployment.

Visa Processing & Deployment

We coordinate visa processing and deployment requirements to ensure a smooth transition from candidate selection to overseas employment. Our team supports the necessary procedures, documentation, and arrangements to facilitate timely and organized deployment of selected workers to their respective destinations.

Post-Placement Support

Our service continues beyond the successful deployment of workers. We maintain communication with employers and provide post-placement support to help address workforce-related requirements and ensure continued assistance throughout the employment journey, strengthening long-term relationships with our clients.

Why Choose Welcome Overseas

Licensed & Compliant

Welcome Overseas Limited operates under Recruiting License No. 1580 and is ISO 9001:2015 certified, demonstrating our commitment to professional standards, quality management, transparency, and responsible recruitment practices. As a government-approved overseas recruitment agency, we follow established procedures and applicable regulatory requirements throughout our operations. Our structured approach ensures that manpower recruitment is carried out in an organized and compliant manner. From candidate sourcing and screening to documentation, processing, and deployment, we maintain careful coordination at every stage to meet the requirements of international employers and uphold the standards expected in overseas recruitment.

Verified Recruitment Process

We provide international employers with access to a reliable pool of skilled, semi-skilled, and unskilled manpower from Bangladesh, carefully sourced according to their specific workforce requirements. Our recruitment approach focuses on identifying suitable candidates across diverse industries and job categories, while considering their skills, qualifications, experience, and overall suitability for the required positions.

Our end-to-end recruitment process covers every important stage, from workforce sourcing and candidate screening to documentation, compliance, medical coordination, visa processing, and overseas deployment. We work closely with employers throughout the process to ensure that their manpower requirements are clearly understood and efficiently managed. Beyond successful deployment, our commitment continues through post-placement support and communication, helping employers maintain a dependable workforce relationship. By managing the recruitment journey through one dedicated recruitment partner, we aim to provide a more organized, transparent, and efficient experience for international employers while connecting qualified Bangladeshi talent with suitable global employment opportunities.

Reliable Employer Support

With recruitment reach across Saudi Arabia, UAE, Qatar, Kuwait, Oman, Malaysia, Singapore, and Iraq, we connect qualified Bangladeshi talent with employers across key international markets. Our broad market reach enables us to understand diverse workforce requirements and provide manpower solutions tailored to the needs of different industries and job categories. We focus on delivering quality manpower through a structured and transparent recruitment approach, while maintaining clear communication with our international clients throughout the recruitment journey. From understanding workforce requirements to candidate selection and deployment, we work closely with employers to provide efficient and reliable recruitment solutions.

Our Commitment to Excellence



Recruitment Expertise

Our experienced recruitment team understands the workforce requirements of international employers and works to identify suitable candidates from Bangladesh. We focus on matching the right talent with the right job requirements through a structured and professional recruitment approach.



Quality Candidates

We provide access to a broad pool of skilled, semi-skilled, and unskilled manpower from Bangladesh. Candidates are sourced and screened according to the employer's specific requirements, helping ensure better suitability, reliability, and workforce quality.



Efficient Recruitment

Our structured recruitment process helps employers manage their manpower requirements efficiently, from initial sourcing and screening to documentation, visa processing, and deployment. We coordinate each stage carefully to support timely and smooth recruitment.



Industry & Market Reach

We serve diverse workforce requirements across sectors including construction, engineering, manufacturing, healthcare, hospitality, logistics, security, IT, and other industries. Our recruitment reach extends across key international markets in the GCC and Asia.



Reliable Partnership

We believe in building long-term relationships through transparency, compliance, quality service, and clear communication. Our team works closely with international employers to understand their needs and deliver reliable, tailored workforce solutions.

Our focus on quality, integrity, compliance, and client satisfaction helps us build long-term relationships with international employers. We remain committed to connecting global workforce needs with qualified Bangladeshi talent and delivering reliable recruitment solutions.

What Sets Us Apart

Bangladesh Talent Access

We provide direct access to a large and diverse pool of skilled, semi-skilled, and unskilled manpower from Bangladesh, enabling international employers to find suitable candidates for a wide range of industries and job requirements.

Employer-Centric Approach

We work closely with international employers to understand their specific workforce requirements, job roles, and expectations. Our recruitment approach is tailored to each client's needs, helping us identify and deliver suitable manpower solutions with greater efficiency and accuracy.

International Workforce Solutions

We connect qualified Bangladeshi talent with employers across key international markets, providing reliable manpower solutions for diverse industries and workforce requirements. Our approach helps international employers access suitable talent while ensuring recruitment is aligned with their specific needs.

Our Key Capabilities & Strengths



Large Talent Pool



Employees Skills Evaluation



Candidate Screening



Interactive Content (Skill Center)



Global Recruitment Network



Dedicated Client Support

Sectors We Serve

We provide skilled, semi-skilled and unskilled manpower solutions across a wide range of industries, matching the right people with the right opportunities worldwide.



Construction & Infrastructure

- ✓ Civil Construction
- ✓ MEP (Mechanical, Electrical, Plumbing)
- ✓ Finishing & Fit-Out
- ✓ Heavy Equipment Operation
- ✓ Skilled & General Labor



Oil & Gas and Energy

- ✓ Operations & Maintenance
- ✓ Shutdown & Turnaround Support
- ✓ Technical & Safety Personnel
- ✓ Skilled Trades
- ✓ Project-Based Manpower



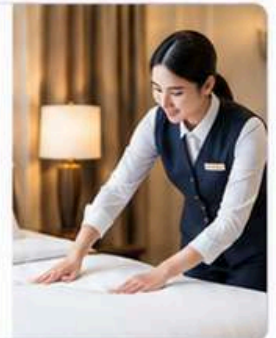
Manufacturing & Industrial

- ✓ Production & Assembly
- ✓ Machine Operation
- ✓ Quality Control
- ✓ Maintenance & Technical Support
- ✓ Skilled & Semi-Skilled Workforce



Hospitality & Tourism

- ✓ Hotels & Resorts
- ✓ Restaurants & Catering
- ✓ Housekeeping & Front Office
- ✓ Culinary & Food Production
- ✓ Customer Service



Logistics & Supply Chain

- ✓ Warehouse & Inventory
- ✓ Loading & Unloading
- ✓ Drivers (Light & Heavy)
- ✓ Supply Chain Support
- ✓ Logistics Operations



Facility Management & Support Services

- ✓ Cleaning & Hygiene Services
- ✓ Building Maintenance
- ✓ Technical Support
- ✓ Landscaping & Groundskeeping
- ✓ General Support Staff



Healthcare & Medical Support

- ✓ Nurses & Caregivers
- ✓ Medical Support Staff
- ✓ Hospital Administration
- ✓ Patient Assistance
- ✓ Allied Health Professionals



Security Services

- ✓ Security Guards
- ✓ Surveillance Staff
- ✓ Access Control
- ✓ Event Security
- ✓ Facility Protection



More Sectors More Opportunities

We connect skilled, semi-skilled and unskilled professionals with leading employers across diverse industries, helping people build better careers worldwide.



Agriculture & Agro Processing

- ✓ Farm Operations
- ✓ Food Processing
- ✓ Packing & Sorting
- ✓ Quality Control
- ✓ Greenhouse & Horticulture



Marine & Shipbuilding

- ✓ Ship Construction & Repair
- ✓ Welding & Fabrication
- ✓ Electrical & Mechanical Works
- ✓ Painting & Blasting
- ✓ Skilled Marine Support Staff



Food & Beverage Production

- ✓ Food Manufacturing
- ✓ Production Line Operation
- ✓ Packaging & Labeling
- ✓ Quality Assurance
- ✓ Warehouse & Distribution



Automotive & Transportation

- ✓ Vehicle Maintenance
- ✓ Auto Technicians
- ✓ Fleet Management Support
- ✓ Drivers (Light & Heavy)
- ✓ Workshop Operations



Retail & Supermarkets

- ✓ Sales & Customer Service
- ✓ Store Operations
- ✓ Cashiers & Front Desk
- ✓ Inventory Management
- ✓ Merchandising Support



Education & Training Support

- ✓ Trainers & Instructors
- ✓ Training Center Assistants
- ✓ Administration Staff
- ✓ Student Support Services
- ✓ Facility Management



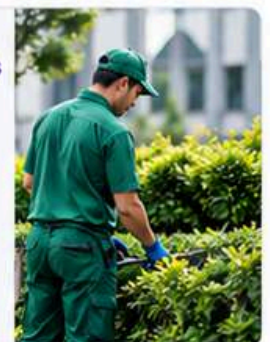
Administrative & Business Support

- ✓ Office Staff
- ✓ Data Entry & Documentation
- ✓ Reception & Customer Support
- ✓ HR & Payroll Assistance
- ✓ Procurement & Logistics Support



Other Support Services

- ✓ Landscaping & Gardening
- ✓ Waste Management
- ✓ Pest Control
- ✓ Laundry Services
- ✓ General Helpers



TRUSTED BY LEADING COMPANIES

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



Authorizations & Manpower Demand Documents

RIFT
Company RIFT Manpower Solutions
CR: 4030619273
VAT: 312914339900002

شركة ريفت مانباور سولوشنز
رقم الترخيص التجاري: ٤٠٣٠٦١٩٢٧٣
رقم الضريبة المضافة: ٣١٢٩١٤٣٣٩٩٠٠٠٠٢

DEMAND LETTER

Date: 11/12/2025
231112832

Dear,
Recruiting Agent
M/S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (United ID: 704939207) 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	Total
1305409901	12/03/1447	Cleaning Labour	1200	4	0 4
1305402016	12/03/1447	Cleaning Labour	1200	2	0 2

1. Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
2. Place of Employment: Jeddah, Jeddah, KSA.
3. Working Hours: 8 hrs. Per day, 4 days per week (not exceeded more than 48 hrs. per week).
4. Resident Permit (Iqama): Iqama will be provided by the company. Working will not pay any fees.
5. Health & Social Insurance: Standard Health & Social Insurance shall be provided by the company.
6. Overtime: 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. Uniform, & 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: QHWA contract as per the terms and conditions mentioned in this demand letter.



Designation: engagement manager
Company Name: RIFT Manpower
Company Registration Number:

RIFT
Company RIFT Manpower Solutions
CR: 4030619273
VAT: 312914339900002

شركة ريفت مانباور سولوشنز
رقم الترخيص التجاري: ٤٠٣٠٦١٩٢٧٣
رقم الضريبة المضافة: ٣١٢٩١٤٣٣٩٩٠٠٠٠٢

POWER OF ATTORNEY

Date: 11/12/2025
231112832

Know all men by these presents, that we, RIFT Manpower Solutions Company, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 4030619273, do hereby appoint M/S. Welcome Overseas Ltd., Recruiting License No. RL1580, 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 6 persons against visas as per attached list for Employment with us to arrange all matters related to Immigration, etc. This power of attorney is made in relation to our demand letter.

Visa No: 1305409901
Via No: 1305403016

Issue Date: 12/03/1447 (Hijri)
Issue Date: 12/03/1447 (Hijri)

Authorized Signature:
Name: samir alawi
Designation: engagement manager
Company Name: RIFT Manpower Solutions Company
Company Registration Number: 4030619273



ROUB AL SOBAN LIMITED CO.
شركة روب السوبان المحدودة
رقم الترخيص: 1009005099

DEMAND LETTER

Date: 06/10/2025
230610892

Dear,
Recruiting Agent
M/S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (United ID: 2036217978) 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	Total
1305032345	24/09/1446	Construction labour	1000	1	0 1

1. Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
2. Place of Employment: RIYADH, KSA.
3. Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
4. Resident Permit (Iqama): Iqama 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. Overtime: 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. Uniform, & 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: QHWA contract as per the terms and conditions mentioned in this demand letter.
14. Visa Charge: Visa charge is borne by the company.
15. Air Passage (both ways): By the company at the beginning and end of the contract and during vacation.
16. Other Terms & Conditions: As per Saudi Labour Law.

Thanking You,

Authorized Signature:
Name: OKAP MUFADI G AENIZY
Designation: CEO
Company Name: ROUB AL SOBAN LIMITED CO.
Company Registration Number: 1009005099



POWER OF ATTORNEY

Date: 06/10/2025
230610892

Know all men by these presents, that we, ROUB AL SOBAN LIMITED COMPANY, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1009005099, do hereby appoint M/S. Welcome Overseas Ltd., Recruiting License No. RL1580, 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 1 persons against visas as per attached list for Employment with us to arrange all matters related to Immigration, etc. This power of attorney is made in relation to our demand letter.

Visa No: 1305032345

Issue Date: 24/09/1446 (Hijri)

Authorized Signature:
Name: OKAP MUFADI G AENIZY
Designation: CEO
Company Name: ROUB AL SOBAN LIMITED COMPANY
Company Registration Number: 1009005099



Authorizations & Manpower Demand Documents

شالفا
Shalfa

DEMAND LETTER

Date: 06/01/2026

To: Recruiting Agent
M/S. Welcome Overseas Ltd.
License No. RL1180
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 301251995) 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
105856192	11/05/1447	Office and Facility Cleaning Worker	800	100 0 100

- Period of Employment:** Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment:** 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 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.
- Uniform, & 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.
- Employment Contract:** QIWA 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 Labor Law.

Thanking You,

Authorized Signatory:
Name: Fahad Alkhatib
Designation: CEO
Company Name: Shalfa Facilities Management Company
Company Registration Number: 1010462285

Shalfa Facilities Management
Main C.O.: 101227194 - Farafra
P.O. Box 16317, Riyadh 11464 - Kingdom of Saudi Arabia
Fax: +966 11 453 8050 - Tel: +966 11 453 8158 - 453 8160 - 453 8176

شالفا
Shalfa

POWER OF ATTORNEY

Date: 06/01/2026

Know all men by these presents, that we, Shalfa Facilities Management Company, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010462285, do hereby appoint M/S. Welcome Overseas Ltd., Recruiting License No. RL1180, a recruitment agency approved by the Ministry of Exports, 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 100 persons against visas as per attached for the 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: 1207659192 Issue Date: 11/05/1447 (Hijri)

Authorized Signatory:
Name: Fahad Alkhatib
Designation: CEO
Company Name: Shalfa Facilities Management Company
Company Registration Number: 1010462285

Shalfa Facilities Management
Main C.O.: 101227194 - Farafra
P.O. Box 16317, Riyadh 11464 - Kingdom of Saudi Arabia
Fax: +966 11 453 8050 - Tel: +966 11 453 8158 - 453 8160 - 453 8176

سماسكو
SMASCO

DEMAND LETTER

Date: 06/05/2026

To: Recruiting Agent
M/S. Welcome Overseas Ltd.
License No. RL1180
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 3013811993) 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
1306686169	02/11/1447	Port Worker	800	100 0 100

- Period of Employment:** Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment:** 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 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.
- Uniform, & 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.
- Employment Contract:** QIWA 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 Labor Law.

Thanking You,

Authorized Signatory:
Name: Fahad Alkhatib
Designation: Planning & Recruitment Director
Company Name: Samasco Manpower Solutions Company
Company Registration Number: 1010170627

Samasco Manpower Solutions Company
Main C.O.: 101227194 - Farafra
P.O. Box 16317, Riyadh 11464 - Kingdom of Saudi Arabia
Fax: +966 11 453 8050 - Tel: +966 11 453 8158 - 453 8160 - 453 8176

سماسكو
SMASCO

POWER OF ATTORNEY

Date: 06/05/2026

Know all men by these presents, that we, Samasco Manpower Solutions Company, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010170627, do hereby appoint M/S. Welcome Overseas Ltd., Recruiting License No. RL1180, a recruitment agency approved by the Ministry of Exports, 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 100 persons against visas as per attached for the 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: 1306686169 Issue Date: 02/11/1447 (Hijri)

Authorized Signatory:
Name: Fahad Alkhatib
Designation: Planning & Recruitment Director
Company Name: Samasco Manpower Solutions Company
Company Registration Number: 1010170627

Samasco Manpower Solutions Company
Main C.O.: 101227194 - Farafra
P.O. Box 16317, Riyadh 11464 - Kingdom of Saudi Arabia
Fax: +966 11 453 8050 - Tel: +966 11 453 8158 - 453 8160 - 453 8176

Authorizations & Manpower Demand Documents

DEMAND LETTER

Date: 14/12/2025
231412604

To: Recruiting Agent
M.S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 790326762) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Black Visa No.	Date of Issue	Profession	Basic Salary	Number
				Male Female Total
1304739924	14/09/0446	Constructing worker	800	4 0 4

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: RYADH, KSA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Resident Permit (Iqana): Iqana 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 200 food allowance. Provided by the company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the company.
- Uniform & 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: QDWA 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: Abdulrahman Almohtairid
Designation: CEO
Company Name: A
Company Registration No: 312086
28030483
10549082
700326762
10147203
265061179758
18/12/2025
265061179758



POWER OF ATTORNEY

Date: 14-12-2025
231412604

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 appointed M.S. Welcome Overseas Ltd., Recruiting License No. RL1580, 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 4 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: 1304739924

Issue Date: 14/09/0446 (Hijri)

Authorized Signature:
Name: Abdulrahman Almohtairid
Designation: CEO
Company Name: Abdal Human Resources Company
Company Registration Number: 1010437758



DEMAND LETTER

Date: 14/12/2025
231412604

To: Recruiting Agent
M.S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 790326762) have authorized your agency to recruit the following personnel on the terms and conditions given below:

Black Visa No.	Date of Issue	Profession	Basic Salary	Number
				Male Female Total
1304739924	14/09/0446	Constructing worker	800	4 0 4

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: RYADH, KSA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Resident Permit (Iqana): Iqana 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 200 food allowance. Provided by the company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the company.
- Uniform & 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: QDWA 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: Abdulrahman Almohtairid
Designation: CEO
Company Name: A
Company Registration No: 312086
28030483
10549082
700326762
10147203
265061179758
18/12/2025
265061179758

POWER OF ATTORNEY

Date: 19/05/2026
261905164

Know all men by these presents, that we, MAWARID MANPOWER, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 7014715283, do hereby appointed M.S. Welcome Overseas Ltd., Recruiting License No. RL1580, 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 25 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: 1306198520

Issue Date: 10/10/1447 (Hijri)

Authorized Signature:
Name: Khalid Hussain Fatani
Designation: G/MOVESEAS & INTL RELATIONS
Company Name: MAWARID MANPOWER
Company Registration Number: 7014715283



Authorizations & Manpower Demand Documents

DEMAND LETTER

Date: 04/02/2026
Recruiting Agent
M.S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7014715283) 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
1305844191	01/06/1447	Construction labour	800	35 0 35

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Kingdom, 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 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: QTA 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,



RELATIONS



POWER OF ATTORNEY

Date: 04/02/2026
2 6 8 4 0 2 3 3 8

Know all men by these presents, that we, MAWARID MANPOWER, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 7014715283, do hereby appointed M.S. Welcome Overseas Ltd., Recruiting License No. RL1580, a recruitment agency approved by the Ministry of Experiences' 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 35 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: 1305844191 Issue Date: 01/06/1447 (Hijri)

Authorized Signature:
Name: Khaleel Hussain Fatmi
Designation: OMOVERSEAS & INTL. RELATIONS
Company Name: MAWARID MANPOWER
Company Registration Number: 7014715283



DEMAND LETTER

Date: 18/01/2026
Recruiting Agent
M.S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7014715283) 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
1306113113	10/10/1447	Office and Facility Cleaning Worker	800	55 0 55

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Kingdom, 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 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: QTA 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,



RELATIONS



POWER OF ATTORNEY

Date: 18/05/2026
2 6 1 8 5 3 2 4

Know all men by these presents, that we, MAWARID MANPOWER, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 7014715283, do hereby appointed M.S. Welcome Overseas Ltd., Recruiting License No. RL1580, a recruitment agency approved by the Ministry of Experiences' 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 55 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: 1306113413 Issue Date: 10/10/1447 (Hijri)

Authorized Signature:
Name: Khaleel Hussain Fatmi
Designation: OMOVERSEAS & INTL. RELATIONS
Company Name: MAWARID MANPOWER
Company Registration Number: 7014715283



Authorizations & Manpower Demand Documents

الموارد
التقوى البشرية
Al Manpower

DEMAND LETTER

Date: 18/12/2025

Dear,
Recruiting Agent
M/S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7014715283) 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
1305474396	16/03/1447	Office and Facility Cleaning Worker	800	55 0 55

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Kingdom, 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 200 food allowance Provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the Company.
- Uniform, & 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.
- Employment Contract: QIWA 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: In company at the beginning and end of the contract during vacation.
- Other Terms & Conditions: As per Saudi Labor Law.

Name: Khalid Hussain Fatah
Designation: GMOVESEAS & INTL RELATIONS
Company Registration Number: 7014715283
www.mawarid.com.sa info@mawarid.com.sa
1010343477 7017

الموارد
التقوى البشرية
Al Manpower

POWER OF ATTORNEY

Date: 18/12/2025

Know all men by these presents, that we, MAWARID MANPOWER, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 7014715283, do hereby appointed M/S. Welcome Overseas Ltd., Recruiting License No RL1580, 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 55 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: 1305474396 Issue Date: 16/03/1447 (Hijri)

Authorized Signature:
Name: Khalid Hussain Fatah
Designation: GMOVESEAS & INTL RELATIONS
Company Name: MAWARID MANPOWER
Company Registration Number: 7014715283

الموارد
التقوى البشرية
Al Manpower

DEMAND LETTER

Date: 18/11/2025

Dear,
Recruiting Agent
M/S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7001782254) 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
1305453888	10/03/1447	Office and Facility Cleaning Worker	800	2 0 2

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: 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 200 food allowance Provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the Company.
- Uniform, & 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.
- Employment Contract: QIWA 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 during vacation.
- Other Terms & Conditions: As per Saudi Labor Law.

Thanking You,

Authorized Signature:
Name: SAAD ALI SAAD AL MARZOUK
Designation: CEO
Company Name: AL ATHEER TRADING COMPANY
Company Registration Number: 1010140152

الموارد
التقوى البشرية
Al Manpower

POWER OF ATTORNEY

Date: 18/11/2025

Know all men by these presents, that we, AL ATHEER TRADING COMPANY, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010140152, do hereby appointed M/S. Welcome Overseas Ltd., Recruiting License No RL1580, 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 2 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: 1305453888 Issue Date: 10/03/1447 (Hijri)

Authorized Signature:
Name: SAAD ALI SAAD AL MARZOUK
Designation: CEO
Company Name: AL ATHEER TRADING COMPANY
Company Registration Number: 1010140152

Authorizations & Manpower Demand Documents

شركة الهاجري لا وراڤ البحار ديم AL-HAJRY OVERSEAS CO.,LTD.

DEMAND LETTER

Date: 08/10/2025
Recruiting Agent
M/S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

Date: 08/10/2025
158044431

As per the power of attorney attached herewith, we (Unified ID: 7014683978) 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
1505441431	05/03/1447	Office and Facility Cleaning Worker	800	7 0 7

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: DAMMAAM, KSA, KSA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Resident Permit (Iqana): Iqana 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 200 food allowance Provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the Company.
- Uniform, & 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: QPWA 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: Faisal Alhajry
Designation: OWNER
Company Name: AL HAJRY OVERSEAS
Company Registration Number: 2050044452



شركة الهاجري لا وراڤ البحار ديم AL-HAJRY OVERSEAS CO.,LTD.

POWER OF ATTORNEY

Date: 08/10/2025
158044431

Know all men by these presents, that we, AL HAJRY OVERSEAS, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 2050044452, do hereby appointed M/S. Welcome Overseas Ltd., Recruiting License No. RL1580, a recruitment agency approved by the Ministry of Expatiation's 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 7 persons against visa 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: 1505441431

Issue Date: 05/03/1447 (Hijri)

Authorized Signature:
Name: Faisal Alhajry
Designation: OWNER
Company Name: AL HAJRY OVERSEAS
Company Registration Number: 2050044452



APPAREL GROUP

SINCE 1986

EXCEED EXPECTATIONS EVERYDAY

DEMAND LETTER

Date: 13/07/2026
Recruiting Agent
M/S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

Date: 13/07/2026
358609053

As per the power of attorney attached herewith, we (Unified ID: 7015047700) 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
1505441431	05/03/1447	Shift Packer	800	2 0 2

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: Jeddah, KSA.
- Working Hours: 8 hrs. Per day, 6 days per week (not exceeded more than 48 hrs. per week).
- Resident Permit (Iqana): Iqana 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 200 food allowance Provided by the Company.
- Accommodation: Standard accommodation including Utilities (Water, Electricity and Gas).
- Local Transportation: Provided by the Company.
- Uniform, & 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: QPWA 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: MAHER MUSTAFA HIBAZI
Designation: HR ADGM/SALES REPRESENTATIVE
Company Name: APPAREL TRADING COMPANY BRANCH
Company Registration Number: 401647526



APPAREL GROUP

SINCE 1986

EXCEED EXPECTATIONS EVERYDAY

POWER OF ATTORNEY

Date: 13/07/2026
358609053

Know all men by these presents, that we, APPAREL TRADING COMPANY BRANCH, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 401647526, do hereby appointed M/S. Welcome Overseas Ltd., Recruiting License No. RL1580, a recruitment agency approved by the Ministry of Expatiation's 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 2 persons against visa 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: 358609053

Issue Date: 24/10/1447 (Hijri)

Authorized Signature:
Name: MAHER MUSTAFA HIBAZI
Designation: HR ADGM/SALES REPRESENTATIVE
Company Name: APPAREL TRADING COMPANY BRANCH
Company Registration Number: 401647526



APPAREL TRADING CO.,LTD.

شركة أباريل للتجارة المحدودة

المكتب الرئيسي - الرياض - حي نرجس 11551 - هاتف: 011-4444444 - فاكس: 011-4444444
رقم القيد التجارية: 401647526 - رقم القيد التجاري: 401647526
HEAD OFFICE RIYADH: P.O. Box: 99987, Riyadh 11525, Tel: 011 2170026/2170028 • Fax: 011 2170025, C.A. 100145665 • C.E. No. 43426, T.N. : 30029898910003



Authorizations & Manpower Demand Documents

afirda averda

DEMAND LETTER

Date: 26/01/2026

To: Recruiting Agent
M.S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 201014648) 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
130500179	26/01/2026	Sevot Class Worker	800	11	0	11	

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: 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 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: QHRA 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 Signatory:
Name: FYAD ALAHHIM
Designation: General Manager
Company Name: Averda Saudi International Ltd.
Company Registration Number: 1010200011

afirda Saudi International Ltd.
Branches: Jeddah, Riyadh, Dhaka, Bangladesh
Tel: 011-20001111

afirda averda

POWER OF ATTORNEY

Date: 25/01/2026

Know all men by these presents, that we, Averda Saudi Arabia International Limited, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010200011, do hereby appoint M.S. Welcome Overseas Ltd., Recruiting License No. RL1580, 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 11 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: 1305000-79 Issue Date: 26/01/2026 (11ppl)

Authorized Signatory:
Name: FYAD ALAHHIM
Designation: HR ANALYST
Company Name: Averda Saudi Arabia International Limited
Company Registration Number: 1010200011

afirda Saudi International Ltd.
Branches: Jeddah, Riyadh, Dhaka, Bangladesh
Tel: 011-20001111

afirda averda

DEMAND LETTER

Date: 26/01/2026

To: Recruiting Agent
M.S. Welcome Overseas Ltd.
License No. RL1580
Dhaka, Bangladesh

As per the power of attorney attached herewith, we (Unified ID: 7034864517) 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
1305895854	01/08/2026	Construction worker	1000	8	0	8	

- Period of Employment: Two years starting from the date of arrival and renewable upon mutual consent.
- Place of Employment: 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 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: QHRA 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 Signatory:
Name: ASSEM MAHMOUD ABOU AYACHI
Designation: GENERAL MANAGER
Company Name: INSHAAT MADMAK COMPANY LTD.
Company Registration Number: 1010884271

afirda Saudi International Ltd.
Branches: Jeddah, Riyadh, Dhaka, Bangladesh
Tel: 011-20001111

afirda averda

POWER OF ATTORNEY

Date: 26/01/2026

Know all men by these presents, that we, INSHAAT MADMAK COMPANY LTD., a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 1010884271, do hereby appoint M.S. Welcome Overseas Ltd., Recruiting License No. RL1580, 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 8 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: 1305895854 Issue Date: 01/08/2026 (11ppl)

Authorized Signatory:
Name: ASSEM MAHMOUD ABOU AYACHI
Designation: GENERAL MANAGER
Company Name: INSHAAT MADMAK COMPANY LTD.
Company Registration Number: 1010884271

afirda Saudi International Ltd.
Branches: Jeddah, Riyadh, Dhaka, Bangladesh
Tel: 011-20001111

Note: 5 pages, Penmanship Lettering, Volume of 1/2" x 8", 1/2" thick



POWER OF ATTORNEY

Date: 16/03/2026

 261002343

Know all men by these presents, that we, MAWARED MANPOWER, a company duly organized and existing under and by virtue of the laws of Kingdom of Saudi Arabia with Registration No. 7014715283, do hereby appointed M/S. Walcome Overseas Ltd., Recruiting License No RL180, a recruitment agency approved by Sa, 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 50 persons (spouse + visa + pass + 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: 130547414 Issue Date: 16/03/1447 (Hijri)

Authorized Signature:
 Name: Khalid Hossain Fataui
 Designation: GNOVERSEAS & INTL.RELATIONS
 Company Name: MAWARED MANPOWER
 Company Registration Number: 7014715283









7014715283



[illegible]

Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Building Workforce Partnerships Worldwide



Why International Employers Choose Us

Reliable manpower recruitment from Bangladesh, supported by structured processes, compliance, and dedicated client support.



Licensed & Compliant

Government-approved recruitment agency operating under Recruiting License No. 1580.



ISO 9001:2015 Certified

Structured quality management and professional recruitment practices.



Vetted Workforce

Skilled, semi-skilled, and unskilled manpower sourced and screened for employer requirements.



Employer-Focused

Recruitment solutions tailored to specific job roles, skills, experience, and workforce needs.



End-to-End Recruitment

From sourcing and screening to documentation, visa processing, deployment, and support.



Industry Coverage

Construction, engineering, oil & gas, hospitality, logistics, healthcare, manufacturing, security, and more.



International Reach

Recruitment reach across key GCC and Asian markets, connecting Bangladeshi talent with overseas employers.



Long-Term Support

Dedicated communication and post-placement support to strengthen lasting employer relationships.

One Recruitment Partner. Complete Workforce Support.

People • Process • Compliance • Deployment • Support

Let's Build **A Brighter** **Tomorrow** Together

YOUR TRUSTED
RECRUITMENT PARTNER



Dhaka Office



56, Kamal Ataturk Avenue
Banani, Dhaka-1213
Bangladesh



+88 02 41082690



info@welcomeltd.co



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