This Services Agreement ("**Agreement**") is made and entered into as of **01st May 2023** by and between:

CCM POLYMERS SDN BHD (Co. No.: 363880-D), a company incorporated in Malaysia and having its registered address at Level 5, Menara KLK, No.1, Jalan PJU 7/6, Mutiara Damansara, 47810 Petaling Jaya, Selangor (hereafter referred to as " The Company ") of the one part;

AND

AGENSI PEKERJAAN METRO WISE SDN BHD (Co. No.: 1106002-V), a company incorporated in Malaysia and having its business / registered address at No. 11-2, Jalan Kasuarina 7/KS 07, Bandar Botanik, 41200 Klang, Selangor, Malaysia (hereinafter referred to as " AGENCY ") of the other part.

RECITALS

A. The AGENCY is in the business of, amongst others, sourcing and recruiting.

B. The Company desires to, amongst others, outsource the hiring and management of the foreign workers for The Company manufacturing plant based at No. 32, 34 & 36 Jalan P10/16, Selaman Industrial Park, Section 10, 43650 Bandar Baru Bangi , Malaysia ("**Plant 1**").

C. Accordingly, The Company hereby appoints the AGENCY and the AGENCY hereby accepts such appointment to assist The Company in sourcing and recruiting for The Company based on the terms and conditions herein this Agreement.

NOW, THEREFORE, the parties hereto agree as follows:-

Article 1: APPOINTMENT OF AGENCY TO PROVIDE THE SERVICES

1.1 Appointment of AGENCY

Subject to the terms and conditions set forth herein, The Company hereby appoints AGENCY and AGENCY hereby agrees to perform for The Company the Services (particularly defined below) and as specifically set out in Exhibit A of this Agreement.

1.2 Representations and Warranties of AGENCY

AGENCY represents and warrants to The Company as follows:-

a) That, the AGENCY has experience and expertise in providing services for sourcing and recruitment of foreign workers for manufacturing and factory sectors as more particularly set out in Exhibit A herein ("**Services**");

b) Recruit foreign workers in compliance with Zero Cost and Ethical Recruitment regulations including the laws involved with the source country.

c) That, the AGENCY possesses all relevant permits, authorisations, consents and licenses, whatsoever from all relevant authorities as shall be required to perform the Services;

d) To the fullest extent possible, that the AGENCY shall comply with all applicable laws and regulations including but not limited to :-

i) Immigration Act 1959/63 (Act 155)

ii) Labour laws and/regulations with regards to the AGENCY's duty to provide the Services; and

iii) The Company's procedures and guidelines as communicated to AGENCY from time to time.

In connection with the above, the AGENCY hereby agrees to be solely and fully responsible for the consequences resulting from its non-compliance with all applicable laws and regulations, including but not limited to the hiring of illegal foreign workers for the performance of the Services hereunder this Agreement. Further to the foregoing, The Company shall also have the discretion to immediately terminate this Agreement forthwith without further written notice to AGENCY.

1.3 Specifications

AGENCY shall perform the Services in strict compliance with the applicable standards, specifications, operational, productivity and quality standards criteria as established by The Company to The Company's reasonable satisfaction and all applicable laws and regulations (as specified and amended from time to time). If The Company reasonably determines that any of the performance connected to the Services provided by the AGENCY fails to meet such acceptance standards or other requirements hereunder this Agreement:-

a) The Company will specify in writing the reasonable details in connection with the nature and extent of such failure;

b) Upon receipt of such written notice, the AGENCY will, solely through the performance of additional Services and at no additional charge to The Company, make such adjustments, modifications, or revisions as are necessary to cause the Services to fully comply with such acceptance standards or other requirements;

c) If the AGENCY fails or refuses to carry out the required performance in accordance with paragraph (b) above for any reasons whatsoever, then The Company shall have the rights to carry out and / or procure from any third party the performance of the Services in accordance with the acceptable standard. The AGENCY hereby agree that such costs incurred by The Company under this paragraph (c) shall be reimbursed by the AGENCY upon submission of valid documentations evidencing such costs incurred by The Company.