



TARMAC

TALENT MANAGEMENT SERVICES PVT LTD

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B-0953/MUM/COM/100/5/9304/2018

TARMAC SOURCING

Franchise Certificate

Franchisee Code : TFS-IN/MH/TNMUM-001/005

Validity : 10th June, 2025 - 9th June, 2032



This certifies that:

GLOBAL OVERSEAS ENTERPRISE

(Operating as a Tarmac Sourcing Franchise)

Registered Address: F-1-A-65, Haware Centurion Complex, Plot No 88, Sector-19, Seawoods East, Navi Mumbai - 400706

Has been officially granted the right to operate as a Tarmac Sourcing Franchise in India

This Franchise is granted for the purpose of:

Sourcing, vetting, and supplying qualified candidates from India for international placements through Tarmac Headquarters.

Operating strictly in accordance with Tarmac's proprietary systems, standards, and ethical guidelines.

Authorized Signatory

M Alam Mirza

Director

Tarmac Talent Management Pvt Ltd (Franchisor)

(A Government Recognized and Licensed Manpower Recruitment Agency)

Note : This Certificate serves as proof of the Franchisee's authorization to operate a Tarmac Sourcing Franchise. All rights, obligations, and terms are fully governed by the comprehensive Tarmac Sourcing Franchise (India) Agreement / Memorandum of Understanding signed by both parties.

This certificate does not confer the right to directly use Tarmac's RA License for recruitment activities.