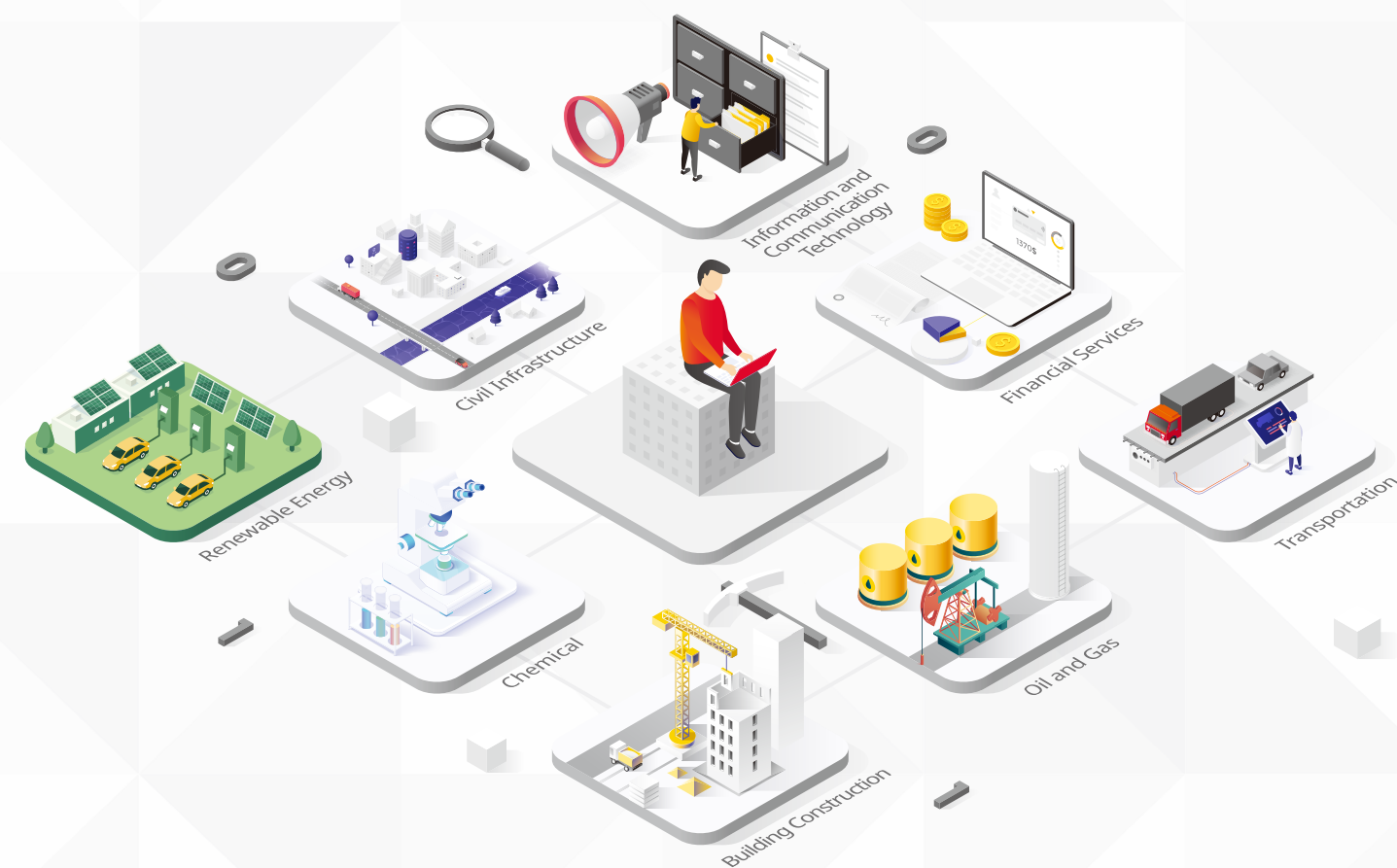


coens

Mobilizing Professionals and Provision
of In-country Services

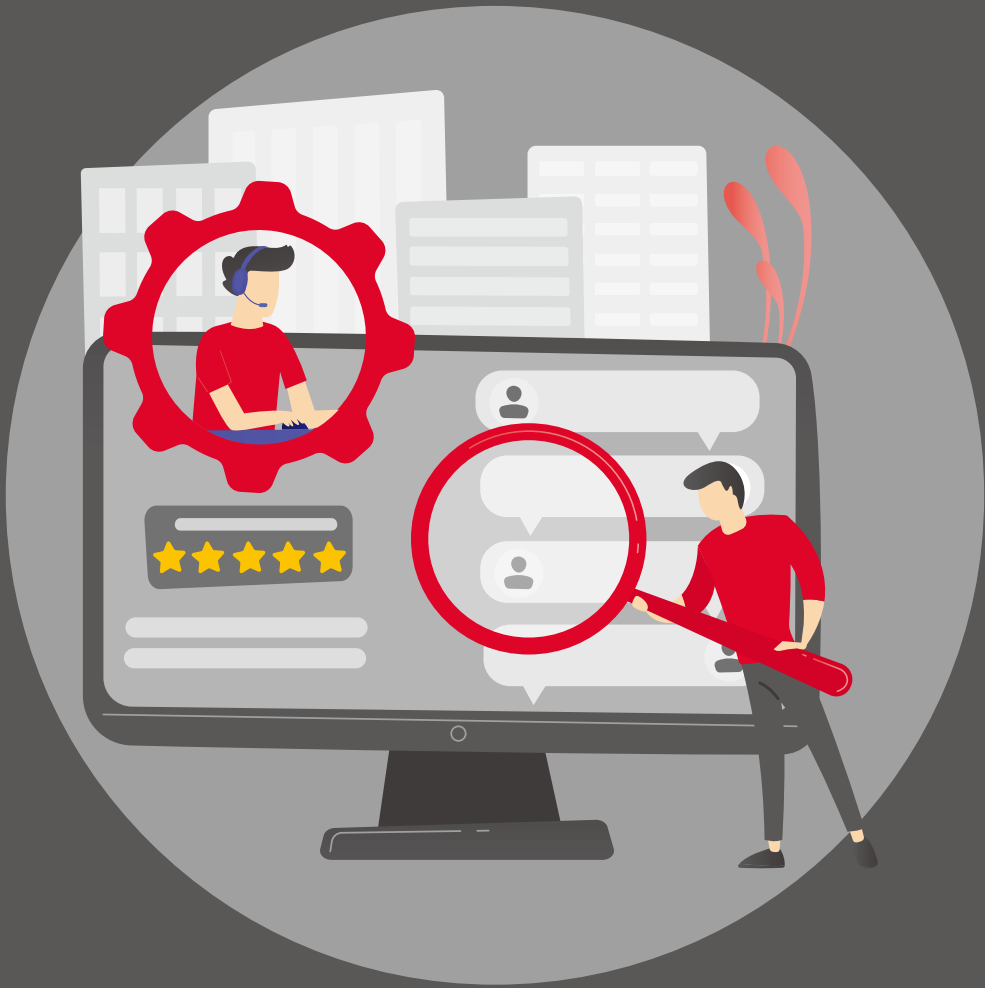


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PROFILE
ABOUT US

COENS Co., Ltd. is an integrated services provider headquartered in Busan, South Korea exclusively engaged in various key industry sectors. Established since 2001, our over 20 years of experience in managing and executing workforce solutions and other technical services for international projects make us an ideal partner of Clients, placing us as a top integrated services provider. Our prowess lies in furnishing tailored project solutions to organizations involved in the delivery of some of the world’s largest and most complex projects with a particular expertise in providing full project teams. With over 15 offices in strategic locations in Asia and beyond, COENS is staffed with industry specialists backed with many years of relevant experience in the provision of recruitment, destination mobility services and project site support to clients in various industries.

COENS has operational offices in over 5 countries worldwide including South Korea, China, Singapore, Myanmar, USA and experiences in over 25 global locations. Our depth and presence in these strategic locations marks our territory to support client’s needs on a local, regional and global level.

With trusted know-how in project support, COENS expanded our field to various sectors by establishing associated offices and entities. Especially, COENS opened a joint venture company with an offshore windfarm engineering company to enter the renewable energy sector. Likewise, COENS has embarked on concerted efforts to diversify its business into specialized logistics and accommodation ventures.

**20**
Years

**66**
Countries

**\$1.1Bn**
5 yr Aggregated Revenues

**+20,000**
Placement

**GLOBAL NETWORKS**

**USA**

- Contract Placement
- Perm Placement

**Myanmar**

- Contract Placement
- HR Services
- Immigration
- Accommodation
- Transportation
- Procurement
- Logistics

**Singapore**

- Contract Placement
- Perm Placement
- HR Services
- Immigration
- Accommodation
- Transportation
- Procurement

**China**

- Contract Placement
- Perm Placement
- HR Services
- Immigration
- Accommodation
- Transportation
- Procurement

**Korea**

- Contract Placement
- Perm Placement
- Immigration
- Accommodation
- Transportation
- Procurement
- Logistics
- Technical Support

 COENS offices in 5 countries

 Experience over 25 global locations

SECTORS
COENS SECTORS



For over 20 years, COENS has established its name and reputation, working with the world’s largest Exploration and Production organizations, EPC companies, shipbuilders, and other service companies entailed in the Oil and Gas industry.

We are immensely proud of our track records and extensive experience in manning up and supporting our clients’ execution and successful delivery of capital development projects worldwide. In more recent years, with some of our clients, COENS has similarly started to diversify its focus and to tailor its services to cover many different industries such as Renewable Energy, Chemical, Civil Infrastructure, Building Construction, Information and Communication Technology, Financial Services and Transportation. Leveraging on our 20 year technical recruitment expertise and access to a vast network of industry experts, the team at COENS is well-placed and ever-ready to partner with and support our diverse Clients, EPC companies, and other service companies entailed in new fields.

Our dedicated technical recruitment and assignment support teams and our personalized approach to project and account management will succeed in meeting our clients’ rigorous demands and achieving their expectations, whether they are engaged in feasibility studies, planning, design and engineering or already in the construction phase of their projects.

SERVICES

RECRUITMENT SERVICE



With almost 2 decades' experience in the provision of contract and permanent staff, our recruitment teams, extensive network and in-depth specialization in managing our database; we can source out the most appropriate candidate with the precise skill set aligned for any project at any location. COENS Recruitment's ideal is to firmly embrace both Clients and Candidates regardless of locale, as they are equally important to us.

Our professional recruiters put forward top-of-the-line candidates and consultants to cater to our clients' particular specifications. We encourage open communication among all parties to ensure top-notch candidates are processed.

We also provide competitive local manpower solutions in any locality; whether administrative personnel or site inspectors, whether you are job hunting or looking to hire a key specialist; we can ultimately adhere to your demands in pursuit of our absolute commitment and principle of affording the finest personalized service

- **Contract Placement**

Over the years, COENS has mastered the competency of handing Technical Expertise to our Clients' major capital development projects establishing a true and reliable effectiveness through our office locations and in-country partnerships.

Our accumulated competencies in resourcing and supporting local and expatriate candidates and consultants clearly defines us from generalist recruitment organizations and marks us a credible and trusted service purveyor in the key industries we support.

- **Permanent Placement**

Permanent placement of key resources necessary to support Clients' staffing needs globally. Our experience trademark and support proficiency for the entire recruitment campaign and/or project engagement will assuredly bear added value to Clients.

Our teams are more than qualified and wired with wide-ranging experience delivering an immense spectrum of management, engineering, technical, project controls/services, back-end support, and other corporate positions, in addition to construction/fabrication, commissioning, start-up, operations and maintenance disciplines. Whether the roles are required in the Oil and Gas, Renewable Energy, Civil Infrastructure, Building Construction, Chemical, ICT, Transportation, and Financial Services sectors, the teams at COENS are well-experienced and capable to take on the search for your next top-notch talent.



SERVICES

DESTINATION / MOBILITY SERVICES

COENS positioned across different offices ensure designees of Clients are adequately supported and underpinned at both their point of origin and at the location of their assignment to provide an unmatched support service to client's personnel. Our ever-ready and dedicated service delivery team are apt with an answer to the designee's pre-mobilization questions or concerns. We have profound understanding of both our client's and their personnel's needs and expectations from professional, to personal, to cultural and their general well-being. COENS assures the Client's personnel are prepared, supported and will be happy at every stage of their engagement during the project. Regular communication shall be maintained between the COENS assignment support team and the client making sure their personnel demands and expectations are understood and providing regular updates.

COENS is also rendering logistical crutch to Client's personnel to guarantee their comfort and safety once they reach their assignment location. Our support team will be ready to assist in making travel and accommodation as well as vehicle rental bookings using our dependable service providers. We will furnish the client with competitive prices and will be guided by their travel guidelines and policies for any arrangement.

- **Human Resource Services**

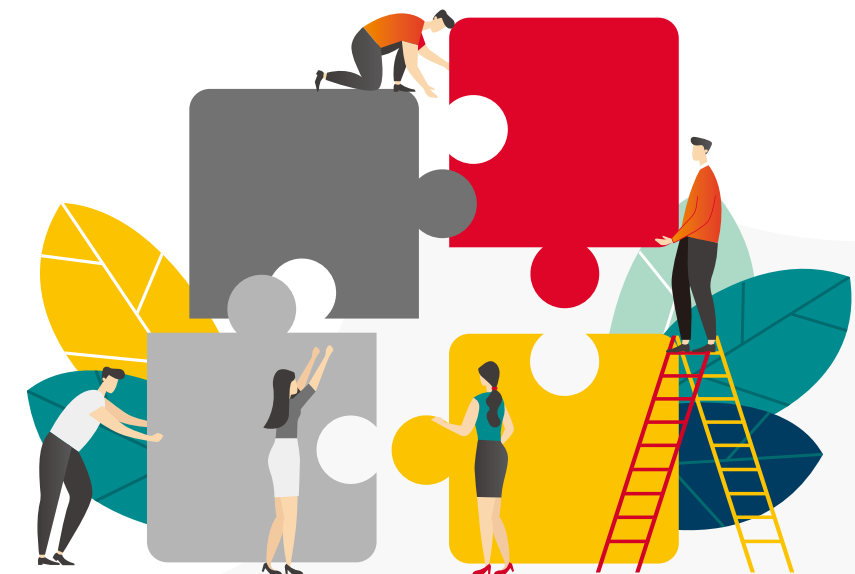
COENS offers several services which can be packaged together or availed as standalone service(s) covering everything from recruitment services for both local and expatriate personnel to administration of personnel benefits.

We propose a comprehensive approach and tailor-make a solution for our clientele for hiring and managing their resources without them needing to set up locally and for those with local establishment but who may be involved in temporary, project-based work that do not want to hire resources directly.

This allows COENS to act as the local employer-on-record, thus, eliminating responsibility from the Client for the day-to-day human resources duties.

Our scope of services covers

- Labor contract issuance and administration
- Hiring & employee onboarding
- Monthly payroll & tax compliance
- Remittance of statutory contributions
- Enrolment to group insurances
- Statutory leaves management
- Labor contract renewal and/or extension
- Demobilization procedures
- Other Employer liabilities
- COENS fully complies with local Labor Laws and other statutory regulations



• Immigration

Acquiring the relevant Visas and Work Permits is an essential process for Client's personnel to enable them to work legally at the location of assignment. As required, our experienced assignment support team shall be available to the Client's representatives and personnel to facilitate the Visa and Work Permit acquisition process.

COENS has a well-established system for processing visa and/or work permit applications which typically follows the steps below

- Prepare - provide the personnel with the visa requirements pack detailing the documents and actions required of them
- Check - follow-up calls to support the personnel in collating documents, answering clarification questions raised and checking of suitability of documents on hand and need for additional resources
- Submit - lodge the application form together with the relevant documentation
- Collect - prepare the personnel for collecting the visa in appropriate consulate location

In parallel to assisting with visa/work permit applications, our assignment support team can likewise provide assistance with the other pre-employment requirements and activities to be undertaken by the personnel. Such activities may include arranging for medical fit-to-work check-up and clearance, drug & alcohol tests, security check, training enrolment and the like. The COENS team will ensure 100% compliance with all the requirements from the visa and work permit requirements to the Client's other project policies and requirements as needed to enable the personnel to perform his role.



• Accommodation

Armed with almost 2 decades of housing experience, COENS has the knowledge and resources to help the Client's workforce feel at home away from home.

We offer total support to Clients in their endeavor to manage housing for their project workforce at competitive costs. COENS makes sure that our accommodation options are comfortable, proximate to work locations, and most of all, suit the personal needs of the occupants.

Depending on the country of residence, we present a wide selection of privately owned fully furnished apartments and houses for rental. Some of our residential options include access to gym, swimming pool and 24-hour security.

With the accommodation needs managed by our competent COENS' service delivery team, both the Client and their personnel can feel settled with nothing to worry about.

• Transportation

MEET AND GREET

COENS transportation service would make your journey safer and convenient. We offer meet and greet airport pick-up services with our ace drivers equipped with defensive driving course. All vehicles are regularly checked for maintenance and will be provided along with safety kits. Once service is done, a transport safety feedback questionnaire will be accomplished by the passenger. COENS regards unparalleled service as the soul of our culture.

VEHICLE RENTAL

We provide various types of rental vehicles with features that meet Clients' Safety Policy. All vehicles are insured and regularly maintained. COENS has secured a vehicle that will satisfy our Clients in collaboration with the best partnership companies.

SERVICES

PROJECT SITE SUPPORT SERVICES

COENS has a team of skilled staff, most of time conducting projects, we provide procurement, logistics and technical support services at Client's request. We can manage the entire process throughout all stages of the Client's project. With dedicated staff expertized in each service, COENS ensure that Client's project is achieved to the required standards and that the project is completed within the required timescales.

- **Procurement**

The objective of COENS procurement services is to offer our expert knowledge, purchasing capacity and logistics capability to our clients. In doing so, we can drive cost savings for our Clients that originate from COENS' supplying to multiple major projects in the region.

COENS supports our Clients by purchasing quality goods and services at competitive prices, promoting supply chain diversification, exercising proper financial stewardship for payments, and providing responsive service to all COENS' clients.

COENS aims to leverage the overall purchasing power of our organization to reduce the overall cost of goods and services, as well as facilitate the acquisition of all necessary goods and services.

Other areas where Procurement adds value to our Clients include

- Negotiating agreements for common goods and services
- Sourcing and negotiating the terms and pricing for specialized goods and services agreements
- Working with Clients to evaluate and negotiate consulting agreements
- Collaborating with Clients to get the best terms and pricing on high-value purchases
- Material tracking system manages the material status from PO release to item delivery

- **Logistics**

COENS Logistics service team covers freight transportation, warehousing and distribution, supply chain solutions.

Great communication, reliability, quick response, and reasonable pricing by COENS has aided us create a more trusting relationship with our customers. We have gone above and beyond many times to get the job done and that shows our dedication and commitment to our customers.

More effective management of logistics can deliver significant benefits to our customers, including increased operational efficiency, improved cash flow from tightly scheduled supply, shorter lead times, reduced storage space and costs, and higher quality assurance.

COENS' highly flexible storage and delivery capability can be tailored to meet each customer's requirements in terms of operational and cost efficiency. However, our adeptness in logistics and supply chain management enable us to advise customers on ways to improve their own logistics management.

• Technical Support

COENS Technical Service has the mastery and capability to deliver a variety of technical solutions for Client's projects. COENS specializes in Project Completions, Pre-commissioning, Commissioning, Fabrication and Maintenance services.

COENS has in-depth knowledge and field experience in every aspect of the service we offer. Our integrated project management system assures robust work processes, real-time reporting and core governance on every project work we undertake. We have a proven track record of delivering the highest quality of service - safely and efficiently.

Whatever the portfolio of technical service a project may require, COENS is able to offer a customized solution to our clients.



LOCATIONS CONTACT US

KOREA

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