



PRIVATE & CONFIDENTIAL
Ref: DG/OL/HR/26/02/116

Date: 25TH FEBRUARY 2026

MIOR IMRAN HARIS BIN MIOR KHIR
(990909-08-6869)

MESA HILL C-8-12
PERSIARAN ILMU BANDAR BARU NILAI
71800 NILAI NEGERI SEMBILAN

Dear Mr Imran,

FIXED - TERM CONTRACT OF EMPLOYMENT

MALINDO AIRWAYS SDN BHD (doing business as **Batik Air**) is pleased to offer you Employment in the position of **CUSTOMER SERVICE OFFICER** in our **GROUND OPERATIONS DIVISION** with effect from **02ND MARCH 2026 UNTIL 01ST JUNE 2026** as detailed in the enclosed **Contract of Employment**, which incorporates the **General Terms and Conditions of Employment** and the accompanying **Annexure A**. You will be based at our office located at:

LOT G19-4, PUBLIC CONCOURSE
PASSENGER TERMINAL BUILDING
81250 JOHOR BAHRU JOHOR

To accept our offer, please sign your acceptance below and initial each page of the enclosed **Contract of Employment**, and **Annexure A** and return the same to the Company.

This Conditional Offer is subject to you passing your medical screening, submission of the copies of all the necessary valid certificates, valid work permits, your training, satisfactory reference and obtaining a release letter from your previous employer, successful clearance of your Security Background Check as well as the psychometric, psychomotor or other assessments conducted by the company. This offer is null and void in the event, any of the above is unsuccessful or incomplete.

In the event that you accept and sign this Offer of Employment but subsequently choose to rescind your acceptance prior to your official start date, the Company reserves the right to recover from you an amount equivalent to one (1) month salary stated herein. This amount represents compensation for administrative, opportunity and operational costs incurred due to the withdrawal after acceptance.

This letter will lapse **seven (7) days** after the date of issuance of this Contract of Employment.

Yours sincerely,

For **MALINDO AIRWAYS SDN BHD (1018546-W)**

VISVARATNAM V SABARATNAM
General Manager, Legal & HR

I hereby accept employment with Malindo Airways Sdn Bhd, I also acknowledge, understand and accept the enclosed **Contract of Employment** and the **General Terms and Conditions of Employment** with the accompanying **Annexure A**.

Signature : _____
Name : Mior Imran Haris Bin Mior Khir
NRIC : 990909-08-6869
Date : 2 March 2026