

UAE Payroll, Labour Law & Compliance Workshop 2026

Voted Best HR Outsourcing Partner 2015-2025

Recognised as a **'Star Performer'** in Everest Group's Multi-Country Payroll (MCP) and Employer of Record (EOR) Solutions PEAK Matrix® Assessment.



100% In-Country HR Services Across APAC & Middle East

Links International is strategically positioned to help you grow your business, with 15 offices in the region serving over 30+ locations across Asia Pacific & Middle East.

APAC:

- Hong Kong
- Mainland China
- Macau
- Taiwan
- Singapore
- Malaysia
- Thailand
- Vietnam
- Indonesia
- Philippines
- Cambodia
- Myanmar
- Brunei
- India
- Bangladesh
- Pakistan
- Japan
- South Korea
- Australia
- New Zealand
- Sri Lanka

Middle East:

- Dubai
- Abu Dhabi
- Sharjah
- Ajman
- Umm Al-Quwain
- Qatar
- Fujairah
- Ras Al Khaimah
- Saudi Arabia
- Oman
- Turkey
- Bahrain

Visit linksinternational.com for more information!

Best in Class HR Experience

Key components of BEST-IN-CLASS Payroll and HR experience for employees



Recognized as **'Star Performer'** in Everest Group's Multi-Country Payroll and Employer of Record Solutions PEAK Matrix Assessment 2022-2023 and once again in 2025.

Voted **Best Payroll Services Partner & Best HR Outsourcing** for 11 consecutive years



Our Speaker

Aladdin Sukkariyah

Regional Business Development Manager (UAE & MEA)

Aladdin drives business development and sales growth for Payroll and HR Outsourcing services across the UAE and MEA markets, bringing extensive experience in workforce solutions, EOR, staffing platforms, and HR technology across the region. Known for building strong enterprise partnerships and delivering consistent commercial results, he combines a consultative approach with deep knowledge of UAE and KSA market dynamics to create meaningful impact for clients.



Our Speaker

Matilda Gjini

Company Formation Specialist

Matilda specializes in helping entrepreneurs and businesses establish and expand their operations in the UAE. With expertise in Mainland and Free Zone company formation, she provides tailored solutions across business setup, residency visas, corporate banking, and regulatory compliance, delivering a seamless experience from incorporation to growth.



Content

1. Employment in UAE
2. Salary & Overtime
3. Leave Entitlement
4. GPSSA & Tax
5. Type of Visa
6. End of Service
7. 2026 Legislation Update
8. Saudi Arabia
9. KSA Key Legislation Changes In 2026

Employment in UAE





Employment Law

- Employment contracts in the UAE must be provided in writing in English and Arabic and include essential details such as Job Description, Salary, Working Hours, Leave Entitlements, Termination Conditions.
- Employer must issue offer letter and Employment contract through MOHRE (Ministry of Human Resources and Emiratisation)
- The employer must sign an employment contract with the worker based on the agreed work pattern. Must be prepared as Offer Letter and Main Contract using the format specified by Ministry of Human Resources and Emiratisation (MOHRE) and the contract is digitally available in MOHRE Platform.
- MOHRE manages labor affairs in the UAE, ensuring fair employment practices and promoting Emiratisation. It regulates work permits, labor laws, and supports both employees and employers
- In case of extending or renewing the contract, the new term(s) shall be considered an extension of the original term and shall be added to it while calculating the worker's continuous term of service.

Employment Contract Type

Limited Contract / Fixed Term Contract

Under this new law, all employment contracts must be fixed-term and cannot exceed three years in length, although they can be renewed. This move from unlimited contracts to fixed-term contracts is aimed at providing clearer expectations and obligations for both employers and employees.

Part-Time Contracts

Part-time contracts are for employees who work fewer hours than full-time employees. Under this type of contract, employees work for one or more employers for specific hours or days.

Temporary Employment contracts in UAE

Temporary contracts are for a specific assignment, ending when the assignment is completed. This type of contract is common in industries that require project-based work, such as construction or event management

Flexible Contracts.

Flexible contracts allow employees to work hours or days that change depending on the employer's business needs. This type of contract is suitable for employees who require flexibility in their work schedule, such as parents or students

Hiring Foreign Employees

Employer obligations:

- Cover recruitment costs, visas, medical expenses, accommodation, uniform, medical insurance, and travel costs.
- Contracts must match pre-arrival job offer.
- Cannot retain workers' passports—illegal confiscation prohibited.
- Employees can change employer after 6 months if consent or legal grounds (unfair treatment, unpaid salary) apply.
- **Midday Outdoor Ban:** From June 15 – Sept 15 (12:30–15:00), outdoor work prohibited to protect labourers.

Employee Rights & Benefits:

- **Equal Pay:** Women must receive equal wages for equal work.
- **Health & Safety:** Employers must ensure safe working conditions, provide health insurance, protective gear, and prevent occupational hazards.
- **No Forced Labor/Discrimination:** Law prohibits forced labour, discrimination (gender, race, religion, nationality), harassment, bullying, and exploitation of minors (<15 years) .
- **Housing & Meals:** For certain worker categories (e.g., domestic, construction), employers must provide suitable accommodation, and three daily meals.
- **Unemployment Insurance:** Since 2023, eligible employees may receive up to 3 months' compensation if terminated (subject to minimum 12 months in scheme and Termination should not be due to disciplinary action as per Article 39 of Federal Decree Law).
- **End of Service Benefit (EOSB) / Optional Savings:** Employers must pay gratuity; an optional savings scheme is available instead.

Hiring Foreign Employees

Unemployment Insurance in the UAE

- As of 1 January 2023, all employees in the federal government and private sector (including most free-zone employees) must enroll in the Involuntary Loss of Employment (ILOE) scheme—also known as Unemployment Insurance.
- Exemptions: Investors (company owners), domestic helpers, temporary/part-time workers, juveniles under 18, and pensioners employed after retirement.

Types of Insurance (ILOE Categories):

- Category A: Basic salary $\leq$ AED 16,000/month $\rightarrow$ premium $\sim$ AED 5 + VAT/month.
- Category B: Basic salary $>$ AED 16,000/month $\rightarrow$ premium $\sim$ AED 10 + VAT/month
Employees choose their category based on contracted basic salary.

Coverage Details:

- Duration: Up to 3 consecutive months per claim, cumulatively up to 12 monthly payments over whole career
- Benefit Amount: 60% of average basic salary over the previous 6 months.
- Max AED 10,000/month for Category A
- Max AED 20,000/month for Category B

Eligibility Conditions:

Must have paid premiums for 12 continuous months

Must claim within 30 days of job termination

Must not have resigned or been dismissed for disciplinary reasons

Must remain in the UAE during claim; benefit stops if re-employed or exit country

Probation Period

Under the UAE Labour Law the probation period is clearly regulated to ensure fairness for both employers and employees..

Maximum duration: 6 months.

No extension or repeat of probation with the same employer.

Employer termination: 14 days' notice.

Employee resignation:

14 days' notice if leaving UAE.

30 days' notice if joining another UAE employer.

Termination of Employment

Either the employer or employee can terminate a contract of service.

Termination may happen because:

- i. Resignation
 - ii. Dismissal
 - iii. Contract term expired
- Both parties must follow the terms and conditions for termination as stated in the contract of service.
 - It is an offence for employers to disallow employees to leave their job. Employees have the right to resign at any time, by **serving the required notice** or by **paying compensation to the employer in lieu of notice**.

Termination with Notice

- Notice Period in UAE is Minimum (30) thirty days and not more than (90) ninety days
- The length of notice period must be the same for the employer and employee and as agreed according to the employment contract
- Notice can be waived by mutual consent between employee and employer.
- Notice Period during Probation

Type of Separation	Notice Period
Terminated during Probation	14 days
Resignation During Probation Period (If Employee is leaving the county)	14 days
Resignation During Probation (If employee is moving to another company)	30 days



Termination without Notice

- Termination without notice can happen in situations such as breaking the terms of the contract, failure to pay salary and absence without cause.
- Either employee or employer may terminate a contract without waiting for the notice period to end.
- Either party can do so by paying the other party **compensation in lieu of notice** (“notice pay”). This is money equivalent to the salary that employee would have earned during the required notice period.

Retirement Age

For UAE nationals, the Federal Pensions Law No. 7 of 1999 sets the retirement age at 60 years. Under Federal Decree-Law No. 33 of 2021, the UAE preserves prior ministerial decisions:

Ministerial Resolution No. 52 of 1989 sets the retirement age for expatriates at 60, with a maximum recruitment age of 60; however, MOHRE may grant waivers up to age 65 for individuals with “extensive and rare experience”.

Expatriate Employees (Private Sector Mainland)

- The law does not set a mandatory retirement age for private-sector expats.
- However, Ministerial limits work permits to those aged 18–60, with possible waivers for experienced professionals.
- Since 2011, MOHRE has allowed certain expats aged 60–65 years to continue working via annual work permits.

Typical practice:

- Standard retirement at 60 years.
- Extensions to 65 years are common for individuals with in-demand skills or unique qualifications.
- Above 65 years, visas may still be issued at MOHRE’s discretion, typically on a yearly basis.
- Public Sector – UAE Nationals

Final Settlement

Final settlement Payment : Employee must be paid Full and Final Settlement payment with in 14 days from the last working day

Includes	
Unpaid Salary	Final Settlement must include unpaid salary till last working day
Gratuity	If employee has completed One year
Unused Leave	Unused Annual leave balance must be paid with the final settlement
Another other payment due to employee	If employee has earned and Bonuses, commissions, or incentives, Expense reimbursement
Deductions	Any amount to be recovered from employee (Unpaid Leave, Salary Advance, Housing Advance Etc.)

Salary & Overtime



Salary

- Salary refers to remuneration, including allowances, paid for work done under a contract of service.
- UAE does not have a minimum wage. Employee salary is subject to negotiation and agreement between employer and employee.
- The maximum normal working hours for workers shall be (8) eight hours per day or (48) forty-eight hours per week
- Must be paid at least **once a month** and by **1st calendar days** after the end of the salary period.
- Salary Must be paid through WPS for Mainland Registered business.
- Employer must issue a Payslip of Salary Payment and Salary Certificate if requested
- Freezone registered business are not required to process salary through WPS except for JAFZA and DMCC

Salary Deduction

- Employer cannot deduct more than **15% of your total salary payable** in any one salary period with exceptions to absence from work.
- Penalties in force at the establishment and approved by the Ministry, provided that they shall not exceed (%5) five percent of the wage.
- If Multiple Penalties the total deductions or withholdings from wages must not exceed 50%

Market Benchmark Salaries by Job Type

Even without legal minimum wages, market norms have formed clear salary expectations. These benchmarks are often used for visa processing and contract negotiations:

Job Type	Entry-Level Monthly Salary (AED)
Retail Sales Assistant	2,000 – 4,500
Construction Labourer	1,200 – 1,500
Admin Assistant	2,500 – 5,000
Hotel Waiter	2,250 – 2,583
Customer Service Rep	2,000 – 6,500

Additional Employer Obligations & Guidance

Salaries must allow employees to cover essential living costs, even in the absence of a fixed minimum.

Employers are advised to use MOHRE wage benchmarks under Federal Decree-Law 33/2021, Article 27, aligning with industry standards and visa requirements.

Free zone authorities may set their own minimum salary criteria – especially for mainland-sponsored roles like university graduates in free-zone visas.



Wage Protection System

WPS (Wage Protection System) in the UAE is a government-mandated electronic salary transfer system designed to ensure timely and transparent payment of wages to employees in the private sector

- Salaries must be paid by the 1st day of the following month through WPS.
- The previous 15-day grace period has been removed.
- Employers must pay at least 85% of total wages due on time.
- WPS applies to all MOHRE-registered private sector companies.
- Salary delays are monitored automatically from Day 2 after the due date.
- New work permits may be suspended from Day 5 of non-compliance.
- Repeated violations can lead to fines and company downgrading.
- Salaries must be paid through authorized banks, exchange houses, or financial institutions.
- Employers remain responsible for WPS compliance even when payroll is outsourced.
- Payroll teams should process salaries before month-end to ensure funds reach employees by the 1st of the month.



Wage Protection System (Cont..)

- MOHRE has outlined a clear, escalating framework of consequences for companies that fail to meet the deadline.
- From Day 2 - Electronic monitoring is activated and warning notices are sent to non-compliant employers.
- From Day 5 - The company is suspended from being granted new work permits. The employer is formally notified and required to settle outstanding wages.
- From Day 11 - Administrative fines are imposed in line with Cabinet Resolution No. 21 of 2020. The company is reclassified to the third business category, and repeated violations within a six-month period will trigger further action.
- From Day 16 - Individual or collective labour disputes may be registered on behalf of affected workers. Work permit suspensions are extended. This applies particularly to companies with 25 or more unpaid workers, or to businesses under common ownership where the total affected headcount reaches 25, especially in sectors such as construction, transport and storage, security, cleaning, and recruitment.
- From Day 21 - Authorities may issue executive orders to recover unpaid wages. Precautionary asset seizures and travel bans may be imposed on the individuals responsible for the establishment. For companies with 50 or more employees, collective labour dispute procedures may be initiated.



Overtime

- The employer may instruct the worker to work overtime over the normal working hours, provided that they do not exceed two hours per day and Must not exceed 144 hours every 3 weeks
- Overtime pay : At least 25% Extra on basic wage for regular overtime
- Night Overtime (10 PM – 4 AM): At least 50% extra on basic wage (shift workers excluded).
- Weekend Work: Compensated with a day off or paid with at least 50% extra on basic wage.
- Weekend Limit: No more than two consecutive weekends of work (except day workers)

Rest Day And Break Time

Rest Day

Your employer must provide not less than one **day per week**.

The employer determines the rest day, which can be on a Sunday, or any other day of the week.

Payment for work on a rest day is calculated as Overtime or Compensated with a day off

Mid Day break

UAE to implement midday work break from 15 June to 15 September for 2 decades.

The Ministry of Human Resources and Emiratisation (MoHRE) announced a ban on working in open spaces and under direct sunlight from 12:30 to 3:00 pm every day from 15 June to 15 September

Rest Day And Break Time

Ramadan Timing

Daily working hours are reduced by 2 hours.

Companies may offer flexible or remote work depending on operational needs. These reduced hours apply to all employees, regardless of religion, and do not affect salaries

Friday Prayer Break Timing

Employee who offer Friday prayer break / Jumuah prayer must get break for prayer. companies may adopt a half-day schedule or provide flexibility for employees to attend the Friday prayer.

Public Holiday

- Workers are entitled to full pay on official public holidays as defined by the MOHRE
- If employee are required to work on a public holiday, employer should pay Normal working hours plus not less than 50% basic wage for the day or a day in lieu

Public holiday in UAE

- New Year – January 1
- Eid Al Fitr
- Arafat Day
- Eid Al Adha
- Islamic New Year
- Prophet Muhammad's Birthday
- Commemoration Day - December 1
- UAE National Day - December 2 to 3

Note: "Islamic holiday dates confirmed annually by moon sighting"

Statutory Leave

Type of Leave	Minimum Entitlement	Carry Forward	Eligibility	Claim Payout
Annual Leave	30 Calendar days Every Year	Yes	After completing Probation Period.	Paid by the employer.
Public Holidays	13 public holidays	No	All employees. There are a total of 13 gazetted public holidays: - New Year's Day - Eid Al Fitr - Arfat Day - Eid Al Adha - Islamic New year - Prophet Muhammads Birthday - Commemoration Day - National Day	Paid by the employer.
Sick Leave	90 days	No	After completing Probation Period.	The first 15 days with full pay The following 30 days with half pay Remaining 45 days are unpaid
Maternity Leave	60 days	No	Female employees.	The first (45) forty-five days with full wage The following (15) fifteen days with half wage



Government Paid Leave

Type of Leave	Minimum Entitlement	Carry Forward	Eligibility	Claim Payout
Paternity Leave	5 days	No	Male or Female within (6) six months from the date of the childbirth	Paid by Employer
Study leave	10 days	No	Employees who have worked not less than 2 years	Paid by Employer
Bereavement leave	5 days and 3 days	No	(5) five days, in case of death of the husband or wife and (3) three days in case of death of the mother, father, son, brother, sister, grandson, grandfather or grandmother, starting from the date of death	Paid by Employer
Hajj Leave	30 Days	No	Once in Lifetime of employment	Unpaid

GPSSA & Tax



GPSSA (General Pension and Social Security Authority)

The General Pension and Social Security Authority (GPSSA) is the UAE's federal body that takes care of pension and social security matters for Emirati citizens working in both government and private sectors, except for those employed by the governments of Abu Dhabi and Sharjah

GPSSA (General Pension and Social Security Authority)

UAE national employees are subject to social security contributions

Emirates	Criteria	Maximum Base Amount	Total Contribution	Employee Contribution	Employer Contribution	Government Contribution
Dubai and Other Emirates	Less than 20000 AED	70,000 AED	26%	11%	12.50%	2.50%
Dubai and Other Emirates	Joined Job Market Before 31 Oct 2023	70,000 AED	20%	5%	15.00%	0.00%
Dubai and Other Emirates	New in Job Market after 31 Oct 2023	70,000 AED	26%	11%	15.00%	0.00%
Abu Dhabi	Joined Job Market Before 31 Oct 2023	150,000 AED	20%	5%	15.00%	0.00%
Abu Dhabi	New in Job Market after 31 Oct 2023	100,000 AED	26%	11%	15.00%	0.00%

UAE Tax

The UAE does not impose any personal income tax—there is no tax on salaries, wages, bonuses, allowances, or any other employment income. Consequently, employees have no personal income tax filing or registration obligations.

However, UAE implemented Corporate Income Tax applies to financial years beginning on or after 1 June 2023

0% on profits up to USD 102,000 (AED 375,000)

9% on profits above this threshold

End Of Service Benefits - All foreign employees working in UAE are eligible for Gratuity

Tenurity	Days
Less than 1 Year	-
1-5 Years	21 Days
Above 5 Years	30 Days

UAE Visas Explained



Common UAE visa routes

UAE VISA BASICS

Start with the sponsor, then confirm whether the person has the right to work.

Key takeaway

Residency is not always permission to work. Confirm the correct work-permit route before the offer is issued.

Employment visa

Employer-sponsored route for standard UAE hires. Requires quota, work permit, medical and Emirates ID.

Investor / partner visa

For shareholders and business owners where the person is not under a standard employment contract.

Dependent visa + permit

Family-sponsored residents may work once the employer secures the correct labour or authority permit.

Green or Golden visa

Self-sponsored residency routes. Employment may still require a work permit and payroll compliance.

EMPLOYER CHECKLIST

Eligibility questions before you hire

A clean company file is often the fastest way to avoid hiring delays.

Practical rule

Check the company file before hiring, not after the candidate accepts.

Most delays are caused by quota, expired documents, WPS flags or title mismatches.

1 Structure & regulator

Mainland uses MOHRE + immigration. Free zones follow authority-specific steps.

2 Quota / facility capacity

Confirm available quota in writing. Free zone capacity often depends on office tier.

3 Role fit & documents

Job title should match the licence activity. Some skill-level roles require attested degrees.

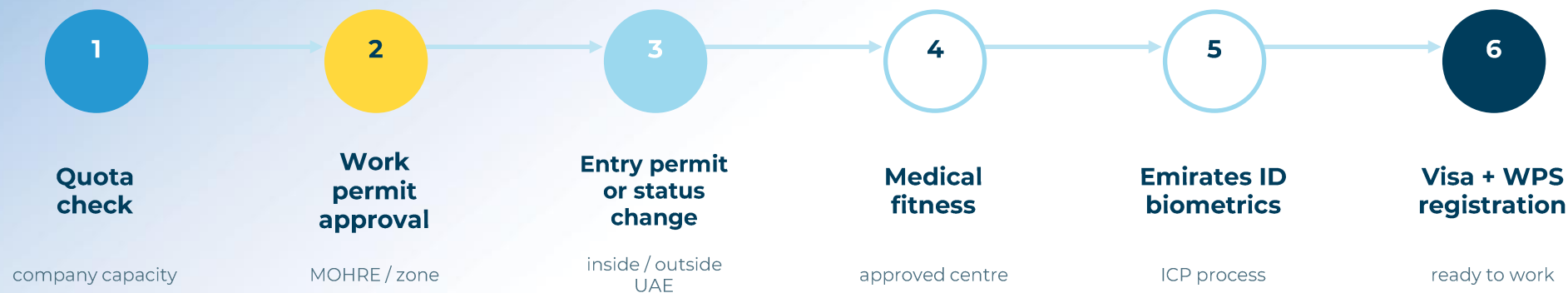
4 Payroll & compliance

Check WPS, health insurance, licence validity, establishment card and fines before starting.

PROCESS & TIMELINE

Typical visa process and timelines

The process is straightforward when quota and documents are ready.



Clean file

2–4 weeks

typical end to end

What commonly slows it down

- No quota left
- Expired licence or establishment card
- WPS / MOHRE fines
- Missing degree attestation
- Job title does not match activity

Exact timing varies by authority, document readiness and individual approvals.

Legislation Changes



Emiratisation

- 10% Emiratisation Target by End of 2026
- Private-sector companies with 50+ employees must achieve 10% Emiratisation in skilled roles by 31 December 2026.
- Target is measured through annual increases in Emirati employment.
- Mandatory Requirements for Companies with 20–49 Employees
- Businesses in designated sectors must maintain compliance with Emirati hiring obligations and retain Emirati employees
- Increased Financial Contributions for Non-Compliance
- Penalties continue to increase for every Emirati not employed against the required quota.
- MOHRE actively enforces compliance through inspections and audits
- New AED 6,000/month minimum wage specifically for Emirati employees in the private sector, effective 1 January 2026 (up from AED 5,000)

Emiratisation

- Stronger Enforcement Against Fake Emiratisation.
- Violations may lead to fines, company downgrading, and legal action.
- Focus on Emirati Retention & Career Development
- Organizations are expected not only to hire Emiratis but also to provide meaningful roles, training, and career growth opportunities.
- Nafis Remains a Key Support Program
- Employers can access recruitment support, salary subsidies, training programs, and talent development initiatives through Nafis.
- Continuous Compliance Monitoring
- MOHRE conducts regular reviews and cross-checks workforce data to ensure ongoing compliance throughout the year.

KSA Key Legislation Changes In 2026



Saudi Arabia Labour Law Amendments 2026

New Social Security Law

As part of Saudi Arabia's Social Insurance reform, GOSI pension contributions increased for employees covered under the new Social Insurance Law (joined the workforce on or after 3 July 2024 with no prior contribution history).

New GOSI Rates (Effective 1 July 2026)

For New-System Saudi Employees

Employee Contribution: 10.75% (previously 10.25%)

Employer Contribution: 12.75% (previously 12.25%),

Total Contribution: 23.50% of contributory salary

Existing Employees (No change in contribution rates.)

Employer: 11.75%

Employee: 9.75%

Total: 21.50%

Employer of Record (EOR)

An EOR provider acts as the legal employer of your remote workforce and enable you to hire your talents compliantly within 48 hours

Links
INTERNATIONAL
An **ascentium** Company



Hire anyone, anywhere, in **48 hours!**

Key reasons Clients engage EOR services



Speed to market

Compliantly hire anyone, anywhere in Asia and the Middle East in **less than 48 hours** with on the ground HR support



Flexibility & Cost

Expand into new markets **without** incurring the **cost**, **commitment** and **timeline** associated with setting up a new legal entity



Wider Talent Pool

Access a wider talent pool by **hiring** in demand **skillsets** from **anywhere** in Asia and the Middle East



M&A Activity

Simplifying corporate structure by **closing legal entities** and moving 'orphaned employees' under an **EOR provider** to save ongoing costs



Mobility & Retention

Retain staff by allowing them to **relocate anywhere** in Asia and the Middle East & work remotely

ascantium

40,000+
Active clients

3,000+
Professionals

57
Cities Served

27
Markets Covered

Expanded Service Offerings



HR Services

- Payroll + Workday, SAP, Oracle integration
- Employer of Record & Immigration
- Recruitment & Outplacement
- HR Outsourcing & Advisory

Links
INTERNATIONAL
An **ascantium** Company



Corporate Services

- Incorporation & Business Formation
- Company Secretarial & Compliance (Private Co, ListCo, MNC, etc.)
- Director Services
- Trademark, Licenses, Copyright Registration

In.Corp
Vision To Reality
Virtuzone
HARNEYS
FIDUCIARY



Accounting and Tax Services

- Accounting & Finance
- Tax Filing and Compliance
- Tax Advisory
- Government Incentive Plans

In.Corp
Vision To Reality
Virtuzone
DEZAN SHIRA & ASSOCIATES
Your Partner for Growth in Asia



Risk Assurance & Audit

- Internal Audit
- Risk Assurance
- ESG (Environmental, Social and Governance)
- Compliance & Governance Solutions
- Audit

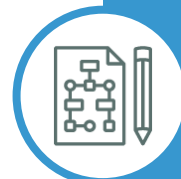
In.Corp
Vision To Reality
Virtuzone
DEZAN SHIRA & ASSOCIATES
Your Partner for Growth in Asia



Cross Border / FDI Specialist Services

- Market Entry Advisory
- Industrial Park & Business Partners
- China's ODI & Registration in Circular 37
- UAE Free Zone and Mainland Trade License

In.Corp
Vision To Reality
Virtuzone



Advisory

- Financial Advisory
- M&A Advisory
- Insolvency / Liquidation

In.Corp
Vision To Reality

Contact Us



Scott Thomson
Managing Director

scott.thomson@linksinternational.com
+852 3915 0246



Phoebe Wong
Associate Director,
HR Outsourcing

phoebe.wong@linksinternational.com
+65 6718 0483



Lynette Liew
APAC Senior Business
Development Manager

lynette.liew@linksinternational.com
+65 6718 0491



Regional Business Development
Manager
(UAE & MEA)

aladdin.sukkariyah@linksinternational.com
+971 521817904

Partner with Links

HR Solutions Tailored For Your Business

For more information, visit us at
linksinternational.com or email us at
frontdesk@linksinternational.com

Hong Kong

27/F, Tai Tung Building,
8 Fleming Road, Wan Chai,
Hong Kong

Macau

Alameda Dr. Carlos D'assumpção,
No.181-187, Comercial do Grupo
Brilhantismo 4º Andar R, Macau

Thailand

S-Metro Building, Suite 11, Level 20, 725
Sukhumvit Road, Klongtan Nua,
Wattana, Bangkok 10110 Thailand

Indonesia

Axa Tower, 36th Floor
Jalan Prof Dr Satrio Kav 18, Kuningan
South Jakarta, Indonesia 12940

Philippines

7/F Glorietta 4, Ayala Center,
#719 Makati, 1224, Philippines

India

B – 1602, ONE BKC, Bandra
Kurla Complex, Mumbai 400051

Singapore

8 Eu Tong Sen Street #12-85,
The Central Office 2, Singapore
059818

Taiwan

18-105, No. 97, Songren Road Xinyi
District, Taipei City, Taipei 110050,
Taiwan

Vietnam

4 Floor Miss Ao Dai building, 21 Nguyen
Trung Ngan Street, Ben Nghe Ward,
District 1, Ho Chi Minh City

Japan

KDX Toranomom 1 Chome Building 11F,
1-10-5 Toranomom, Minato-ku, Tokyo
105-0001, Japan

Australia and New Zealand

G/Floor, 100 Walker St North Sydney,
NSW 2060

Shanghai

Room 1107, No.233 Taicang Rd,
Huangpu District, Shanghai,
China

Malaysia

BO2-A-11-1, Menara 3, KL Eco City,
No. 3, Jalan Bangsar, 59200
Kuala Lumpur, Malaysia

South Korea

14F, 416, Hangang-daero,
Jung-gu, Seoul,
Korea 04637

Adelaide – South Australia

Franklin Suite Level 2,
70 Hindmarsh Square,
South Australia 5000

UAE and Middle East

Private office no.27,
DD27.01-27.25,
MAKTABI, 18th floor,
Sheikh Rashid Tower,
DWTC, Dubai, UAE,
P.O Box 333779