

17th February 2008

Sub.: Penalties for breach of Licensing Regulations and
Employment Regulations
Decisions No. 2 & 3 / 2008

Dear Business Partner,

All businesses operated from the Dubai Technology and Media Free Zone (the "TECOM Zone") is subject to the terms under the Dubai Technology and Media Free Zone Licensing Regulations 2003 and Dubai Technology and Media Free Zone Employment Regulations 2004.

After perusal of the above regulations, the Authority has issued the following Decisions effective 3rd February 2008:

- Decision No. 2 of 2008 concerning penalties for breach of the Dubai Technology and Media Free Zone Licensing Regulations 2003; and
- Decision No. 3 of 2008 concerning penalties for breach of the Dubai Technology and Media Free Zone Employment Regulations 2004.

The above Decisions can now be viewed on our website link <http://www.tecom.ae/law/index.htm>. All rules and regulations pertaining to operations in TECOM Zone can also be viewed on the same link.

To view the latest Registration and Licensing circulars & updates, guidelines on activity and explanatory notes on regulations please visit our community guide link:

<http://www.dic-communityguide.com/dic/>; or
<http://www.dmc-communityguide.com/dmc/>; or
<http://www.kv-communityguide.com/kv/>;

The above is for your information. For any relevant queries, you may e-mail us on r&lenquiry@tecom.ae

Sincerely,
Dubai Technology and Media Free Zone Authority