



# Strategic talent relocation to Malaysia

13 August 2025 (Wednesday)

8:45am – 5:00pm

One World Hotel, Petaling Jaya



KPMG in Malaysia

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# Strategic talent relocation to Malaysia

In today's dynamic global business environment, the ability to strategically mobilize talent across borders is a key driver of organizational growth and competitiveness – but it comes with complex tax and immigration risks.

With the introduction of Malaysia's new internship program tied to foreign talent hiring, companies sponsoring work passes now face heightened responsibilities. Failure to comply with tax and immigration regulations can result in serious financial and reputational repercussions. Additionally, there is a potential risk of the foreign entity being deemed to have a Permanent Establishment (PE) in Malaysia.

Don't get caught off guard. Join our workshop designed to equip you with the latest insights and practical strategies to navigate these evolving challenges with confidence.

We will also explore the upcoming 1:3 Internship Policy, a Progressive Policy on Expatriate Contribution to Local Talent Development, taking effect on 1 January 2026. Under this new mandate from TalentCorp – the national agency under the Ministry of Human Resources – companies will be required to offer three structured internships for every one expatriate hired.

Gain valuable insights from our expert speakers, including a featured guest from TalentCorp, and stay ahead of compliance challenges in immigration and taxation.

**6 CPE hours**

A digital certificate of attendance will be issued for 6 CPE hours.

**RM864** per person

Inclusive of 8% Service Tax, downloadable materials, coffee breaks and lunch.

# Course highlights

This workshop offers participants a clearer and more comprehensive understanding of the following key topics:

- 1 1:3 Internship Policy, Fostering local talent through expatriate talent management – what you need to know
- 2 Work permit requirements & updates on the latest immigration practices
- 3 Sourcing of employment income & tax residency in Malaysia
- 4 Tax exemptions under domestic tax law & tax treaties
- 5 Foreign tax credit relief
- 6 Compliance obligations of employers and employees
- 7 Permanent Establishment (PE) concerns
- 8 Intertwining immigration and tax issues





# Speakers' profiles



## **Ms Michelle Foo**

Associate Director of Global Mobility Services ("GMS") Practice, KPMG in Malaysia

Michelle has been with GMS Immigration Practice for more than 10 years, providing immigration compliance and advisory services to local and international clients. She is experienced in advising on and managing work permits with the Expatriate Services Division ("ESD") and the Malaysia Digital Economy Corporation ("MDeC").



## **Ms Cecilia Paul**

Associate Director of GMS Practice, KPMG in Malaysia

Cecilia has more than 20 years of experience in providing individual tax compliance and advisory services to local and international clients. Her Malaysian tax engagements involve the preparation of individual tax returns, tax equalization calculations, employer's tax returns ("Form E"), calculation of monthly tax deduction ("MTD"), and liaising with the IRB on contentious tax issues.



## **Mr Chan Sam Yeow**

Associate Director of GMS Practice, KPMG in Malaysia

Sam Yeow has more than 10 years of experience in individual and corporate tax compliance and advisory, tax audit and investigation for both individuals and corporations, as well as capital statement preparation. He is currently involved in providing individual tax compliance and advisory services (including both employee and employer tax obligations, payroll compliance reviews, etc.) to his local and multinational clients in various industries such as manufacturing, insurance, oil and gas, and trading.



## **Ms Rena Shalome**

Associate Director of International and Domestic Tax Advisory Practice, KPMG in Malaysia

Rena has 10 years of collective experience working within the Big 4 corporate tax advisory departments in Malaysia. She has been involved in managing tax due diligence (buy-side and sell-side) and tax structuring/advisory assignments, including analyzing permanent establishment risks for clients in various industries, including security/inspection, manufacturing, trading, automotive, healthcare, e-commerce/telecommunication, education, plantation, etc.

# Guest speaker's profile



## Mr Nakeeran Marimuthu

VP II Business Strategy – Internship Facilitation, TalentCorp

Nakeeran primarily oversees the SME, mid-size, MNC, inter-agency, investment body, business association, and chamber segments in TalentCorp's internship facilitation. He has established strong relationships with key players, organisations, and leading associations in these sectors to drive collaborations for talent development.

With over 14 years of experience in client management, business development, and sales/marketing at Astro, Digi, and Oyo Malaysia, Nakeeran joined TalentCorp in 2022, focusing on engagements with business associations and employers to address mismatches between talent market supply and demand. Prior to joining TalentCorp, he was Head of Business Development at Oyo Malaysia, where he managed prominent accounts, primarily in the hotel sector.

# Facilitator's profile



## Ms Wee Chong Eng

Director of GMS Practice, KPMG in Malaysia

Chong Eng has more than 20 years of tax experience in providing Malaysian individual tax compliance and advisory services to both local and multinational companies. Apart from her experience in tax compliance for local individuals and expatriates, she has also been involved in individual tax planning, restructuring of remuneration packages, and advisory services for individuals—both locals and expatriates. She has advised clients on share schemes, tax reimbursement policies, payroll compliance, as well as due diligence. She also conducts workshops, both internally and externally, for clients.

# Who should attend?

Personnel from human resources, finance or mobility department who are involved in immigration and tax issues.



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8:45am – 9:15am Breakfast and registration

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9:15am – 9:20am Opening session

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9:20am – 10:30am **1:3 Internship Policy by TalentCorp**

- Sharing session on the Policy
- Q & A

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10:30am – 10:45am Tea break

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10:45am – 11:30am **Immigration**

- Update on Immigration Practices
- Sharing of Practical Experiences

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11:30am – 12:30pm **Income Tax**

- Sourcing of employment income
- Tax Residency
- Tax trigger point

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12:30pm – 2:00pm Networking lunch

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2:00pm – 3:15pm **Income Tax**

- Exemption from Malaysian Tax
- Foreign tax credit relief
- Compliance obligations of an employer and employee
- Consequences of non-compliance

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3:15pm – 3:30pm Tea break

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3:30pm – 4:30pm **Global Mobility – A Permanent Establishment (PE) concern**

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4:30pm – 5:00pm **Intertwining on and tax issues – Session with moderator**

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**Note:** The organizer reserves the right to alter the event program or content at any time without giving prior notice to the participants. Participants should review the relevant event details before registering for the event.

## Terms & Conditions

- **Registration:** Closes on 8 August 2025, on a first come, first served basis and at the sole discretion of KPMG. Limited seats are available at the event venue.
- **Payment:** Participation is only confirmed upon receipt of full payment before 8 August 2025.

Supported payment methods: Visa/Master credit card; FPX; e-Wallet (TnG, Maybank QRPay, GrabPay, Boost, ShopeePay); JomPay; online bank transfer; cheque.

- **Cancellation policy:** No cancellation or refund is allowed once an invoice is issued. If the registered delegate is unable to attend the event, a substitute delegate is welcomed at no additional charge (advance notice of 5 working days before the event is required).
- **HRD Corp:** This event is not HRD Corp claimable.
- **Cancellation policy:** No cancellations or refunds will be allowed once an invoice has been issued. If the registered delegate is unable to attend, a substitute delegate may attend at no additional charge. Requests for substitutions must be submitted in writing at least 5 working days before the event.

## Contact us

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