

Global Immigration alert

February 2026

Malaysia

Increased minimum salary requirements and validity periods for Employment Passes

Executive summary

On 14 January 2026, Malaysia's Ministry of Home Affairs announced increased minimum salary requirements and validity periods for all Employment Pass (EP) categories. These changes will take effect on 1 June 2026 for all new and renewal applications submitted on or after that date.

Key developments

Effective 1 June 2026, the following EP categories will be subject to increased minimum salary requirements and revised EP duration limits:

- EP category I:
 - Minimum monthly salary of MYR 20,000 (up from MYR 10,000 currently).
 - Maximum EP validity of up to 10 years (up from one to five years currently).
- EP category II:
 - Minimum monthly salary of MYR 10,000 to MYR 19,999 (up from MYR 5,000 to MYR 9,999 currently).
 - Maximum EP validity of up to 10 years (up from one to two years currently), with a succession plan (i.e., a plan for a Malaysian national to be trained to subsequently take on the role of the EP holder). The authorities have not yet announced the specific requirements of succession planning.
- EP category III:
 - Minimum monthly salary of MYR 5,000 to MYR 9,999 (up from MYR 3,000 to MYR 4,999 currently).
 - EPs will be issued for up to five years. Currently, holders may only apply for one-year terms (renewable up to two additional times, for a total maximum stay of three years). Under the new framework, applications must also include a succession plan.

In addition, all EP category III holders are now permitted to apply for dependent-type passes (i.e., Dependent's Pass, Long-Term Social Visit Pass) for eligible family members, subject to prevailing immigration rules at the time of filing an application or renewal. Previously, only EP category III holders who are employed by companies under the purview of the Malaysia Digital Economy Corporation (MDEC) with Malaysia Digital (MD) status were permitted to apply for dependent-type passes.

Further information is expected to be released soon which will provide employers with clarity on how the changes will be applied.

Impact on employers

Employers may consider the revised salary and succession planning requirements, and update their internal policies as required to ensure compliance and mitigate business disruptions.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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Irene Ang
Partner - People Advisory Services, Global Immigration
Tel: +603-7495-8306
Email: irene.ang@my.ey.com

Cynthia Wong
Associate Partner - People Advisory Services, Global Immigration
Tel: +603-7495-8129
Email: cynthia.wong@my.ey.com

Jehan Iskandar
Senior Manager - People Advisory Services, Global Immigration
Tel: +603-7495-8286
Email: jehan.iskandar@my.ey.com