

# HR in focus: Adapting to regulatory changes and unlocking AI potential in HR

11 February 2026 Kuala Lumpur  
24 February 2026 Penang



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The better the answer.  
The better the world works.



Shape the future  
with confidence

## Session highlights

- Regulatory changes impacting HR:
  - Stamp duty
  - EPF
  - e-Invoicing
  - Latest e-services by IRBM
  - Employer tax compliance; and
  - Immigration
- AI technologies and trends across HR lifecycle
- Opportunity to raise questions or issues on the above topics

## Who should attend

- CHRO and People leaders
- HR directors, managers and executives
- HR Business Partners
- HR analysts

In today's dynamic business environment, the landscape of Human Resources is undergoing rapid transformation, presenting both significant challenges and remarkable opportunities for HR leaders. As regulatory frameworks evolve, the ability to adapt and thrive amidst these complexities is paramount for organizational success.

This workshop is crafted for Chief Human Resource Officers (CHROs) who are eager to adopt a proactive stance on compliance and enhance their readiness for the intricate challenges ahead. Participants will gain access to the latest developments essential for maintaining compliance in today's organizations, such as understanding the implications of stamp duty on HR instruments and navigating the nuances of e-Invoicing for HR transactions—including those involving directors.

We will also delve into updates impacting foreign workers, including the newly introduced EPF contributions for non-Malaysians and emerging immigration trends. This session will equip you with the critical insights necessary to keep your organization compliant.

You will also discover how artificial intelligence (AI) technologies can revolutionize the HR role from a process-driven function to a strategic partner that delivers tangible business value, with a proactive strategy to enhance your people agenda and drive positive business outcomes.

Don't just respond to change—lead it with confidence and vision!

Time	Session
8:00 a.m.	Registration and breakfast
8:30 a.m.	Welcome and introduction
8:35 a.m.	Latest regulatory updates impacting HR: <ul style="list-style-type: none"><li>▪ Stamp duty</li><li>▪ EPF</li><li>▪ e-Invoicing</li><li>▪ Latest e-services by IRBM</li><li>▪ Employer tax compliance</li><li>▪ Immigration</li></ul>
10:30 a.m.	Tea break
10:50 p.m.	Transforming HR: AI trends across HR lifecycle
12:50 p.m.	Question and answer
1:00 p.m.	End

## Speakers profile

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### Tan Lay Keng

Malaysia People Advisory Services Tax Leader; and Partner,

Ernst & Young Tax Consultants Sdn. Bhd.

Lay Keng has over 30 years of professional experience, focusing on employer obligations and a wide range of people related advisory services. Lay Keng has conducted numerous e-Invoicing training sessions nationwide in Malaysia.

She is a licensed tax agent under the Malaysian Income Tax Act, 1967, a Fellow Certified Practicing Accountant (FCPA), a Fellow of Chartered Tax Institute of Malaysia (CTIM) and a Chartered Accountant (CA) with the Malaysian Institute of Accountants (MIA).



### Irene Ang

Partner, People Advisory Services Tax,

Ernst & Young Tax Consultants Sdn. Bhd.

Irene has over 30 years of experience in people advisory services, focusing on global mobility, tax and immigration. She has broad experience in coordinating and managing compliance requirements for international assignees. This includes advising MNCs on income tax, social security and immigration requirements. Irene has also been involved in tax planning exercises, conducted tax compliance reviews for companies and assisted clients in reviewing and implementing various types of employee share schemes.

She is a licensed tax agent under the Malaysian Income Tax Act, 1967. Irene is also actively involved in conducting breakfast talks and people advisory services workshops and seminars for clients as well as tax training for internal staff.



### Cynthia Wong

Associate Partner, People Advisory Services Tax,

Ernst & Young Tax Consultants Sdn. Bhd.

Cynthia is an Associate Partner (Ernst & Young Tax Consultants Sdn. Bhd.) of the Global Immigration practice in Malaysia. She is a legally qualified corporate immigration practitioner with over 15 years of experience. She has led and managed numerous detailed immigration engagements, servicing over 500 corporate multinational clients and thousands of expatriates from diverse sectors, including the oil and gas, financial, pharmaceutical, construction and technology-related industries. Cynthia consistently drives excellence and service quality internally and externally. She is a frequent contributor and advisor on immigration thought leadership for government agencies and clients.



### Rachel Teh

Director, People Advisory Services, Ernst & Young Tax Consultants Sdn. Bhd.

Rachel manages expatriate tax for international employees. She is involved in tax planning projects for cross-border employees and international assignment policy reviews. She is actively involved in tax compliance management and has extensive experience in share plan advisory, personal tax planning and advisory engagement.

She also conducts payroll due diligence for companies to highlight the risks of non-compliance to employer tax obligations and provides recommendations to structure cost-effective remuneration and compensation packages. She is a speaker at breakfast talks, nationwide tax and e-Invoicing workshops/seminars and internal tax training sessions for clients.



## Speakers profile

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**Shobana Rathakrishnan**

Director, People Advisory Services Tax,  
Ernst & Young Tax Consultants Sdn. Bhd.

Shobana has over 16 years of experience in individual income tax, focusing on global mobility and tax. She helps to manage expatriate tax for international assignees from various industries and is involved in tax planning projects for employees on cross-border assignments.

She has extensive experience in share plan advisory, personal tax planning and advisory engagements. She regularly conducts payroll due diligence reviews for companies, providing recommendations on structuring cost-effective remuneration and compensation packages. She actively conducts People Advisory Services Tax workshops and seminars for clients, as well as tax training for internal staff.



**Chia Mee Leng**

Director, People Advisory Services Tax,  
Ernst & Young Tax Consultants Sdn. Bhd.

Mee Leng has over 20 years of experience in providing tax advice and compliance services to employers and employees from MNCs and local companies from a wide array of industries. She has in-depth knowledge and experience in employer tax audit. Additionally, Mee Leng oversees the tax affairs of EY member firms in Malaysia and is part of the team charged with the swift implementation of e-Invoicing for these EY member firms in Malaysia.

She is a licensed tax agent under the ITA 1967 and a member of the Chartered Tax Institute of Malaysia (CTIM). She also regularly conducts People Advisory Services Tax workshops and seminars for clients, and tax training for internal staff.



**Shaqira Rom**

Manager,  
Ernst & Young Consulting Sdn. Bhd.

Shaqira has over 9 years of experience in Strategic Human Resources, Human Resources Operations and Consulting. She is a certified HRDC trainer and culture transformation practitioner with Lean Six Sigma certification.

Currently she oversees EY AI Academy service under ey.ai Innovation Center and AI enablement in the areas of people across value chain. She has provided AI adoption training for clients and internal staff, as well as collaborating with government agency to uplift AI awareness as part of national initiatives. She has also provided AI Masterclass for government, human resource and tax practitioners. Shaqira has spearheaded Change Management for EY e-Invoicing deployment and led culture activation for conglomerates in Malaysia.

## Registration fees

Registration fee (per person)	Fee (RM)
Normal rate	750.00
EY Tax Academy (EYTA) subscribers <i>Please visit <a href="https://www.ey.com/en_my/tax/ey-tax-academy">https://www.ey.com/en_my/tax/ey-tax-academy</a> for details</i>	450.00

HRDC training program number: 10001642626

Location	Date	Time	Registration link
Kuala Lumpur: Menara Milenium	11 February 2026	8:30 a.m. to 1:00 p.m.	<a href="#">Click here</a>
Penang: Eastern & Oriental Hotel	24 February 2026		<a href="#">Click here</a>

Registration closes three days before event date or once all seats are taken.

### For enquiries:

Email [ai-lee.chua@my.ey.com](mailto:ai-lee.chua@my.ey.com) or [EYPeopleAdvisory@my.ey.com](mailto:EYPeopleAdvisory@my.ey.com) or contact Chua Ai Lee at +603 7495 8246 or Mardiani Abu Kassim at +603 7495 8207

#### Important notes:

- The registration fees stated above includes 8% service tax.
- Please select the participant category carefully as it determines the fee payable. No alterations are allowed after the registration has been made.
- Participants are entitled to:
  - a) One breakfast and one tea break
  - b) CPE hours: 4

# For HRD Corp applicants

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HRD Corp training course number: 10001642626

- For grant application, please refer to the [HRD Corp employer guidelines](#).
- Please email your grant approval code to the following team to confirm your participation before the event date.
  - Kuala Lumpur: [eypeopleadvisory@my.ey.com](mailto:eypeopleadvisory@my.ey.com)
  - Penang: [eypaspenang@my.ey.com](mailto:eypaspenang@my.ey.com)
- MyCoID: 179793K
- Training provider name: Ernst & Young Tax Consultants Sdn. Bhd.
- Course title: HR in focus: Adapting to regulatory changes and unlocking AI potential in HR
- Scheme name: HRD Corp Claimable Course
- Type of training: Public
- Total training hours: 4.0 (Half day)
- Trainers (only need to insert one name from the list): Irene Ang
- Level of certification: Certificate of attendance

## Trainer profile for HRD Corp



### Irene Ang

Partner, People Advisory Services Tax,  
Ernst & Young Tax Consultants Sdn. Bhd.

#### Education

Bachelor of Arts Degree in Accounting and Financial Management, University of Essex

#### Memberships and affiliations

- Fellow Member of the Association of Chartered Certified Accountants (ACCA)
- Chartered Accountant, Malaysian Institute of Accountants (MIA)
- Licensed tax agent with the Ministry of Finance, Malaysia

#### Professional background

- Irene has over 30 years of experience in people advisory services, focusing on global mobility, tax and immigration. She has broad experience in coordinating and managing compliance requirements for international assignees. This includes advising MNCs on income tax, social security and immigration requirements.
- Irene has been involved in tax planning exercises, conducted tax compliance reviews for companies and assisted clients in reviewing and implementing various types of employee share schemes.
- Irene also led various projects on payroll documentation review and e-Invoicing with clients.
- She is a regular speaker at EY Budget Seminars and People Advisory Services client workshops.

# Terms and conditions

## Registration

- Registrations can only be made **online**. To register, please complete the online registration form and make payment promptly.
- Please **indicate** in the registration form if the participant intends to **claim the HRDC** training grant. A maximum of nine participants from the same employer is permissible according to HRDC guidelines.
- Registration fees are non-refundable once registration has been confirmed. No refund will be entertained for cancellations/withdrawals or no shows on the day of the conference. Cancelled unpaid registrations will also be liable for full payment of the registration fee.
- Replacements are allowed. However, the details of the persons replacing the registered participants must be submitted at least **two working days** before the date of the seminar.
- An acknowledgement email will be issued upon registration followed by a confirmation email with an invoice as applicable.

## Payment

Remittance information:

- **KUALA LUMPUR**  
HSBC BANK MALAYSIA BERHAD  
Account No. 301751814101  
SWIFT HBMBMYKL
- **PENANG**  
HSBC BANK MALAYSIA BERHAD  
Account No. 371447632101  
SWIFT HBMBMYKL
- If the participant is claiming the HRD training grant, please provide the grant approval code at least two working days before the date of the event.

## Other important information

- No part of the materials may be reproduced in any form, stored in a retrieval system, transmitted by any means electronically or mechanically, photocopied or recorded without the prior permission of the author or the Organizers. Video/sound recording is strictly prohibited.
- All information contained in this brochure is correct and accurate at the time it is published. The Organizers reserve the right to cancel, make any amendments and/or changes to the program if warranted by circumstances beyond the control of the Organizers and shall not be responsible for any costs, damages or losses incurred by the participant due to changes and/or cancellation. The Organizers also reserve the right to make alternative arrangements without prior notice should it be necessary to do so. Upon registering, you are deemed to have read and accepted the terms and conditions herein.
- Attendance:
  - a) Must register at the counter by 8:15 a.m. on the day of the seminar.
  - b) The e-Certificate of Attendance will only be released to registered participant with full attendance and full payment after the completion of the event.

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