

EY Tax Academy Flagship Series

# Change, complexity, cost: The new reality of mobility in Malaysia

14 July 2026

AICB Centre of Excellence, Kuala Lumpur



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# Change, complexity, cost: The new reality of mobility in Malaysia

14 July 2026 | AICB Centre of Excellence, Kuala Lumpur

## Session highlights

- Understand how mobility strategies are evolving amid shifting workforce expectations and regulatory developments.
- Navigate evolving tax, immigration and social security requirements.
- Unpack the key drivers of rising assignment costs and practical approaches to manage expenditure.
- Apply insights through scenarios addressing change, complexity and cost in today's mobility landscape.

## Who should attend?

- Global mobility and international assignment leaders.
- HR and talent management professionals.
- Payroll and compensation and benefits specialists.
- Tax and finance professionals overseeing employee-related compliance.
- In-house legal and compliance representatives supporting workforce mobility matters.

Malaysia's mobility landscape is entering a new phase that is defined by rising costs, increasing regulatory complexity and accelerating change across workforce strategies.

For leaders in human resources (HR), tax, payroll and mobility, the environment today is significantly different from just a few years ago. Assignment-related costs are increasing due to enhanced regulatory requirements and evolving employee expectations, while compliance demands across immigration, tax and social security continue to intensify. At the same time, organizations are expected to maintain agility, support business growth and deliver a strong employee experience while authorities have more available data and technology to identify non-compliance.

Against this backdrop, organizations must rethink how mobility programs are structured, governed and executed.

Join us in this interactive half-day session designed to bring together our leading practices, technical insights and practical perspectives to help you navigate this new reality. The workshop is designed to provide **strategic direction** and **actionable insights**, helping enable organizations to better adapt to change, navigate complexity and manage mobility cost in Malaysia.

Time	Session
8:00 a.m.	Registration and breakfast
8:30 a.m.	Welcome and introduction
8:35 a.m.	<b>Change - The evolving mobility landscape</b> <i>Insights from the EY 2026 Mobility Reimagined Survey and the ever-evolving immigration requirements.</i>
9:30 a.m.	<b>Complexity - Navigating regulatory demands</b> <i>Expanding compliance and reporting requirements from the latest tax and stamp duty developments.</i>
10:30 a.m.	Tea break
10:50 a.m.	<b>Cost - Managing rising assignment expenses</b> <i>Recognizing key drivers for cost escalation and the financial impact of social security and compliance changes.</i>
12:20 p.m.	<b>Integration - Rethinking mobility in Malaysia</b> <i>Scenario discussions exploring how cost, complexity and change are reshaping assignment structures and decision-making.</i>
12:50 p.m.	Q&A session
1:00 p.m.	End

## Speakers profile

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### 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 multinational companies (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 Income Tax Act 1967 (ITA). 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.



### Christopher Lim

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

Christopher has over 25 years of experience in people advisory services, focusing on global mobility, tax and immigration. He has also been involved in various e-Invoicing implementation projects for corporate clients, in addition to projects involving the development and implementation of global mobility policies for MNCs.

His work includes managing compensation and benefit projects for a wide range of corporates and individuals, helping ensure tax and immigration compliance, as well as supporting clients making voluntary disclosures to the tax authorities.

He is a Fellow Certified Practicing Accountant (FCPA) with CPA Australia, a Chartered Accountant (CA) with the Malaysian Institute of Accountant (MIA) and a licensed tax agent under the ITA.



### Cynthia Wong

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

Cynthia is an Associate Partner with 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 end-to-end 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 also a frequent contributor and advisor on immigration thought leadership for government agencies and clients.

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## Speakers profile

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### Jaclyn Tan

Associate Partner, People Advisory Services Tax - Payroll Operate Services, Ernst & Young Tax Consultants Sdn. Bhd.

Jaclyn leads the Payroll Operate Services team in Malaysia and has over 20 years of experience in payroll and accounting outsourcing services. She works closely with existing and potential clients to understand their payroll challenges, to identify the gaps for improvement and the areas that EY can help resolve, as well as any potential roadblocks. She provides assistance and support to various clients with unique and customized payroll needs, be it in the form of advisory, month-to-month payroll processes or reporting matters.

Jaclyn is a licensed Chartered Accountant under the Malaysian Institute of Certified Public Accountants (MICPA) and a member of the Malaysian Institute of Accountant (MIA).



### Choong Zhen Han

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

Zhen Han is a Director in the People Advisory Services Tax practice with more than 16 years of consulting and tax experience. He has extensive knowledge and experience in managing cross-border tax compliance and providing tax advice to individuals, employees and employers, including the provision of tax consultancy involving share plans, executive tax planning and cross-border tax planning.

He also structures cost-effective remuneration and compensation packages for both expatriates and local executives. Zhen Han has been involved in a number of compensation and benefit projects, conducting workshops, breakfast talks and customized tax training sessions for clients and tax training for internal staff.



### Jehan Iskandar

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

Jehan is in the Global Immigration practice in Malaysia with over 15 years of professional experience in the mobility and expatriate services industry. Her experience spans a range of industries, primarily oil and gas, manufacturing, technology and professional services.

She has extensive experience in Malaysia's immigration compliance. Her involvement includes advisory projects with MNCs on compliance needs, recommending best practices, identifying special incentives, as well as proposing customized mobility strategies.

Jehan also manages immigration compliance portfolios for inbound and outbound expatriates on a day-to-day basis. She also provides one-to-one and group briefings to expatriates and talent teams, as well as a regular speaker at immigration talks and master classes organized by EY.

## Registration fees

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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/ey-tax-academy">https://www.ey.com/en_my/ey-tax-academy</a> for details.</i>	450.00

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HRD Corp training program number: 10001704341

Location	Date	Time	Registration link
Kuala Lumpur: AICB Centre of Excellence	14 July 2026	8:30 a.m. to 1:00 p.m.	<a href="#">Click here</a>

In line with the updated HRD Corp requirements, HRD Corp grant approval must be obtained by **29 June 2026**.

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

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### 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.

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#### 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: 10001704341

- 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)
- MyCoID: 179793K
- Training provider name: Ernst & Young Tax Consultants Sdn. Bhd.
- Course title: Change, complexity, cost: The new reality of mobility in Malaysia
- 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): Christopher Lim
- Level of certification: Certificate of attendance

## Trainer profile for HRD Corp



### Christopher Lim

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

#### Education

Bachelor of Commerce majoring in Accounting, Murdoch University, Perth, Australia

#### 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

- Christopher has over 25 years of experience in people advisory services, focusing on global mobility, tax and immigration. He has also been involved in various e-Invoicing implementation projects for corporate clients, in addition to projects involving the development and implementation of global mobility policies for MNCs.
- He is a Fellow Certified Practising Accountant (FCPA) with CPA Australia, a Chartered Accountant (CA) with the MIA and a licensed tax agent under the Income Tax Act 1967.
- He is a regular speaker at seminars organized by EY in Malaysia and People Advisory Services Tax client workshops.

# Terms and conditions

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## 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 HRD Corp training grant**. A maximum of nine participants from the same employer is permissible according to HRD Corp 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
- If the participant is claiming the HRD Corp 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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