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# Global Immigration alert

March 2026

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## Singapore

### Singapore announces the launch of the Overseas & Networks Expertise Pass (AI and Tech)

#### Executive summary

On 3 March 2026, Singapore's Ministry of Manpower (MOM) announced that it will launch a new Overseas Networks & Expertise (ONE) Pass (AI and Tech) track in January 2027 to strengthen Singapore's position as a global hub for Artificial Intelligence (AI) and tech talent.

#### Background

The MOM introduced the self-sponsored ONE Pass for top-tier talent in 2023. Among various privileges, ONE Pass holders have the flexibility to simultaneously start, operate and work for multiple companies. To ensure Singapore remains attractive to top-tier talent in critical and emerging technologies, the MOM will enhance its talent framework with the introduction of the ONE Pass (AI & Tech) track in January 2027. This dedicated track will replace the existing "Tech.Pass" and better align with Singapore's talent strategy.

#### Key developments

The ONE Pass (AI and Tech) track is designed for key AI and tech industry leaders and innovators. To qualify, applicants must meet the following criteria:

- **Company-level criteria:**
  - **Scope of work:** The applicant's current or last-held employment must be in a tech company, tech division within a company or tech venture capital firm.
  - **Value of company:** The company must have a valuation or market capitalization of at least US\$500m, an annual revenue of at least US\$200m or at least US\$500m in assets under management. Tech companies with raised funding of at least US\$30m will also be eligible.
- **Individual-level criteria:**
  - **Qualifying salary:** The applicant must earn at least S\$30,000 for 12 consecutive months leading up to the date of application. This can be a combination of a fixed monthly salary of at least S\$22,500 and vested non-cash components, such as employee stock

option plans and employee share ownership to meet the qualifying salary criterion.

- **Experience:** The applicant must have at least five cumulative years of experience in a founder, C-suite or technical role with relevant working experience within the past 10 years from date of application.

#### Impact on employers

By recognizing vested non-cash components as part of the salary requirement, the new track accommodates compensation structures commonly used in high-growth tech companies. This may enable employers to compete more effectively for global talent in the AI and tech sectors.

#### 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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