



TalentCorp

MYXpat's
BY TALENTCORP



REVISED EXPATRIATE SALARY BOOKLET

Effective **1 June 2026**



TABLE OF CONTENTS

The Revised Employment Pass Salary Policy, effective 1 June 2026, has been introduced to strengthen the strategic and sustainable management of expatriate employment in Malaysia. The policy is designed to align with national priorities by fostering a balanced workforce that complements local employment opportunities, promotes the development and utilisation of Malaysian talent and ensures that expatriates are engaged in high-value roles that contribute specialised expertise, drive economic growth and support the nation's long-term competitiveness.

▼ Key Characteristics of the Employment Pass (EP)	PAGE - 01
▼ End-to-End Process Flow for Expatriate Application	PAGE - 02
▼ Key Changes to Employment Pass Policy	PAGE - 02
▼ Employment Duration & Existing Employment Pass (EP)	PAGE - 03
▼ EP Categories – Changes in Policy	PAGE - 04
▼ Frequently Asked Questions (FAQ)	PAGE - 06

AT A GLANCE

Effective 1 June 2026, the Revised Expatriate Salary Policy applies to all new and renewal Employment Pass (EP) applications submitted on or after this date.

Key changes under the revised policy include:

- ✓ Revised minimum basic salary thresholds by EP category (basic salary only, taxable in Malaysia).
- ✓ Mandatory submission of a succession plan for EP Category II and III applications, effective 1 January 2027.
- ✓ EP Category III applications submitted on or after 1 June 2026 are eligible to apply for dependants.
- ✓ Strict policy cut-off: applications submitted on or after 1 June 2026 will be assessed under the revised policy.

Key Characteristics of the Employment Pass (EP)

EMPLOYMENT PASS (EP)

➤ Introduction

- Employers who wish to hire expatriates may apply via the application of the Employment Pass (EP) issued by the Ministry of Home Affairs under the Immigration Department of Malaysia.
- MYXpats, a subsidiary of Talent Corporation Malaysia Berhad formed with the collaboration of the Immigration Department and Ministry of Home Affairs processes EP and its related passes.

➤ Fixed Monthly Salary

- Employing company in Malaysia pays a fixed monthly salary to the expatriate.

➤ Valid Employment Contract

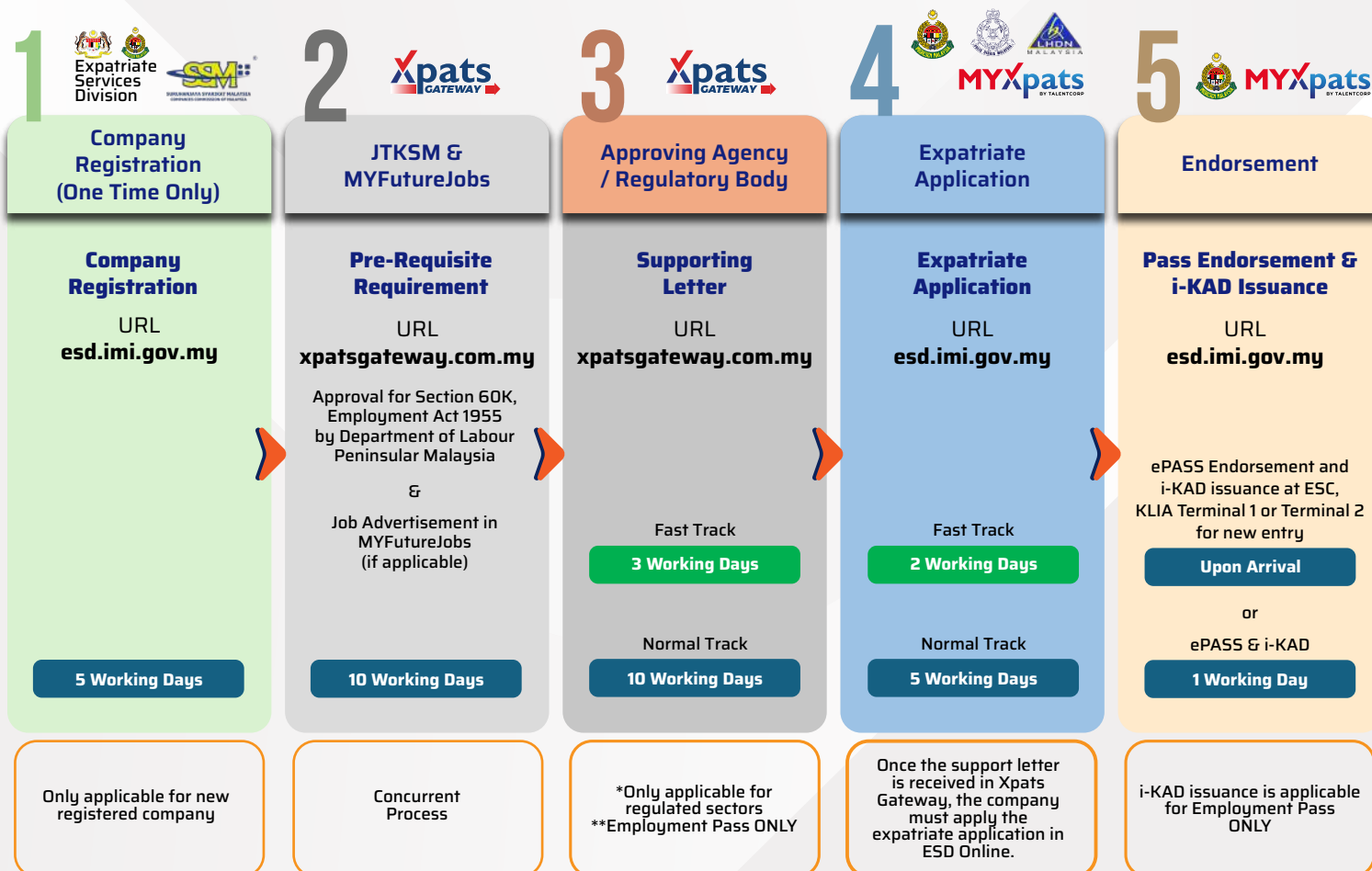
- An employment contract must be signed between the employing company in Malaysia and the expatriate.

➤ Pass Duration

- The EP is a multiple-entry visa, with a duration ranging from 1 month to 60 months, subject to Employment Contract and approval by the Expatriate Committee.

End-to-End Process Flow for Expatriate Application

This section outlines the standard end-to-end Employment Pass application process.

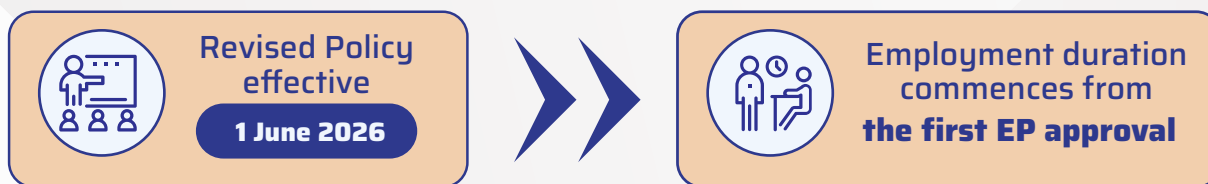


Key Changes To Employment Pass Policy

Effective Date 1 June 2026	Minimum Salary Requirement	Maximum EP Duration	Dependant Eligibility	Additional Requirements
Employment Pass (EP) applications Inclusive New & Renewal applications	- Based on basic monthly salary (taxable in Malaysia) - Excludes allowances, incentives, bonuses - Excludes salary paid outside Malaysia	- Maximum employment duration applies - Based on same employer, position and EP category	- Eligibility to bring dependant(s) to Malaysia - Dependant Pass (DP): - Spouse - Children below 18 years old - Long-Term Social Visit Pass (LT-SVP): - Parents - Parents-in-Law - Children aged 18 to 25 years old - Common Law Spouse	- Mandatory succession plan Effective 1 January 2027 - To upskill local employees during EP tenure - Applicable to: EP Category II EP Category III

*Refer to Page 4 for complete details on the revised EP category changes.

Employment Duration & Existing Employment Pass (EP)



Employment duration is tied to the Employing Company



Change of Employing Company

Duration starts from the date of employment with the new company.



Change of Pass Category

Duration starts from the issuance date of the pass category.



Existing Passes

Remain valid until their expiry date.



No action required from company.



Take-Up Balance & Transfer of Endorsement

Pass category remains unchanged.



Existing category conditions continue to apply.

EP Categories – Changes in Policy

EP CATEGORY	REQUIREMENT AREA	PREVIOUS POLICY	REVISED POLICY (EFFECTIVE 1 JUNE 2026)
 CATEGORY I	 Minimum Basic Salary	RM 10,000 and above	RM 20,000 and above
	 EP Duration	Up to 5 years per application	Up to 10 years
	 Dependant Eligibility	✓ YES	✓ YES
 CATEGORY II	 Minimum Basic Salary	RM 5,000 - RM 9,999	RM 10,000 - RM 19,999
	 EP Duration	Up to 2 years per application	Up to 10 years (with succession plan) effective 1 January 2027
	 Dependant Eligibility	✓ YES	✓ YES
 CATEGORY III	 Minimum Basic Salary	RM 3,000 - RM 4,999	RM 5,000 - RM 9,999
	 EP Duration	Maximum 12 months per application	Up to 5 years (with succession plan) effective 1 January 2027
	 Dependant Eligibility	✗ NO	✓ YES

Frequently Asked Questions (FAQ)



◀ Have questions? Scan to view FAQ.

For any enquiries, please contact:



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