### **Deloitte.**

### TaxMax – The 46th series Towards the future with confidence

Monday - Wednesday, 23-25 November 2020 Live Webcast An event by Deloitte Tax Academy





### Overview

#### Key takeaways

This year's 46th TaxMax series, themed 'Towards the Future with Confidence' will see experts share and discuss the new experiences and challenges that have suddenly arose in the past six months, as well as provide insights into managing constantly evolving priorities, be it survival and/or growth, amid a fluid business landscape. From the comfort of your home, tune in for a discourse on a collection of relevant topics, as well as an in-depth analysis of the 2021 National Budget announcement scheduled for Friday, 6 November 2020.

#### Highlights

- A conversation with the Director General of Inland Revenue Board-Taxation for nation building and sustainable growth
- Budget 2021 highlights
- Forum with the Inland Revenue Board Audit and investigation:
   Trends, practices and observations
- Taxpayers' perspective Challenges and future focus on key tax audit issues and trends
- Insights from Deputy Director General of Royal Malaysian Customs and Excise Department
- Achieving growth through digital transformation
- Resilience and recovery via mergers, acquisitions and restructuring- Financial, tax and legal perspective

#### Who should attend

CEOs, CFOs, finance and legal professionals, and any discerning individuals who wish to gain insights into the Budget, and capitalise opportunities on a refreshed business landscape.

# Agenda

Time	Event	Speaker(s)
Monday 23, November 2020		
2.00 p.m.	A conversation with the Director General of Inland Revenue Board Malaysia (IRBM) - Taxation for nation building and sustainable growth	<ul> <li>YBhg Dato' Sri Dr Sabin Samitah, CEO of IRBM</li> <li>Sim Kwang Gek</li> </ul>
3.00 p.m.	Break	
3.15 p.m.	<ul> <li>2021 Budget highlights:</li> <li>Personal income tax</li> <li>Corporate and other taxes, incentives</li> <li>Customs and indirect taxes</li> </ul>	<ul><li>Ang Weina and Chee Ying Cheng</li><li>Mark Chan and Chia Swee How</li><li>Tan Eng Yew and Senthuran Elalingam</li></ul>
6.00 p.m.	Closing remarks and end of webcast	
Tuesday, 24 November 2020		
9.00 a.m.	Insights from Deputy Director General of Royal Malaysian Customs and Excise Department	<ul> <li>Dato' Haji Johari Bin Alifiah, Deputy Director General of Customs (Enforcement &amp; Compliance), Royal Malaysian Customs Department</li> <li>Tan Eng Yew</li> </ul>
10.15 a.m.	Forum with Inland Revenue Board Malaysia (IRBM) on recent trends:  Industry and case selection  Common violation noticed by the IRBM  Anti-Money Laundering Act (AMLA)  Tax audit VS tax investigation, monitoring of compliance activities	Moderator: Chow Kuo Seng     Encik Mohd Shahfizan Md Salleh, Director of Special Operation Department, Inland Revenue Board of Malaysia     Encik Syarein Abu Samah, Director of Non Resident Branch, Inland Revenue Board of Malaysia
11.15 a.m.	Break	
11.30 a.m.	<ul> <li>Challenges and future focus - Taxpayers' perspective</li> <li>Key tax audit issues and trends in corporate income tax, payroll and transfer pricing</li> </ul>	Moderator: Theresa Goh  Chee Ying Cheng  Ng Lan Kheng  Philip Lim  Thean Szu Ping
1.00 p.m.	Closing remarks and end of webcast	
Wednesday, 25 November 2020		
9.00 a.m.	Transforming finance and digitising businesses  Transforming the finance function Optimising finance function with digital solutions	<ul> <li>Terry Smagh, Senior Vice President of Asia Pacific &amp; Japan BlackLine, Inc.</li> <li>Erik Saito, General Manager of Asia Pacific of Workiva</li> <li>Chua Li Li, Client Development Director of Concur Southeast Asia</li> <li>Ho Sai Weng</li> <li>Farrukh Khan</li> </ul>
10.00 a.m.	Forum discussion: Achieving growth through digital transformation  Lessons & opportunities for your transformation journey Government initiatives to support digitalisation Business digitalisation in the corporate world Considering tax as part of your digital journey	Moderator: Tan Hooi Beng Gopi Ganesalingam, Vice President of Global Growth Acceleration of Malaysia Digital Economy Corporation Berhad (MDEC) Lim Chee Siong, Vice President of Malaysia Cloud & Al Business Group, Huawei Technologies Malaysia Thin Siew Chi
11.00 a.m.	Break	
11.15 a.m.	Mergers, acquisitions and restructuring: Gearing for resilience and recovery Financial matters Tax and legal perspectives	Moderator: Sim Kwang Gek  Ho Wei Lih, Partner of Rahmat Lim & Partners  Khoo Siew Kiat  Yap Kong Meng  Toh Hong Peir

# Guest speakers



YBhg Dato' Sri Dr Sabin Samitah

#### Chief Executive Officer, Inland Revenue Board of Malaysia (IRBM)

Dato' Sri Dr Sabin Samitah was appointed as the Chief Executive Officer of Inland Revenue Board of Malaysia in December 2016. He is also a member of the Board of Inland Revenue. He has a wealth of experience in tax administration, having served in senior capacities in all core functions of the tax administration for more than 32 years, including Director of several branches, Director of Investigation Department, State Director, Director of Revenue Management Department, Deputy CEO (Management) and Deputy CEO (Tax Operations) prior to his appointment as Chief Executive Officer.

He holds a Bachelor degree from National University of Malaysia and is a Fellow Member of the Chartered Tax Institute of Malaysia (CTIM). He also holds a certificate in Senior Leadership from Razak School of Government with the collaboration of University of Oxford and Harvard Business School. At the international front, following his appointment as CEO of IRBM, Dato' Sri Dr Sabin Samitah was elected as President of the Commonwealth Association of Tax Administrators (CATA) for the period 2016-2018.



Dato' Haji Johari Bin Alifiah

### Deputy Director General of Customs (Enforcement & Compliance), Royal Malaysian Customs Department

Dato' Haji Johari Bin Alifiah Customs career started in Customs Division Inland Revenue Division in Federal Territory from October 1985 till 1993. From 1993 to 2007, he also served at Technical Service Division and Customs Personnel Division. He was accredited as the World Customs Organization's (WCO) Expert in Customs Valuation since June 2010.

As WCO Experts, he was given a special task to expand his knowledge on customs valuation using Development of Revenue Package / TTA Diagnostic Experts to customs personnel at the Royal Customs Academy (AKMAL).

He was a Permanent Speaker on the topics 'The Use of the Transfer Pricing Techniques in Indirect Tax Policy' in Asia Pacific Tax Forum (APTF) organised by International Tax Investment Centre (ITIC), USA for 4 years consecutively from 2011 to 2014. He is also a representative of the committee on Excise Tax Study Group – ASEAN Economic Community (AEC) Context from 2012 until now. He also attended Workshop on Transfer Pricing and Customs Valuation for Asia Pacific organised by Organization for Economic Co-operation and Development (OECD), World Customs Organization (WCO) and Tax Programme OECD Korea Policy Centre 2013 & 2014 (Seoul and Jeju Island South Korea).

Besides that, in March 2008 and October 2011, he attended The 26th and 33rd - The Technical Committee On Customs Valuation at World Customs Organization (WCO) Meeting, Brussels, Belgium. From 1st December 2016 until 22 December 2019, he served as the State Director of Kedah Customs. His major role was managing the boundary between Malaysia and Thailand. He became Assistant Director-General of Customs on 23 December 2019.

He was appointed as Deputy Director General of Customs (Enforcement & Compliance) on 10th June 2020.



**Encik Mohd Shahfizan Md Salleh** 

#### Director, Special Operation Department, Inland Revenue Board of Malaysia (IRBM)

Encik Mohd Shahfizan Md Salleh joined Inland Revenue Board of Malaysia in 2002 and has served as a tax auditor in Seremban Branch, tax investigator at several branches prior to his appointment as a Director

He has over 18 years of experience in audit and investigation with a specialised interest, namely in the taxation of shadow economy that includes illegal activities, financial crimes and syndicated crimes. He has worked closely and had engagements with other enforcement agencies in Malaysia for joint operations primarily on taxation nmatters.

He is also currently represents IRBM as executive committee in National Anti-Financial Crime Centre (NFCC).



**Encik Syarein Bin Abu Samah** 

Director, Non-Resident Branch, Kuala Lumpur, Inland Revenue Board of Malaysia (IRBM)

Encik Syarein Abu Samah is currently a Director of Non-Resident Branch of the Inland Revenue Board of Malaysia (IRBM). He has served for more than 20 years with competitive and comprehensive experiences, in both areas of international and domestic taxation including compliance, executive leadership and planning duties.

Prior to his current position, he has served in senior capacities in core functions of the tax administration including Director of Communication, Special Secretary to Chief Executive Officer of the IRBM, Deputy Director of Criminal Investigation Division and also responsible with the setting up of the Anti-Money Laundering Division when tax offences were officially gazette as part of definition of serious offence in Schedule 2 of the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 (AMLTFPUA) in 2010.

He holds a B.A. (Hons) in Accounting and Finance from Liverpool John Moores University, United Kingdom and a certified Financial Investigator from Central Bank of Malaysia. He also holds a Certificate in Senior Executive Fellows, Harvard Kennedy School, University of Harvard, United States of America (USA) and East-West Knowledge Leaders Program (EWKLP) from Japan-America Institute of Management Science, Hawaii', USA.



**Terry Smagh** 

#### Senior Vice President, Asia Pacific & Japan, BlackLine, Inc.

Terry Smagh has been Senior Vice President of Asia Pacific and Japan at BlackLine, Inc. since March 2018. He is responsible for spearheading the company's ongoing regional growth strategy including working with partners to accelerate customer acquisition.

Mr. Smagh comes to BlackLine with nearly 20 years of experience in financial software, business intelligence and data analytics having held senior APAC positions with leading organizations including Hyperion, IBM, Informatica and Qlik.

Most recently, Mr Smagh was executive leader for IBM Asia-Pacific's cloud and analytics business where he was responsible for supporting partner development and overall enterprise sales momentum in hybrid cloud software, cloud services and analytics solutions. Prior to that, he was managing director and vice president for Asia at Qlik where he successfully developed customized enterprise sales, channel and marketing operations models across the region and accelerated new office openings in key APAC business centers.



Erik Saito General Manager of Asia Pacific, Workiva

Erik Saito is the General Manager of Asia Pacific at Workiva, based in Singapore. Prior to joining Workiva, Erik was Vice President Finance and ANZ at Ingredion Inc. (NYSE: INGR), where he was the CFO of the Asia Pacific Region and also held executive management responsibility for Ingredion's Australia and New Zealand business units. Before joining Ingredion, Erik was the Vice President of Investment Banking M&A at J.P. Morgan Securities Inc.



Chua Li Li Client Development Director, Concur Southeast Asia

Li Li is the Client Development Director at Concur SEA. She is an experienced Leader in the IT industry with a demonstrated history in strategic account management, value creation and sales execution. Having worked previously in IBM, Gartner and now with SAP Concur, she has been actively partnering and working with clientele across the Asia Pacific region and had direct experience in starting an office operation in Thailand in 2018.



**Gopi Ganesalingam** 

**Vice President of Global Growth Acceleration, Malaysia Digital Economy Corporation Berhad (MDEC)** Gopi Ganesalingam is a finance professional and an entrepreneur who has served in executive and board positions in the Asia Pacific region for the last 30 years. Gopi has worked in brand names like Matsushita, American Express International, Lucent Technologies, Telstra Australia, Salesforce.com and Google.

Gopi is now the Vice President of Global Growth Acceleration at Malaysia Digital Economy Corporation Berhad (MDEC), the government agency tasked with developing Malaysia's Digital Economy. At MDEC, Gopi is at the forefront of championing talented entrepreneurs, by empowering them to actualise their business vision. Gopi is passionate about developing Malaysia's nascent Digital Economy towards achieving sustainable and inclusive socioeconomic development. His end goal is to connect and propel the global digital economies via government intervention, business chambers, aligning investors/funders, overnment and business chambers, all of which will link global tech entrepreneurs.



**Lim Chee Siong** 

**Vice President, Malaysia Cloud & AI Business Group, Huawei Technologies (Malaysia) Sdn. Bhd.** With more than 20 years' experience in the ICT industry, he possesses broad experience in the Digital and ICT industry development strategy and technology, business solutions, Sales and Marketing.



Ho Wei Lih Partner, Rahmat Lim & Partners

Wei Lih's areas of practice include public and private mergers and acquisitions, takeovers, corporate restructuring, joint ventures and general corporate advisory work. She represents private equity funds and multinational corporations as lead counsel in transactions spanning the ASEAN region. Her advisory roles are extensive, ranging from private investments in public equity, privatisations to acquisitions and disposals of companies and businesses spanning a broad spectrum of industries, in Malaysia and abroad. Having practised in corporate and commercial dispute resolution and advised on shareholders' disputes prior to joining Rahmat Lim & Partners, she gives practical advice to clients on the rights and liabilities of directors and shareholders.

Wei Lih leads the China Practice Group of the firm and has advised various Chinese listed companies on M&A transactions. She also regularly advises Japanese clients and firms on transactions and restructuring. Well regarded for her expertise and innovative deals in the technology, education, energy, healthcare sectors and property development, Wei Lih's forte in matching client needs with customized solutions has won her wide clientele appeal and respect by competitors. "She is proactive, providing comprehensive solutions that satisfy our commercial objective. She is our preferred legal advisor for all outbound cross-border transactions," says a private equity client.

Graduating with first class honours degree in law, she subsequently completed a Master of Laws degree in Corporate & Commercial Law from University College London. In 2018, she completed the Oxford Fintech Programme developed by the Said Business School, University of Oxford.

Wei Lih is noted for her Corporate and M&A work in The Legal 500 and is recognised by IFLR 1000 as a Notable Practitioner. She is also recognised in ALB Asia's 40 under 40 list of lawyers which profiles the most accomplished lawyers in Asia under 40 years of age.

# Deloitte speakers



Sim Kwang Gek Country Tax Leader

Kwang Gek is the Malaysia Tax Leader and Malaysia M & A tax practice leader. She has over 22 years of experience in tax with extensive experience in advising local and multinational companies on inbound and outbound investments, restructuring of operations, mergers and acquisitions, incentive evaluation and applications, regulatory applications to various government agencies, establishment of businesses in Malaysia as well as managing the tax compliance affairs of a portfolio of clients. Kwang Gek is listed in the Women in Tax Leaders Guide for Malaysia by the International Tax Review.



Tan Hooi Beng Deputy Tax Leader

Hooi Beng leads the International Tax service line and has more than 22 years of experience in corporate and international tax. He has vast experience in advising multinational corporations on corporate structuring and restructuring, mergers and acquisitions, international offshore financial centres, business model optimisation, tax treaties and cross-border taxation generally. An avid writer and speaker, he regularly contributes thought leadership content in print media and takes part in speaking engagements.



Ang Weina Global Employer Services Leader

Weina has 30 years of experience and leads the Global Employer Services (GES) team in managing employer-employee tax regulatory and advisory matters including international immigration solutions. She has spoken at GES conferences in Europe, USA and Asia and is an appointed mentor in the National Women In Leadership Programme under the Malaysian Economic Transformation Programme. Weina is also recognised in the Women in Tax Leaders Guide for Malaysia by the International Tax Review.



Chee Ying Cheng
Global Employer Services Executive Director

Ying Cheng has over 22 years of cumulative experience from major accounting firms. Her primary role is advising on mobility management including employment tax matters, immigration compliance and shared-based compensation schemes. Prior to her joining Deloitte, she led the mobility practice of a multinational company as an in-house support in managing global mobility movements covering areas such as cross-border employment taxes, mobility policies, immigration compliance and employer's payroll compliance in multiple tax jurisdictions.



Mark Chan
Financial Services Industry Tax Leader

Mark brings with him over 16 years of experience in the public accounting practice and commercial sector in corporate and GST compliance and advisory. As a tax consultant, Mark has served insurance clients in all corporate tax related matters including tax compliance, dispute resolution, tax advisory, mergers and acquisitions and tax due diligence. As a former in-house tax advisor to a local banking group and a Malaysian headquartered global conglomerate, Mark also oversaw the income tax compliance, tax review for new products and GST risk management for insurance entities in the respective groups which included entities in life insurance, general insurance, family takaful and general takaful. Mark also served as a member of the GST technical committee of the Chartered Tax Institute of Malaysia as a private sector representative and represented life and general insurance companies at industry association deliberations.



Chia Swee How Real Estate Tax Leader

Swee How has more than 21 years of corporate tax experiences in Malaysia and Singapore. In Malaysia, he has advised multinational/ group companies and business individuals on various land/ property development/ construction projects, cross-border business transactions, transfer pricing exercises, supply chain planning, mergers and acquisitions, setting up of complex private equity fund structures and goods and services tax matters. Swee How's sector coverage predominantly consisted of property developers, construction companies, manufacturers and services companies.



Tan Eng Yew Indirect Tax Leader

Eng Yew has over 22 years of experience in the areas of customs, excise, sales, service tax and GST. He currently advises clients on various indirect tax matters, including impact on proposed transactions, indirect tax reviews and due diligence and client representation with the relevant tax authorities. He has also represented clients in various disputes before the customs authorities and before the Customs Appeal Tribunal. Eng Yew actively contributes to Chartered Tax Institute of Malaysia ("CTIM") and is currently a member of the CTIM's Technical and Public Practice Committee, Examination Committee and also GST committee. Eng Yew is also recognised as an Indirect Tax and Tax Controversy Leader by the International Tax Review.



Senthuran Elalingam Global Indirect Tax Clients & Industries Leader

Senthuran has over 17 years of experience advising on indirect tax matters in Australia, China and Malaysia with a specific focus on Financial Services. He currently leads the Indirect Tax FSI practice for Deloitte Malaysia, and his experience includes advising a number of Malaysian and multinational banks and insurers on the implementation of GST and reimplementation of SST. Senthuran is recognised as an Indirect Tax and Tax Controversy Leader by the International Tax Review.



Chow Kuo Seng
Business Tax Audit & Investigation Leader

Kuo Seng has more than 32 years' related experience in taxation and audit. His experience in A&I controversy management includes providing tax advisory/consultancy and managing compliance work for local and multinational companies as well as high net-worth individual clients and prudential audit review for tax risk management purposes. Kuo Seng was recognised as a Tax Controversy Leader by the International Tax Review.



Theresa Goh Transfer Pricing Executive Director

Theresa is a Senior Transfer Pricing partner based in Malaysia (National Transfer Pricing Leader 2003 to 2020). Theresa has an elaborate career spanning over 30 years in transfer pricing and corporate tax matters.

Theresa's experience in tax and transfer pricing controversy management includes preparation of litigation strategy involving anti-avoidance issues and application of alternative transfer pricing methods during audits. She has also assisted clients to conclude the first three advance pricing agreements (APAs) signed in Malaysia and is currently advising on many other APA applications.

Under Theresa's leadership, Deloitte Malaysia won multiple Transfer Pricing Firm of the Year awards in 2020, 2016 and 2008 bestowed by the International Tax Review ("ITR"), a prominent global tax publication. Deloitte Malaysia has consistently achieved Tier 1 ranking in the World Transfer Pricing Guide published by International Tax Review. She is recognised as the Asia Transfer Pricing Practice Leader of the year by the International Tax Review.



Ng Lan Kheng Business Tax Executive Director

Lan Kheng has more than 22 years of experience in advisory and consultancy on direct and indirect taxes including GST implementation, transfer pricing, tax investigation and tax due diligence services. She has also advised on individual tax planning and compliance matters, as well as immigration solutions for international employees.



Ho Sai Weng Consulting Executive Director

Sai Weng is a partner, leading the Finance & Enterprise Performance practice for Consulting in Malaysia. He has extensive experience in the area of finance transformation where he has helped many organisations transformed their finance organisations by defining and designing finance service delivery model and turning them into an effective and efficient organisations. His key experience include working extensively in the areas of finance shared services such as conducting finance shared services feasibility studies, designing, building and implementing regional (Asia Pacific) finance shared services.



Farrukh Khan Audit Principal

Farrukh is a principal in Deloitte Malaysia's assurance team, responsible for helping clients in their finance function's digital transformation journey. He is with Deloitte for 24 years and joined Deloitte Malaysia in 2019. Before joining Deloitte's Malysian office, he was a partner in Deloitte Central Europe, heading the Central Europe Energy & Resource industry as well as serving as lead partner for a number of clients in Energy & Resources as well Technology, Healthcare, Manufacturing, Environment, Hospitality and Public Sector.

He was also on the board of foreign investor council of Romania promoting the objective of sustainable economic growth by engaging in a dialogue and policy discussion on key sectors of economy with the policy makers and businesses.



Thin Siew Chi Government Grant & Incentives Executive Director

Siew Chi has more than 17 years of experience in both corporate tax compliance and tax advisory work serving a diversified portfolio of local and multinational clients engaged in a wide range of industries such as trading, manufacturing, telecommunications, technology, plantations, property, retail and other services sectors. Her tax advisory experience includes advising on various financial and business transactions, tax incentives, international tax planning on cross border transactions (inbound and outbound investments), structuring of mergers and acquisitions, group restructuring exercises, tax review and tax due diligence work.



Khoo Siew Kiat Financial Advisory Executive Director

Siew Kiat is the Executive Director of Deloitte Malaysia Financial Advisory Restructuring Services practice. He has over 30 years of professional experience in recovery and insolvency, focusing primarily on liquidation, receiverships, special administration, and monitoring accountants.

He serves distressed entities in various industries ranging from public transport, manufacturing, property development, marine vessels, timber, time sharing, interest scheme, totalisator company, hotels, retail and leisure and service industry.

Siew Kiat has also undertaken engagements such as business reviews, fraud investigations and dispute resolution work. He is a Fellow Member of the Chartered Institute of Management Accountants, UK (CIMA), Chartered Accountant of the Malaysian Institute of Accountants (MIA) and a member of Insolvency Practitioners Association of Malaysia (IPAM).



Yap Kong Meng Corporate Finance Advisory Executive Director

Kong Meng has over 18 years of corporate finance experience in M&A and capital markets and he has worked with clients based in Malaysia, Singapore & China. Kong Meng focuses on Manufacturing and Consumer sectors in Malaysia and is accustomed to advising accomplished entrepreneurs and institutional investors.

He began his career working in a Big 4 accounting firm. He also previously worked in a local investment bank and a prominent boutique corporate finance firm in Singapore before joining Deloitte. Kong Meng earned his Bachelor of Commerce degree from Monash University, Australia.



Toh Hong Peir Energy & Resources Tax Leader

Hong Peir is Deloitte Malaysia's Oil, Gas & Chemicals Sector Leader. He has more than 21 years of experience in professional practice, commercial group and upstream oil and gas industry. Prior to joining Deloitte, Hong Peir was a tax planning specialist of a US based independent energy company, covering Asia Pacific upstream oil and gas taxation matters. He was also the Head of Tax of a Malaysian conglomerate, covering banking & financial services, manufacturing, property development & investment industries and a Senior Business Planner of an Oil & Gas super major.



Philip Lim Business Tax Director

Philip started his career in 1992 as an audit assistant with DeloitteKassimChan and soon thereafter was transferred to the tax services line. He has over 26 years of working experience and prior to re-joining Deloitte, he was principally involved in tax audit and investigation work for high net worth individuals as well as large corporations.



Thean Szu Ping Business Tax Director

Szu Ping has over 19 years of experience in the public accounting practice, providing local and international clients tax planning ideas and advisory services. She is involved in conducting tax due diligence exercises, assisting clients in tax audits and investigation by the Inland Revenue Board and routinely assists clients with applications for tax incentives and licenses from MIDA and other authorities. Szu Ping also assists clients in complying with transfer pricing regulations, conducting prudential tax audits and applying for stamp duty exemptions.

# Registration

Date	Time
Monday, 23 November 2020	2.00 p.m 6.00 p.m.
Tuesday, 24 November 2020	9.00 a.m. – 1.00 p.m.
Wednesday, 25 November 2020	9.00 a.m. – 1.00 p.m.

#### **Registration details**

- Online registration: Click here
- Closing date: 13 November 2020
- An acknowledgement email will be sent upon receipt of the online registration form
- No refund of cancellation upon registration
- Webcast link and password will be provided by Thursday, 19 November 2020 upon receipt of full payment

#### **Enquiries**

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Email: mytaxmax@deloitte.com

#### Webinar fee

RM400 per delegate (inclusive of 6% SST).

#### **Payment details**

Company name: Deloitte Tax Services Sdn Bhd

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HRDF: Application to Human Resources Development Berhad (HRDB) for SBL assistance must be submitted by the participants before the commencement of the seminar. Completed forms are to be submitted online at www.hrdf.com.my.

CPE points: Certificate of attendance will be issued for CPE verification.

\*\*Company's eligibility for SBL assistance is subject to HRDF's approval. This seminar is HRDF-compliant.

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