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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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