

APPLICATION FOR POST APPROVAL INCENTIVE

Section A: Company

Company Profile

Company Name	Pandanan Dive Adventure Sdn. Bhd.		
Registration Type	Malaysia Corporate Identity (MyCoID)	Company Registration No.	930980-A
Date of Incorporation	01/02/1900	Income Tax Reference No.	
EPF No.		SOCSSO No.	
Email		Fax No.	
Registered Address	Pandanan Island, NT 123011325, District Of Semporna, 91300 Semporna, Sabah, Malaysia		
Website			
Company Background			
Correspondence Address	Pandanan Island, NT 123011325, District Of Semporna, 91300 Semporna, Sabah, Malaysia		
Total Employment	0		

Particular Board of Director

No.	Name	Nationality	Shares Held in the Company
No items to show...			

Total 0 %

Contact Person

No.	Title	Name	Designation	Email	Phone No.	Fax No.
1.		Adeline Pang (VV Tham&Partners)		adeline.vvt@gmail.com	013-8119399	0

Section B: Previous Company Activity/Project

Approval of Manufacturing Licence/ Permit under the Petroleum Development Act, 1974

No	Project Reference No.	Licence No.	Serial No.	Effective Date	Product/Activity	Premise/Factory Location	Equity Condition	Export Condition
No items to show...								

Confirmation Letter for a company Exempted from Manufacturing Licence (ICA 10)

No.	Reference No.	Approved Date	Product/Activity	Premise/Factory Location
No items to show...				

OHQ/IPC/RDC Status Approved from MIDA

No.	Project Reference No.	Type of Status	Reference No.	Date of Approval	Effective Date	Ministry/Agency	Status Period (Year)	Product/Activity	Project/Factory Location	Incentive Status
No items to show...										

Incentive Approved by MIDA

No.	Reference No.	Type of Incentive	Date of Approval	Effective Date	Product(s)/Activity(s)
1.	400 55101 048952 000001	General	24/06/2021		4 star hotel

Grant Approved by MIDA

No.	Project Reference No.	Type of Grant	Reference No.	Effective Date	Ministry/Agency	Grant Amount	Grant Period (Years)	Product/Activity	Grant Status
No items to show...									

Incentive Approved by Other Government Agencies

No.	Type Of Incentive	Reference No	Date Of Approval	Effective Date	Agency/Ministry	Incentive Period (Year)	Product Activity	Project/Factory Location	Incentive Status
No items to show...									

Grant Approved by Other Government Agencies

No.	Type Of Grant	Reference No	Effective Date	Ministry/Agency	Grant Amount (RM)	Grant Period (Year)	Product / Activity	Grant Status
No items to show...								

Section C: Amendment/Deletion of Conditions

Incentive Details

Reference No.	Date of Approval	Product/Activity	Address	Country	State	City	Postcode
400 55101 048952 000001	24/06/2021	4 star hotel	Pandanan Island,, NT 123011325,, District Of Semporna, Sabah	Malaysia	Sabah	Semporna	91300

Incentive Conditions (Existing)

No.	Conditions	Update
1.	Alamat Tapak Projek: Pandanan Island NT 123011325 District Of Semporna Sabah	No changes
2.	<p>Jumlah gunatenaga sepenuh masa syarikat hendaklah terdiri daripada sekurang-kurangnya 80% rakyat Malaysia. Penggajian rakyat asing (termasuk pekerja yang diperolehi melalui penyumbangan luar) adalah tertakluk kepada dasar semasa.</p> <p>Justification</p> <p>One of the tax incentive compliances is to meet the requirement of recruiting at least 80% local Malaysians in our hotel workforce. We kindly request that MIDA could consider reducing this requirement to 50%, given the difficulties we have faced in hiring local Malaysian employees.</p> <p>The challenges specific to our case include the following:</p> <p>1) Accessibility/ Transportation and Commuting Our hotel (Arcadia Beach Resort) is located in a remote island in Semporna, i.e. Pandanan Island. The remote nature of our island makes it challenging for local job seekers to commute to our hotel. Transportation to and from the island may be restricted or inconvenient, making it difficult for local job seekers from the mainland to commute daily. This can limit the pool of potential local candidates and increase on-site accommodations for employees. There are challenges also that there are many potential candidates that are not willing to relocate themselves to stay in the island. Hence, this geographical constraint affects the number of available candidates.</p> <p>2) Limited local population Our island's limited population presents a fundamental challenge in achieving the 80% local hiring requirement. The pool of available local talent is inherently small, making it a considerable hurdle to meet this threshold. In the remote Pandanan island, there are no local village around the island, unlike other neighboring islands around Semporna. Pandanan island is relatively empty, with only an army base camp and the Resort itself. The island itself do not have any readily available supply of individuals (be it foreigners) and the hotel operator needs to seek workers from the mainland of Semporna or nearby area.</p> <p>3) Attracting Talent Attracting local talent to work on a remote island can be difficult, especially when job seekers may have concerns about isolation, access to healthcare, educational opportunities for their families and the limited social amenities available.</p> <p>4) Labour Shortages The Malaysian hospitality industry has been grappling with labour shortages for a variety of reasons, including the recent pandemic's impact, changing workforce dynamics, and heightened competition from other sectors. As a result, finding suitable local candidates for our hotel positions has become increasingly difficult. We are also facing difficulties where the local Malaysians are more selective on job seeking and generally would not willing to take up roles such as cleaner, kitchen helper, housekeeping roles and hence the need to rely on foreign workers in the hotel industry.</p> <p>As part of our ongoing efforts, we have advertised our vacancies via online channels to reach out more potential candidates for the hotel.</p> <p>Given the unique challenges our remote island location presents, we kindly request that MIDA could reconsider the local hiring requirement and reduce it from 80% to 50%. This adjustment would provide us with greater flexibility in meeting out employment needs while continuing our commitment to hiring Malaysian citizens and contributing to the local economy.</p> <p>We remain dedicated to promoting local employment and investing in the professional growth of our local workforce. A reduced requirement will allow us to balance the local workforce and address our operational needs while acknowledging the exceptional circumstance of our island location.</p> <p>We sincerely hope that you will consider this request favorably and are open to discussing this matter further. Your understanding and support in addressing our unique circumstances are greatly appreciated.</p> <p>If you have any questions or require further information, please do not hesitate to contact us (Adeline Pang) at 013-8119399.</p>	Amend
3.	<p>Projek hotel hendaklah memenuhi syarat-syarat seperti berikut:-</p> <p>a. Mendapatkan Sijil Pendaftaran Premis Penginapan Pelancong</p> <p>b. Dikelaskan sebagai hotel bertaraf 4 atau 5 bintang</p> <p>c. Mendapatkan Sijil Pendaftaran Projek Pelancongan daripada Kementerian Pelancongan, Seni dan Budaya Malaysia (MOTAC) setiap tahun dalam tempoh galakan cukai bermula dari tarikh pematuan syarat sehingga tempoh galakan tamat.</p>	No changes

No.	Conditions	Update
4.	Syarikat dikehendaki membuat perbelanjaan operasi tahunan sekurang-kurangnya RM 237,525.00 seperti yang dicadangkan setiap tahun dalam tempoh galakan cukai bermula dari tarikh pematuhan syarat sehingga tempoh galakan tamat. Jumlah ini hendaklah termasuk perkhidmatan tempatan untuk insurans, perundangan, perbankan, ICT dan pengangkutan sekiranya perkhidmatan ini boleh diperolehi daripada pembekal tempatan di dalam Negara. Namun, jumlah ini hendaklah tidak termasuk kos bahan yang dijual, susut nilai, faedah pinjaman serta perbelanjaan yang tidak terlibat secara langsung bagi aktiviti cadangan syarikat.	No changes
5.	Syarikat hendaklah mematuhi kaedah-kaedah cukai pendapatan (Penentuan Harga Pindahan 2012) dan garis panduan Pindahan Harga (Transfer Pricing) yang ditetapkan oleh Lembaga Hasil Dalam Negeri Malaysia (LHDNM) bagi sebarang transaksi dengan syarikat / pihak berkaitan.	No changes
6.	Syarikat hendaklah menyimpan akaun-akaun yang berasingan terhadap aktiviti yang diluluskan pengecualian cukai pendapatan bersamaan dengan Elaun Cukai Pelaburan dengan aktiviti tanpa galakan tertakluk kepada syarat akaun ini dipersetujui oleh Lembaga Hasil Dalam Negeri Malaysia (LHDNM).	No changes

Current status of the projects

The project is completed.

Section D: Supporting Documents

No.	Documents to be submitted	Submitted
1.	Letter from company with justification	✓
2.	Copy of incentive approval letter	✓

Section E: Declaration

Name : Eyvonne Mong Sze Chee

Identity Card/Passport No. : 801010125334

Designation : Director

i hereby agree that this application can be closed by MIDA if the application under my purview is non-responsive to the requested information within the stipulated period.

☒ has engaged the services of the following consultant for my application :

Company Name *

VV Tham & Partners PLT

Address *

TB14109, 1st Floor, CTV Junction

Jalan Chong Thien Vun

State *

Sabah

City *

Tawau

Postcode *

91000

Name *

Adeline Pang

Designation *

Principal

Phone No. *

0138119399

Fax No.

Email Address *

adeline.vvt@gmail.com

Website

☒ hereby acknowledge that I have read, understood and agree on the above statements, and take full responsibility for all information and documents submitted to MIDA.