

Listed Entity Director (LED) Programme
Module 8: Remuneration Committee Essentials
Elective Module

Target Audience	: Aspiring, new and current directors, C-suite and senior management of listed companies
Date	: 17 October 2019
Time	: 1.30 pm to 5.30 pm
Venue	: Marina Mandarin Hotel
Cost	: SID Member : S\$420 (excl. GST); S\$449.40 (incl. GST) Non SID Member : S\$580 (excl. GST); S\$620.60 (incl. GST)
CPD	: 4 hours

The Remuneration Committee (RC) is appointed by the board to assist in ensuring that the remuneration policies of a company are in its long-term interests. The module looks at the scrutiny of pay, the role of the RC, how the RC should be structured, its functions, and the regulations and disclosure requirements which the RC must be familiar with.

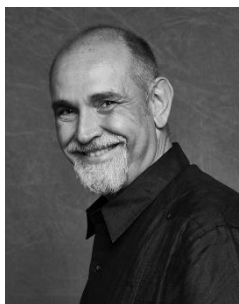
Course Objectives

1. Understand the roles and responsibilities of the RC and RC chair.
2. Highlight principles and frameworks to support responsible board and executive remuneration decisions.
3. Review the approaches towards setting non-executive director fees and executive compensation levels, including design elements related to incentives and equity plans.
4. Examine the linkages between executive pay and talent management.

Programme

12.30 pm	Registration (Lunch provided)
1.30 pm	Introduction
1.45 pm	RC Composition and Agenda
2.05 pm	Non-Executive Director Fees
2.35 pm	Executive Remuneration
3.05 pm	Equity-Based Remuneration
3.45 pm	Break
4.00 pm	Talent Management
4.30 pm	RC Stakeholder Engagement
4.50 pm	Panel Discussion
5.30 pm	End of Programme

Speakers & Panellists



Dr Fermin Diez, PHD
Deputy CEO & Group Director, Social Services Institute

Dr Fermin Diez is a member of the board of Singapore's Institute for HR Professionals, where he also chairs the Appraisal Committee.

He also serves on the National University Health System Human Resources Committee. He was previously on the Board of Jurong Health Systems, where he was also a member of the HR Committee. He has also served on the Singapore Management University Business School Advisory Board and the Children's Cancer Foundation Board. Internationally, he has been on the board of Taylor's Education Group in Malaysia as well as the Board of Directors of WorldatWork in the US.

Dr Diez has more than 35 years of experience in human resources, which includes corporate, consulting and academic roles in 40 countries across all continents. He has been Regional Head of HR for PepsiCo and Freescale Semiconductor in Asia Pacific and in Latin America. He has also held senior leadership roles at Mercer and Willis Towers Watson, leading multi-million dollar businesses across geographies. Currently, he is Deputy CEO at the National Council for Social Service where he addresses strategic people issues in this sector.



Shai Ganu
Managing Director, Rewards Business, Asia Pacific
Willis Towers Watson

Mr Shai Ganu is the Managing Director for Willis Towers Watson's Rewards business for Asia Pacific, and the Talent & Reward business across ASEAN and South Asia – covering Board Advisory, Management Consulting, and Data Services portfolios.

He considers himself very fortunate to lead a team of approximately 450 exceptional consultants who are trusted advisors to clients on a wide range of Human Capital issues related to Board and Executive Compensation, Performance Management, Employee Engagement, Skills and Competencies, Leadership, Talent Management, Transformation, Culture and Change, and Predictive Analytics.

Shai serves on SID's Professional Development committee. He conducts training courses for NEDs on Remuneration and Talent Management, and was the lead author for the first edition of the "Remuneration Committee Guide" for SID. The book serves as a reference guide for directors of all listed companies in Singapore on Remuneration and Talent Management. He frequently writes articles for *The Business Times* and other publications on Executive Pay and Governance. He has also written chapters for HR textbook for MBA courses. He is also an Associate Lecturer teaching strategic HR, Compensation, and Leadership courses. He serves on the HR Advisory Committees of two leading companies in the region, and also is a Board member and HR Committee Chair of not-for-profit organisations in Singapore.



Lim How Teck
Chairman, Heliconia Capital Management Pte Ltd

Mr Lim How Teck is the Chairman of Redwood International Pte Ltd (an investment & consultancy company). He has extensive international qualifications and experience in business finance and accounting. Having been with the NOL Group from 1979 to 2005, he has in-depth knowledge of the shipping industry and the NOL Group. He held Directorships in various subsidiaries, associated companies and investment interests of the NOL Group. In NOL, he held various positions from Executive Director, Group CFO, Group COO and Group Deputy CEO. Prior to NOL, he was in Coopers & Lybrand (an international accounting firm) and Plessey Singapore (a multinational trading and manufacturing company).

Mr Lim holds a Bachelor of Accountancy Degree from the University of Singapore. He is a graduate of the Harvard Graduate School of Business Corporate Financial Management Course (1983) and Advanced Management Program (1989). He is a Fellow of the Chartered Institute of Management Accountants of UK, the Certified Public Accountants of Australia, the Institute of Certified Public Accountants of Singapore, and the Singapore Institute of Directors.

Mr Lim's other appointments include being Chairman of Heliconia Capital Management Pte Ltd, ARA-CWT Trust Management (Cache) Limited, NauticAWT Limited and 33 Ventures Pte Ltd. He is also a Board Director of PNG (Papua New Guinea) Sustainable Development Program, The Foundation for Development Cooperation (FDC), FDC Pacific, Mizuho Securities (Singapore) Pte. Ltd, Greenship Offshore Manager Pte Ltd, Heliconia Holdings Pte Ltd, Yang Kee Logistics (Singapore) Pte Ltd, Singapore DTT Corporation Pte Ltd and Raffles Education Corporation Limited. He is Senior Advisor to Bain Capital Partners, LLC and Adviser to KPISOFT Pte Ltd, IMCSE Limited (International Monetary Crypto Securities Exchange), Skyfy Technology Pte Ltd, EPOS Pte Ltd and SCash Technologies Pte. Ltd. He was awarded The Public Service Medal (PBM) National Day Award in 1999.



Ms Lien Siaou-Sze
Partner, Management Alignment Partners GmbH

Ms Lien Siaou-Sze is the Partner of Management Alignment Partners GmbH. Prior to this she was the Senior Vice President for HP Asia-Pacific & Japan.

Siaou-Sze began her career at HP as a systems engineer and rose through the management ranks in Singapore, Southeast Asia and then the entire APJ region. As Managing Director of HP APJ, she oversaw the acquisition of Compaq and was featured in Fortune Magazine's "50 Most Powerful Women in Business Outside of USA" list for six consecutive years.

Throughout her career, Siaou-Sze has consistently focused on creating an environment and business culture based on performance and trust. Under her leadership, her teams consistently attained their financial goals and excelled in customer satisfaction surveys.

Siaou-Sze currently serves on the Nanyang Technological University Board, she is also a Board Member at NTU's Confucius Institute. She also serves on the boards of Japfa Ltd, an Asia-based agri-food company as Chairman of Remuneration Committee. Prior to that, she was a board member of Elekta Ab, a Swedish MNC in the medical technology sector.

Registration

Please register online at www.sid.org.sg by **11 October 2019**.

Course Enquiries

Email : events@sid.org.sg
Tel : (+65) 6422 1188
Fax : (+65) 6422 1199

Upon successfully enrolling for the course, you are deemed to have read and accepted SID's Terms and Conditions stated overleaf.

TERMS AND CONDITIONS FOR SID COURSES/EVENTS

SID's courses and events are subject to terms and conditions as set out below. The Institute reserves the right to changes these terms and conditions without notice.

COURSE/EVENT REGISTRATION

A participant is successfully enrolled for the course/event once an invoice is generated.

NO CANCELLATION

There will be strictly no cancellation once the participant is successfully enrolled for the course/event.

NO-SHOW

There will be strictly no refund of fees for no-show.

REQUEST FOR REPLACEMENT OR DEFERMENT

Where a participant cannot attend a course, he/she may request to send a replacement or defer the course subject to the following conditions:

1. Replacement of a participant is subject to at least 5 working days prior notice in writing. In the case whereby a SID member participant is replaced by a non-member, a top-up fee will be levied. No refund will be made if a non-member participant is replaced by a member.
2. Deferment of a course to the next scheduled date (for same course) is subject to at least 10 working days prior notice in writing. Deferment is only allowed for half day and full day courses run by SID. An administration fee for each deferment of S\$50 (for half day course) and S\$100 (for full day course) shall apply.

CANCELLATION OF COURSE/EVENT BY SID

SID will exercise all possible care to run the confirmed courses. However, in the event of unforeseen circumstances or low enrolment, SID reserves the right to cancel or defer the course/event, and/or to change venue, speaker, course date and fees. SID will make all reasonable efforts to notify participants of changes, should they happen.

If SID cancels a course, a full refund will be made to the participants.

CPD HOURS & CERTIFICATE OF ATTENDANCE

Entitlement of CPD hours / Certificate of Attendance is subject to the participant arriving no later than 30 minutes after the programme starts or leaving no more than 30 minutes before the programme ends, and submitting the module Evaluation Form only at the end of the event.

CAR PARK COUPONS

Complimentary car park coupons, where available, are given on a first-come-first-served basis.

PAYMENT POLICY AND OPTIONS

Course/Event fees are due upon registration, and payment should reach SID at least 7 working days before the course date. SID reserves the right to refuse admission if payment is not received in full before a course/event.

1. Online Payment

Log in to your account at www.sid.org.sg
Select invoice to pay at "My Open Invoices".

2. Cheque Payment

Payable to: Singapore Institute of Directors (please quote invoice number behind the cheque)

Mail to: 168 Robinson Road, #11-03, Capital Tower, Singapore 068912

Attention to: Finance Department

3. Telegraphic Transfer

Bank Name: DBS Bank Limited

Branch: Raffles Place Branch

Bank Code: 7171

Beneficiary Name: Singapore Institute of Directors Account Number: 048-016620-2

Swift Code: dbsssgsg

Reference: Please quote invoice number

(Note: All bank charges are to be borne by the applicant)