

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

Target Audience	: Aspiring, new and current directors, and senior management of listed companies
Date	: Wednesday, 17 March 2021
Time	: 9.00 am to 1.00 pm
Venue	: The session will be conducted as a live webcast
Cost	: SID Member: S\$320 (excl. GST); S\$342.40 (incl. GST) Non-SID Member: S\$480 (excl. GST); S\$513.60 (incl. GST)
CPD	: 4 hours

(A notification email with the webinar link and password will be sent to registered participants 2 days before. Participants are advised to log in 5-10 minutes before the session.)

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 that 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

8.45 am	Registration
9.00 am	Introduction
9.15 am	RC composition and agenda
9.35 am	Non-executive director fees
10.05 am	Executive remuneration
10.35 am	Equity-based remuneration
11.05 am	Break
11.20 am	Talent management
11.45 am	RC stakeholder engagement
12.05 pm	Panel discussion
12.45 pm	End of programme

Speakers and Panellists



Wong Su-Yen
Chairman, SID

Ms Wong Su-Yen serves on the boards of several public, private, and not-for-profit organisations in Singapore and overseas. She chairs or is a member of various Nominating, Remuneration and Audit Committees. She is Chairperson, Nera Telecommunications, and a director at Yoma Strategic Holdings, First Resources, CSE Global, and CPA Australia. Ms Wong brings experience in business strategy, human capital development and organisation transformation, across North America and Asia. She is the only Asia-based individual named to the Financial Times' Agenda Directory of Top 100 Board Candidates with Pay-Setting Skills. She is an active member of the Young Presidents' Organization and WomenCorporateDirectors.



Nishant Mahajan
Principal Consultant, Mercer Singapore

Mr Nishant Mahajan heads the Executive Compensation and Rewards Consulting business for Mercer in Singapore. With over 15 years of experience, he advises board and remuneration committees of numerous Singapore-based and regional companies on various matters, from designing incentive schemes to improving reward strategy alignment with business goals and objectives. Mr Mahajan sits on the Remuneration Committee of Suntory PepsiCo Vietnam and has published a number of thought leadership papers and articles on areas including executive pay, performance management and pay equity. He was previously from Pearl Meyer, where led the Executive and Management Compensation consulting business for the UK and EU, from the firm's London office.



Till Vestring
Non-Executive Director, Singapore

Mr Till Vestring is a non-executive director with Keppel Corporation in Singapore where he chairs the Remuneration Committee and is a member of the Nomination Committee. He is also a non-executive director with Inchcape plc in the UK where he chairs the CSR Committee and is a member of the Remuneration and the Nomination Committees. Mr Vestring is an advisor for Bain & Company's Southeast Asia practice. He joined Bain in 1990 and was Bain Southeast Asia's managing partner (2007–2013) and head of Bain's Asia-Pacific Industrial Practice (2003–2007). He has worked extensively with Southeast Asian companies on portfolio strategy, growth, mergers and acquisitions, merger integration, organisation and performance improvement programmes and with multinationals on growth and M&A across all major Asian markets.



Adrian Chan
First Vice-Chairman, SID

Mr Adrian Chan is Head of Corporate at Lee & Lee. He serves on the Legal Service Commission and on the board of ACRA. He is an independent director on the boards of several listed companies on the SGX, and the SGX has appointed him to its Catalist Advisory Panel to review Catalist Sponsor and Registered Professional applications. He is a Council Member of the Law Society of Singapore and chairs the Corporate Law Advisory Panel at ACRA. He also serves on Singapore Management University's Enterprise Board.

Registration

Please register online at www.sid.org.sg by **15 March, 12 noon.**

Course Enquiries

Email: events@sid.org.sg

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