

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	: Friday, 22 October 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	Break
10.50 am	Equity-based remuneration
11.10 am	Talent management
	RC stakeholder engagement
12.00 pm	Panel discussion
12.45 pm	End of programme



Shai Ganu
SID Council Member

Mr Shai Ganu is the global leader of Willis Towers Watson's Executive Compensation and Governance practice and its Talent and Rewards business across ASEAN and South Asia. He leads a team of over 500 exceptional consultants, across 40 countries, who are trusted advisers to clients on issues related to board and executive compensation, board effectiveness, organisation transformation, and human-capital governance. He has extensive experience working closely with C-suite, boards, remuneration committees and nomination committees of more than 100 leading companies across the region. He serves on the boards and human resource committees of leading companies and not-for-profit organisations in the region.



Tan Yong Fei
Executive Compensation Practice Leader, South Asia,
Willis Towers Watson

Mr Tan Yong Fei leads the Willis Towers Watson's Executive Compensation practice for South Asia. He advises directors and senior executives on compensation matters. His clients are listed companies, government-linked companies and family-owned entities in industries across South Asia, focusing on directors' remuneration and executive compensation, and design, calibration and implementation of short-term and long-term incentive plans including pre-IPO incentive plans, economic value added (EVA) profit sharing plans, carried interest plans, and phantom share plans. He also designs and implements long-term incentive plans for companies in Singapore, Malaysia, Indonesia, the Philippines and Thailand, focusing on implementation for subsidiaries and overseas employees across the Asia Pacific region.



Colin Low
Independent Director, Kacific Broadband Satellites Group

He is an independent director of Kacific Broadband Satellites Group, AET Tankers, Jason Electronics Group and BLG Asia, and serves across multiple sectors including private equity, fund management, capital and consumer finance, energy and renewables, oil and gas, healthcare and aviation. Mr Low is an ASEAN council member of INSEAD and Fellow of both the Singapore Institute of Directors and Hong Kong Institute of Directors. Mr Colin Low was a former Chairman of Intraco (2015-2020) and Singapore Investment Development Corporation. He previously held key appointments at General Electric where he served as President and regional executive of GE Group in Southeast Asia, as well as the group investment board director of GE Asia Pacific, among others.



Lim How Teck
Chairman, Heliconia Capital Management Pte Ltd

Mr Lim How Teck is the Chairman of Heliconia Capital Management, Redwood International and ARA Logos Logistics Trust Management. He sits on the boards of The Foundation for Development Cooperation, Mizuho Securities (Singapore), Heliconia Holdings, Singapore DTT Corporation, Raffles Education Corporation and CSE Global. He is also Chairman of the Advisory Board of Boogle Group, Senior Adviser to 3DOM, and Special Adviser to Titanium and Omni Sharing, among other advisory positions. Mr Lim has held board positions in various subsidiaries, associated companies and investment interests of the NOL Group. In NOL, he previously held senior executive appointments, including Executive Director, Group CFO, Group COO and Group Deputy CEO.

Registration

Please register online at www.sid.org.sg by **20 October, 12 noon**.

Course Enquiries

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