

**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	: 29 March 2019
Time	: 9.00 am to 1.00 pm
Venue	: Marina Mandarin Hotel, Libra & Gemini Rooms, Level 1

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**

8.30 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
11.20 am	Talent Management
11.45 am	RC Stakeholder Engagement
12.05 pm	Panel Discussion
12.45 pm	End of Programme (Lunch provided)

## Speakers & Panellists



**Ms Wong Su-Yen**  
**Council Member, SID**

Ms Wong is a Council Member of the Singapore Institute of Directors.

She is Chairman of the Board, Nera Telecommunications; and a member of the Board of Directors at MediaCorp, Yoma Strategic Holdings, NTUC First Campus, and the National Kidney Foundation.

Previously Ms Wong was Chairman, Singapore at Marsh & McLennan Companies and Managing Director, ASEAN at Mercer. She brings over twenty years' experience in business strategy, strategic human capital development, organisation transformation, operations redesign, and risk management. She has advised clients across Asia since 1995, and was previously based in the United States, Thailand, Korea, and Hong Kong.

Ms Wong is an active member of the Young Presidents' Organization and Women Corporate Directors. She was named to The Agenda Compensation 100: Top Board Candidates with Pay Setting Skills.



**Nishant Mahajan**  
**Principal Consultant, Leading Executive Remuneration & Reward Advisory Practice -Mercer Singapore**

Nishant heads the Executive Compensation and Rewards Consulting business for Mercer in Singapore. He is primarily responsible for helping Singapore based companies, both publicly and privately owned, get the maximum return on their compensation spend. As part of his portfolio of clients, he is currently advising a large media organisation undergoing a digital transformation on redesigning incentive programmes to support and drive the change, as well as an infrastructure consultancy through its reward practices integration, having acquired a large international business.

Nishant joins from Pearl Meyer's London office where he led the Executive & Management Compensation consulting business for the UK and EU mid-market clients. He has over 14 years' experience in advising clients on designing compensation programmes that help drive improved business performance and behaviours. He also led Pearl Meyer's international TMT sector vertical and has advised multiple organisations from start-up to growth phases on issues relating to pay and incentives, including transaction and IPO advisory work.

Nishant has published a number of thought leadership papers and blogs on areas including executive pay, performance management and pay equality.



**Till Vestring**  
**Advisory Partner**  
**Bain & Company South East Asia, Singapore**

Till Vestring is an advisory partner of Bain & Company's SE Asia practice based in Singapore. He joined Bain in 1990 in Munich and has spent the last 18 years in Asia, with postings in Sydney, Hong Kong, Singapore and Tokyo. He was Bain SE Asia's managing partner from 2007 to 2013.

Mr. Vestring has worked extensively with SE Asian companies on portfolio strategy, growth, M&A and merger integration, organization and performance improvement programs. He has also worked with multinationals on growth strategy, M&A and merger integration across all major Asian markets, in particular in automotive and industrials.

He has a Masters in Economics from the University of Bonn in Germany. Prior to receiving an MBA from the Haas School of Business, University of California at Berkeley, he worked as an analyst at Mark Producing.

He is a non-executive board member with Keppel Corporation in Singapore and with Inchcape plc in the UK.



**David Goh**  
**Chief Investment Officer & Chief Strategist**  
**Tecity Group**

Mr Goh Kay Yong David is the Chief Investment Officer and Chief Strategist of the Tecity Group, the parent company of The Straits Trading Company Limited.

Mr Goh started his investment career as an Investment Analyst with Great Eastern Life in 1986, and taught at Singapore's Nanyang Technological University ("NTU") in the Bachelor of Business Financial Analyst programme in 1991. After joining Tecity Group in 1997, he remained from 1997 to 2003, as Adjunct Associate Professor of Finance at NTU. Mr Goh also serves as Director of Stewardship Equity Pte Ltd and Commonwealth Capital Pte. Ltd.

Mr Goh holds a Bachelor of Arts (Hons) degree in Economics from York University, Canada; a Master of Science in Management (System Dynamics, Finance and Strategy) from Massachusetts Institute of Technology's Sloan School of Management, and is a CFA Charter holder.

Mr Goh is a member of the Remuneration Committee with Straits Trading.

Please register online at [www.sid.org.sg](http://www.sid.org.sg) by **22 March 2019**.

### **Course Enquiries**

**Email** : [events@sid.org.sg](mailto: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](http://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)