

**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, 21 October 2020
Time	: 1.30 pm to 5.30 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

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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.

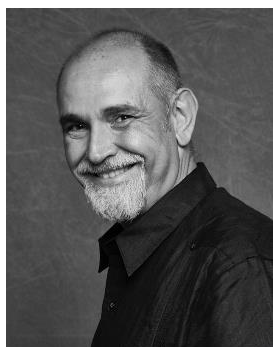
**Course Objectives**

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**

1.15 pm	Registration
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 and Panellists



**Fermin Diez**  
**Group Director, Social Service Institute**

Dr Fermin Diez is Deputy CEO at the National Council for Social Service, where he addresses strategic people issues. He has more than 35 years of experience in human resources, which includes corporate, consulting and academic roles in 40 countries, and has held senior leadership roles at Mercer, Willis Towers Watson and PepsiCo. He sits on the board of Singapore's Institute for Human Resource Professionals, where he chairs the appraisal committee. He serves on the National University Health System's human resources committee, and was previously an advisory board member of Singapore Management University Business School and board member of Jurong Health Systems and Children's Cancer Foundation. Internationally, he has served on the boards of Taylor's Education Group in Malaysia and WorldatWork in the US.



**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.



**Robson Lee**  
**Partner, Gibson, Dunn & Crutcher LLP**

Mr Robson Lee is a partner in Gibson Dunn's Singapore office and a member of the firm's Mergers & Acquisitions (M&A) and Capital Markets Practice Groups. With more than 20 years of experience, he focuses his practice on M&A, corporate finance and capital markets. Mr Lee is recommended by *Asia Pacific Legal 500* in the category of Singapore: Capital Markets. He is an Advocate and Solicitor of the Supreme Court of Singapore and a Solicitor in England and Wales. Mr Lee is a member of the Appeals Advisory Panel that advises the Minister-in-charge of the Monetary Authority of Singapore in respect of all appeals on matters that come under the financial and securities laws and regulations of Singapore. He is also a member of the Audit Committee of the Law Society of Singapore.



**Andrew Chua**  
**Independent Director, Lum Chang Holdings Ltd**

Mr Andrew Chua worked in the banking industry for 32 years before setting up a financial services company in 2009. He is currently the Managing Director of SME Care Pte Ltd, which specialises in money lending to small and medium-sized companies. He sits on the board of Lum Chang Holdings Ltd and GKE Logistics Co Ltd, and provides financial advisory services to privately owned enterprises. Mr Chua graduated from the University of Singapore with a degree in Business Administration, and attended the Advanced Management Programme for overseas bankers in the Wharton School of the University of Pennsylvania.

Please register online at [www.sid.org.sg](http://www.sid.org.sg) by **15 October 2020, 12 Noon**.

#### **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 change 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. Participants who need to defer a registered course to a later date may update SID via email ([events@sid.org.sg](mailto:events@sid.org.sg)). Deferment is only allowed for half-day and full-day courses run by SID. Request for deferment is free of charge if it is made at least 10 working days prior to the registered course date. A deferment fee will be charged if less than 10 working days' notice is given. Deferment fees are \$50 for half-day and \$100 for full-day courses. We allow up to **two** deferments per course, after which participants are required to make a new registration for the course.

### **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**

No complimentary car park coupons will be issued.

## **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)