

Current Topic
Executive and Director Remuneration

Target Audience	: Aspiring, new and current directors, C-suite and senior management of listed companies, and industry professionals.
Date	: Tuesday, 14 September 2021
Time	: 9.00 am to 11.00 am
Venue	: This session will be conducted as a live webcast.
Cost	: SID Member: S\$60 (excl. GST); S\$64.20 (incl. GST) Non-SID Member: S\$90 (excl. GST); S\$96.30 (incl. GST)
CPD	: 2 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.)

SID is partnering with Willis Towers Watson to present the latest trends in executive compensation – both locally and globally. We will share compensation analyses and trends, including how are companies dealing with executive compensation issues during the pandemic.

The session will provide insights on how to develop effective and defensible board and executive compensation programmes. Recent innovative executive compensation models will be presented, alongside current models. The session will also explore alignment of executive compensation with ESG measures, and explore optimal compensation frameworks that can help companies attract key talent, encourage sustainable performance, and provide defensibility of pay decisions to all stakeholders.

Course Objectives

1. Gain insights into the latest trends in NED and CEO remuneration.
2. Explore the forces impacting Remuneration Committees' decisions.
3. Understand alignment between ESG measures and executive compensation.
4. Know the latest global and regional trends in executive compensation.

Programme

8.45 am	Registration
9.00 am	Introduction by SID
9.10 am	Presentation and Q&A
11.00 am	End of programme

Speaker

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.

Krissandi Lee **Associate Director, Executive Compensation, Willis Towers** **Watson**



Mr Krissandi Lee is an Associate Director at Willis Towers Watson's Executive Compensation practice, based in Singapore office. He is passionate about helping companies to unlock value and synergy through their most valuable asset – human capital. He advises board directors and top executives on compensation and corporate governance matters. His areas of specialisation include diagnosis, design and implementation of human capital solutions; notably board and executive reward frameworks, long and short-term incentive plans (equity and cash based) across various stages of company's growth. Mr Lee has helped develop corporate governance frameworks for companies and industries across Southeast Asia, including Otoritas Jasa Keuangan and leading financial institutions in Indonesia.

Registration

Please register online at www.sid.org.sg by **10 Sept 2021, 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.

TERMS AND CONDITIONS

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