

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 : Thursday, 29 July 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.



Colin Low
Independent Director, Kacific Broadband Satellites Group

Mr Colin Low is a former Chairman of Intraco (2015-2020) and Singapore Investment Development Corporation. He is an independent director of Kacific Broadband Satellites Group, AET Tankers 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 Singapore Institute of Directors. 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.



Lew Syn Pau
Chair, Broadway Industrial Group Limited

Mr Lew Syn Pau is Non-Executive Chairman of Broadway Industrial Group Limited and SUTL Enterprise. Mr Lew also sits on the boards of Golden Agri-Resources, Golden Energy and Resources, and Sinar Mas Land. He is former Chairman of Ascendas and Ascendas-MGM Funds Management. Mr Lew spent 15 years at the National Trades Union Congress (NTUC), where he was Executive Secretary of Metal Industries Workers' Union, Managing Director of NTUC Comfort, General Manager of NTUC Pasir Ris Resort, Executive Director of NTUC FairPrice, and Assistant Secretary-General of NTUC. Mr Lew was also a Member of Parliament, President of the Singapore Manufacturing Federation, and the General Manager of Banque Indosuez.

Registration

Please register online at www.sid.org.sg by **27 July, 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.