

Time	Speakers	Session
<b>Registration and Refreshments: 8.30 - 9.30</b>		
9.30	<b>Murray Tompsett</b> Head of ProShare	<b>Opening Address</b> Opening Address
9.35 to 10.20	<b>Janet Cooper &amp; Panel</b>	<b>Title TBC</b> Morning Plenary
10.25	<b>Computershare session - TBC</b>	<b>TBC</b>
10.25	<b>Andrew Patterson</b> Clifford Chance LLP <b>Will Brown</b> Global Head, PRB, OD, PIA; and Head of HR, Europe & Americas	<b>Executive pay: Exploring the evolving landscape and how to maximise shareholder support</b> Executive pay is being heralded as a key reason fewer companies are listing on UK markets. Now is a great time for companies to be creative in the design of their remuneration arrangements to retain and compete for talent. This session will give members practical tips to help with this.
10.25	<b>Cathy Wears</b> CMS <b>Martha Parkhurst</b> Eximia	<b>The ABCs of Share Plans: Cutting Through the Jargon Next Gen!</b> We love talking share plans, but we are very aware that the jargon is sometimes confusing. We want to bring old and new along with us on our journey to understand share plans!
<b>Break: 11.00 - 11.30</b>		
11.30	<b>Maggie Spasova</b> Blue Prism/SS&C <b>Carine Schneider</b> Compass Equity <b>Andy Quayle</b> CMS	<b>Everyone is talking about AI. What is it really and what share plan practitioners need to know?</b> The panel will bring together both practical information as well as regulatory and legal information on how AI is impacting share plan design and administration. Using interactive tools, participants will understand what is important to focus on and how AI will be changing the share plan industry.
11.30	<b>MUFG speakers - TBC</b>	<b>Discretionary Plans: broadening the use of discretionary plans beyond the top table.</b> Case study of two FTSE 100 clients on how they use the discretionary plan more widely.
11.30	<b>Mahesh Varia &amp; Claire Prentice</b> Travers Smith <b>next gen</b>	<b>Growing Global - practical considerations for international incentives</b> "Increasing numbers of companies now have an international presence and many of them want to roll-out their incentive arrangements to multiple jurisdictions. This overview covers the preliminary questions companies need to consider, such as what they want to achieve, who they want to target, and what form the incentives should take. The availability of tax advantages in the local jurisdiction may also be a factor. The talk will consider practical points on seeking local advice, the documentation that may be needed, how to best to achieve high levels of take-up and the role of technology in administering plans over multiple jurisdictions. We finish with a focus on selected jurisdictions where interesting challenges have arisen (including China, the US, India and Australia).

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12.05	<b>Inna Banks</b> HSBC <b>Anna Jex</b> RELX PLC <b>Garry Harding</b> Computershare	<b>Made to measure or off the peg? What's the best way to operate your share plan?</b>  Everyone wants to know how other companies operate their plans in practice! To bring the question to life, we'll provide specific examples, discuss the reasons for approaches taken and the impact for participants. To provide a broader context, Computershare will provide relevant statistics from their wide client base."
12.05	<b>Chris Barnes</b> Partner and Global Head of Reward, KPMG <b>Fred Beardmore</b> Senior Manager, KPMG <b>Bertrand Hamon</b> Group head of Performance & Reward, Aptia Group <b>Roopa Kochhar</b> Aptia	<b>Do you remember the first time?</b>  Aptia was incorporated recently by a private equity firm, specifically to acquire elements of a large listed company's business. Aptia management's commitment to their employees of ""everyone an owner"" led to the implementation of an all-employee incentive plan across 4 countries and c. 3,500 participants, with KPMG advising. All-employee plans in privately owned companies across populations this large and diverse are increasing in popularity though still a comparative rarity. Combined with the journey from public to private ownership, there are compelling discussion points that will be of interest to a wide audience."
12.05	<b>Joe Brennan</b> Ledgy OR <b>Yoko Spirig</b> Ledgy <b>Chrissie Davis</b> Eximia <b>Trecilla Lobo</b>	<b>Communicating a Share Plan Successfully</b>  The fireside chat will allow audiences to benefit from Ledgy's expertise as Europe's leading equity and share plan management software, and Trecilla's experience working at many of the world's most innovative companies, including Microsoft, BenevolentAI and ComplyAdvantage.
<b>Lunch: 12.40 - 13.40</b>		
13.40 to 14.10	TBC	<b>Afternoon Keynote</b>
14.15	<b>Kristy Foster</b> BP <b>Anna Jex</b> RELX <b>Jo Mitchell</b> Fidelity	<b>Location, location, location: Global or local share plans?</b>  The availability of tax advantages in the local jurisdiction may also be a factor. The talk will consider practical points on seeking local advice, the documentation that may be needed, how to best to achieve high levels of take-up and the role of technology in administering plans over multiple jurisdictions. We finish with a focus on selected jurisdictions where interesting challenges have arisen (including China, the US, India and Australia).
14.15	<b>Lucy Glover</b> Smiths Group plc <b>Kenny Ferguson</b> NatWest <b>Sainsburys [TBC]</b> <b>LSEG [TBC]</b> <b>Sarah Long</b> Wealth at Work	<b>Financial Education: its role in supporting non tax advantaged plans</b>  The session covers an emerging trend in the market: the role of financial education for employees in non-tax advantaged share plans? The panel session will provide recent examples from leading companies as to how they have used financial education as part of their discretionary share plan programmes.
14.15	<b>Kevin Lim</b> Investec <b>TBC</b> ITM Power and Learning Technologies Group <b>Suzannah Crookes</b> Tapestry	<b>"AIMing for Growth" - growing share ownership in an AIM company</b>  AIM companies can bring some fresh thinking to their share plans, within the context of a flexible regulatory regime, yet often with restricted resources. And they frequently have high growth potential. Bringing these factors together makes for a fascinating and insightful discussion, incorporating issuer, provider and adviser insights.

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14.50	<b>Lucy Hovland</b> Deloitte LLP <b>Judith Moore</b> Wise PLC <b>Julia Clement</b> Skyscanner	<b>Igniting growth: Unleashing the power of incentives in supporting vision, strategy, and culture during business evolution</b>  Join us as we unravel the golden question for companies on a growth journey: "What's next?"  Lucy, Charlotte, and industry experts will guide the audience through a vibrant spectrum of incentives and communication opportunities, igniting clarity and inspiring endless possibilities at any stage of their business lifecycle."
14.50	TBC	TBC
14.50	<b>Dan Nelson</b> Sage <b>Alex Cook</b> Deloitte LLP <b>TBC</b> WEALTH at work	<b>The power of people: Boosting plan participation with employee testimonials, financial education, and creative wonder</b>  The unstoppable trifecta of Sage, WEALTH at work and Stitch have worked to produce a market-leading, bespoke and impactful approach to communicating a global plan. Perfect to pique everybody's interest early doors, this session promises inspiration, spectacular visuals and practical advice on upping your communications and financial education game.
<b>Lunch: 12.40 - 13.40</b>		
15.55	<b>Anita Grant</b> Deloitte <b>Darren Smith</b> J.P. Morgan Workplace Solutions <b>Additional speaker TBD</b>	<b>Share Plans: This is your life special!</b>  Darren specialises in speaking on the topic of networking, but this will be the start of his new podcast series, where he will go in the minds of Share Plan legends and find out how they did it, what drives them, what not to do and much more. After the success of his Family Fortunes session in 2023, this should be a session you don't want to miss!
	TBC	TBC
15.55	<b>Ghal Supple &amp; Tom McCulloch</b> Equiniti Corporate Dealing	<b>Keeping investors, employees, and your finance team happy – key considerations when sourcing shares for your employee share plans</b>  Increasing share prices, a return to in-the-money options, plus increasing numbers of award vestings, mean large numbers of shares are coming to market, making this an important and topical subject for issuers. Ghal and Tom have a wealth of specialist knowledge and practical experience to share when planning for growth.
16.30	<b>David Mortimer &amp; guest(s)</b>	<b>ProShare Advocacy work session</b>  David Mortimer and guest(s)
<b>Conference Wrap-up</b> <b>Murray Tompsett - Head of ProShare</b>		
<b>Drinks Reception: 17.00 - 18.30</b>		