

COMMITTEE TRENDS IN 2026

Nomination and Remuneration Committee



2026 IS A NEW INNINGS

Corporate chieftains must take new guard. We attempt a list of issues where they “cannot take their eyes off the ball”.



#1

To have at least quarterly meetings.

#2

To identify skillsets required for the Board and management of the future, which may be missing at present.

#3

To facilitate induction of new Directors on Board and committees as per the required skillsets. This will also ensure that there is a “Board and talent refresh”.

#4

To ensure that proper systems are in place for succession planning at the Board level, and for all critical roles within the company.

#5

To ensure that executive compensation is a balance between fixed pay and variable pay, including stock options and provisions for clawback, if required.

A hand-drawn illustration of a web browser window. The window has a title bar at the top with a tab on the left and navigation controls (back, forward, home, and address bar) on the right. The main content area contains a list of 10 items, each with a blue square icon containing a white number and a text description. The list items are numbered #6 through #10. The browser window is drawn with thick black lines, giving it a sketchy, hand-drawn appearance.

#6

To ascertain whether ESG can be one of the parameters for compensation to management.

#7

To ensure transparency in payment to Board and senior management. This should include transparency in the drafting of the explanatory statements to the shareholders.

#8

To focus on succession planning for Board members and KMPs/ SMPs.

#9

To ensure that the company focuses on DEI (Diversity, Equity and Inclusion) related initiatives, at the Board and workforce level.

#10

To be responsive to the voice from workforce.



#11

To ensure an effective Board evaluation process, so that compensation to Board members can factor in the results.

#12

To ensure that it is aware of human versus AI trade-off vis-à-vis the company.



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