

# Navigating Equity Compensation Strategies in a Future guided by AI and ESG



7<sup>th</sup> December 2023



Four Seasons Hotel Mumbai

Co-Partner



Associate Partner



8:00 AM

Registration Opens

08:00 - 09:00

Breakfast

09:00 - 10:00

**Welcome and Opening Keynote**

- ▶ Shailesh Haribhakti (Chairman, Independent Board Director, Author, Founder at Dial ESG, GovEVA)
- ▶ Ravi Ravulaparthy (CEO & Co-Founder at Qapita)

10:00 - 10:45

**Power of Generative AI: Organizations should seize the business imperative now**

- ▶ Kashyap Kompella (CEO at RPA2AI Research, Author & Columnist, Visting Professor)

10:45 - 11:15

**The Strategic Role of Employee Stock Options in the War of Talent**

- ▶ Rohit Kale (Regional Manager Asia Pacific at Spencer Stuart)
- ▶ Ravi Ravulaparthy (CEO & Co-Founder at Qapita)

11:15 - 11:30

Cookies and Coffee

11:30 - 12:15

**Uncover the best plan design for each company life stage**

- ▶ Krishna Raghavan (Chief People Officer at Flipkart, Tech leader, Life and Leadership Coach)
- ▶ Vibhash Naik (CHRO at HDFC Life)
- ▶ Deepu Bhattacharya (CHRO at Unity Small Finance Bank)
- ▶ Umashankar Acharya (Partner at ESOP Direct)

12:15 - 01:00

**Straight from Silicon Valley - what's new in share plan design within the start-up community**

- ▶ Carine Schneider (Founding Partner at Compass Equity Strategic Advisors, LLC)
- ▶ Amit Majumder (Head of SEA & ANZ at Qapita)

01:00 - 02:00

Afternoon Break, Lunch, and Networking

02:00 - 02:45

**Drive for Corporate Growth with Performance Based Equity Compensation**

- ▶ Sanjay Gawde (Head Rewards at Mahindra Group)
- ▶ Nitin Sansare (SGM, Head Performance, Compensation, and Benefits at Tata Motors)
- ▶ Abhishek Sarda (GM, Business Development at ESOP Direct)

02:45 - 03:15

**Return on Investment for an Equity Incentive Plan**

- ▶ Rahul Somani (Head Operations and Consulting at ESOP Direct)

03:15 - 03:45

**Corporate Action Impact on ESOPs - Insights from Experience**

- ▶ Deepika Maskara (Group Head, Total Rewards at Piramal Group)

03:45 - 04:30

**Employee Stock Purchase Plans: A tool for encouraging widespread employee ownership**

- ▶ Jalaj Sinha (Head Business Development at ESOP Direct)

04:30 - 05:15

**The Rebel Way: Broad-basing Equity, Democratising Ownership**

- ▶ Ankur Sharma (Co-Founder of Rebel Foods, Formerly Faasos)
- ▶ Lakshman Gupta Kanamarlapudi (Co-Founder at Qapita)

05:15 - 05:30

**ESOP Financing in Public and Private Companies**

- ▶ Shantanu R Bhadarwaj (Chief Executive Officer at Way2wealth Brokers Private Limited)

05:30 - 06:30

High Tea and Networking