

2026 SEA Private Market Executive Incentives Survey

In Southeast Asia's private markets, executive incentive design has become a decisive lever for value creation aligning management performance with investor expectations and value creation in exit outcomes. With the evolution of listing regulations, including the activation of the SGX-Nasdaq Global Listing Board and updated SGX RegCo executive compensation disclosure requirements, the bar for alignment with value creation and governance increases.

Through our Survey, we intend to paint a clearer picture on the latest trends on executive compensation and governance, as aligned with outcomes in public and private exits.

Without well-aligned executive incentive structures, organisations risk governance challenges, misaligned stakeholder expectations and reduced value realisation at exit.

Are your executive incentive structures aligned with governance expectations, stakeholder priorities, and value realisation at exit?

Topics Covered

- Executive Incentives & Equity Design
- Transaction & Value Creation Linkage
- Ownership, Dilution & Funding
- Executive Protection & Board Oversight
- Plan Communications
- AI Transformation Linkage

Design Executive Incentives with

SEA Private Market Insights

Regional view of executive incentive trends and practices apt for private markets

Multi-functional Perspectives

Rewards, governance and transaction views harmonized in one lens

Impact on Value Creation

Design incentives with value creation, transactions and AI transformation in mind

About

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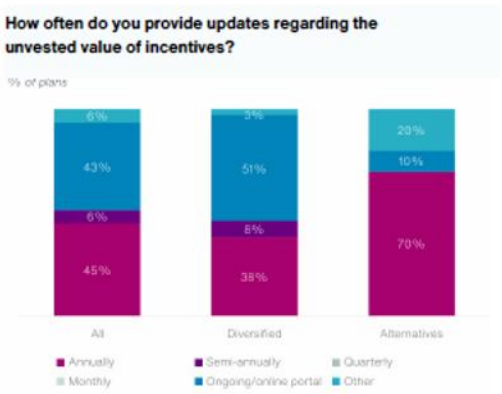
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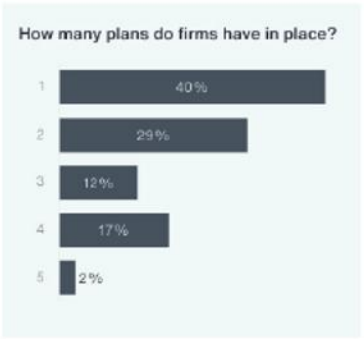
Illustrative insights from the survey

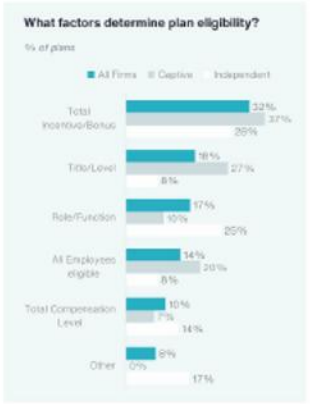


38%
of participating firms are planning to make changes to their long-term incentive arrangements.

Asset managers recognise the importance of regularly reviewing processes to address both talent management and regulatory considerations. In response to challenges with their LTI frameworks over the past 2-3 years, planned changes stated by participants typically fall into the following categories:







Who Should Participate?

Multi-functional Senior Leaders in the Private Market Ecosystem

Investment Professionals and Deal Teams | CHROs | CFOs | General Counsel / Corporate Secretaries | CEO | Investor Relations

Financial sponsors

- Private equity
- Venture capital
- Investment banks
- Family offices
- Sovereign wealth funds
- (Alternative) Asset Managers

Portfolio Companies

- Sponsor-backed portfolio companies
- Family office subsidiaries
- Founder-led companies
- Unicorns
- Start-ups

Report Tiers

Complimentary Executive Summary

Key findings, market trends and practical implications

PARTICIPANT BENEFIT!

Comprehensive Market Practices Report

In-depth market practices across incentives, governance, ownership and practices linked with transactions and AI transformation.

Modular Reports

Focused deep-dives for Finance, HR, Legal & Governance, and Sponsors / General Management

Bespoke Insights and Analysis

Customized cross-cutting analysis for particular contexts: geography, sponsor type, sector, funding stage and transaction pathway

What Comes Next?

Beyond Incentives - We bring AI workforce redesign and capability building together with executive incentive design, equity and governance solutions
→ Learn more

Qualified participants who complete the Full Survey Questionnaire will receive a copy of our Complimentary Summary Report

~15-25minutes | Anonymized

Scan here to participate today!

Contact our team to learn more:
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