



## Mr Shai Ganu

**Managing Director;  
Global Leader – Executive  
Compensation & Board Advisory  
WTW**

Shai Ganu is passionate about embedding ESG priorities, building better boards, combating climate change, and driving behavioural change through innovative incentives and human capital governance.

Shai is the Global Leader for WTW's Executive Compensation & Board Advisory business. He leads a team of over 500 exceptional consultants, across 40 countries, who are trusted advisors to clients on issues related to board and executive compensation, performance management and incentives, board effectiveness, organisation design, culture transformation, and human-capital governance.

Based in Singapore, Shai has extensive experience working closely with the Boards and management teams of some of the largest companies in Asia Pacific and globally. He is a trusted advisor to more than a hundred Boards, Remuneration Committees, Nomination Committees, and Sustainability Committees.

Shai is a member of the Governing Board of the Singapore Institute of Directors (SID) and chairs its ESG Committee. He is faculty member at NED associations in the region – and teaches courses related on Remuneration, Nomination, Talent Management, and ESG matters.

He also serves on the boards of leading companies and not-for-profits in the region and chairs the HR and Compensation committees. He is a member of the Global Governing Board of Climate Governance Initiative (CGI); and is a co-founding member of the Singapore chapter and ASEAN network. He was recently inducted into the World Economic Forum's (WEF's) Climate Governance Global Community of Experts.