

## Thriving in Uncertainty

Thursday 25<sup>th</sup> September 2025

### Conference Programme

Start	End	Session Title
08:30	09:30	<b>Registration &amp; Networking</b>
09:30	09:35	<b>Opening Address</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speaker:</b> Sophie Altaf, Head of ProShare
09:35	10:20	<b>Opening keynote: The Future of Work</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speakers:</b> Janet Cooper OBE, ProShare, Nurture Landscapes Group Roger Fairhead, BAE Systems Ruth Handock, Octopus Money Uzma Stamp, Global Reward
<b>Movement break</b>		
10:25	11:00	<p><b>*Next Gen*</b></p> <b>1.1 Walking forward together: How Diageo connected global employees to their company strategy through the power of share ownership</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speakers:</b> Ceri Newby, Diageo Lindsey Spencer, Diageo Jane Darlington, Stitch at Deloitte Sherry Howes, Computershare Becky Moore, Clifford Chance LLP
10:25	11:00	<p><b>*Next Gen*</b></p> <b>1.2 Enhancing Equity Compensation Through Financial Education</b> Room: Bishopsgate 2 <b>Speakers:</b> Nimit Popat, Associated British Foods Claire Exley, Nutmeg Sarah Fearnley, J.P. Morgan Workplace Solutions Jackson Vaught, J.P. Morgan Workplace Solutions
10:25	11:00	<b>1.3 PISCES and practicalities</b> Room: London Wall <b>Speakers:</b> Cathy Wears, CMS Claire Matthews, Taylor Wessing Tom McCulloch, Equiniti Corporate Dealing Equiniti Ghal Supple, Equiniti
11:00	11:30	<b>Morning refreshment and networking break</b>
11:30	12:05	<b>2.1 Navigating the Fog: Investing with Confidence Amidst Market</b> Room: London Wall <b>Speakers:</b> Tom Stevenson, Fidelity Mitani Patel, Fidelity
11:30	12:05	<p><b>*Next Gen*</b></p> <b>2.2 Successful Share Plan Communications: Educating for confidence: The share plan journey</b> Room: Broadgate 1 & 2 - Main Auditorium

		<b>Speakers:</b> David Edwards, NatWest Emma Carter, Flutter Entertainment plc Penny Thomas, Crest Nicholson Plc Chrissie Davis, Eximia Sarah Fletcher, Eximia Oliver Tunnicliffe, AAG Wealth Management
11:30	12:05	<b>2.3 Navigating the Cyber Frontier: Insights into Today's Threat Landscape</b> Room: Bishopsgate 2 <b>Speakers:</b> Tim Geschwind, S-RM. Christoffer Herheim, Optio Incentives
<b>Movement Break</b>		
12:15	12:50	<b>3.1 Tariffs and Share Plans: Risks, Reactions, and Resilience</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speakers:</b> Mark Higgins, WPP Stephen Popowski, AON Zoe Denny-Thomas, GEO Barry McKernan, JP Morgan Workplace Solutions Veerle Lerut, Baker McKenzie
12:15	12:50	<b>3.2 Takeovers and Share plans</b> Room: London Wall <b>Speakers:</b> Charlie Crawshay, The Takeover Panel Stephen Diosi, Mishcon de Reya LLP Cara Hegarty, Linklaters LLP
12:15	12:50	<b>*Net Gen*</b> <b>3.3 Share plans expense - why size matters (and not in the way you'd think!)</b> Room: Bishopsgate 2 <b>Speakers:</b> Christian Hyldig CEP, AON Peter Ahern, Ledgy Svein Petter Undheim, Ledgy
12:50	13:50	<b>Lunch Break - lunch sponsored by Ocorian</b>
13:50	14:30	<b>Afternoon Keynote: Joy at Work</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speaker:</b> Beth Stallwood, WorkJoy
<b>Movement break</b>		
14:35	15:10	<b>4.1 The highs and the lows - share plans during periods of economic uncertainty</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speakers:</b> Louise Sutton, AstraZeneca Wade Gravett, Pearson plc Carla Walsham, Tapestry Compliance Sarah Long, WEALTH at work
14:35	15:10	<b>*Next Gen*</b> <b>4.2 Level up: Thriving in a long-term career in incentives and equity</b> Room: London Wall <b>Speakers:</b> Kristy Foster, bp Martha Parkhurst, Eximia

		Lucy Anderson, Howells Alex Walsh, Howells
14:35	15:10	<b>4.3 What can AI already do for you and what next?</b> Room: Bishopsgate 2 <b>Speakers:</b> Gabriella Brown, Haleon John Hamblett, Ernst & Young LLP Alex Murdoch, Ernst & Young LLP
15:10	15:40	<b>Afternoon Break</b>
15:40	16:15	<b>5.1 Unlocking the potential of global equity: practical strategies for success in an ever-changing world</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speakers:</b> Dan Nelson, Sage Charles Goodway, SCB Caroline Wong, Rio Tinto Alex Cook, Deloitte
15:40	16:15	<b>*Next Gen*</b> <b>5.2 Discretionary Plans: broadening the use of discretionary plans beyond the top table</b> Room: Bishopsgate 2 <b>Speakers:</b> Jake Dear, MUFG Corporate Markets Jeremy Edwards, Baker McKenzie
15:40	16:15	<b>5.3 Making the switch from global Sharesave to a Global Purchase Plan</b> Room: London Wall <b>Speakers:</b> Jen Owen, Experian Colin Buchanan, Computershare Lewis Dulley, Tapestry
<b>Movement break</b>		
16:25	16:55	<b>Closing Session</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speakers:</b> Clare Kidd, Currys Katie Kenny, Deloitte Andrew Ninian, The Investment Association
16:55	17:00	<b>Conference Wrap-up</b> Room: Broadgate 1 & 2 - Main Auditorium <b>Speaker:</b> Sophie Altaf, Head of ProShare
17:00	18:30	<b>Drinks Reception - Sponsored by Ledgy</b>
18:30	-	<b>Afterparty next door at The Nest – Sponsored by Ledgy</b>