

Matt Seto

Lead Consultant



Matt is a trusted advisor to compensation committees and senior management teams across North America on executive compensation strategy and design. He consults on a broad range of matters including executive and director benchmarking, short- and long-term incentive plan design, peer group development, CEO pay-for-performance analysis, and proxy advisor and other Say on Pay related matters.

Matt's clients include Canadian and U.S.-based private, IPO/SPAC, and established public companies in a variety of industries including mining, energy, retail, chemicals, industrials, financials, and emerging technologies. Additionally, Matt supports several board-level engagements with large cap S&P/TSX 60 and S&P 500 companies.

Matt's approach is to put business strategy first, against a backdrop of market, investor, and regulatory perspectives, to enable compensation committees to make informed decisions on executive pay.

Matt holds a BBA, with Distinction, from the University of Toronto and an MBA from the Ivey Business School (Western University), Dean's Honour List.

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