

SENIOR MANAGEMENT AND KEY FUNCTIONS

Delivery of the Board's Strategy



From left to right

Back row: Martyn Sawyer, Christobelle Liao, Rainy Chan, Shane Izaks, Cindy Tsui, Maria Razumich-Zec

Front row: Matthew Lawson, Clement Kwok, Peter Borer

Senior Management

Group Management Board

The Group Management Board (GMB) is entrusted with making decision for the Group's management and operations and advising the Board on the Group's strategic direction under the official delegation of authority from the Board. GMB meets weekly where possible and makes decisions on management and operational matters.

In addition to **Chief Executive Officer, Clement Kwok; Chief Operating Officer, Peter Borer and Chief Financial Officer, Matthew Lawson:**¹

Group Executives

Christobelle Liao

Ms Liao joined the Group as Company Secretary and Corporate Counsel in 2002. She was appointed to the Group Management Board in 2011 and was promoted to Group Executive and retitled as Group Director, Corporate and Legal in 2013 while retaining the position of Company Secretary. She is a qualified solicitor in Hong Kong and England & Wales and had many years of experience in legal practice specialising in corporate mergers and acquisitions. She is 48 years old.

Martyn Sawyer

Mr Sawyer is responsible for the Group's non-hotel properties and operations including The Repulse Bay Complex and The Peak Complex in Hong Kong, as well as management of properties and clubs in Hong Kong, Vietnam, Thailand, France and the UK. He has served the Group for over 30 years. He was appointed Group General Manager, Properties and Clubs in 1999, became a member of the Group Management Board in 2002 and was promoted to Group Executive and retitled as Group Director, Properties in 2013. He is 59 years old.

Other members

Rainy Chan

Ms Chan joined The Peninsula Hong Kong in 1994. After a series of internal promotions, she was appointed General Manager of The Peninsula Bangkok from 2004 to 2007. In 2007 she was appointed General Manager of The Peninsula Hong Kong, and she was promoted to Area Vice-President – Hong Kong and Thailand in 2010. She was appointed to the Group Management Board in 2011 and was retitled as Regional Vice-President in 2013, in addition to being General Manager, The Peninsula Hong Kong. She is 52 years old.

Shane Izaks

Mr Izaks was appointed General Manager, Information Technology in 1995 when he joined HSH and has been a key member of the development and restructuring of the Technology Function within the Group. In 2013 he was retitled as Group General Manager and is responsible for formulating and implementing Information Technology strategy at both Group and Operational levels. He was appointed to the Group Management Board in 2015. He is 54 years old.

¹ Profiles of Chief Executive Officer, Chief Operating Officer and Chief Financial Officer are disclosed on pages 113 and 114

Maria Razumich-Zec

Mrs Razumich-Zec joined the Group as General Manager of The Peninsula Chicago in 2002 and was promoted to the position of Regional Vice-President – USA East Coast in 2007, with regional responsibilities covering The Peninsula Hotels in Chicago and New York, and Quail Lodge & Golf Club in Carmel, California. She was appointed to the Group Management Board in 2007 and was retitled as Regional Vice-President in 2013. She is 59 years old.

Sindy Tsui

Ms Tsui was appointed General Manager, Human Resources in 2007. With many years of experience in human resources management in the hospitality industry, she is responsible for the Group's strategy on human resources, talent development and training. She was appointed to the Group Management Board in 2011 and was retitled as Group Director, Human Resources in 2013. She is 48 years old.

P.T. Wong

Mr Wong joined HSH in 1996 as Senior Assistant Project Manager. He was promoted to General Manager, Project Management in 2010 and was appointed Group General Manager of Projects in 2013. He is responsible for all project development of the Group and during his tenure has developed and opened new Peninsula hotels in Shanghai and Paris as well as significant renovations in Hong Kong, Beijing and Chicago. He was on the Group Management Board until December 2016. He resigned from the Company with effect from 31 March 2017. He is 49 years old.



Key Functions

The following are members of key functions in the Group. Names are listed in alphabetical order by last name.

Bharath Bangalore, *General Manager, Operations Finance and Efficiency*

Julie Bourgeois, *General Manager, Peninsula Merchandising Limited*

Christopher Chan, *General Manager, Research and Technology*

Ming Chen, *Director, Business Development*

Robert Cheng, *Vice President, Marketing, The Peninsula Hotels²*

Joseph Chong, *General Manager & Managing Director, The Peninsula Shanghai Complex*

Mark Choon, *General Manager, The Peninsula Manila*

Vincent Chow, *Group Chief Engineer*

Jonathan Crook, *General Manager, The Peninsula New York*

Anne Geiermann, *General Manager, Design*

Katja Henke, *General Manager, The Peninsula Paris*

Jason Hui, *Director, Security and Operational Risk*

Janice Lao, *Director, Corporate Responsibility and Sustainability*

Suan Beng Lee, *Group Treasurer*

Nadine Maurellet, *General Counsel*

Lynne Mulholland, *Director, Corporate Affairs*

Louise Napier, *Vice President, Global Commercial Leasing*

Offer Nissenbaum, *Managing Director, The Peninsula Beverly Hills*

Vincent Pimont, *General Manager, The Peninsula Beijing*

Gareth Roberts, *Group General Manager, Operations*

Joseph Sampermans, *General Manager, The Peninsula Bangkok*

Max Schroeder, *General Manager, Quail Lodge & Golf Club*

Ernest Tang, *General Manager, Group Finance*

May Tsang, *General Manager, The Peak Complex*

Sonja Vodusek, *General Manager, The Peninsula Tokyo*

Kitty Wan, *Group General Manager, Audit & Risk Management*

Tina Wong, *General Manager, The Repulse Bay Company, Limited*

Simon Yip, *Vice President, Sales, The Peninsula Hotels*



² Mr Mark Kobayashi has been appointed as Vice President, Marketing, The Peninsula Hotels with effect from 27 March 2017 as a replacement for Mr Robert Cheng who resigned in March 2017