

OUR LEADERSHIP - SENIOR MANAGEMENT AND KEY FUNCTIONS



From left to right
 Back row: Maria Razumich-Zec, Shane Izaks, Martyn Sawyer, Christobelle Liao, Sindy Tsui
 Front row: Matthew Lawson, Clement Kwok, Peter Borer

Senior Management

Group Management Board

Group Management Board (GMB) consists of Executive Directors, Clement Kwok, Peter Borer and Matthew Lawson¹, and senior management, namely the Group Executives and other members.

Chaired by Mr Clement Kwok, GMB is the principal decision-making body responsible for management and day-to-day business of the group. It carries out its management function under clear guidelines and delegated authorities granted by the Board. GMB meets weekly to discuss and manage the affairs of the company, as well as the group's business strategy. Financial and non-financial factors, including sustainability factors, are considered in day-to-day decision-making at GMB meetings. GMB also reflects on the current status and progress made. It steers the future direction of the business with

reference to the market and other conditions that may affect all areas of business. Findings and recommendations are then communicated to the Board.

Group Executives:

Christobelle Liao

Appointed to GMB in 2011, Ms Liao is a Group Executive and also a Director of a number of the group's entities. She is the Group Director, Corporate and Legal, and responsible for general management, all corporate and legal matters as well as the group's investment in Istanbul. Ms Liao joined the group in 2002 as General Counsel and Company Secretary, and through the years took on additional responsibilities from risk management to general corporate management and new projects. She is a qualified solicitor in Hong Kong and England & Wales. She is 50 years old.

¹ Profiles of Clement Kwok, Peter Borer and Matthew Lawson are disclosed on pages 128 and 129

Martyn Sawyer

Appointed to the GMB in 2002, Mr Sawyer is a Group Executive and also a Director of a number of the group's entities. He 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 the group's properties and clubs in Hong Kong, Vietnam, Thailand, Shanghai and France. Mr Sawyer also oversees the group's investment in Yangon. He has served the group for over 30 years. He was appointed Group General Manager, Properties and Clubs in 1999, and became Group Director, Properties in 2013. He is 61 years old.

Other members:

Shane Izaks

Appointed to GMB in 2015, Mr Izaks joined the group as General Manager, Information Technology in 1995 and has been a key member of the development and restructuring of the technology function within the group. In 2013 he was promoted to Group General Manager, Information Technology and in 2019 he became Group Director, Information Technology. He is responsible for formulating and implementing information technology strategy at both group and operational levels, as well as overseeing the strategy and development of innovation and technology transformation, including the launch of Kaleidoscope Lab in 2018. He is 56 years old.

Maria Razumich-Zec

Appointed to GMB in 2007, 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 became Regional Vice-President and General Manager, The Peninsula Chicago in 2013. She is 61 years old.

Sindy Tsui

Appointed to GMB in 2011, Ms Tsui joined the group as 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, organisational and talent development. She became Group Director, Human Resources in 2013. She is 50 years old.

Key Functions

The following are members of key functions in the group at the date of this report. Names are listed in alphabetical order by last name.

Theresa Au, *General Manager, Finance Systems and Operations Finance*

Julie Bourgeois, *General Manager, Peninsula Merchandising Limited*

Christopher Chan, *General Manager, Research and Technology*

Ming Chen, *General Manager, Group Business Development*

Jisoo Chon, *General Manager, The Peninsula Shanghai*

Joseph Chong, *Area Vice President and Managing Director, The Peninsula Hong Kong and The Peninsula Shanghai*

Mark Choon, *General Manager, The Peninsula Manila*

Christopher Cribb, *Group General Manager, Projects*

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

Brice Delclos, *Hotel Manager, The Peninsula Paris*

Jason Hui, *Director, Group Security and Operational Risk*

Mark Kobayashi, *Senior Vice-President, Sales and Marketing, The Peninsula Hotels*

Janice Lao, *Director, Group Corporate Responsibility and Sustainability*

Suan Beng Lee, *Group Treasurer*

Kai Lermen, *General Manager, Quail Lodge and Golf Club*

Mark Lomas, *Project Director, Project, The Peak Complex*

Cecilia Lui, *Director, PRC Affairs*

Nadine Maurellet, *General Counsel*

Lynne Mulholland, *Director, Group 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, *Senior Vice President, Operations, The Peninsula Hotels*

Joseph Sampermans, *General Manager, The Peninsula Bangkok*

Wilson So, *Group Chief Engineer*

Ernest Tang, *Group 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*