

OUR LEADERSHIP - SENIOR MANAGEMENT AND KEY FUNCTIONS



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

Senior Management

Group Management Board (GMB)

Chaired by Mr 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 business. Findings and recommendations are then communicated to the respective Board Committees or Board.

The Group Management Board consists of Executive Directors including Messrs Clement Kwok, Peter Borer and Matthew Lawson¹, and senior management including the Group Executives and other members. In 2019, Mr Joseph Chong, Area Vice President, Greater China and Managing Director, The Peninsula Hong Kong was appointed to GMB.

¹ Profiles of Messrs Clement Kwok, Peter Borer and Matthew Lawson are disclosed on pages 114 and 115

Group Executives:**Christobelle Liao****Group Director, Corporate and Legal****Appointed to GMB:** 2011**Age:** 51**Main responsibilities held with the group**

Ms Liao joined the group in 2002 as General Counsel and Company Secretary. As the Group Director, Corporate and Legal, she is responsible for general management, all corporate and legal matters as well as the group's investment in Istanbul. She holds additional responsibilities for risk management, general corporate management and organisational development strategies, such as WorkPlace 2025. Ms Liao is a qualified solicitor in Hong Kong and England & Wales. She is a Director of a number of the group's entities.

Martyn Sawyer**Group Director, Properties****Appointed to GMB:** 2002**Age:** 62**Main responsibilities held with the group**

Mr Sawyer joined the group in 1985 as Assistant Manager of Peninsula Clubs and Consultancy Services and was appointed as Group General Manager, Properties and Clubs in 1999. As the Group Director, Properties, 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 is a Director of a number of the group's entities.

Other members:**Joseph Chong****Area Vice President, Greater China and Managing Director, The Peninsula Hong Kong****Appointed to GMB:** 2019**Age:** 52**Main responsibilities held with the group**

Mr Chong joined the group in 2000 at The Peninsula Beijing and has held a variety of positions at The Peninsula Bangkok and The Peninsula Shanghai, including General Manager and Managing Director of The Peninsula Shanghai. He was appointed as Area Vice President and Managing Director of The Peninsula Hong Kong and The Peninsula Shanghai in 2017. As the Area Vice President, Greater China and Managing Director, The Peninsula Hong Kong, he holds area responsibilities for The Peninsula Hotels, steering three Greater China properties including Hong Kong, Shanghai and Beijing. He is a Director of one of the group's entities.

Shane Izaks**Group Director, Information Technology****Appointed to GMB:** 2015**Age:** 57**Main responsibilities held with the group**

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. He was appointed as Group General Manager, Information Technology in 2013. As the 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 Kaleidoscope Lab. He is also the Joint Chairman of the Technology Steering Committee.

Maria Razumich-Zec**Regional Vice President and General Manager, The Peninsula Chicago****Appointed to GMB:** 2007**Age:** 62**Main responsibilities held with the group**

Mrs Razumich-Zec joined the group as General Manager of The Peninsula Chicago in 2002. She was appointed as Regional Vice President – USA East Coast in 2007. As the Regional Vice President and General Manager, The Peninsula Chicago, she holds regional responsibilities covering The Peninsula Hotels in Chicago and New York, as well as overseeing Quail Lodge & Golf Club in Carmel, California.

Sindy Tsui**Group Director, Human Resources****Appointed to GMB:** 2011**Age:** 51**Main responsibilities held with the group**

Ms Tsui joined the group as General Manager, Human Resources in 2007. She has many years of experience in human resources management in hospitality industry. As the Group Director, Human Resources, she holds overall responsibility for the group's strategy on human resources and talent development. She is one of the key leaders of the group's organisational development strategies, WorkPlace 2025.

Our Leadership - Senior Management and Key Functions



Key Functions

The following are leaders 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 & Operations Finance*

Christopher Chan, *General Manager, Research and Technology*

Ming Chen, *General Manager, Group Business Development*

Jisoo Chon, *General Manager, The Peninsula Shanghai*

Mark Choon, *General Manager, The Peninsula Tokyo*

Christopher Cribb, *Group General Manager, Projects*

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

Alistair Gough, *General Manager, Projects*

Mauro Governato, *General Manager, The Peninsula Paris*

Judy Huang, *Director, Corporate Finance*

Jason Hui, *General Manager, Group Security and Operational Risk*

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

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

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

Cecilia Lui, *Director, PRC Affairs and Regional Director of Communications, Greater China*

Nadine Maurellet, *Group General Counsel and Group General Manager, Business Diversification*

John H. Miller, *Consultant Director of Design, Projects*

Lynne Mulholland, *Director, Group Corporate Affairs*

Louise Napier, *Vice President, Global Commercial Leasing*

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

Masahisa Oba, *General Manager, The Peninsula Manila*

Vincent Pimont, *General Manager, The Peninsula Beijing*

Guy Riddell, *General Manager, Peninsula Merchandising Limited*

Gareth Roberts, *Group General Manager, Operations and Senior Vice President, Operations, The Peninsula Hotels*

Joseph Sampermans, *General Manager, The Peninsula Bangkok*

Ernest Tang, *Group General Manager, Group Finance*

May Tsang, *General Manager, The Peak Complex*

Sonja Vodusek, *Managing Director, The Peninsula London*

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

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