



BIOGRAPHICAL DETAILS OF DIRECTORS AND SENIOR MANAGEMENT

Board of Directors



Irene LEE Yun Lien INDEPENDENT NON-EXECUTIVE CHAIRMAN AGED 69

Joined the Board since May 2014

Other positions held within Hang Seng Group

- ^ Hang Seng Bank Limited
 - Chairman of Nomination Committee;
 - Member of Audit Committee;
 - Member of Risk Committee;
 - Member of Remuneration Committee

Other major appointments

- ^ Alibaba Group Holding Limited ^(Note 1)
 - Independent Director; Chairwoman of Nominating and Corporate Governance Committee
- Hong Kong Monetary Authority
 - Member of The Exchange Fund Advisory Committee
- ^ Hysan Development Company Limited
 - Executive Chairman; Chairman of Nomination Committee
- The Hongkong and Shanghai Banking Corporation Limited
 - Independent Non-executive Director; Chairman of Remuneration Committee; Member of Audit Committee; Member of Risk Committee
- 30% Club HK – Chairman

Past major appointments

- ^ HSBC Holdings plc
 - Independent Non-executive Director (2015 – 2022)
 - Member of Chairman's Committee; Member of Nomination & Corporate Governance Committee (2018 – 2022)
 - Member of Group Remuneration Committee (2018 – 2021)
- ^ Cathay Pacific Airways Limited
 - Independent Non-executive Director (2010 – 2019)
 - Chairman of Audit Committee (2015 – 2019)
 - Chairman of Remuneration Committee (2012 – 2019)

^ CLP Holdings Limited

- Independent Non-executive Director; Member of Audit Committee; Member of Finance and General Committee (2012 – 2018)
- Member of Sustainability Committee (2014 – 2018)

^ Noble Group Limited

- Independent Non-executive Director; Member of Audit Committee; Member of Investment and Capital Markets Committee (2012 – 2017)
- Member of Nominating Committee (2013 – 2017)
- Member of Risk Committee (2014 – 2017)

JP Morgan Australia

- Member of Advisory Council (2005 – 2013)

^ QBE Insurance Group Limited

- Non-executive Director (2002 – 2013)

ING Bank (Australia) Limited

- Non-executive Director (2005 – 2011)

Australian Government Takeovers Panel

- Member (2001 – 2010)

^ Commonwealth Bank of Australia

- Head of Corporate Finance (1993 – 1998)

Citicorp Investment Bank Limited in New York, London and Sydney

- Executive Director (1977 – 1987)

Qualifications

- Degree of Doctor of Social Science, honoris causa
 - The Chinese University of Hong Kong
- Bachelor of Arts Degree – Smith College, USA
- Barrister-at-Law in England and Wales
- Member – The Honourable Society of Gray's Inn, UK

Diana Ferreira CESAR JP EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE AGED 54



Joined the Board since September 2021

Other positions held within Hang Seng Group

- ^ Hang Seng Bank Limited
 - Chairman of Executive Committee;
 - Member of Nomination Committee
- Hang Seng Bank (China) Limited
 - Chairman and Non-executive Director;
 - Member of Nomination Committee
- Hang Seng Indexes Company Limited
 - Chairman of Hang Seng Index Advisory Committee
- Hang Seng Insurance Company Limited
 - Chairman and Non-executive Director

Other major appointments

- Justice of the Peace
- Financial Services Development Council
 - Member of Board of Directors; Convenor of Human Capital Committee ^(Note 1)
- Hang Seng School of Commerce
 - Chairman of the Board of Directors
- Ho Leung Ho Lee Foundation
 - Member of Board of Trustees
- Hong Kong Monetary Authority
 - Member of Financial Infrastructure and Market Development Subcommittee
- ^ HSBC Holdings plc – General Manager
- The Community Chest of Hong Kong
 - Board Member; Campaign Committee Co-Chairman;
 - Member of Executive Committee
- The Hang Seng University of Hong Kong
 - Chairman of the Board of Governors
- The Hong Kong Institute of Bankers – Vice President
- Treasury Markets Association – Council Member
- University Grants Committee – Member

Past major appointments

- The Hongkong and Shanghai Banking Corporation Limited
 - Chief Executive Officer, Hong Kong; Member of Executive Committee; Manager under s.72B of Banking Ordinance (2015 – 2021)
 - Head of Retail Banking and Wealth Management, Hong Kong (2011 – 2015)
 - Head of Marketing and Customer Propositions, Retail Banking and Wealth Management, Asia-Pacific (2009 – 2011)
- The Hong Kong Association of Banks
 - Chairman representing The Hongkong and Shanghai Banking Corporation Limited (2018, 2021)
- Hong Kong Trade Development Council
 - Council Member (2018, 2021)
- EPS Company (Hong Kong) Limited
 - Chairman of the Board (2011 – 2016)
- HSBC Broking Services (Asia) Limited – Director (2011 – 2016)
- HSBC Insurance (Asia) Limited – Director (2011 – 2016)
- HSBC Life (International) Limited – Director (2011 – 2016)
- Hubei Suizhou Cengdu HSBC Rural Bank Company Limited
 - Director (2014 – 2015)

Qualifications

- Bachelor of Arts in Commerce and Social Sciences
 - University of Toronto
- Honorary Certified Banker
 - The Hong Kong Institute of Bankers

[^] The securities of these companies are listed on a securities market in Hong Kong or overseas.



Cordelia CHUNG INDEPENDENT NON-EXECUTIVE DIRECTOR AGED 63

Joined the Board since February 2022

Other positions held within Hang Seng Group

^ Hang Seng Bank Limited – Member of Remuneration Committee

Other major appointments

Arup Group Limited
– Non-executive Director; Member of Assurance Committee (Note 1); Member of Leadership Appointments Committee (Note 1); Member of Risk Committee

City University of Hong Kong – Member of the Court (Note 1)

Hong Kong Science and Technology Parks Corporation
– Non-executive Director; Chairman of Investment Committee; Vice Chairman of Business Development and Admission Committee; Member of Projects and Facilities Committee; Member of Senior Staff Administration Committee; Member of Re-industrialisation Advisory Committee

Human Resources Planning Commission of HKSAR Government – Member

Maryknoll Convent School Foundation Limited – Chairman

Raymond T. Y. Chan, Victoria Chan & Co. – Consultant

Research Grants Council of HKSAR Government – Member

Past major appointments

Grosvenor Asia Pacific Limited
– Non-executive Director (2020 – 2022) (Note 1)

Arup Group Limited
– Member of Nomination Committee (2020 – 2022) (Note 1)

Dalian Committee of the Chinese People’s Political Consultative Conference
– Member (2008 – 2021)

Office of the Privacy Commissioner for Personal Data, Hong Kong
– Member of Personal Data (Privacy) Advisory Committee (2015 – 2021)

Singapore University of Technology and Design
– Trustee of the Board; Chairman of Promotion and Development Committee; Member of Audit and Risk Committee (2012 – 2021)

^ LIXIL Corporation
– Managing Director, Corporate Strategy (2015 – 2019)

IBM China/ Hong Kong Limited
– Various senior positions including Regional General Manager of IBM ASEAN; General Manager of IBM Hong Kong and Macau; Member of Global Strategy Committee (1991 – 2015)

Qualifications

Bachelor of Laws (Hons) – The University of Hong Kong



Kathleen GAN Chieh Huey NON-EXECUTIVE DIRECTOR AGED 48

Joined the Board since May 2019

Other major appointments

^ HSBC Holdings plc – General Manager; Head of Finance

HSBC Insurance (Singapore) Pte. Limited (Note 1)
– Non-executive Director; Chairman of Risk Committee; Member of Audit Committee

HSBC Life (Singapore) Pte. Ltd. (formerly known as AXA Insurance Pte. Ltd.)
– Non-executive Director; Chairman of Risk Committee; Member of Audit Committee

Past major appointments

HSBC Bank (China) Company Limited – Supervisor (2017 – 2022)

HSBC Global Services Limited – Director (2019 – 2022)

HSBC Asia Holdings Limited – Director (2018 – 2020)

The Hongkong and Shanghai Banking Corporation Limited
– Alternate Chief Executive (2016 – 2020)
Chief Financial Officer, Asia Pacific (2015 – 2019)
Global Chief Financial Officer, Global Commercial Banking (2010 – 2015)
Global Chief Risk Officer, Global Commercial Banking (2011 – 2014)

HSBC Asia Pacific Holdings (UK) Limited
– Director (2015 – 2019)

HSBC Insurance (Asia) Limited – Director (2015 – 2019)

HSBC Insurance (Asia-Pacific) Holdings Limited
– Director (2016 – 2019)

HSBC Life (International) Limited – Director (2015 – 2019)

HSBC Securities Investments (Asia) Limited
– Director (2015 – 2019)

HSBC North America Holdings Inc
– Executive Vice President, Chief Operating Officer – North America Finance (2008 – 2010)

Qualifications

Bachelor’s Degree (Honors) in Business
– Nanyang Technological University, Singapore

Henry Crown Fellow – The Aspen Institute, USA

Clement KWOK King Man INDEPENDENT NON-EXECUTIVE DIRECTOR AGED 63



Joined the Board since May 2021

Other positions held within Hang Seng Group

^ Hang Seng Bank Limited – Chairman of Audit Committee

Other major appointments

Faculty of Business and Economics of The University of Hong Kong

– Member of International Advisory Council

^ The Hongkong and Shanghai Hotels, Limited

– Managing Director and Chief Executive Officer

World Travel & Tourism Council – Council Member

Past major appointments

Financial Reporting Council – Honorary Adviser (2017 – 2021)

^ Orient Overseas (International) Limited

– Independent Non-executive Director (2015 – 2018)

^ Swire Pacific Limited

– Independent Non-executive Director (2002 – 2015)

Harbourfront Commission

– Non-official member (Individuals) (2010 – 2013)

Securities and Futures Appeals Tribunal

– Member (2003 – 2009)

Securities and Futures Commission

– Member of Takeovers and Mergers Panel (2003 – 2009)

International Accounting Standards Board

– Member of Interpretations Committee (2002 – 2007)

^ MTR Corporation Limited – Finance Director (1996 – 2002)

Hang Seng Indexes Company Limited

– Member of Hang Seng Index Advisory Committee (1997 – 2000)

The Stock Exchange of Hong Kong Limited

– Member of Listing Committee (1994 – 1996)

Schroders Asia

– Director and Head of Corporate Finance (1986 – 1996)

Barclays de Zoete Wedd Limited, United Kingdom

– Manager, Corporate Finance Division (1984 – 1986)

PricewaterhouseCoopers, United Kingdom

– Chartered Accountant (1980 – 1984)

Qualifications

Fellow – The Hong Kong Management Association

Member – Institute of Chartered Accountants in England and Wales

Member – Hong Kong Institute of Certified Public Accountants

Bachelor of Science in Economics

– The London School of Economics, UK

Major awards

Chevalier de l'Ordre National de la Légion d'Honneur (2015)

Patricia LAM Sze Wan INDEPENDENT NON-EXECUTIVE DIRECTOR AGED 56



Joined the Board since July 2022

Other positions held within Hang Seng Group

^ Hang Seng Bank Limited – Member of Nomination Committee

Other major appointments

Hang Seng School of Commerce – Director

^ MGM China Holdings Limited

– Independent Non-executive Director; Chairperson of Remuneration Committee; Member of Nomination and Corporate Governance Committee

The Hang Seng University of Hong Kong – Governor

Past major appointments

Sotheby's Inc.

– Senior International Chairman (March 2022 – January 2023) (Note 1)

Sotheby's Hong Kong Limited

– Chairman of Sotheby's Asia (2004 – 2022) (Note 1)

Chairman of Sotheby's Diamonds (2005 – 2022) (Note 1)

Various positions including Head of Private Client Services Department (1991 – 2005)

Qualifications

Post Graduate Diploma in Asian Arts

– Sotheby's School of Oriental and African Studies, The University of London, UK

Bachelor's Degree in Monetary Economics

– The London School of Economics, UK

^ The securities of these companies are listed on a securities market in Hong Kong or overseas.



David LIAO Yi Chien NON-EXECUTIVE DIRECTOR AGED 50

Joined the Board since September 2021

Other positions held within Hang Seng Group

^ Hang Seng Bank Limited – Member of Nomination Committee

Other major appointments

- ^ Bank of Communications Co., Ltd.
 - Non-executive Director; Member of Personnel and Remuneration Committee
- Hong Kong General Chamber of Commerce
 - Member of General Committee ^(Note 1)
- Hong Kong Monetary Authority
 - Member of The Exchange Fund Advisory Committee
- ^ HSBC Holdings plc
 - Group Executive; Member of Group Executive Committee
- The Hongkong and Shanghai Banking Corporation Limited
 - Executive Director; Co-CEO; Co-Chair of Executive Committee; Member of Asset, Liability and Capital Management Committee; Member of Chairman’s Committee; Member of Risk Management Meeting

Past major appointments

- HSBC Global Asset Management Limited
 - Director (2021 – 2022)
- HSBC Jintrust Fund Management Company Limited
 - Supervisor (2017 – 2022)
- The Hongkong and Shanghai Banking Corporation Limited
 - Alternate Chief Executive (2020 – 2021)
- HSBC Bank (China) Company Limited
 - Director; Chief Executive Officer; Member of Nomination Committee; Chairman of Executive Committee (2015 – 2020)
- HSBC Bank (Taiwan) Limited – Advisor (2015 – 2018)
- Hubei Suizhou Cengdu HSBC Rural Bank Company Limited
 - Chairman (2015 – 2016)

Qualifications

Bachelor’s Degree (Honours) in Arts – The University of London, UK



LIN Huey Ru INDEPENDENT NON-EXECUTIVE DIRECTOR AGED 47

Joined the Board since July 2022

Other positions held within Hang Seng Group

^ Hang Seng Bank Limited – Member of Risk Committee ^(Note 1)

Other major appointments

- GGV Capital Pte. Ltd. – Venture Partner
- Monetary Authority of Singapore
 - Member of International Technology Advisory Panel
- Nium Pte. Ltd. – Independent Non-executive Director ^(Note 1)
- PayU Payments Private Limited, the Payments and Fintech Division of ^Prosus
 - Member of FinTech Advisory Board
- Terraformation Inc. – Special Project Advisor

Past major appointments

- Grabtaxi Holdings Private Limited, a subsidiary of
 - ^ Grab Holdings Limited
 - Advisor to Senior Management (2021 – 2022) ^(Note 1)
- Flexport, Inc. – President, Flexport Asia Ltd. (2018 – 2020)
- ^ Affirm, Inc. – Chief Operating Officer (2012 – 2018)
- Children’s Council of San Francisco
 - Member of Board of Directors (2016 – 2018)
- ^ PayPal Holdings, Inc.
 - Various positions including China Site General Manager, Asia Pacific Operations (2001 – 2012)

Qualifications

- Masters in Administration, Policy Analysis and Evaluation
 - Stanford University
- Bachelors in Biological Science and Psychology
 - Carnegie Mellon University

Kenneth NG Sing Yip INDEPENDENT NON-EXECUTIVE DIRECTOR AGED 72



Joined the Board since March 2014

Other positions held within Hang Seng Group

- [^] Hang Seng Bank Limited
– Chairman of Risk Committee;
Member of Nomination Committee

Other major appointments

- Hong Kong General Chamber of Commerce
– Vice Chairman of Legal Committee
HSBC Bank Australia Limited
– Independent Non-executive Director; Member of Audit Committee; Member of Nomination Committee
HSBC Bank (Vietnam) Ltd.
– Chairman of Board of Supervision
[^] Ping An Insurance (Group) Company of China, Ltd.
– Independent Non-executive Director
The University of Hong Kong
– Member of Asian Institute of International Financial Law Advisory Board of the Faculty of Law

Past major appointments

- [^] Hang Seng Bank Limited
– Non-executive Director (2014 – 2022)
HSBC Bank (China) Company Limited
– Non-executive Director (2011 – 2018)
Competition Tribunal Users' Committee of HKSAR Government
– Member (2014 – 2017)
Standing Committee on Company Law Reform
– Member (2011 – 2017)
The Law Society of Hong Kong – Council Member (2002 – 2016)
The Hongkong and Shanghai Banking Corporation Limited
– General Counsel, Asia Pacific (1998 – 2016)
Deputy Head of Legal and Compliance Department (1993 – 1998)
Assistant Group Legal Adviser (1987 – 1993)
Board of Review of Inland Revenue Ordinance of HKSAR Government
– Member (2008 – 2014)
[^] Ping An Insurance (Group) Company of China, Ltd.
– Non-executive Director (2006 – 2013)

Qualifications

- Bachelor's Degree and Master's Degree in Laws (L.L.B. and L.L.M.)
– The University of London, UK
Bachelor's Degree in Laws (L.L.B.) – Beijing University, PRC

SAW Say Pin EXECUTIVE DIRECTOR AND CHIEF FINANCIAL OFFICER AGED 55



Joined the Board since November 2022

Other positions held within Hang Seng Group

- [^] Hang Seng Bank Limited – Member of Executive Committee
Hang Seng Bank (China) Limited ^(Note 1)
– Non-executive Director;
Chairman of Risk and Consumer Rights/Interests Protection Committee;
Member of Audit Committee;
Member of Remuneration Committee
Hang Seng Insurance Company Limited – Director
Hang Seng Investment Management Limited – Chairman
Hang Seng Investment Services Limited – Director
Hang Seng Real Estate Management Limited – Director
Hang Seng Securities Limited – Director
Imenson Limited – Director

Other major appointments

- Hang Seng School of Commerce – Director ^(Note 1)
HSBC Asia Holdings Limited – Director
The Hang Seng University of Hong Kong – Governor ^(Note 1)

Past major appointments

- HSBC Bank (China) Company Limited
– Chief Financial Officer (2019 – 2022)
Hubei Suizhou Cengdu HSBC Rural Bank Company Limited
– Supervisor (2020 – 2022)
HSBC Bank Malaysia Berhad
– Various positions including Chief Financial Officer; Chief Accounting Officer; Senior Finance Manager; Head of Treasury Services; Head of Management Information; Financial Accountant (1995 – 2019)
HSBC Electronic Data Processing (Malaysia) Sdn Bhd
– Non-executive Director (2015 – 2019)
HSBC Software Development (Malaysia) Sdn Bhd
– Non-executive Director (2015 – 2019)
HSBC Amanah Malaysia Berhad
– Chief Financial Officer (Double-hat) (2011 – 2015)

Qualifications

- Chartered Banker – Asian Institute of Chartered Banker Fellow – CPA Australia
Master of Finance
– Royal Melbourne Institute of Technology, Australia

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WANG Xiao Bin INDEPENDENT NON-EXECUTIVE DIRECTOR AGED 55

Joined the Board since February 2022

Other positions held within Hang Seng Group

- ^ Hang Seng Bank Limited – Member of Audit Committee

Other major appointments

- ^ Worley Limited – Independent Non-executive Director

Past major appointments

- ^ China Resources Power Holdings Company Limited
 - Executive Director (2006 – 2023) ^(Note 1)
 - Senior Vice President (2020 – 2023) ^(Note 1)
 - Company Secretary (2003 – 2023) ^(Note 1)
 - Chief Financial Officer (2003 – 2020)
- ^ Angang Steel Company Limited
 - Independent Non-executive Director (2005 – 2009)
- ING Bank N.V.
 - Various positions including director of corporate finance in the investment bank division (1995 – 2003)
- PriceWaterhouse, Australia
 - Various positions in the audit and business advisory division (1990 – 1995)

Qualifications

- Member
 - Australian Society of Chartered Practising Accountants
- Graduate diploma in Applied Finance and Investment
- The Financial Services Institute of Australasia (formerly known as Securities Institute of Australia)
- Bachelor's Degree in Commerce – Murdoch University, Australia



Michael WU Wei Kuo INDEPENDENT NON-EXECUTIVE DIRECTOR AGED 52

Joined the Board since September 2010

Other positions held within Hang Seng Group

- ^ Hang Seng Bank Limited
 - Chairman of Remuneration Committee;
 - Member of Nomination Committee;
 - Member of Risk Committee

Other major appointments

- Hongkong Caterers Limited – Chairman and Managing Director
- ^ Jardine Matheson Holdings Limited – Non-executive Director
- Maxim's Caterers Limited – Chairman and Managing Director
- The Community Chest of Hong Kong – Board Member

Past major appointments

- ^ Hongkong Land Holdings Limited
 - Non-executive Director (2012 – 2022) ^(Note 1)
- ^ Hang Seng Bank Limited
 - Member of Audit Committee (2014 – 2018)
- The Community Chest of Hong Kong
 - Member of Executive Committee (2017 – 2018)
- The Hong Kong University of Science and Technology
 - Member of the Council (2011 – 2017)

Qualifications

- Bachelor of Science in Applied Mathematics and Economics
 - Brown University, USA

Major awards

- 'Ernst & Young Entrepreneur of The Year 2012 China'
 - Category Winner (Services) and Country Winner (Hong Kong / Macau Regions) (2012)
- Executive Award of the DHL / SCMP Hong Kong Business Awards (2008)

Notes:

- ¹ New appointments or cessation of appointments since the date of the Bank's 2022 Interim Report or the date of announcement for the appointment of Director issued by the Bank subsequent to the date of the Bank's 2022 Interim report.
- ² The interests of Directors in shares of the Bank, if any, within the meaning of Part XV of the Securities and Futures Ordinance ('SFO') as at 31 December 2022 are disclosed in the section 'Directors' and Alternate Chief Executives' Interests' of the Report of the Directors attached to the Bank's 2022 Annual Report.
- ³ Some Directors (as disclosed in the section 'Biographical Details of Directors and Senior Management – Board of Directors' of the Bank's 2022 Annual Report) are also Directors of HSBC Holdings plc ('HSBC') and/or its subsidiaries. HSBC, through its wholly owned subsidiaries, has an interest in the shares of the Bank under the provisions of Divisions 2 and 3 of Part XV of the SFO, the details of which are disclosed in the section 'Substantial Interests in Share Capital' of the Report of the Directors attached to the Bank's 2022 Annual Report.
- ⁴ Save as disclosed in the section 'Biographical Details of Directors and Senior Management – Board of Directors' of the Bank's 2022 Annual Report, the Directors (a) have not held any directorships in other publicly listed companies, whether in Hong Kong or overseas, during the last 3 years; and (b) do not hold any other positions in the Bank and its subsidiaries; and do not have any other relationships with any Directors, senior management or substantial or controlling shareholders of the Bank.
- ⁵ All Directors (except those Directors who are full time employees of the Bank or its subsidiaries) will receive Directors' fees in the amounts approved from time to time by shareholders at the Annual General Meetings of the Bank. The current amounts of Directors' fees have been determined with reference to market rates, directors' workload and required commitment. A Director will also receive a fee for duties assigned to and services provided by him/her as Chairman or member of various Committees of the Bank. Such fees have been determined with reference to the remuneration policy of the Bank.
- ⁶ No Directors' fees are payable to those Directors who are full time employees of the Bank or its subsidiaries. The salary packages of such Directors have been determined with reference to the remuneration policy of the Bank. Such Directors are also entitled to discretionary bonus.
- ⁷ The details of the emoluments of the Directors on a named basis are disclosed in Note 14 of the Bank's Financial Statements as contained in the Bank's 2022 Annual Report.
- ⁸ None of the Directors has signed service contract with the Bank. The term of appointment of Non-executive Directors (including Independent Non-executive Directors) is three years.
- ⁹ Biographical details of Directors of the Bank are also available on the website of the Bank at www.hangseng.com.

[^] The securities of these companies are listed on a securities market in Hong Kong or overseas.



Senior Management





*From left to right
front row*

Rannie W L Lee

Head of Wealth and Personal Banking

Diana Cesar JP

Executive Director and Chief Executive

Say Pin Saw

Executive Director and Chief Financial Officer

Donald Y S Lam

Head of Commercial Banking

back row

Christopher H K Tsang

Chief Compliance Officer

Betty S M Law

Head of Communications and
Corporate Sustainability

Gilbert M L Lee

Head of Strategy & Planning and
Chief of Staff to CE

Ryan Y S Song

Vice-Chairman and Chief Executive
of Hang Seng Bank (China) Limited

Kathy K W Cheung

Chief Risk Officer

Rose M Cho

Head of Global Banking

Liz T L Chow

Head of Global Markets

Vivien W M Chiu

Chief Operating Officer

Godwin C C Li

Company Secretary and
General Counsel

Gloria L S Ho

Head of Human Resources

Jordan W C Cheung

Chief Marketing Officer



Diana Ferreira CESAR JP EXECUTIVE DIRECTOR AND CHIEF EXECUTIVE
 (Biographical details are set out on page 155)

SAW Say Pin EXECUTIVE DIRECTOR AND CHIEF FINANCIAL OFFICER
 (Biographical details are set out on page 159)

Jordan CHEUNG Wang Chun CHIEF MARKETING OFFICER AGED 38

Joined the Bank since December 2022

Major positions held within Hang Seng Group

Hang Seng Bank Limited
 – Chief Marketing Officer; Member of Executive Committee

Past major positions

DFI Retail Group Holdings (formerly known as Dairy Farm International)
 – Vice President, Head of CRM & Performance Marketing, yuu (2022)
 Regal Hotels International Holdings Limited
 – Vice President (dual roles) – Head of Group Marketing and
 Head of Innovation and Digital Transformation (2020 – 2022)

Manulife Hong Kong
 – Director, Digital Marketing / Customer Experience and
 Strategic Marketing (2019 – 2020)
 Hong Kong Airlines Limited
 – Deputy General Manager, Global Marketing (2012 – 2019)

Qualifications

Bachelor of Integrated Business Administration with Concentration in
 Marketing – The Chinese University of Hong Kong

Kathy CHEUNG Ka Wai CHIEF RISK OFFICER AGED 53

Joined the Bank since March 2022

Major positions held within Hang Seng Group

Hang Seng Bank Limited
 – Chief Risk Officer; Member of Executive Committee
 Hang Seng Data Services Limited – Director
 Hang Seng Indexes Company Limited – Director
 Hang Seng Investment Management Limited – Director
 Hang Seng Investment Services Limited – Director
 Hang Seng Securities Limited – Director
 Hang Seng Security Management Limited – Director

Other major appointments

Hang Seng School of Commerce – Director
 The Hang Seng University of Hong Kong – Governor

Past major positions

HSBC Asia Holdings Limited – Director (August to November 2022)
 The Hongkong and Shanghai Banking Corporation Limited
 – Chief Risk Officer, Hong Kong and Macau (2015 – 2022)
 Head of Retail Banking and Wealth Management Risk, Greater China (2015)
 Head of Retail Banking and Wealth Management Risk (2013 – 2015)
 Head of Credit & Risk (2012 – 2013)
 Head of Consumer Credit Risk (2011)
 Various roles in relation to Risk Management (2000 – 2010)

Qualifications

Bachelor of Arts in Business Administration – Accounting
 – University of Washington, USA
 Member – American Institute of Certified Public Accountant

Vivien CHIU Wai Man CHIEF OPERATING OFFICER AGED 58

Joined the Bank since January 2022

Major positions held within Hang Seng Group

Hang Seng Bank Limited
– Chief Operating Officer; Member of Executive Committee
Hang Seng Data Services Limited – Director
Hang Seng Indexes Company Limited – Director
Hang Seng Investment Management Limited – Director
Hang Seng Investment Services Limited – Director
Hang Seng (Nominee) Limited – Director
Hang Seng Real Estate Management Limited – Director
Hang Seng Securities Limited – Director
Hang Seng Security Management Limited – Director

Other major appointments

Barrowgate Limited – Director

Past major positions

The Hongkong and Shanghai Banking Corporation Limited
– Interim Chief Operating Officer Hong Kong (2021)
Head of Operations Hong Kong (2017 – 2021)
Regional Head – Banking Operations & CDD, Operations (2013 – 2017)
Senior Programme Manager, Transformation (2010 – 2013)
Senior Development Manager, Technology (2007 – 2010)
Various roles in Technology, Digital Business Services (1989 – 2007)
Hong Kong Interbank Clearing Limited – Alternate Director (2017 – 2021)
HKICL Services Limited – Alternate Director (2017 – 2021)
Hong Kong Trade Finance Platform Company Limited
– Alternate Director (2018 – 2021)

Qualifications

Bachelor of Engineering – University of Melbourne, Australia

Rose CHO Mui HEAD OF GLOBAL BANKING AGED 51

Joined the Bank since June 2003

Major positions held within Hang Seng Group

Hang Seng Bank Limited
– Head of Global Banking; Member of Executive Committee

Other major appointments

The Community Chest of Hong Kong
– Dress Casual Day Organising Committee Co-Chairman;
Campaign Committee Member
The Hainan Province Committee of the Chinese People's Political
Consultative Conference
– Member

Past major positions

Hang Seng Bank Limited
– Head of Corporate Banking, Commercial Banking Division (2015 – 2021)
Head of Business Banking, Commercial Banking Division (2011 – 2015)
Deputy Head of Commercial Banking, Commercial Banking Division
(2007 – 2011)
Department Head, Commercial Banking (2004 – 2007)
Team Head, Commercial Banking Division (2003)
Rabobank, N.A.
– Senior Relationship Manager, Corporate Banking (1997 – 2003)
BankBoston, N.A. – Relationship Manager, Corporate Banking (1996 – 1997)
Citibank, N.A. – Relationship Manager, Corporate Banking (1993 – 1996)

Qualifications

Master of Business Administration
– The Hong Kong University of Science and Technology
Bachelor of Business Administration (Honors) in Business Studies
– The Hong Kong Polytechnic University



Liz CHOW Tan Ling HEAD OF GLOBAL MARKETS AGED 49

Joined the Bank since October 2006

Major positions held within Hang Seng Group

Hang Seng Bank Limited
 – Head of Global Markets; Member of Executive Committee
 Hang Seng Bullion Company Limited – Director

Other major appointments

Treasury Markets Association – Member of Executive Board

Past major positions

Hang Seng Bank Limited
 – Head of Global Markets Corporate Treasury and Business Management (2011 – 2015)
 Head of Corporate Treasury Services Greater China (2011)
 Various positions in the area of corporate treasury in Treasury Division (2006 – 2011)
 DBS Bank Limited, Hong Kong – VP Treasury & Markets (2002 – 2006)
 Commonwealth Bank of Australia, Hong Kong
 – Executive Capital Markets (2000 – 2002)

Qualifications

Bachelor of Business Administration – The Chinese University of Hong Kong
 Bachelor of Laws – The University of London, UK

Gloria HO Lok Sze HEAD OF HUMAN RESOURCES AGED 44

Joined the Bank since April 2022

Major positions held within Hang Seng Group

Hang Seng Bank Limited
 – Head of Human Resources; Member of Executive Committee
 Hang Seng Security Management Limited – Director

Past major positions

Kerry Properties Limited – Chief Human Resources Officer (2017 – 2022)
 Christie's
 – Vice President, HR Business Partner / Head of Human Resources, Asia (2014 – 2017)
 Shangri-La Group
 – Director of Human Resources Operations, Development / Corporate Director of Talent Acquisition (2012 – 2014)

Qualifications

Bachelor of Commerce, Management – University of Auckland, New Zealand

Donald LAM Yin Shing HEAD OF COMMERCIAL BANKING AGED 59

Joined the Bank since March 2003

Major positions held within Hang Seng Group

Hang Seng Bank Limited
 – Head of Commercial Banking; Member of Executive Committee

Past major positions

The Guangxi Province Committee of the Chinese People's Political Consultative Conference
 – Member (2013 – 2023)
 Hang Seng Insurance Company Limited – Director (2011 – 2022)
 Hong Kong Chiu Chow Chamber of Commerce Limited
 – Honorary Director (2018 – 2022)
 The Community Chest of Hong Kong
 – Board Member; Second Vice President and Campaign Committee Chairman; Member of Executive Committee (2021 – 2022)
 Federation of HK Chiu Chow Community Organizations Limited
 – Director (2014 – 2020)
 Federation of HK Guangxi Community Organisations Limited
 – Vice Chairman (2018 – 2020)

Hang Seng Bank Limited
 – Head of Commercial Banking Relationship Management (2005 – 2006)
 Deputy Head of Commercial Banking Relationship Management (2004 – 2005)
 Department Head, Commercial Banking Relationship Management Department A (2003 – 2004)
 Playmates Holdings Limited
 – Executive Director and Chief Financial Officer (2001 – 2003)
 The Hongkong and Shanghai Banking Corporation Limited
 – Senior Marketing and Planning Manager (1999 – 2001)
 Held various senior positions in Corporate and Commercial Banking (1987 – 1999)

Qualifications

Certified Banker – The Hong Kong Institute of Bankers
 Chartered Banker – Chartered Banker Institute, UK
 Bachelor of Social Science (1st Class Honor) – The University of Hong Kong
 Master of Business Administration – The Chinese University of Hong Kong
 Master of Science in e-Commerce – The Chinese University of Hong Kong

Betty LAW Shuk Man HEAD OF COMMUNICATIONS AND CORPORATE SUSTAINABILITY AGED 50

Joined the Bank since July 2022

Major positions held within Hang Seng Group

Hang Seng Bank Limited
– Head of Communications and Corporate Sustainability;
Member of Executive Committee

Other major appointments

Hang Seng School of Commerce – Director
The Hang Seng University of Hong Kong – Governor

Past major positions

The Hong Kong Jockey Club
– Executive Manager, Public Affairs (Corporate & Media Services)
(2019 – 2022)

Hang Lung Properties Limited
– General Manager – Corporate Communications (2011 – 2019)
AIA Group Limited
– Assistant Vice President Group Communications (2010 – 2011)
Hang Seng Bank Limited
– Senior Corporate Communications Manager (2006 – 2010)

Qualifications

Master of Comparative and Public History
– The Chinese University of Hong Kong
Master of International and Public Affairs
– The University of Hong Kong
Bachelor of Arts in English and Translation
– The Chinese University of Hong Kong

Gilbert LEE Man Lung HEAD OF STRATEGY & PLANNING AND CHIEF OF STAFF TO CE AGED 45

Joined the Bank since August 2014

Major positions held within Hang Seng Group

Hang Seng Bank Limited
– Head of Strategy & Planning and Chief of Staff to CE;
Member of Executive Committee

Hang Seng Data Services Limited – Director
Hang Seng Indexes Company Limited – Director

Past major positions

Yantai Bank Co., Ltd.
– Director; Member of Audit Committee; Member of Connected Party
Transaction Committee (2019 – 2022)
Hang Seng Bank Limited – Head of Strategy & Planning (2014 – 2018)
Wells Fargo Bank, N.A.
– Senior Vice President, Cross-Border Governance & Strategic Initiatives
Leader – Asia (2013 – 2014)
Booz & Company
– Senior Associate, Co-Lead of Financial Services Practice, Greater China
(2007 – 2013)

Bank of America, N.A.
– Assistant Vice President, Special Assets Group, Asia (2006)
Citibank, N.A.
– Various positions in the areas of Corporate Banking and
Risk Management (2000 – 2005)

Qualifications

Chartered Financial Analyst
Chartered Global Management Accountant
Fellow – The Chartered Institute of Management Accountants
Certified Chief Innovation Officer – Global Innovation Institute
Associate – Life Management Institute
Member – The Hong Kong Institute of Directors
Master of Business Administration – INSEAD, France
Master of Science in Business Economics
– The Chinese University of Hong Kong
Bachelor of Finance – The University of Hong Kong
Fellow of Asia Pacific Leadership Programme
– East-West Centre, The University of Hawaii, USA



Rannie LEE Wah Lun HEAD OF WEALTH AND PERSONAL BANKING AGED 55

Joined the Bank since January 2022

Major positions held within Hang Seng Group

Hang Seng Bank Limited
 – Head of Wealth and Personal Banking; Member of Executive Committee
 Hang Seng Bank (Trustee) Limited – Director
 Hang Seng Credit Limited – Director
 Hang Seng Finance Limited – Director
 Hang Seng Indexes Company Limited
 – Member of Hang Seng Index Advisory Committee
 Hang Seng Insurance Company Limited – Director
 Hang Seng Investment Management Limited – Director
 Hang Seng Securities Limited – Chairman
 Hang Seng Security Management Limited – Director
 HASE Wealth Limited – Director
 Haseba Investment Company Limited – Director

Past major positions

The Hongkong and Shanghai Banking Corporation Limited
 – Head of Special Project, Retail Banking and Wealth Management (2021)
 Co-CEO and Head of Retail Banking and Wealth Management / Wealth and Personal Banking, Pearl River Delta (Assignment based in Shenzhen, China) (2018 – 2021)
 Various positions in Personal Financial Services Division, including Country Head of Customer Value Management (1997 – 2018)

Qualifications

Master of Management – Macquarie University, Australia
 Bachelor of Law – Manchester Metropolitan University, UK
 Bachelor of Social Science – The University of Hong Kong

Godwin LI Chi Chung COMPANY SECRETARY AND GENERAL COUNSEL AGED 58

Joined the Bank since May 1995

Major positions held within Hang Seng Group

Hang Seng Bank Limited
 – Company Secretary and General Counsel;
 Member of Executive Committee
 Hang Seng Bank (Trustee) Limited – Director
 Hang Seng Bullion Company Limited – Director
 Hang Seng (Nominee) Limited – Director
 HASE Wealth Limited – Director

Past major positions

Hang Seng Bank Limited
 – Assistant Company Secretary, Senior Manager and Legal Advisor (1995 – 2005)
 Guoco Group Limited – Assistant Legal Counsel (1993 – 1995)

Qualifications

Bachelor of Laws – The University of Hong Kong

Ryan SONG Yue Sheng VICE-CHAIRMAN AND CHIEF EXECUTIVE OF HANG SENG BANK (CHINA) LIMITED AGED 49

Joined the Bank since May 2018

Major positions held within Hang Seng Group

Hang Seng Bank Limited – Member of Executive Committee
 Hang Seng Bank (China) Limited
 – Vice-Chairman and Chief Executive;
 Chairman of Executive Committee;
 Member of Connected Transactions Control Committee;
 Member of Nomination Committee

Past major positions

HSBC Bank (China) Company Limited
 – Executive Vice President (2016 – 2018)
 Head of Global Markets; Member of Executive Committee (2013 – 2018)
 Head of Trading; Deputy Head of Global Markets (2005 – 2013)
 Head of Sales, Global Markets (2000 – 2005)

Qualifications

Master of Business Administration
 – China Europe International Business School

Christopher TSANG Hing Keung CHIEF COMPLIANCE OFFICER AGED 56

Joined the Bank since April 2020

Major positions held within Hang Seng Group

Hang Seng Bank Limited
– Chief Compliance Officer; Member of Executive Committee
Hang Seng Investment Management Limited – Director
Hang Seng Investment Services Limited – Director
Hang Seng Securities Limited – Director

Past major positions

Hang Seng Bank Limited
– Head of Regulatory Compliance (2020 – 2021)
China Construction Bank (Asia) Limited
– Chief Compliance Officer (2016 – 2020)
ICBC (Asia) Limited – Head of Legal and Compliance (2014 – 2016)
Dah Sing Bank Limited – Group Head of Legal and Compliance (2010 – 2014)

Bank of Communications Co., Ltd., Hong Kong
– Head of Legal and Compliance (2010)
DBS Bank (Hong Kong) Limited
– Head of Compliance, Hong Kong and mainland China (2005 – 2010)
Hong Kong Monetary Authority
– Manager, Banking Supervision Department (1996 – 2005)
Standard Chartered Bank – Assistant Relationship Manager (1993 – 1996)

Qualifications

Master of Science in Banking – City University of Hong Kong
Master of Business Administration – University of Toronto, Canada
Bachelor of Arts in Translation – The University of Hong Kong

Note:

Definition of senior management is set out in the 'Corporate Governance Report' section in this Annual Report.