

BIOGRAPHICAL DETAILS OF DIRECTORS AND SENIOR MANAGEMENT

The Board



Irene LEE Yun Lien (70)

Independent Non-executive Chairman

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

- Independent Director; Chairwoman of Compliance and Risk Committee; 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 (55)

Executive Director and Chief Executive

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**
CLAP@JC
 - Convener of the Advisory Committee
 - Financial Services Development Council**
 - Member of Board of Directors; Convener of Human Capital Committee
 - [^] **Great Eagle Holdings Limited**
 - Independent Non-executive Director
 - 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;
 - Chairman of Corporate and Employee Contribution Programme Organising Committee; 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 (64)

Independent Non-executive Director

Joined the Board since February 2022

Other positions held within Hang Seng Group

^ Hang Seng Bank Limited

- Chairman of Remuneration Committee;
- Member of Nomination Committee

Other major appointments

Arup Group Limited

- Independent Non-executive Director; Member of Assurance Committee; Member of Leadership Appointments Committee; Member of Risk Committee

City University of Hong Kong – Member of the Court

^ HKBN Ltd. (Note 1)

- Independent Non-executive Director; Member of Nomination Committee; Member of Remuneration Committee

Human Resources Planning Commission of HKSAR Government

- Member

^ Hysan Development Company Limited

- Independent Non-executive Director; Member of Nomination Committee; Member of Remuneration Committee

Maryknoll Convent School Foundation Limited – Chairman

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

Past major appointments

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 (2017 – 2023)

Research Grants Council of HKSAR Government

- Member (2017 – 2023)

Grosvenor Asia Pacific Limited

- Non-executive Director (2020 – 2022)

Arup Group Limited

- Member of Nomination Committee (2020 – 2022)

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 (49)

Non-executive Director

Joined the Board since May 2019

Other major appointments

^ HSBC Holdings plc

- General Manager;
- Head of Finance, Global Businesses, DBS and Functions (Note 1)

Past major appointments

^ HSBC Holdings plc – Head of Finance (2019 – 2023) (Note 1)

HSBC INSN (Non Operating) Pte. Ltd.

(formerly known as HSBC Insurance (Singapore) Pte. Limited)

- Non-executive Director; Chairman of Risk Committee;
- Member of Audit Committee (2022 – 2023)

HSBC Life (Singapore) Pte. Ltd.

(formerly known as AXA Insurance Pte. Ltd.)

- Non-executive Director; Chairman of Risk Committee;
- Member of Audit Committee (2022 – 2023)

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 (64)

Independent Non-executive Director

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 (57)

Independent Non-executive Director

Joined the Board since July 2022

Other positions held within Hang Seng Group

[^] Hang Seng Bank Limited

– Member of Nomination Committee;

Member of Remuneration Committee

Other major appointments

[^] Dickson Concepts (International) Limited

– Independent Non-executive Director;

Member of Nomination Committee

Hang Seng School of Commerce – Director

[^] MGM China Holdings Limited

– Independent Non-executive Director; Chairperson of

Remuneration Committee; Member of Nomination,

Environmental, Social and Governance Committee

Patti Wong & Associates Limited – Co-Founder and Partner; Director

The Hang Seng University of Hong Kong – Governor

Past major appointments

Sotheby's Inc.

– Senior International Chairman (March 2022 – January 2023)

Sotheby's Hong Kong Limited

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

Chairman of Sotheby's Diamonds (2005 – 2022)

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 (51)

Non-executive Director

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

Hong Kong Monetary Authority

– Member of The Exchange Fund Advisory Committee

[^] **HSBC Holdings plc**

– Group Executive; Member of Group Executive Committee; Member of Group People Committee; Member of Group Risk Management Meeting; Member of Holdings Asset and Liability 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 Chengdu HSBC Rural Bank Company Limited

– Chairman (2015 – 2016)

Qualifications

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



LIN Huey Ru (48)

Independent Non-executive Director

Joined the Board since July 2022

Other positions held within Hang Seng Group

[^] **Hang Seng Bank Limited** – Member of Risk Committee

Other major appointments

GGV Capital Pte. Ltd. – Venture Partner

Nium Pte. Ltd. – Independent Non-executive Director

[^] **Singapore Exchange Limited**

– Non-Executive and Independent Director; Member of Risk Management Committee

Terraformation Inc. – Special Project Advisor

Past major appointments

PayU Payments Private Limited, the Payments and Fintech Division of [^] **Prosus**

– Member of FinTech Advisory Board (2019 – 2023)

Monetary Authority of Singapore

– Member of International Technology Advisory Panel (2021 – 2023)

Grabtaxi Holdings Private Limited, a subsidiary of [^] **Grab Holdings Limited**

– Advisor to Senior Management (2021 – 2022)

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, USA

Bachelors in Biological Science and Psychology

– Carnegie Mellon University, USA



Kenneth NG Sing Yip (73)

Independent Non-executive Director

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 (56)

Executive Director and Chief Financial Officer

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

- 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

HSBC Asia Holdings Limited – Director

The Hang Seng University of Hong Kong – Governor

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 (56)

Independent Non-executive Director

Joined the Board since February 2022

Other positions held within Hang Seng Group

^ Hang Seng Bank Limited

- Member of Audit Committee;
- Member of Risk Committee

Other major appointments

^ Worley Limited

- Independent Non-executive Director; Member of Audit and Risk Committee; Member of Nominations Committee

Past major appointments

^ China Resources Power Holdings Company Limited

- Executive Director (2006 – 2023)
- Senior Vice President (2020 – 2023)
- Company Secretary (2003 – 2023)
- 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

Chartered Accountant, Australia

Member

- CPA Australia (formerly known as Australian Society of Certified 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

Notes:

- ¹ New appointments or cessation of appointments since the date of the Bank's 2023 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 2023 are disclosed in the section 'Directors' and Alternate Chief Executives' Interests' of the Report of the Directors attached to this Annual Report.
- ³ Some Directors (as disclosed in the section 'Biographical Details of Directors and Senior Management – The Board' of this 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 this Annual Report.
- ⁴ Save as disclosed in the section 'Biographical Details of Directors and Senior Management – The Board' of this 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; (b) do not hold any other positions in the Bank and its subsidiaries; and (c) 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 this Annual Report.
- ⁸ Biographical details of Directors of the Bank are also available on our website (www.hangseng.com/en-hk/about-us/directors-organisation/board-of-directors/).

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