



PAUL JANELLE

RINGKASAN KUALIFIKASI

33 tahun pengalaman bersama dengan Philip Morris International dan terbukti sangat handal dalam bekerja di industri tembakau. Sangat terampil dalam Kepemimpinan, Manajemen Umum, Penganggaran dan Perencanaan Bisnis. Sukses memimpin Sampoerna, salah satu afiliasi terbesar dari Philip Morris International selama periode 2012 – 2016.

PENGALAMAN PROFESIONAL

PT HM SAMPOERNA TBK.
WAKIL PRESIDEN KOMISARIS

INDONESIA

2020 – SEKARANG

- Mengawasi dan bertanggung jawab atas pengawasan kebijakan dan jalannya pengurusan Perseroan oleh Direks;
- Melaksanakan tugas, wewenang, dan tanggung jawab sesuai dengan ketentuan Anggaran Dasar Perseroan, keputusan Rapat Umum Pemegang Saham (RUPS) dan ketentuan peraturan perundang-undangan;
- Menelaah dan menandatangani laporan tahunan yang dipersiapkan oleh Direksi;
- Menjalankan tugas dan tanggung jawab lainnya yang ditentukan oleh peraturan perundang-undangan yang berlaku serta Anggaran Dasar Perseroan.

PHILIP MORRIS INTERNATIONAL LAUSANNE, SWITZERLAND
WAKIL PRESIDEN PERENCANAAN DAN PENGEMBANGAN BISNIS

2016 – 2019

- Mengembangkan dan menerapkan rencana bisnis strategis jangka panjang untuk mendorong pertumbuhan bisnis dan mencapai tujuan perusahaan;
- Melakukan riset dan analisis pasar yang komprehensif untuk mengidentifikasi peluang dan tren bisnis baru;
- Memimpin inisiatif untuk memperluas kehadiran pasar perusahaan, termasuk kemitraan dan M&A;
- Menetapkan KPI dan memantau metrik kinerja untuk melacak kemajuan dan membuat keputusan berdasarkan data;
- Mengidentifikasi potensi risiko dan mengembangkan strategi mitigasi untuk melindungi kepentingan perusahaan.

PT HM SAMPOERNA TBK.
PRESIDEN DIREKTUR

INDONESIA

2012 – 2016

Memimpin bisnis Afiliasi PMI di Indonesia, afiliasi dengan lebih dari 22.000 karyawan:

- Menetapkan dan membimbing arah strategis untuk afiliasi;
- Mengalokasikan sumber daya secara strategis untuk memenuhi prioritas utama;
- Mengembangkan dan meningkatkan kemampuan individu maupun organisasi;
- Mengidentifikasi dan memanfaatkan peluang bisnis untuk mencapai hasil;
- Memastikan kepatuhan terhadap hukum, kebijakan dan prosedur perusahaan.

PHILIP MORRIS ASIA LTD

HONG KONG

2011 – 2012

WAKIL PRESIDEN KEUANGAN WILAYAH ASIA

- Mengelola dan mengarahkan semua aspek operasi keuangan perusahaan di wilayah Asia;
- Memberikan pengawasan strategis dan kepemimpinan untuk keuangan;
- Mengembangkan dan mengimplementasikan rencana bisnis tahunan yang komprehensif sesuai dengan tujuan perusahaan, memastikan pertumbuhan dan profitabilitas yang berkelanjutan.

PT HM SAMPOERNA TBK.

INDONESIA

2009 – 2011

DIREKTUR KEUANGAN DAN LAYANAN INFORMASI

- Mengembangkan dan mengelola strategi keuangan;
- Memastikan kepatuhan terhadap peraturan;
- Mengelola infrastruktur dan keamanan teknologi informasi organisasi.

PHILIP MORRIS INTERNATIONAL LAUSANNE, SWISS

2007 – 2009

WAKIL PRESIDEN LAYANAN KEUANGAN PMI

- Bertanggung jawab atas pusat layanan keuangan (*finance shared service centers*) di Buenos Aires dan Krakow dengan lebih dari 550 karyawan yang memberikan layanan kepada lebih dari 30 negara dan 75 badan hukum.
- Bertanggung jawab atas badan hukum yang berbasis di Swiss dengan pendapatan lebih dari US\$ 1.0 miliar.
- Bertanggung jawab atas keuangan operasional dengan biaya sebesar lebih dari US\$ 9 miliar.
- Bertanggung jawab atas implementasi SAP dan *tolling* di Eropa dan Amerika Latin.

**PHILIP MORRIS SALES AND
MARKETING LTD**

MOSKOW, RUSIA

2003 – 2007

DIREKTUR KEUANGAN, ADMINISTRASI DAN SISTEM INFORMASI

PHILIP MORRIS INTERNATIONAL LAUSANNE, SWISS

2001 - 2003

Bertanggung jawab atas Kantor Pusat untuk wilayah (i) Eropa Tengah-Timur Tengah-Afrika; dan (ii) Eropa Timur-Timur Tengah-Afrika.

PHILIP MORRIS CR A.S.

PRAGUE, REPUBLIK CZECH

1997 – 2001

PENGENDALI KEUANGAN (CONTROLLER)

Aug 2000 – Sep 2001

MANAJER ANGGARAN, PELAPORAN DAN CAPEX

Feb 1997 – Jul 2000

PHILIP MORRIS INTERNATIONAL LAUSANNE, SWISS
EEMA HQ

1991 – 1997

MANAJER KEUANGAN DAN PELAPORAN
MANAJER PELAPORAN
ANALIS KEUANGAN SENIOR
ANALIS KEUANGAN JUNIOR
TRAINEE KEUANGAN

Aug 1995 – Jan 1997
Jun 1994 – Jul 1995
Mar 1993 – May 1994
Mar 1992 – Feb 1993
Apr 1991 – Feb 1992

PENDIDIKAN

UNIVERSITAS WEBSTERS	GENEVA, SWISS	1992
Gelar Sarjana dalam bidang Administrasi Bisnis, Keuangan		
UNIVERSITAS OTTAWA	OTTAWA, KANADA	1990
Gelar Sarjana dalam bidang Sains		
UNIVERSITAS OTTAWA	OTTAWA, KANADA	1986
Gelar Sarjana dalam bidang Administrasi Bisnis		

BAHASA

Inggris – Bahasa asal
Indonesia – Fasih
Prancis – Bahasa asal



MINDAUGAS TRUMPAITIS

SUMMARY OF QUALIFICATIONS

- Seasoned Business Executive with 27 years of progressive experience in managing the tobacco business across medium and large markets within a global corporation. This includes 17 years of experience as General Manager / Managing Director, consistently driving business growth and operational excellence.
- Outstanding leadership and strategic thinking with a proven track record of high-impact decisions aligning with corporate goals and navigating complex market dynamics for sustainable growth.
- Exceptional people management skills, successfully leading diverse teams and fostering a culture of collaboration and high performance.
- Exceptional communication skills, effectively engaging with stakeholders at all levels to ensure alignment and drive organizational success.

PROFESSIONAL EXPERIENCE

PHILIP MORRIS PRODUCTS SA LAUSANNE, SWITZERLAND JUNE 2025 - ONWARD
PRESIDENT COMBUSTIBLES CATEGORY & GLOBAL COMBUSTIBLES MARKETING

Oversee the combustible category business of PMI worldwide by:

- Developing and implementing global strategies for the category to drive growth and market share;
- Leading global marketing initiatives for combustible products, ensuring alignment with PMI goals and compliance with regulatory standards;
- Overseeing the design and development of new combustible products;
- Managing and enhancing the global brand positioning of combustible products;
- Monitoring and evaluating the performance of combustible products, making data-driven decisions to optimize sales and profitability;
- Ensuring all marketing and sales activities adhere to ethical standards and regulatory requirements, promoting responsible marketing practices.

PHILIP MORRIS INTERNATIONAL UNITED STATES
REGIONAL PRESIDENT LATIN AMERICA & CANADA

2024 – 2025

Oversee the PMI Affiliates business in the Latin America and Canada regions by:

- Providing strategic directions to affiliates in the regions;
- Allocating resources towards strategic priorities;

- Enhancing individual and organizational capabilities;
- Identifying business opportunities and delivering business results;
- Increasing compliance with laws, policies, and company procedures.

ROTHMANS, BENSON & HEDGES TORONTO, CANADA
MANAGING DIRECTOR

2022 - 2024

Manage PMI Affiliate (RBH) business in Canada, an affiliate with more than 800 employees, by:

- Setting the overall strategic direction for the affiliate;
- Allocating resources to align with strategic priorities;
- Advancing both individual and organization capabilities;
- Identifying and capitalizing on business opportunities to achieve results;
- Ensuring compliance with law and company's policies and procedures.

PT HM SAMPOERNA Tbk. INDONESIA
PRESIDENT DIRECTOR

2016 – 2022

Lead the PMI Affiliate business in Indonesia, an affiliate with more than 22,000 employees, by:

- Defining and guiding the strategic direction for the affiliate;
- Strategically allocating resources to meet key priorities;
- Developing and enhancing both individual and organizational capabilities;
- Identifying and leveraging business opportunities to achieve results;
- Ensuring adherence to laws, policies, and company procedures.

ROTHMANS, BENSON & HEDGES TORONTO, CANADA
MANAGING DIRECTOR

2013 - 2016

Manage PMI Affiliate (RBH) business in Canada, an affiliate with more than 800 employees, by:

- Establishing and steering the strategic direction for the affiliate to ensure alignment with corporate goals;
- Strategically allocating resources to maximize efficiency and achieve key priorities;
- Enhancing both individual and organizational capabilities through targeted development initiatives;
- Identifying and capitalizing on business opportunities to drive significant results;
- Ensuring strict adherence to laws, policies, and company procedures to maintain compliance and integrity.

PHILIP MORRIS MEXICO MEXICO CITY, MEXICO
MANAGING DIRECTOR

2010 – 2013

Lead PMI Affiliates business in Mexico, Ecuador and Peru, overseeing affiliates with approximately 3,000 employees, by:

- Establishing and directing the strategic vision for the affiliates to align with corporate goals;
- Strategically allocating resources to maximize efficiency and achieve key objectives;
- Enhancing both individual and organizational capabilities through targeted development initiatives;
- Identifying and capitalizing on business opportunities to drive substantial results;
- Ensuring strict adherence to laws, policies, and company procedures to maintain compliance and uphold standards.

PHILIP MORRIS BALTICS
MANAGING DIRECTOR

VILNIUS, LITHUANIA

2008 – 2010
Dec 2008 – Feb 2010

Oversee the PMI Affiliates business in Latvia, Lithuania, Estonia, managing affiliates with over 800 employees, by:

- Crafting and implementing the strategic vision to align with corporate objectives;
- Efficiently allocating resources to meet strategic priorities and maximize outcomes;
- Developing both individual and organizational capabilities through targeted initiatives;
- Identifying and seizing business opportunities to drive significant results;
- Ensuring full compliance with laws, policies, and company procedures to uphold the highest standards.

DIRECTOR SALES & MARKETING

Feb 2008 – Dec 2008

Manage Sales Department in Latvia, Lithuania, and Estonia:

- Develop and implement sales strategy, policies and procedures for the affiliate;
- Manage sales force in three markets;
- Manage distribution in three markets;
- Ensure implementation of market's sales targets.

PHILIP MORRIS FINLAND
GENERAL MANAGER

HELSINKI, FINLAND

2007 – 2008

Manage PMI Affiliates business in Finland:

- Lead the affiliates' transition into PMI
- Allocate resources against strategic priorities;
- Advance individual and organization capabilities;
- Identify business opportunities and deliver business results;
- Promote compliance with law and company's policies and procedures.

PHILIP MORRIS INTERNATIONAL **LAUSANNE, SWITZERLAND**
MANAGER STRATEGIC PLANNING

2005 – 2007

Provide PMI management with necessary analytical support from within Finance department:

Co-ordinate the strategic financial planning and budget process, including analyzing and correcting estimates;

- Prepare various financial statements, summaries and analyses of PMI worldwide performance;
- Develop a new strategic planning process including implementation of financial simulation models;
- Evaluate investment activities and prepare various presentations for PMI senior management, including recommendations for changes to budgets;
- Identify opportunities for business growth and development through various analytical tools.

PHILIP MORRIS LITHUANIA **VILNIUS, LITHUANIA**
MANAGER TRADE MARKETING & SALES DEVELOPMENT

1998 – 2005
Mar 2003 – June 2005

- Define trade strategy for the country;
- Manage relationships with key retailers;
- Identify opportunities for sales development and implement strategies.

COUNTRY MANAGER LATVIA

Aug 2001 – Mar 2003

- Manage and direct country sales team;
- Develop a new strategic planning process;
- Define and implement sales strategy for the country;
- Identify opportunities and ensure implementation of sales plans.

SUPERVISOR MERCHANDISING

Aug 1999 – Aug 2001

- Coordinate activities of sales representatives;
- Ensure adequate coverage in the designated territory;
- Manage team of 10 people.

MERCHANDISER

Jan 1998 – Aug 1999

- Coordinate activities of sales representatives;
- Ensure adequate coverage in the designated territory;
- Manage team of 10 people.

EDUCATION

KLAIPEDA UNIVERSITY KLAIPEDA, LITHUANIA 1999 – 2009

Assistant Lecturer in Business Management subjects

INSEAD FONTAINEBLEAU, FRANCE 2002 – 2003

Executive MBA Courses (certificate of completion received)

KLAIPEDA UNIVERSITY KLAIPEDA, LITHUANIA 1997 – 1999

Master Degree in Business Management

KLAIPEDA UNIVERSITY KLAIPEDA, LITHUANIA 1993 – 1997

Bachelor Degree in Economics

LANGUAGE

Lithuanian – Native

English – Fluent

Russian – Fluent

Spanish – Basic