

John Gledhill

Presiden Komisaris | President Commissioner

Beliau adalah warga negara Australia yang lahir di Liverpool pada 18 Januari 1954. Beliau menjabat sebagai Presiden Komisaris Sampoerna sejak 18 Juli 2012, dan diangkat kembali sebagai Presiden Komisaris Sampoerna dalam Rapat Umum Pemegang Saham Tahunan ("RUPST") yang diadakan pada 27 April 2015. Beliau bergabung dengan Philip Morris International (PMI) pada tahun 1983 sebagai Market and Area Manager di Timur Tengah selama sembilan tahun. Beliau menghabiskan tujuh tahun di Eropa hingga tahun 1999, berawal sebagai Sales Development Manager pada tahun 1993, lalu sebagai Manajer Umum di Philip Morris Slovakia selama periode 1994-1996, dan menjadi Dewan Direktur Penjualan dan Distribusi di Philip Morris Polandia selama periode 1996-1999. Beliau kemudian berpindah ke regional Asia sebagai Direktur Pelaksana di Philip Morris Malaysia (1999-2002), di Philip Morris Korea (2002-2004), dan di Philip Morris Australia (2004-2009), sebelum kemudian menjabat sebagai Presiden Direktur Sampoerna selama periode 2009-2012.

Sebelum karirnya di Philip Morris Internasional, John pernah menjabat berbagai posisi manajemen di perusahaan multinasional lainnya sejak tahun 1971, termasuk di antaranya Glaxo dan Unilever. Beliau memperoleh Higher National Certificate di bidang Business Studies dari Liverpool Polytechnic dan menyelesaikan International Executive Program INSEAD di Perancis pada tahun 1999.

Australian citizen, born in Liverpool on January 18, 1954. He served as Sampoerna's President Commissioner since July 18, 2012. John Gledhill was reappointed as Sampoerna's President Commissioner by the Annual General Meeting of Shareholders ("AGMS") held on April 27, 2015. He joined Philip Morris International (PMI) in 1983 as Market and Area Manager in the Middle East for nine years, spent seven years until 1999 in Europe as Sales Development Manager in 1993, as General Manager of Philip Morris Slovakia in 1994-1996 and as Board Director Sales & Distribution of Philip Morris Poland in 1996- 1999. He moved to the Asia region as Managing Director Philip Morris Malaysia (1999-2002), Philip Morris Korea (2002-2004), Philip Morris Australia (2004- 2009) before serving as the President Director of Sampoerna during the period of 2009 – 2012.

Prior to his career in Philip Morris International, since 1971, John held various management positions with other multinational companies including, among others, Glaxo and Unilever. He holds a Higher National Certificate in Business Studies from Liverpool Polytechnic and completed the International Executive Program INSEAD, France, in 1999.



John Gledhill

Presiden Komisaris
President Commissioner

Paul Norman Janelle

Komisaris | Commissioner

Beliau merupakan warga negara Kanada yang lahir di Montreal pada 26 Juli 1965. Beliau diangkat sebagai Komisaris Sampoerna pada RUPST Perseroan yang diselenggarakan pada 9 Mei 2019. Beliau bergabung dengan Philip Morris International pada tahun 1991 sebagai Finance Trainee. Karir beliau berkembang dan pernah menduduki beberapa posisi penting di bidang keuangan di afiliasi PMI, termasuk Analis Keuangan Junior (1992-1993), Analis Keuangan Senior (1993-1994), Manajer Pelaporan (1994-1995), Manajer Pelaporan Keuangan dan Strategi di PMI Lausanne (1995-1997), Manajer Anggaran, Pelaporan dan CAPEX (1997-2000), Pengendali di PMI Republik Ceko (2000-2001), Direktur Keuangan di PMI Lausanne (2001-2003), Direktur Keuangan di PMI Rusia (2003-2007), Wakil Presiden Layanan Keuangan di PMI Lausanne (2007-2009), Direktur Keuangan dan Sistem Informasi di HM Sampoerna (2009-2011), Wakil Presiden Keuangan Asia di Philip Morris Asia Hong Kong (2011-2012), Presiden Direktur di HM Sampoerna (2012-2016), dan Wakil Presiden Perencanaan Perusahaan dan Pengembangan Bisnis di PMI Lausanne (2016-2019).

Beliau meraih gelar Sarjana Administrasi dan Ilmu Bisnis dan Magister Administrasi Bisnis di Bidang Keuangan dari Universitas Websters di Jenewa, Swiss.

Canadian citizen, born in Montreal on July 26, 1965. Paul Norman Janelle was appointed as Sampoerna's Commissioner at the Company's AGMS held on May 9, 2019. He joined Philip Morris International in 1991 as Finance Trainee. He progressed through several key positions in finance at PMI affiliates including Junior Financial Analyst (1992-1993), Senior Financial Analyst (1993-1994), Manager Reporting (1994-1995), and Manager Financial and Strategy Reporting (1995-1997) in PMI Lausanne, Manager Budget, Reporting and Capex (1997-2000), Controller (2000-2001) in PMI Czech Republic, Director Finance (2001-2003) in PMI Lausanne, Director Finance (2003-2007) in PMI Russia, Vice President Finance Services (2007-2009) in PMI Lausanne, Director Finance and Information System (2009-2011) in HM Sampoerna, Vice President Finance Asia (2011-2012) in Philip Morris Asia Hong Kong, President Director (2012-2016) in HM Sampoerna, and Vice President Corporate Planning and Business Development (2016-2019) in PMI Lausanne.

He holds a Bachelor's of Business Administration and Science and a Master of Business Administration in Finance, from the Websters University in Geneva, Switzerland.



Paul Norman Janelle

Komisaris
Commissioner

Luthfi Mardiansyah

Komisaris Independen | Independent Commissioner

Beliau merupakan warga negara Indonesia yang lahir di Banjarmasin pada tanggal 31 Maret 1962. Beliau menjabat sebagai Komisaris Independen di Perseroan sejak 9 Mei 2019.

Beliau memulai karir di Wicaksana Overseas International Group pada tahun 1987 hingga 1997 dan menduduki berbagai posisi manajemen, yakni sebagai Asisten Direktur Pemasaran (1987-1989), Manajer Pengembangan Organisasi (1989-1990), Manajer Produk (1990-1992), Manajer Regional Timur Tengah (1992-1994), Manajer Pemasaran Divisi Internasional (1994-1995), dan Manajer Merchandise (1995-1997). Beliau kemudian melanjutkan karir di industri farmasi, di PT Capsugel Indonesia hingga tahun 2001 dan menduduki berbagai posisi penting, termasuk Direktur Penjualan (1997-1998), Site Leader (1999-2000), dan Manajer Umum (2000-2001). Beliau kemudian ditransfer dan menjabat sebagai Manajer Umum di Capsugel China (2002-2007). Sejak tahun 2007, beliau memegang berbagai posisi manajemen penting di perusahaan farmasi lainnya, antara lain sebagai Direktur Eksekutif (2007) dan Presiden Direktur (2007-2010) di Pfizer Indonesia, Presiden Direktur (2011-2016), Direktur dan Penasihat Senior (2016-2017) di PT Novartis Indonesia, dan Konsultan Eksternal di Pusat Kebijakan dan Studi Reformasi Kesehatan (2017-2019).

Beliau adalah seorang dokter medis dan telah mengikuti beberapa kursus bisnis di Michigan Business School, Amerika Serikat; Macquarie Graduate School of Management, Sydney, Australia; dan IMD Business School, Swiss.

Indonesian citizen, born in Banjarmasin on March 31, 1962. Luthfi Mardiansyah has served as an Independent Commissioner since May 9, 2019.

He started his career in Wicaksana Overseas International Group in 1987 until 1997 with as Assistant Marketing Director (1987-1989), Organization Development Manager (1989-1990), Product Manager (1990-1992), Regional Manager Middle East (1992-1994), Marketing Manager International Division (1994-1995), and Merchandise Manager (1995-1997). He then started his career in pharmaceutical industry in PT Capsugel Indonesia until 2001 and resumed many key positions including Sales Director (1997-1998), Site Leader (1999-2000), and General Manager (2000-2001). Then transferred to Capsugel China as a General Manager (2002-2007). Since 2007, he held various management positions with other pharmaceutical companies including, among others, Pfizer Indonesia as Executive Director (2007) and President Director (2007-2010), in PT Novartis Indonesia as President Director (2011-2016), Director and Senior Advisor (2016-2017), External Consultant (2017), in Center for Healthcare Policy and Reform Studies (2017-2019).

He is a medical doctor and has attended several business courses at Michigan Business School, USA, Macquarie Graduate School of Management Sydney, Australia & IMD Business School, Switzerland.



Luthfi Mardiansyah

Komisaris Independen
Independent Commissioner

Mindaugas Trumpaitis

Presiden Direktur | President Director

Beliau merupakan warga negara Lithuania dan lahir di Lithuania pada 29 Mei 1975. Beliau diangkat menjadi Presiden Direktur Sampoerna melalui Rapat Umum Pemegang Saham Luar Biasa (RUPSLB) Perseroan yang diselenggarakan pada 18 November 2016.

Beliau bergabung dengan PMI Lithuania pada tahun 1998 di bagian penjualan dan mengembangkan karirnya melalui berbagai posisi, termasuk Country Manager Latvia dan Manajer Pemasaran dan Pengembangan Penjualan sampai 2005, lalu menjabat sebagai Manajer Perencanaan Strategis di Philip Morris Internasional Swiss sampai tahun 2007. Sejak saat itu, beliau mengalami berbagai pengalaman dalam mengelola bisnis tembakau di pasar menengah dan besar pada afiliasi global PMI, termasuk lebih dari 10 tahun pengalaman sebagai General Manager/Managing Director di Finlandia (2007-2008), di Kawasan Baltik (2008-2010), di Meksiko (2010-2013), dan di Kanada (2013-2016).

Beliau meraih gelar Sarjana Ekonomi dan Master di Bidang Manajemen Bisnis dari Klaipeda University di Klaipeda, Lithuania. Beliau juga berpartisipasi dalam Executive MBA Courses dari INSEAD di Perancis.

Lithuanian citizen, born in Lithuania on May 29, 1975. He was appointed as Sampoerna's President Director at the Company's Extraordinary General Meeting of Shareholders (EGMS) held on November 18, 2016.

Mindaugas Trumpaitis joined PMI Lithuania in 1998 in Sales and progressed his career through various positions including Country Manager Latvia and Manager Trade Marketing and Sales Development until 2005, then served as Manager Strategic Planning in Philip Morris International Switzerland until 2007. Since then he garnered progressive experience in managing tobacco businesses in medium and large markets within PMI's global affiliates, including more than 10 years of experience as General Manager/ Managing Director in Finland (2007-2008), the Baltics (2008-2010), Mexico (2010-2013), and Canada (2013-2016).

He holds a Bachelor's Degree in Economics and a Master's Degree in Business Management both from Klaipeda University in Klaipeda, Lithuania, and participated in Executive MBA Courses from INSEAD in France.



Mindaugas Trumpaitis

Presiden Direktur
President Director

Sharmen Karthigasu

Direktur | Director

Beliau merupakan warga negara Malaysia. Beliau lahir di Negeri Sembilan pada 20 Agustus 1968. Dengan pengalaman profesional hampir tiga puluh tahun, beliau diangkat sebagai Direktur Keuangan Sampoerna dalam RUPST Perseroan yang diadakan pada 9 Mei 2019 terhitung efektif sejak 1 Juni 2019.

Sebelum masa jabatannya di Philip Morris, karir professional beliau dimulai sebagai eksekutif keuangan di Yano Electronics di Malaysia dari tahun 1992 hingga 1995. Beliau menjabat berbagai posisi di Philip Morris Malaysia termasuk Financial Accounting Officer (1995-1997), Manajer Penganggaran dan Biaya (1998-1999), Manajer Regional Asia Pasifik di bidang Rantai Pasokan (2000-2002). Beliau mengembangkan karirnya melalui beberapa posisi penting di bidang keuangan dan perencanaan di afiliasi Philip Morris International, termasuk Finance Controller di Philip Morris Indonesia (2003-2007), Direktur Keuangan, Perencanaan, dan SI di Philip Morris Malaysia (2007-2011), dan Direktur M&A, dan Perencanaan Perusahaan, di kantor pusat Regional Asia PMI di Hong Kong (2011-2016) dan di Pusat Operasional PMI, Swiss, (2016-2017), serta Wakil Presiden bidang Keuangan dan Perencanaan Asia Selatan dan Tenggara, di kantor pusat Regional PMI Asia di Hong Kong (2018-2019).

Beliau meraih gelar Sarjana Akuntansi dari Universitas Teknologi Curtin, Perth, Australia.

Malaysian citizen, born in Negeri Sembilan on August 20, 1968 with nearly thirty years of professional experience. He was appointed as Sampoerna's Director Finance at the Company's AGMS held on May 9, 2019, effective as of June 1, 2019.

Prior to his tenure in Philip Morris, his professional career started as a finance executive in Yano Electronics in Malaysia from 1992 to 1995. He served in various positions in PM Malaysia including Financial Accounting Officer (1995-1997), Manager Costing and Budgeting (1998-1999), Regional Manager (Asia-Pacific) Supply Chain (2000-2002). He progressed through several key finance and planning positions in PMI affiliates including Finance Controller PM Indonesia (2003-2007), Director Finance, Planning, and IS PM Malaysia (2007-2011), Director M&A and Corporate Planning, PMI Asia Regional Headquarters in Hong Kong (2011-2016) and at PMI Operation Center, Switzerland (2016-2017), as well as Vice-President Finance and Planning South and South-east Asia, PMI Asia Regional Headquarter in Hong Kong (2018-2019).

He holds a Bachelor's Degree in Accounting from Curtin University of Technology, Perth, Australia.



Sharmen Karthigasu

Direktur
Director

Francisca Rahardja

Direktur | Director

Beliau merupakan warga negara Amerika Serikat yang lahir di Indonesia pada 28 Maret 1973. Beliau diangkat sebagai Direktur Sampoerna dalam RUPST Perseroan yang diselenggarakan pada tanggal 9 Mei 2019 terhitung efektif sejak 1 Juli 2019. Beliau bertanggung jawab atas bidang pemasaran.

Beliau bergabung dengan Philip Morris Amerika Serikat pada tahun 1999 sebagai Asisten Merek (Brand Assistant) Marlboro hingga tahun 2000. Beliau kemudian mengembangkan karirnya dan menduduki beberapa posisi penting di bidang pemasaran di afiliasi PM USA, di antaranya sebagai Associate Brand Manager untuk Produk Baru (2000-2003), Senior Brand Manager Chesterfield (2003-2004), dan Senior Manager Marlboro One-to-One & Experiential (2004-2007) di Philip Morris Amerika Serikat. Beliau kemudian pindah ke Altria dan bertanggung jawab sebagai Manajer Distrik untuk Altria Field Sales Force pada tahun 2007. Satu tahun kemudian beliau bergabung dengan bisnis cerutu yang baru diakuisisi, yaitu John Middleton Co. sebagai Direktur Pemasaran (2008-2009). Pada tahun 2010, beliau menjadi Wakil Presiden Marlboro di Philip Morris Amerika Serikat selama dua tahun, sebelum pindah ke bagian Inovasi Produk di Altria Group. Beliau bergabung dengan PMI pada tahun 2012 dengan posisi sebagai Direktur Strategi dan Pengembangan Portofolio di Wilayah Uni Eropa (2012-2016) yang merupakan posisi terlama yang pernah beliau pegang di sepanjang karir beliau.

Sebelum akhirnya ditunjuk sebagai Direktur di Sampoerna, beliau pernah menjabat sebagai Direktur Pemasaran Global (2016-2017) dan Kepala Global IQOS Offline Awareness and Adoption (2018-2019) yang bertanggung jawab atas pemasaran IQOS. Beliau memperoleh gelar Master di Bidang Administrasi Bisnis dari Carlson School of Business, Universitas Minnesota dan gelar Sarjana Sains, Ekonomi, dan Pemasaran dari Wharton School, Universitas Pennsylvania.

US citizen, born in Indonesia on March 28, 1973. Francisca Rahardja was appointed as Sampoerna's Director at the Company's AGMS held on May 9, 2019, effective as of July 1, 2019. She is in charge of marketing.

She joined Philip Morris USA in 1999 as Brand Assistant Marlboro until 2000, She progressed through several key positions in marketing in PM USA affiliates, in PM USA as Associate Brand Manager of New Products (2000-2003), Senior Brand Manager Chesterfield (2003-2004), Senior Manager Marlboro One-to-One & Experiential (2004-2007). Then she moved to Altria and responsible as District Manager for Altria Field Sales Force in 2007, and one year later she joined a newly-acquired cigar business which is John Middleton Co. as a Marketing Director (2008-2009). In 2010, she became Vice President Marlboro in PM USA for two year before she moved to Product Innovation at Altria Group. She joined PMI in 2012 as Director Portfolio Strategy & Development in EU Region (2012-2016), which was her position with the longest period.

During 2016-2019 before appointed as Director in Sampoerna, she in charge of Marketing of IQOS as a Global Marketing Director (2016-2017) and as Global Head of IQOS Offline Awareness and Adoption (2018-2019). She earned her Master's Degree in Business Administration from Carlson School of Business, University of Minnesota and her Bachelor of Science degree, Economics, and Marketing from Wharton School, University of Pennsylvania.



Francisca Rahardja

Direktur
Director

The Ivan Cahyadi

Direktur | Director

Beliau merupakan warga negara Indonesia yang lahir di Semarang pada 29 Juni 1974. Beliau diangkat sebagai Direktur Sampoerna dalam RUPST Perseroan yang diselenggarakan pada 27 April 2016 dan bertanggung jawab untuk bidang penjualan.

Beliau bergabung dengan Sampoerna pada tahun 1996 sebagai *Management Trainee* dan mengembangkan karirnya dengan menduduki sejumlah posisi di Sampoerna, termasuk Manajer Pengembangan Organisasi (1999-2000), Manajer Market Intelligensia (2000-2004), Kepala Pengembangan Strategi Penjualan (2004-2005), Kepala Zona Penjualan (2005-2009). Beliau kemudian ditempatkan di afiliasi PMI di Malaysia sebagai Direktur Penjualan dan Distribusi pada tahun 2009. Beliau kembali ke Sampoerna pada tahun 2010 sebagai Kepala Zona Penjualan, sebelum diangkat sebagai anggota Direksi.

Beliau meraih gelar Sarjana Ekonomi dari Universitas Surabaya pada tahun 1996.

Indonesian citizen, born in Semarang on June 29, 1974. The Ivan Cahyadi was appointed as Sampoerna's Director at the Company's AGMS held on April 27, 2016, responsible for Sales.

He joined Sampoerna in 1996 as a Management Trainee and progressed through a number of positions in Sampoerna including Organization Development Manager (1999-2000), Manager Market Intelligence (2000-2004), Head of Sales Strategic Development (2004-2005), and Head of Sales Zone (2005-2009). He was then relocated to PMI's affiliate in Malaysia as Director Sales & Distribution in 2009, before returning to Sampoerna in 2010 as Head of Sales Zone, before being appointed as a member of the Board of Directors.

He received a Bachelor's Degree in Economics from the University of Surabaya in 1996.



The Ivan Cahyadi

Direktur
Director

Elvira Lianita

Direktur | Director

Warga Negara Indonesia, Lahir di Surabaya 2 April 1974. Elvira Lianita telah bergabung bersama PT Philip Morris Indonesia sejak tahun 2001 sebelum bergabung dengan PT HM Sampoerna Tbk. pada tahun 2007. Selama 18 tahun terakhir, beliau mengemban berbagai tanggung jawab penting dalam bidang regulasi, fiskal, perdagangan internasional dan komunikasi sebelum akhirnya ditunjuk sebagai Direktur Urusan Eksternal.

Disamping pengalaman profesional di Sampoerna, Elvira telah memiliki pengalaman ekstensif di lembaga konsultan komunikasi profesional serta telah mengikuti berbagai program pelatihan dan pengembangan di berbagai negara selama karir profesionalnya.

Indonesian citizen, born in Surabaya April 2, 1974. Elvira Lianita has joined PT Philip Morris Indonesia since 2001 prior to joining PT HM Sampoerna Tbk in 2007. Over the past 18 years, she served various important responsibilities in the fields of regulation, fiscal, international trade, and communications before finally being appointed as Director of External Affairs.

In addition to her professional experience at Sampoerna, Elvira has extensive experience in professional communications consulting institution and has participated in various training and development programs in many countries during her professional career.



Elvira Lianita

Direktur
Director

Guillaume Popiol

Direktur | Director

Beliau merupakan warga negara Perancis. Beliau lahir di Seclin pada 15 Mei 1973. Beliau diangkat sebagai Direktur Sampoerna pada RUPST Perseroan yang diselenggarakan pada 9 Mei 2019, dan bertanggung jawab atas bidang Operasional.

Beliau memulai karir di perusahaan minyak dan gas, Total Raffinage Distribution SA, di Paris sebagai Analis Pemasaran dan di Elf Oil Switzerland SA, Jenewa, sebagai Analis Keuangan (1997-1998), Pemimpin Tim Proyek (1999), dan Manajer Keuangan (1999-2000). Beliau memperoleh pengalaman bertahun-tahun di banyak afiliasi global PMI, termasuk di Philip Morris International Management Lausanne sebagai Auditor Korporasi (2000-2004). Beliau kemudian mengembangkan karirnya melalui berbagai posisi di bidang operasi hingga 2019, termasuk Manager Leaf Controls (2004-2008), Manager Leaf Planning (2008), dan Manager Leaf Projects (2009). Di Philip Morris Afrika Selatan, beliau pernah menjabat sebagai Manager Leaf Planning Afrika (2009-2013), Direktur Leaf Africa (2013-2014), Direktur Urusan Korporasi Sub-Sahara Afrika (2014-2017), dan Direktur Operasi Argentina di Massalin Particulares Buenos Aires.

Beliau memperoleh gelar Magister Manajemen dari Euromed, Prancis.

France citizen, born in Seclin on May 15, 1973. Guillaume Popiol was appointed as Sampoerna's Director at the AGMS of the Company held on May 9, 2019, overviewing Operations.

He started his career in the oil and gas company, Total Raffinage Distribution SA in Paris as a Marketing Analyst and in Elf Oil Switzerland SA, Geneva as Finance Analyst (1997-1998), Project Team Leader (1999), and Finance Manager (1999-2000). He gained years of experience within numerous PMI global affiliates including in Philip Morris International Management Lausanne as Corporate Auditor (2000-2004), then he advanced his career through various positions in operations until 2019 including Manager Leaf Controls (2004-2008), Manager Leaf Planning (2008), Manager Leaf Projects (2009) in Philip Morris South Africa as Manager Leaf Planning Africa (2009-2013), Director Leaf Africa (2013-2014), Director Corporate Affairs Sub Sahara Africa (2014-2017), and Director Operations Argentina in Massalin Particulares Buenos Aires.

He holds a Master's Degree in Management from the Euromed, France.



Guillaume Popiol

Direktur
Director