

OUT LEADERSHIP

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# ASIA SUMMIT 2023

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CELEBRATING 10 YEARS IN ASIA





# TODD SEARS, Founder & CEO, Out Leadership

## Dear Leaders,

Every Summit is special, but when it coincides with the celebration of a **decade of incredible partnership between Out Leadership and the global powerhouse that is HSBC**; when it concludes with the cultural and athletic worldwide phenomenon that is the Gay Games; and when it happens in the midst of such promising momentum for LGBTQ+ equality, it deserves the kind of recognition that truly meets the moment.

That's exactly what we have in store for you at the 10th Annual Out Leadership Asia Summit, sponsored by HSBC, Swire, and Freshfields. Months of intense planning, partnering, and collaboration have brought us together this week and I could not be more excited - and eager - to get down to the important work of assessing the LGBTQ+ landscape and strategizing on how we can continue to leverage the power of business to drive equality across the region.

**With HSBC, we'll kick the Summit off with our signature VIP Reception in Tokyo.** Special guest speaker Edward Weeks, CEO of HSBC Japan, will be joined by Joy Ho, General Manager of Unilever; Takeshi Nakao, Managing Partner of Freshfields Japan; and Eric Yaptangco, Division Director and Manila Technology and Office Head of Macquarie. Together, we'll discuss strategies for senior leaders to promote LGBTQ+ inclusivity in Japanese corporate culture. The evening will also feature performances and a celebration of the decade-long partnership we've fostered with HSBC, a peerless corporate leader in the effort to win global LGBTQ+ equality for employees and consumers alike.

**Next, we touch down in Hong Kong for a series of stellar events that will mark our first full-fledged return in three years.** We start with our groundbreaking talent accelerator, the Hong Kong OutNEXT Salon sponsored by Freshfields. Emerging and developing LGBTQ+ business leaders, thought leaders, advocates, and more will come together to network, listen, share, and learn with each other and our panel of speakers, which includes Jack Guest, Senior Group Inclusion Advisor at HSBC and Emery Fung, Deputy Director of DEI for GGHK.

Our Hong Kong VIP Reception will follow, hosted by Luanne Lim, CEO of HSBC Hong Kong. The evening will continue our reflection and celebration of the progress towards business-driven equality we've witnessed - and supported - with HSBC at our side. **We'll also shine a spotlight on the "game changer" that is the Gay Games, the first ever to be held in Asia (and simultaneously in Guadalajara, Mexico!).** Luanne and I will be joined by Loke-Khoo Tan, Partner at Baker & McKenzie; Zander Murray, Soccer Lead for GGHK; Alan Lang, Co-chair of GGHK; and more.

The Summit concludes with two exciting events. First, our OutWOMEN+ dinner at HSBC headquarters, which will feature opportunities for peer and leadership development, connection, and networking. Then, we finish with our one-of-a-kind CEO Dinner. Since 2011, Out Leadership has convened and engaged

more than 700 CEOs and 30,000 business leaders worldwide through our summits, CEO Dinners, and private conversations, and this one will not be one to miss. I'll be joined by Greg Hingston, Global CEO of HSBC Life & Insurance Partnerships, for an exclusive and intimate salon dinner to discuss the business case for LGBTQ+ inclusion; navigating legal and cultural challenges to equality; corporate leadership, allyship, and advocacy; and building inclusive corporate cultures.

**It can not be overstated how important Summits are to our work as global conveners of business and thought leaders;** luminaries of art and culture and sports; and young LGBTQ+ talent certain to move us closer to equality in the years ahead. And core to the success of our Summits has been - and continues to be - HSBC. **I am as grateful for the personal and professional success I've enjoyed with HSBC icons (and dear friends) like Noel Quinn and Tony Shaw (and our speakers mentioned above Luanne Lim and Ed Weeks) as I am excited about what the next decade of partnership will mean for LGBTQ+ equality the world over.**

Welcome!



Todd G. Sears  
Founder & CEO,  
Out Leadership

HOSTED BY



Freshfields Bruckhaus Deringer



OUT LEADERSHIP GLOBAL SPONSORS



# LUANNE LIM

Chief Executive  
Hong Kong HSBC



**Dear Leaders,**

The annual Out Leadership Asia Summit is returning to Hong Kong in the first week of November.

HSBC has been a steadfast supporter of Out Leadership for 10 years, and I am delighted that we can celebrate our partnership in person this year, as Hong Kong emerges from Covid. Our city is once again embracing its true essence, creating an environment where people from diverse backgrounds are welcomed with open arms and given the opportunity to flourish.

As the largest financial institution in Hong Kong, HSBC has more than 20,000 employees, serving 5.4 million retail customers and 300,000 corporate customers.

It is clear to me that our attitudes toward employees and customers in the workplace reverberate in our communities, affecting families and individuals. It is both a privilege and a responsibility, and I have seen the benefits of an inclusive culture. When we embrace a diverse workplace, individuals feel they can be themselves with colleagues. Teams become exposed to different opinions. Divergent thinking leads to innovation and growth.

That is why we support our LGBTQ+ colleagues through policy and advocacy. Our Hong Kong chapter of our LGBTQ+ employee network — HSBC Pride — celebrated its 10th birthday last year. Their members and allies grow every year. It is no coincidence that they are volunteering for Hong Kong's first Gay Games in November, and HSBC is delighted to lend its support as Silver Sponsor.

I want to give a big shoutout to Todd and the Out Leadership team for organizing a thoughtful Asia Summit programme. It's crucial to unlock the power of active allyship, especially at senior level events like the Out Leadership Asia Summit. So, I encourage all attendees to join the discussion and make the most of it to bring positive impact to their personal and professional lives.

**Best regards,**

**Luanne Lim**



Luanne Lim,  
Chief Executive,  
Hong Kong HSBC  
#OUTLEADER

# EDWARD WEEKS

President & Chief Executive Officer  
HSBC Japan



## Dear Leaders.

Welcome to the Out Leadership Asia Summit. On behalf of HSBC, it is a real honour to be sponsoring this event and to have supported Out Leadership around the world over the past 10 years.

I hope that this platform serves as an opportunity for us all to reflect on and discuss our approaches to achieving greater inclusion, and to learn from each other.

At HSBC, we believe that allyship is key to creating inclusive and supportive environments for LGBTQ+ colleagues, and individuals in the wider community. Each of us can actively contribute to creating an environment that is welcoming, open and supportive for our colleagues and customers.

By being an ally, we can build a stronger platform to support LGBTQ+ people and ensure that there is true equality, allowing all individuals to be their authentic selves and thrive.

I look forward to an inspiring and insightful discussion with you all. Many thanks to Todd Sears, CEO and Founder of Out Leadership, and all his team for this opportunity.

Regards,

Edward Weeks

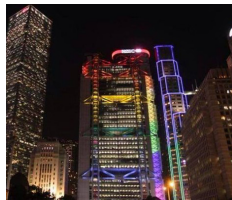


# OUT LEADERSHIP 10 YEARS IN ASIA



## 2013

In April, Out Leadership convenes the **first-ever LGBTQ+ business summit in Asia**, co-hosted by Barclays and HSBC. The summit features HSBC's largest press event ever, when it turns its iconic, skyline-defining headquarters into a giant rainbow, sparking a debate about LGBTQ+ equality in Hong Kong.



## 2015

In December 2015, Out Leadership hosts its **first-ever OutNEXT Asia event**, focusing on developing young OutLEADERS in business.



## 2017



Out Leadership's Asia Summit expands to include speakers from KPMG, Goldman Sachs, Thomson Reuters, and many others. The summit features a keynote by **Noel Quinn**, long-time ally and friend of Out Leadership, and now **Group Chief Executive of HSBC**.



## 2014

In December, Out Leadership convenes an even larger summit with more than **400 leaders**. It included the **first CEO dinner**, with 22 CEOs, hosted by Barclays and HSBC, and held in Hong Kong.



The Summit highlight was a discussion with **Manvendra Singh Gohil**, the world's first openly gay prince.



*“What we need in Hong Kong, as we stand at these crossroads of change, are informed and rational discussions. That is why platforms for dialogue and sharing of best practices, such as this summit, are so important.”*

**Dr. York Y.N. Chow,**  
Chairperson, Equal Opportunities Commission, 2015

## 2016

Out Leadership holds its **first-ever OutWOMEN Asia event**, hosted by Standard Chartered, featuring a panel with openly LGBTQ+, medal-winning, paralympic swimmer, **Theresa Goh**.



Out Leadership celebrates the momentous passing of marriage equality in Australia at the CEO Dinner in Hong Kong.

# OUT LEADERSHIP 10 YEARS IN ASIA

## 2019



Out Leadership **expands to Japan** with its first-ever event with senior business leaders in Tokyo, hosted by Nomura. The gathering featured a discussion on how business leaders can drive efforts to enact marriage equality.

In Hong Kong, the Asia Summit expands to three days of events covering topics such as board diversity, self-ID, and the insurance industry's policies on **same-sex partner benefits**.

## 2021

Out Leadership's 2nd virtual Asia Summit features a series of sessions with speakers from all across the continent on subjects like marriage equality, emerging leaders, board diversity, OutWOMEN, and the impact of the **Olympics** on LGBTQ+ inclusion in the region.



## 2023

Out Leadership celebrates 10 years of partnership with HSBC, returning to Asia for a full summit with VIP events in Tokyo and Hong Kong, along with OutNEXT in Hong Kong.

The summit coincides with the 2023 Gay Games in Hong Kong.



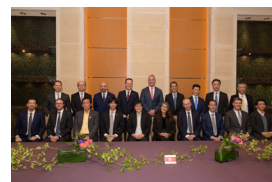
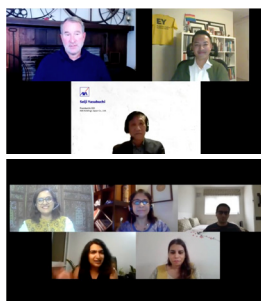
## 2018

Out Leadership hosts its **first OutQUORUM dinner** to advance board diversity initiatives, and an OutWOMEN event featuring **legendary businessperson** and Out Leadership board member, **Gigi Chao**.



## 2020

As the pandemic begins and the world shuts down, Out Leadership pivots to a virtual Asia Summit, with sessions centered around LGBTQ+ progress in Hong Kong, Japan, and our first sessions covering **Singapore and India**.



## 2022

Out Leadership returns to Japan and convenes its **first -ever CEO dinner in Tokyo**, hosted by **HSBC**, as the government debates marriage equality.

*“Being an ally has encouraged me to make my views on inclusion much more public than I had previously, which has been very rewarding.”*

**Noel Quinn**, Group Chief Executive, HSBC Board Member Emeritus, Out Leadership

# 10 YEARS OF LGBTQ+ PROGRESS IN HONG KONG



## 2010

The Equal Opportunities Commission (EOC) in Hong Kong releases a **groundbreaking report** on discrimination based on sexual orientation, recommending the introduction of anti-discrimination legislation.



## 2014

Hong Kong holds its **first Pride parade**, drawing thousands of participants and spectators to advocate for LGBTQ+ rights.

## 2019

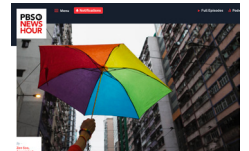
Hong Kong's High Court **declares the criminalization of homosexual acts unconstitutional**, effectively legalizing same-sex relationships.

Hong Kong Ruling Strengthens Rights Protection on Same-Sex Relations



## 2021

The Hong Kong government introduces legislation to **amend the Domestic Violence Ordinance to include same-sex cohabitants**, protecting them from domestic violence.



Hong Kong transgender men win appeal over ID status change

## 2023

Hong Kong's top court **overturns policy that barred transgender people from changing the gender shown on ID cards** unless they underwent full sex reassignment surgery, calling the ban a violation of their rights.

## 2013

The Court of Final Appeal in Hong Kong rules in favor of **Angus Leung Chun-kwong**, a civil servant denied spousal benefits for his same-sex partner, recognizing the need for equal treatment.



## 2018

Hong Kong's Court of Final Appeal establishes significant legal precedent for the protection of LGBTQ+ rights as it rules against the government's attempt to deny **spousal benefits** to a lesbian civil servant.

## 2020

The Hong Kong government announces plans to extend **legal recognition of same-sex partnerships** for the purpose of inheritance and property rights.

## 2022

Hong Kong introduces the Gender Recognition Ordinance, allowing transgender individuals to **legally change their gender markers on identification documents**.

Hong Kong court makes landmark ruling protecting transgender rights



# 10 YEARS OF LGBTQ+ PROGRESS IN JAPAN



## 2011

The Tokyo District Court rules in favor of a transgender man seeking legal recognition, concluding that forced sterilization for gender marker changes is unconstitutional. Court: Japan Can't Require Surgery for Gender Change on Documents



## 2017

The Ministry of Education in Japan issues a notice to schools nationwide emphasizing the importance of respecting and supporting LGBTQ+ students.

## 2023

The Japanese Diet passes its first-ever law on sexual orientation and gender identity, seeking to "promote understanding" and avoid "unfair discrimination."



## 2015

Several Wards in Tokyo become the first municipalities in Japan granting LGBTQ+ couples rights similar to those afforded by marriage certificates.



## 2020

Japan's ruling Liberal Democratic Party forms a parliamentary group to promote understanding of LGBTQ+ issues and discuss potential legislation.



# Summit Overview

## TOKYO

### VIP Reception and Dinner

Monday, October 30, 2023

Host: HSBC

HSBC Tokyo Branch Office | 3-11-1 Chuo-ku, Nihonbashi, Tokyo, 103-0027

6:00pm | Cocktails

6:30pm | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

Edward Weeks, Chief Executive Officer, Country Manager HSBC Japan

6:45pm | Panel Discussion and Q&A

Moderator: Todd Sears, Founder & CEO, Out Leadership

Edward Weeks, Chief Executive Officer, Country Manager HSBC Japan

Joy Ho, General Manager, Unilever Japan

Takeshi Nakao, Managing Partner, Freshfields Japan

Eric Yaptangco, Division Director, Manila Technology and Office Head, Macquarie

7:30pm | Closing Remarks

Todd Sears, Founder & CEO, Out Leadership

Edward Weeks, President & Chief Executive Officer, HSBC Japan

7:40pm | Cocktail Reception



## HONG KONG

### OutNEXT Breakfast

Wednesday, November 1, 2023

Host: Freshfields

36th Floor, Two Exchange Square, Central Hong Kong

9:00am | Breakfast

9:30am | Welcome Remarks

Todd Sears, Founder & CEO, Out Leadership

10:30am | Panel Discussion and Q&A

Emery Fung, Deputy Director DEI for GGHK

Jack Guest, Senior Group Inclusion Advisor, HSBC

Amin Kassam, Head of Legal, Asia-Pacific, Bloomberg LP

11:30am | Closing Remarks

Todd Sears, Founder & CEO, Out Leadership

11:35am | Networking Reception

Todd Sears, Founder & CEO, Out Leadership



Freshfields Bruckhaus Deringer

# Summit Overview

## VIP Reception

Thursday, November 2, 2023

Host: HSBC

HSBC Headquarters | Hong Kong HQ, 1 Queen's Road Central

6:00pm | Cocktails

7:20pm | Welcome Remarks

Luanne Lim, CEO, HSBC Hong Kong

Todd Sears, Founder & CEO, Out Leadership

7:30pm | Panel Discussion and Q&A

Amin Kassam, Head of Legal, Asia-Pacific, Bloomberg LP

Loke-Khoo Tan, Partner, Baker & McKenzie

8:00pm | Gay Games Highlight

Zander Murray, Soccer Lead for GGHK

Alan Lang, Co-chair of GGHK

8:20pm | Reception



## OutWOMEN+ Dinner

Friday, November 3, 2023

Host: HSBC

HSBC Headquarters | Hong Kong HQ, 1 Queen's Road Central

6:00pm | Cocktails & Live Performance

7:00pm | Dinner & Welcome Remarks

Kenya Simon, Director, Member Experience, Out Leadership

7:30pm | Guided Discussion

8:40pm | Coffee & Dessert



## CEO Dinner

Monday, November 6, 2023

Host: HSBC

The Upper House | 88 Queensway, Admiralty, Hong Kong

6:00pm | Cocktails

6:30pm | Welcome Remarks

Greg Hingston, Global CEO of HSBC Life & Insurance Partnerships

Todd Sears, Founder & CEO, Out Leadership

7:20pm | Dinner & Discussion

8:45pm | Closing



# Speaker Bios



**Emery Fung**  
Deputy Director DEI, Gay Games Hong Kong

Emery is a TEDx speaker, the Football Lead & D&I Deputy Director for GGHK. In addition, Emery is the Founder of Awkward Conversations - is a HK-based Diversity, Equity and Inclusion Consultancy firm inspired by the Founder's own transition story, offering Tailored DEI strategy for Asia that bring about real change.

Awkward Conversations help forward-thinking corporates to navigate difficult (sometimes awkward!) conversations in the workplace. The goal is to create cultures that truly embrace every voice, empowering teams and society to thrive not just to survive.

Emery also hosts the podcast of 'The Awkward Turtle At Work'. The podcast invites amazing humans who embody the values of DEI, to share their unconventional career stories.



**Jack Guest**  
Senior Group Inclusion Advisor, HSBC

Jack Guest leads Wealth & Personal Banking's programme to support HSBC's vision of a true merit-based environment in which all employees can contribute and succeed regardless of personal diversity and that HSBC's customers have fair and equal access to products and services.

As a founding member of Asia-Pacific's LGBT network Pride in 2012, Jack has personally driven the inclusion agenda both internally and externally at HSBC, ensuring HSBC's placement as #1 in Financial Services in Community Business' Hong Kong Best Place to Work for LGBT+Index in 2019.

Jack is HSBC Global Pride Co-chair and, in 2016, was named Inclusion Champion of the Year by Community Business. Jack has substantial customer experience, having specialised in providing financial expertise to expatriate customers seeking international mortgages and financial advisory services. Before that, Jack worked in various roles with HSBC in the UK, spanning Retail Banking, Commercial Banking and more.

Jack joined HSBC in the UK in 2006 and was subsequently brought into the Management Academy Programme, which exposed him to a wide range of banking experience and opportunities.



**Greg Hingston**  
Global CEO of HSBC Life & Insurance Partnerships

Greg was the Regional Head of Strategic Planning and Mergers and Acquisitions at Prudential Corporation Asia and the Business Development Manager at Kingfisher. Greg Hingston joined HSBC in 2006. Greg served as Head of Retail Banking and Wealth Management in Hong Kong and Regional Head of Wealth and Personal Banking of Asia Pacific for HSBC. He is currently the Global Chief Executive Officer at HSBC Life & Insurance.

Greg has a Bachelor of Arts in Business and Marketing from London Guildhall University in 1995 and a Post Graduate Diploma in Management Studies from Templeton College, Oxford University in 1997.



**Joy Ho**  
General Manager, Unilever Japan

Joy Ho is a purpose-driven senior executive with nearly 30 years of experience in FMCG. As the General Manager of Unilever Japan, she commits to drive business success while bringing positive social impact and employees' well-being.

Joy has served as General Manager of Unilever Japan since 2022. She started her career as a Brand Manager in Diageo in 1995 and joined Unilever as a Trade Marketing Category Manager in Taiwan in 1997. After working as an Asia Regional Sales Manager in Bangkok, Singapore and Shanghai in 2001, she took on a Brand Manager role in China from 2002.

In 2005, she moved to Taiwan as Lipton RTD Business Manager and became Sales Director in 2006. She joined GlaxoSmithKline Taiwan as General Manager in 2009 and became Commercial Excellence Director at GSK China in 2015. Rejoining Unilever in 2017 as Managing Director of Taiwan and Hong Kong and serving for 5 years, she then moved to Tokyo as General Manager of Japan in 2022.

Joy has an EMBA degree of the International Business Department, National Taiwan University and a BA Degree of Business Administration Department, Ming Chuan University.

Currently living in Tokyo with her wife, Joy's hobbies are sports and travelling. Her nationality is Taiwanese.

# Speaker Bios



**Amin Kassam**  
Head of Legal, Asia-Pacific, Bloomberg LP

Amin Kassam is a technology lawyer with extensive experience advising, litigating, and negotiating agreements on complex issues involving digital media, fintech, intellectual property, data security, privacy, and employment. Currently leading Bloomberg's Legal Department in the Asia-Pacific region and Chair of Bloomberg's Hong Kong Office Committee, Kassam is an active member of Bloomberg's Diversity and Inclusion Council and former Chief of Staff to Bloomberg's General Counsel.



**Luanne Lim**  
Chief Executive Officer, HSBC Hong Kong

Luanne Lim was appointed chief executive, Hong Kong, of HSBC in 2022, having previously served as chief operating officer, Hong Kong, at HSBC, a role she held since 2017. Ms Lim has more than 25 years of banking industry experience. Since joining HSBC in Singapore in 1999, she has held leadership roles and spearheaded strategic initiatives across HSBC's key markets, including mainland China, Vietnam, Malaysia and Indonesia. She is currently a board member of HSBC Bank (Vietnam) Ltd. She is a vice-chairperson of Hong Kong Association of Banks, and sits on the Banking Advisory Committee and Financial Infrastructure and Market Development Sub-Committee of Hong Kong Monetary Authority.



**Alan Lang**  
Co-Chair Gay Games Hong Kong & Group Programs and Operations Lead - OGC at bolttech

Alan is an Operational Excellence and Change Management specialist with over 12 years in financial services, insurance, and related industries across Asia-Pacific. Expertise covers full breath of customer value and project execution, from development of business cases, project management in agile or waterfall, designing digital and physical customer journeys, developing and implementing processes or large-scale system implementation, through to workshop facilitation, user training, change management and communications.

Alan is also heavily involved in DEI work, he co-chairs the Gay Games 11 Hong Kong on a volunteering basis and has won several awards for his consulting work.



**Tan Lokekhoo**  
Partner, Baker & McKenzie

Tan Lokekhoo is a senior partner with the award-winning IP & Technology Practice Group of the firm in Hong Kong and China. His team assists global and multinational companies in managing, strategising, enforcing, and monetising their intellectual property and related rights in the real world and the metaverse.

Lokekhoon currently lead the firm's Consumer Goods & Retail Industry Practice Group in Asia Pacific, an industry he is passionate about. He led the IP & Technology Practice Group across several Asian offices for more than 15 years.

He has written several IP publications including the trilogy of the "Pirates in the Middle Kingdom: The Art of Trademark Law" book. Lokekhoo is an active member of the Firm's Global Diversity & Inclusion Committee, focusing on LGBT+. As an integral part of the Firm's Corporate Social Responsibility Program, the Committee has broad oversight for the strategic development and implementation of the Firm's diversity activities.

He was named and awarded one of only four Stonewall Global Changemakers of the year for 2022, for his work on advancing global LGBTQ+ workplace equality.

# Speaker Bios



**Zander Murray**  
Footballer and Diversity Equality & Inclusion Ambassador

Zander Murray plays for Bonnyrigg Rose, a Scottish Professional Football League club in League 2. The striker has scored 100+ goals and holds the club record for number of goals scored in one season at his former Gala Fairydean Rovers.

Zander's football career began playing at Motherwell FC and Airdrie FC Academy. In September 2022, Zander became the first Scottish senior footballer to come out as gay. He is now the first openly gay player in Scottish football since Justin Fashanu, who similarly played for Airdrie. Since coming out, Zander has been passionate about being a role model to the sporting community, empowering younger people, specifically footballers, to be their true authentic selves.



**Takeshi Nakao**  
Chief Growth & Financial Officer, Out Leadership

Takeshi is the managing partner of our Tokyo office and the head of our Japan practice. He specialises in cross-border M&A, private equity, joint ventures and general corporate matters.

Takeshi advises corporates on both outbound and inbound transactions. He has advised companies wanting to move into Europe, US, Asia and into countries as far flung as Africa.

He also has extensive experience advising on various antitrust law issues in relation to M&A activities, including merger-control filings and analysis, and various commercial arrangements.

His knowledge of Japanese law, whether or not it is used on a transaction, is a great comfort to his Japanese clients.

Takeshi is a lecturer at Hitotsubashi University School of Law, where he teaches on world business law.

Takeshi speaks Japanese and English.



**Todd Sears**  
Founder & CEO, Out Leadership

Todd Sears is the founder and CEO of Out Leadership, the world's premier global platform for businesses to drive LGBTQ+ equality. Out Leadership works closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes. Since 2011, Out Leadership has advised hundreds of the world's most powerful companies in the world on LGBTQ+ issues.

Sears has spent over 25 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors in Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

Out Leadership is the first certified gay B Corporation, which means Sears and his team have voluntarily met the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. Out Leadership donates 20% of our net profits to LGBTQ+ nonprofits. To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes global summits around the world, hosting CEO dinners to advance the conversation around LGBTQ+ diversity in corporate governance.

Sears serves on various nonprofit boards, including the Williams Institute of UCLA, the Palette Fund, the Global Equality Fund of the U.S. Department of State, Lambda Legal Defense & Education Fund, The North Carolina Community Foundation, and the National Advisory Council of the Stonewall National Archives & Museum. Additionally, he is the founding chair of Jeffrey Fashion Cares, which raised over \$8 million for LGBTQ+/HIV causes over the decade he led it.

Originally from Tarboro, North Carolina, Todd is a graduate of the Woodbury Forest School and Duke University. He currently lives in New York City.

# Speaker Bios



**Edward Weeks**  
President & CEO, HSBC Japan

Edward was appointed President and Chief Executive Officer, Country Manager Japan, The Hongkong and Shanghai Banking Corporation Limited, on 13 August, 2019. He is also Chairman, HSBC Securities (Japan) Co., Ltd. and Chairman, HSBC Asset Management (Japan) Limited.

Edward joined HSBC in June 2016 as Head of Business Development, Global Banking Asia Pacific, based in Hong Kong.

From 2009 to 2016 he worked for Barclays in Hong Kong, initially as Chief Operating Officer for Investment Banking Asia Pacific, and latterly as Chief of Staff for Asia Pacific and Chief Executive of the Hong Kong branch.

Between 1995 and 2008 he worked for UBS in Corporate Finance and Equity Capital Markets in London, Sydney and Hong Kong, in client-facing and business management roles. His last role was Global Chief Operating Officer for Equity Capital Markets.

Edward holds a degree in Modern Languages from Keble College, Oxford University.



**Eric Yaptangco**  
Division Director, Manila Technology and Office Head at Macquarie Group

Eric joined Macquarie last June 2018 as a Division Director heading up the Manila Shared Services Centre (SSC) Office, and Technology. In this role, he is responsible for more than 1,000 staff that provides and evolves its services in Technology, Market Operations, Business Services, and Human Resources for Macquarie globally. The Manila Office is currently the 3rd largest Macquarie office in terms of staff count.

Prior to Macquarie, Eric was based in the US as the Chief Information Officer for Claims for Chubb Insurance (formerly ACE insurance) for almost four years. Before Chubb, Eric was with the American International Group (AIG) for more than 18 years, taking positions in Manila, New York/New Jersey, and Japan. Born and raised in Manila, he returned to the Philippines with the opportunity in Macquarie after almost two decades of living overseas. Eric holds a Bachelor of Science in Management Engineering from the Ateneo de Manila University.

# About Out Leadership

**Out Leadership is the world's premier global platform for businesses to drive LGBTQ+ equality.**

We work closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes.

Out Leadership is a **certified B Corporation**, which means we have voluntarily met the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.



Out Leadership Team at the Out Leadership office in New York City.

# Out Leadership Member Investors



# Out Leadership Member Companies





# Nonprofit Partners

Out Leadership is proud to convene and partner with 72 nonprofits around the world. In addition, Out Leadership donates 20% of its profits to nonprofit partners.



# Out Leadership Global Advisory Board

**Lou Aversano**

SVP, Global Brand Officer  
Cigna

**Lloyd Blankfein\***

CEO & Chairman  
Goldman Sachs

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Global Vice Chair, Public Policy (retired)  
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Executive Vice Chairman  
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Former Governor of Kansas,  
CEO, Sebelius Resources LLC

**Dr. Ashley Steel**

Former Vice Chair UK  
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**Pamela Stewart**

President, West Operations -  
North America Operating Unit,  
Coca Cola Company

**Kenji Yoshino\***

Professor of Constitutional Law, NYU School  
of Law Chief Justice Earl Warren

**Dr. Allan Zeman**

Chairman  
Lan Kwai Fong Group

**Claudia Brind-Woody**

Managing Director,  
IBM

\*Emeritus

# Out Leadership Team



**Todd Sears**  
Founder & CEO, Out Leadership



**Marco Martinot**  
Chief Growth & Financial Officer



**Jane Barry-Moran,**  
Managing Director,  
Programs & Research



**Michael Paterson**  
Managing Director, Marketing,  
Communications & Creative



**Brian Sims**  
Managing Director,  
Public Policy &  
Government Affairs



**Kenya Simon,**  
Director, Member Experience



**Leo Scheck**  
Manager, Digital Media  
& Communications



**Megan Stretton**  
Manager, Global Events



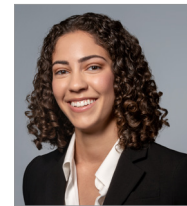
**Riley Villamor**  
Executive Assistant



**Cameron Wu**  
Associate, Programs  
& Research



**Eliana Jacobsen**  
Junior Associate, Marketing,  
Communications & Creative



**Camille Witt**  
Junior Associate,  
Member Experience



**Kalyn Jahansouz**  
HR Director



**Mila Jam**  
Senior Advisor,  
Trans Initiatives



**Matt Fust**  
Senior Advisor



**Blake Roper**  
Jr. Associate, Business  
Development

Get involved: [info@outleadership.com](mailto:info@outleadership.com)

