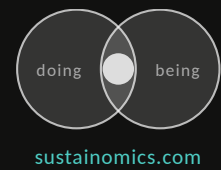




Kai Kuan

STRATEGY ADVISORY · ORGANISATIONAL DESIGN · AI &
TECHNOLOGY · ASIAN MARKET ENTRY



PROFILE

For more than 25 years, Kai has operated at the intersection of East and West — helping companies navigate cross-border M&A, project financing, and strategic partnerships across Asia and Europe. He founded Sustainomics in 2004 and has since sat on the boards of companies across both continents.

What sets Kai apart is not simply his expertise — it is the quality of his attention. He is one of the most disciplined listeners in the room: unhurried, genuinely curious, and capable of hearing what clients mean beyond what they say. That quality has been the foundation of every lasting client relationship he has built.

“The most important thing I bring to a client engagement is not an answer. It’s the ability to truly hear the question.”

WHAT KAI IS BROUGHT IN TO DO

- Advise on corporate and business strategy — helping leaders clarify direction and make better decisions
- Support organisational design and development — structure, roles, and how teams work together
- Provide access to and interpretation of the latest developments in artificial intelligence and their business implications
- Offer deep market knowledge and advisory support for companies looking to enter or expand in Asia

I BELIEVE

Listening is the most underrated business skill. Before any solution, there must be understanding — real, patient, unhurried understanding of what the client actually needs.

Trust is built before the deal, not during it. The relationships that lead to the best outcomes are built slowly, on the foundation of being genuinely heard.

WORKING STYLE

Kai's approach is quiet, precise, and deeply relational. He rarely leads with his opinion — he begins by understanding the full picture, asking questions others overlook, and creating the conditions for clients to articulate what they actually need. The result is advice that lands, because it was built on what was truly heard.

CREDENTIALS

EDUCATION European Business School (China, England, Germany, France) · Executive Program, MIT

FOUNDED Sustainomics Group (2004) · Pandion Partners (since 2008)

LANGUAGES English · German · Chinese · French