

# Board of directors

## CHAIRMAN

### **Sir Iain Vallance** (d) (f)

Sir Iain Vallance was appointed a director in 1984. He served as Chief Executive from 1986 to the end of 1995 and has been Chairman since 1987. Sir Iain became part-time Chairman on 1 August 1998. He chairs the *Nominating* and *Community Support* committees. Sir Iain is also a vice-chairman of The Royal Bank of Scotland, a non-executive director of Mobil Corporation and Scottish Enterprise, vice-chairman of the European advisory committee of The New York Stock Exchange and a vice president of the Princess Royal Trust for Carers. Aged 56.

## EXECUTIVE DIRECTORS

### **Sir Peter Bonfield CBE** *Chief Executive* (a)

Sir Peter Bonfield was appointed to the Board on 1 January 1996 as Chief Executive. He chairs the *Group Executive Committee*. Sir Peter is a fellow of the Royal Academy of Engineering and the Institution of Electrical Engineers. From 1981 to 1995, he worked for ICL, latterly as chairman and chief executive. He is currently non-executive deputy chairman of ICL, a non-executive director of AstraZeneca, and vice president of the British Quality Foundation. Aged 54.

### **Robert P Brace FCA** *Group Finance Director* (a) (e)

Robert Brace joined the company in 1989 and was appointed to the Board in 1993 as Group Finance Director. A career-long finance professional, he started with Peat Marwick Mitchell (KPMG) in 1971 and subsequently held senior finance roles with Unipart and Black & Decker. Aged 49.

### **Bill Cockburn CBE, TD** *Group Managing Director, BT UK* (a)

Bill Cockburn joined the company on 1 October 1997 as Group Managing Director of BT's UK business and was appointed to the Board with effect from 1 April 1998. After a career in the Post Office, he became chief executive in 1992. In November 1995, Bill Cockburn joined WH Smith as a director, becoming chief executive in 1996. He is a non-executive director of Centrica and Lex Service, a member of the Business in the Community board and a trustee of the Princess Royal Trust for Carers. Aged 56.

## NON-EXECUTIVE DIRECTORS

### **Lord Marshall of Knightsbridge**

#### *Deputy Chairman* (b) (c) (d)

Lord Marshall was appointed to the Board in 1995 and became Deputy Chairman in January 1996. He chairs the *Audit* and *Remuneration* committees. Lord Marshall is chairman of British Airways, Inchcape and Invensys, a non-executive director of HSBC Holdings, RAC Holdings and The New York Stock Exchange, and deputy president of the Confederation of British Industry. Aged 65.

### **Helen Alexander** (b) (d)

Helen Alexander joined the Board on 1 June 1998. She has been chief executive of The Economist Group since January 1997. Helen Alexander joined The Economist in 1984 and was managing director of The Economist Intelligence Unit from 1993 to the end of 1996. She is also a non-executive director of Northern Foods, and a member of the ethics committee of the University College London Hospitals. Aged 42.

### **Dr Iain Anderson** (b) (c) (d) (e)

Dr Anderson was appointed to the Board in 1995. He is a member of the BT Scotland Board and chairs the *Pensions Committee*. Dr Anderson joined the Board of Unilever in 1988 and was the strategy and technology director of Unilever until he retired in May 1998. He is a non-executive director of Scottish & Newcastle, Special Adviser to the Prime Minister on Millennium Compliance (Y2K), a director of Scottish Science Trust and the Leverhulme Trust. Aged 60.

### **Neville Isdell** Ireland (c)

Neville Isdell joined the Board on 1 July 1998. Formerly President of The Coca-Cola Co. Greater Europe Group, he is currently chairman and chief executive of Coca-Cola Beverages, a new European bottling company. Neville Isdell joined Coca-Cola in 1968 and has held a number of posts managing Coca-Cola's businesses in various parts of the world. He has served on the boards of the publicly-quoted Coca-Cola Enterprises US and Coca-Cola Amatil Australia. Aged 55.

**Keith Oates** (b) (c) (d)

Keith Oates was appointed to the Board in 1994. Formerly deputy chairman and managing director of Marks and Spencer, he is a non-executive director of Diageo. Keith Oates' international experience includes working for IBM and Black & Decker. He is a member of the Financial Services Authority and the English Sports Council and a former governor of the BBC. Aged 56.

**Sir John Weston** (b) (e) (f)

Sir John Weston joined the Board on 1 October 1998. He retired as Britain's Ambassador to the United Nations in New York in July 1998. Sir John was formerly British Ambassador to NATO. He is also a non-executive director of Rolls Royce and honorary president of the Association of Community Trusts and Foundations. Aged 61.

## COMPANY SECRETARY

**Colin R Green** (a)

Colin Green, a solicitor, was appointed Secretary and Chief Legal Adviser in 1994. On 1 April 1999, he became Group Commercial Director and Secretary. Aged 50.

**Key to membership of principal Board committees:**

(a) *Group Executive*

(b) *Audit*

(c) *Remuneration*

(d) *Nominating*

(e) *Pensions*

(f) *Community Support*

*All of the non-executive directors are considered independent of the management of the company*