Board of Directors and Executive Committee

Board of Directors

Chairman
Sir Christopher Bland (d) (f)
Sir Christopher Bland was appointed to the Board as Chairman on 1 May 2001. He chairs the Nominating and Community Support committees. Sir Christopher has been chairman of the BBC since 1 April 1996 and was deputy chairman of the Independent Broadcasting Authority and chairman of its Complaints Review Board from 1972 until 1979. In 1982, he became a non-executive director of LWT Holdings and was chairman from 1983 until 1994, when the company was acquired by Granada Group. From December 1994 to May 2000, he was chairman of NFC. Sir Christopher was chairman of the Hammersmith and Queen Charlotte’s Hospitals Special Health Authority from 1982 to 1994 and of Hammersmith Hospitals NHS Trust from 1994 to February 1997. He was knighted for his work in the NHS in 1993. Aged 62.

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 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 a non-executive director of AstraZeneca Group, a member of the international advisory board of Salomon Smith Barney and vice president of the British Quality Foundation. Aged 56.

Philip R Hampton Group Finance Director (a) (e)
Philip Hampton was appointed to the Board on 1 November 2000 as Group Finance Director. He is an Associate of the Institute of Chartered Accountants. He was formerly, from July 1996, a board member of the BG Group with responsibility for finance, having previously been executive director for finance at British Steel. From 1975 to 1980, Philip Hampton worked for Coopers & Lybrand (now PricewaterhouseCoopers) and, between 1981 and 1990, he worked for Lazard. In 1986, he was appointed an executive director of Lazard Brothers. Aged 47.

Non-Executive Directors

Lord Marshall of Knightsbridge Joint Deputy Chairman (b) (c) (d)
Lord Marshall was appointed to the Board in 1995 and was Deputy Chairman between 1996 and 2000. On 1 January 2001, he became Joint Deputy Chairman. He currently chairs the Remuneration Committee and was chairman of the Audit Committee until 31 December 2000. Lord Marshall is chairman of British Airways and Invensys, and a non-executive director of HSBC Holdings. Aged 67.

Lord Marshall will retire from the Board at the end of the 2001 AGM.

Sir Anthony Greener Joint Deputy Chairman (b) (c) (d)
Sir Anthony Greener was appointed to the Board on 1 October 2000. He became Joint Deputy Chairman and chairman of the Audit Committee on 1 January 2001. Sir Anthony is vice president of The Marketing Council, chairman of University for Industry and a non-executive director of Robert Mondavi Corporation. He was formerly chairman of Diageo. Prior to the merger of Guinness and Grand Metropolitan, he was chairman and chief executive of Guinness, having been chief executive of Guinness since 1992. Aged 60.

Sir Anthony will become sole Deputy Chairman from the date of the 2001 AGM.

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 44.

Dr Iain Anderson (b) (c) (d) (e)
Dr Anderson was appointed to the Board in 1995. He is chairman 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 chairman of Intense Photonics, a non-executive director of Scottish & Newcastle, a director of Scottish Science Trust and was special adviser to the Prime Minister on millennium compliance. Aged 62.

Louis R Hughes (b)
Louis Hughes joined the Board on 1 January 2000. He was formerly president and chief operating officer of Lockheed Martin Corporation and previously executive vice president of General Motors. He is a non-executive director of AB Electrolux, Maxager Technology Inc and Sulzer AG. He is a US national. Aged 52.

Neville Isdell (b) (c) (d)
Neville Isdell joined the Board on 1 July 1998. He is vice-chairman and chief executive of Coca-Cola HBC. Neville Isdell joined Coca-Cola in 1968 and has held a number of posts...
Board of Directors and Executive Committee

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, and is a member of the council of the World Economic Forum. He is an Irish national. Aged 57.

June de Moller (c) (e)
June de Moller was appointed to the Board on 1 September 1999. A former director of Carlton Communications, she became Carlton’s managing director in 1993, stepping down from that position in January 1999. June de Moller is also a non-executive director of Cookson Group, Lynx Group and J Sainsbury. Aged 53.

Maarten van den Bergh (b) (c) (e)
Maarten van den Bergh was appointed to the Board on 1 September 2000. Prior to his retirement in February 2000, he was president of Royal Dutch Petroleum Company and vice chairman of its Committee of Managing Directors from July 1998, having been appointed a managing director of the Royal Dutch Shell Group of companies in July 1992. Maarten van den Bergh is chairman of Lloyds TSB Group and a non-executive director of Shell Petroleum Company. He is a Dutch national. Aged 59.

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 Hakluyt & Co and Rolls-Royce, and honorary president of the UK-wide Community Foundation Network. Aged 63.

Executive Committee

Sir Peter Bonfield Chief Executive
Sir Peter Bonfield has been Chief Executive of BT, and chairman of the Executive Committee, since January 1996. See page 49 for biographical details.

Geoff Almeida, Chief Executive, BT Business Services
Geoff Almeida joined BT in 1991 and was appointed to the Executive Committee on 1 April 2001. He is Chief Executive Officer of BT Business Services, which was created in October 2000 to manage the delivery of infrastructure services to the group, achieving economies of scale and freeing up BT’s businesses to concentrate on their core activities. Aged 49.

Pierre Danon Chief Executive, BT Retail
Pierre Danon joined BT and was appointed to the Executive Committee on 4 October 2000. As Chief Executive Officer of BT Retail, he has responsibility for developing and executing BT’s retail strategy and maximising revenues, cash flow, profitability and customer satisfaction from the business’ 21 million UK-based, residential and business customers. Aged 45.

Chris Earnshaw Group Engineering Director and Chief Technology Officer
Chris Earnshaw joined BT from the company’s predecessor corporation, having joined the Post Office in 1972. He was appointed to the Executive Committee in March 1995. As Group Engineering Director and Chief Technology Officer, his role is to ensure BT capitalises on the revolution in communication and information technologies. He provides leadership across the BT group in all matters concerned with engineering and technology. Aged 47.

Peter Erskine Chief Executive, BT Wireless
Peter Erskine joined BT in 1993 and was appointed to the Executive Committee in January 1997. As Chief Executive Officer of BT Wireless, he has responsibility for the development of all BT’s global mobile services and direct in-country operations, as well as for BT’s move into broadband mobile networks through the introduction of GPRS and 3G services globally. Aged 49.

Pat Gallagher Group Director, Strategy and Development
Pat Gallagher joined BT in 1985 as Commercial Advisor to the UK business and later became Commercial Director. In 1996, he was appointed President of BT Europe, leading BT’s expansion into Europe. He was appointed to the Executive Committee in July 2000 as Group Director of Strategy and Development. Aged 46.

Key to membership of principal Board committees:
(a) 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.
Andy Green Chief Executive, BTopenworld
Andy Green joined BT in 1986 and was appointed to the Executive Committee in March 1995. As Chief Executive Officer of BTopenworld, he has responsibility for all BT’s mass-market internet activities, including BTinternet, BTopenworld Broadband and BT’s ISPs in other markets. Aged 45.

Colin R Green Group Commercial Director and Secretary
Colin Green, a solicitor, joined BT from the company’s predecessor corporation, having joined the Post Office in 1977. Before joining the Post Office, he was a partner in a private practice. He was appointed to the Executive Committee in January 1996. Appointed Secretary and Chief Legal Adviser in 1994, he has been Group Commercial Director and Secretary since April 1999. Colin Green is a trustee of the BT Pension Scheme. Aged 52.

Philip R Hampton Group Finance Director
Philip Hampton has been Group Finance Director of BT, and a member of the Executive Committee, since 1 November 2000. See page 49 for biographical details.

Alfred T Mockett Chief Executive, BT Ignite
Alfred Mockett joined BT in 1991 and was appointed to the Executive Committee in April 1994. As Chief Executive Officer of BT Ignite, he has responsibility for BT’s international, data-centric, broadband internet protocol (IP) and solutions business. Aged 52.

Robin Pauley Director, Group Communications
Robin Pauley joined BT and was appointed to the Executive Committee on 1 November 1999. As Director of Group Communications, he has responsibility for BT’s global corporate communications, including public affairs, public and media relations, brand, sponsorship, and social policy. Aged 53.

Dr Paul Reynolds Chief Executive, BT Wholesale
Dr Reynolds joined BT from the company’s predecessor corporation, which he joined in 1983. He was appointed to the Executive Committee in June 2000. As Chief Executive of BT Wholesale, he has responsibility for providing network services and solutions to telecoms operators and service providers, including BT Retail and BT Ignite. Aged 44.

Alison Ritchie Restructuring Project Director
Alison Ritchie joined BT from the company’s predecessor corporation, which she joined in 1981. She was appointed a member of the Executive Committee in December 2000. As Restructuring Project Director, she has responsibility for co-ordinating and managing the totality of the restructuring programme, including the project teams working on the creation of a BT group holding company, the structural separation of BT’s business and the potential stock exchange flotation of BT businesses. Aged 40.

John Steele Group Personnel Director
John Steele joined BT in 1989 and was appointed to the Executive Committee in March 1990. As Group Personnel Director, he has responsibility for fostering the human capability to deliver the company’s strategic imperatives and ambitious business goals. John Steele is chairman of e-peopleserve, BT’s HR joint venture. Aged 58.