
DIRECTORS AND SENIOR MANAGEMENT

DIRECTORS

Our Board consists of 13 Directors, 3 of which are independent non-executive Directors.

The following table sets forth certain information relating to our Directors.

Executive Directors

Name	Age	Position
LEUNG Kai Hung, Michael	61	Vice Chairman, Chairman of the Executive Committee
LEUNG Ka On, Charlotte	30	Director and member of the Executive Committee
WONG Man Kwan, Willie	49	Director and member of the Executive Committee
HENSHAW Charles Guy	52	Director, Chief Executive Officer and member of the Executive Committee

Non-executive Directors

Name	Age	Position
NING Gao Ning	45	Chairman and non-executive Director
JIANG Wei	41	Non-executive Director
LI Fu Zuo	39	Non-executive Director
WU Jun	41	Non-executive Director
HUANG Zhi Jian	58	Non-executive Director
SINN Chung Ming, Anthony	33	Non-executive Director

Independent Non-executive Directors

Name	Age	Position
CHEN Kwan Yiu, Edward	59	Independent non-executive Director and Chairman of the Remuneration Committee
MA Chiu Cheung, Andrew	62	Independent non-executive Director and Chairman of the Audit Committee
TAN Henry	50	Independent non-executive Director

Executive Directors

LEUNG Kai Hung, Michael, age 61

Born and raised in Hong Kong, Mr. Leung obtained a Bachelor of Arts degree from the University of Hong Kong in 1967 and a Diploma in Social Work in 1968. He serves as a director of a number of Hong Kong companies including but not limited to, Raymond Industrial Limited, a manufacturing company, and Dickson Concepts (International) Limited, an investment holding company with the principal activity of selling luxury goods in Hong Kong.

Mr. Leung has over 20 years of experience in the telecommunications industry. Mr. Leung is the founder and Executive Vice Chairman of our Company. He was appointed as our Managing Director in 1994. He was also the founder and Managing Director of China Telephone Company Limited from 1984 to 1988. China Telephone Company Limited was one of the first three mobile phone licensees in Hong Kong. Mr. Leung is also the founder and Executive Chairman of the Onwel Group of Companies. He is the founder of Telepaging and has been its managing director since 1991. Mr. Leung is the Chairman of our Executive Committee.

Mr. Leung is the father of Leung Ka On, Charlotte, who is a Director of our Company.

LEUNG Ka On, Charlotte, age 30

Ms. Leung obtained a Bachelor of Arts degree in 1994 and a Master of Arts degree in 1999 from University of Cambridge, United Kingdom. She is a Chartered Financial Analyst.

Ms. Leung has over 4 years of experience in the telecommunications industry. Before joining our Company, Ms. Leung was a Senior Relationship Manager at ABN AMRO Bank NV Hong Kong. Prior to that Ms. Leung spent three years with Citibank N.A., Hong Kong as a Risk Manager. Ms. Leung was a Director of Onwel Investment Holdings Limited until her resignation on 25 February 2004. Ms. Leung has been with us since 1999 and she currently oversees the Product Development and Customer Care divisions of our Company. Ms. Leung is a member of our Executive Committee.

Ms. Leung is the daughter of Mr. Leung Kai Hung, Michael, who is also a Director of our Company.

WONG Man Kwan, Willie, age 49

Mr. Wong was educated in Canada and received his Bachelor of Science degree from the University of Toronto in 1979. Mr. Wong is our Deputy Managing Director and has been with us since inception in 1994. Mr. Wong has over ten years of experience in the telecommunications industry. Mr. Wong was one of the founding members of the steering committee of our Company during the PRS licence bidding period and was heavily involved in the start-up and development of our Company. Mr. Wong was appointed Deputy Managing Director in 1997 and has been responsible for the supervision of the operation of the sales and marketing of the Company. He was also the Deputy Managing Director of Telepaging Limited and the General Manager of Onwel Strategic Holdings Limited until he resigned from such companies on 23 February 2004 and 26 February 2004, respectively. He has been with each company for three years and nine years, respectively. Mr. Wong is a member of our Executive Committee.

DIRECTORS AND SENIOR MANAGEMENT

HENSHAW Charles Guy, age 52, Chief Executive Officer

Mr. Henshaw first joined us as Chief Technology Officer in September 1998. He was responsible for the strategy and implementation of new technologies within our Company focusing on the enhancement of mobile services into messaging, transaction, and multimedia services.

Prior to his appointment with us, Mr. Henshaw worked at Ericsson for a period of over 20 years in a variety of management capacities in different countries including Malaysia, Oman and Saudi Arabia. He was the General Manager of the Fixed and Cellular Networks of Ericsson in Hong Kong before joining us. Mr. Henshaw has over 24 years of experience in all aspects of telecommunications, 19 years of which has been dedicated to mobile telephony covering all of the main technology standards. Mr. Henshaw is a member of our Executive Committee.

Non-executive Directors

NING Gao Ning, age 45

Mr. Ning is the Vice Chairman and President of China Resources (Holdings) Company Limited and President of China Resources National Corporation. He obtained a Bachelor's degree from the Shandong University in China in 1983 and a Master of Business Administration from the University of Pittsburgh in the United States in 1985. Mr. Ning has over 14 years of experience in the telecommunications industry. Mr. Ning is also the Chairman of China Resources Enterprise Limited and China Resources Land Limited and holds directorships in a number of companies including China Resources Power Holdings Company Limited, China Resources Logic Limited, China Resources Cement Holdings Limited, BOC International Holdings Limited, SABMiller plc and HIT Investments Limited. He was appointed as the Chairman of our Board of Directors in 1998.

JIANG Wei, age 41

Mr. Jiang has been a Director since 1995. He obtained both his Bachelor's degree in International Trade and his Master's degree in International Business and Finance, from the University of International Business and Economics in Beijing, China in 1985 and 1988, respectively. Mr. Jiang has nine years of experience in the telecommunications industry. Mr. Jiang is currently a director, Chief Financial Officer and the General Manager of the Finance Department of China Resources. Mr. Jiang is also a non-executive director of China Resources Enterprise Limited, China Resources Cement Holdings Limited, China Resources Power Holdings Company Limited, and China Assets (Holdings) Limited.

LI Fu Zuo, age 39

Mr. Li obtained both his Bachelor's and Master's degrees in Mechanical Manufacturing Engineering (機械製造工程) and Engineering from the Beijing University of Aeronautics and Astronautics (北京航空航天大学), now known as Beihang University in 1987 and 1990, respectively. Mr. Li has extensive experience in project investment and management. Mr. Li has over three years of experience in the telecommunications industry. Mr. Li was appointed a non-executive director of our Company in December 2001. Mr. Li joined China Resources National Corporation in 1990 and joined the Enterprise Development Department of China Resources in 1992. Mr. Li has been the General Manager of the Enterprise Development Department of China Resources since 2001.

WU Jun, age 41

Mr. Wu obtained a degree in Engineering (工學) from the TianJin University in 1986 and a Master of Business Administration from the University of San Francisco in 1993. Mr. Wu has two years of experience in the telecommunications industry. Mr. Wu was appointed a non-executive director of our Company in June 2002. Mr. Wu joined China Resources in 1988, and was the director and General Manager of China Resources Machinery & Minmetals Holdings from 1999 to March 2002. Mr. Wu has been the Deputy General Manager of the Enterprise Development Department of China Resources since April 2002. Mr. Wu has extensive experience in project investment, business management and development. Mr. Wu is also a director of China United Telecommunications Corporation.

HUANG Zhi Jian, age 58

Dr. Huang graduated from the Tsinghua University, Beijing in 1968. He subsequently obtained a Master's degree in 1982 and a Doctoral degree in 1984 from the University of Manchester, United Kingdom and has been registered as a professional engineer in Hong Kong since 1991. Dr. Huang was appointed a non-executive director of our Company in October 1999. Dr. Huang joined China Resources in 1986 and has served as a director and deputy general manager for various China Resources subsidiaries. He joined China Resources Development and Investment Company Limited in December 1998 and was appointed a director and investment consultant in 2001. He was responsible for managing telecommunications investment projects since 1999 and has five years of experience in the telecommunications industry.

SINN Chung Ming, Anthony, age 33

Mr. Sinn obtained a Bachelor of Engineering from the University of Hong Kong and a Master of Business Administration from the University of New South Wales in 1992 and 1999, respectively. Mr. Sinn also holds a Master's degree in Information Systems Management from The Hong Kong University of Science and Technology. Mr. Sinn has extensive experience in the management of infrastructure projects. Mr. Sinn was appointed a non-executive director of our Company in September 2003. Mr. Sinn has two years of experience in the telecommunications industry. Mr. Sinn joined China Resources Development and Investment Company Limited in April 2000.

Independent Non-executive Directors

CHEN Kwan Yiu, Edward, age 59

Professor Chen is currently the President of Lingnan University of Hong Kong. He holds a Bachelor of Arts and Master of Social Science degrees from the University of Hong Kong and a Doctor of Philosophy degree in Economics from Oxford University. He also serves as an independent non-executive director of First Pacific Company Limited, Asia Satellite Telecommunications Holdings Limited and Wharf Holdings Limited. First Pacific is a listed investment and management company with interests in telecommunications and consumer food products. Asia Satellite Telecommunications Holdings Limited, which is listed in both Hong Kong and New York, is a provider of satellite services in Asia. The Wharf (Holdings) Limited is a listed property investment company in Hong Kong. Professor Chen is also a trustee of various Eaton Vance funds. He was a non-executive director of the Securities and Futures Commission from 1991 to 1995, a board member of the Mass Transit Railway Corporation from 1992 to 1999 and a board member of the Hong Kong

DIRECTORS AND SENIOR MANAGEMENT

Applied Science and Technology Research Institute Company Limited. Professor Chen was appointed an independent non-executive director of our Company on 9 February 2004 and formal approval was given by Lingnan University's council on 23 February 2004.

MA Chiu Cheung, Andrew, age 62

Mr. Ma is a director of Andrew Ma DFK (CPA) Limited and Mayee Management Limited. He has about 30 years of experience in accounting and finance. He received his Bachelors degree in Economics from the London School of Economics and Political Science, University of London, United Kingdom. Mr. Ma is a fellow of the Institute of Chartered Accountants in England & Wales and a fellow of the Hong Kong Society of Accountants. He is an independent non-executive director of Tanrich Financial Holdings Limited, a holding company with the principal activity of providing financial services, and The People's Insurance Company of China (Hong Kong) Limited, the principal activity of which is the provision of insurance. He is also currently the president of The Hong Kong Federation of Youth Groups and vice-president of Hong Kong Chiu Chow Chamber of Commerce Limited. Mr. Ma was appointed an independent non-executive director of our Company on 9 February 2004.

TAN Henry, aged 50

Mr. Tan is the Managing Director and President of Luen Thai International Group Limited ("Luen Thai"), an apparel supply chain company. Mr. Tan has over 30 years of executive management experience in apparel, footwear, logistics industries and services. At Luen Thai, Mr. Tan is involved in the strategic planning and customer relationship management (CRM) of sales and merchandising functions with world-renowned brands such as Polo Ralph-Lauren, Liz Claiborne and The Limited companies. Luen Thai currently provides and will continue to provide certain services including insurance, travel, hotel, freight and fabric sourcing to certain companies controlled by Mr. Leung Kai Hung, Michael, a Director of the Company, the value of which is immaterial when compared to the turnover of either party. Mr. Tan holds a Master of Business Administration degree and a Bachelor of Business Administration degree, both from the University of Guam, USA.

Mr. Tan also currently holds the position of Vice Chairman of Po Leung Kuk in Hong Kong.

Mr. Tan was appointed as an independent non-executive director of our Company on 4 March 2004.

COMPANY SECRETARY

KONG Kin Sing, James, age 45, Chief Financial Officer and Company Secretary

Mr. Kong has been with us since 1997. Mr. Kong is currently responsible for overseeing the Company's finance, legal, human resources and administration departments.

Mr. Kong holds a Bachelor's degree in Economics from the Macquarie University of Australia, with a major in Accounting and a Master of Business Administration degree from University of South Australia. He is qualified as a Certified Practising Accountant, CPA (Aust.) of Australia, and an Associate Member of Hong Kong Society of Accountants (AHKSA). Mr. Kong has over 11 years of solid financial management experience in the telecommunications industry.

Prior to joining us, Mr. Kong held senior managerial positions at Fortress Satellite Services Limited, General Motors Overseas Corporation (Hong Kong Regional Office) and Cable TV.

SENIOR MANAGEMENT

Senior Officers

BAIREKTAR Ali, age 52, Group General Manager of Engineering

Mr. Bairektar joined us in November 1996. Mr. Bairektar is responsible for overseeing the Company's mobile network. He is in charge of the Engineering Division which consists of the Switching Network Department, Radio Network Department and Implementation Department. Mr. Bairektar has over 25 years experience in the field of telecommunications and has previously worked in Australia, Singapore, Japan, Germany and England for GPT Communications Systems Limited, Philips, Siemens Communications Systems Limited and NEC Australia Pty Ltd, specialising in PABX systems, corporate networks and different design and development areas.

Mr. Bairektar currently serves as a member of the OFTA Telecommunications Standards Advisory Committee (TSAC) as the Representative of the Mobile Telephone Operators.

LEE Fan Fung, Sean, age 39, General Manager of Technology Management

Mr. Lee has been with us since 1995. Mr. Lee is currently head of the Technology Management Division which consists of the IT Department and the Product Development Department which is responsible for overseeing the Company's IT, product development and prepaid, IDD and roaming services.

Prior to joining us, Mr. Lee worked at various multinational companies including Canadian Airlines International Ltd. and Reuters South East Asia Limited and specialised in the planning and implementation of IT projects.

Mr. Lee graduated from the University of Manchester, United Kingdom, with a Bachelor of Science degree in Computer Engineering. Mr. Lee also holds a Master of Business Administration from the University of Strathclyde in United Kingdom.

CHAN Hau Yee, Hilda, age 44, General Manager of Customer Care Division

Ms. Chan has been with us since 2000. She holds a Bachelor of Science degree in Statistics and Operational Research from University of Manchester, Institute of Science and Technology, United Kingdom. Ms. Chan is the head of our Customer Services Division and she oversees the customer care centre, customer retention, hotline, customer service planning and training.

Ms. Chan has over 16 years of extensive customer service experience serving the mobile telecommunications industry. Prior to joining us, Ms. Chan worked for CSL and SmarTone. Ms. Chan has cultivated a high quality customer service culture in both companies and aims to continue to do so in her capacity with us.

SIT Kwong Cheong, Kocher, age 37, General Manager of Marketing

Mr. Sit joined us in 2000. He currently oversees marketing and corporate communications, strategic planning, product and service promotion, and mobile advertisement. Mr. Sit holds a Bachelor degree of Business Administration, with major in Marketing from the University of East Asia, Macau.

DIRECTORS AND SENIOR MANAGEMENT

Prior to joining us, Mr. Sit worked for CSL where he was responsible for marketing different brands of mobile services and implementing certain aspects of acquisition and retention programs, promotion activities and branding exercise.

CHOW Ka Lun, Alan, age 39, General Manager of Sales

Mr. Chow joined us before the inauguration of services in 1997. Mr. Chow is responsible for establishing the overall sales direction for the Company and currently manages 34 retail outlets with more than 200 sales colleagues from retail sales, direct sales and sales administration.

Mr. Chow has over 15 years of experience in sales operations and management, business planning and development in telecommunications industry. Before joining us, he held a managerial position with the Chevalier (OA) Limited and was responsible for retail and direct sales management, business development and product management.

AUDIT COMMITTEE

The Company established an audit committee on 4 March 2004 in compliance with the Code of Best Practice as set out in Appendix 14 to the Listing Rules. The primary duties of the audit committee are to review and supervise the financial reporting process and internal control system of the Company and provide advice and comments to the Board. The audit committee comprises Chen Kwan Yiu, Edward, Ma Chiu Cheung, Andrew and Tan Henry. Mr. Ma Chiu Cheung, Andrew is the Chairman of the Audit Committee.

REMUNERATION COMMITTEE

We established a remuneration committee on 4 March 2004 with written terms of reference. The remuneration committee shall make recommendations to the Board of Directors on our framework of executive remuneration and determine on behalf of the Board of Directors specific remuneration packages and conditions of employment for our Directors. Members of the remuneration committee include Chen Kwan Yiu, Edward, Ma Chiu Cheung, Andrew, Tan Henry, Wong Man Kwan, Willie and Henshaw Charles Guy. Mr. Chen Kwan Yiu, Edward is the Chairman of the Remuneration Committee.

EXECUTIVE COMMITTEE

The Company established an executive committee on 4 March 2004. The executive committee reports directly to the Board and is responsible for the strategic direction and financial control of the Company. The executive committee is comprised of four directors. Members of the executive committee include Leung Kai Hung, Michael, Leung Ka On, Charlotte, Wong Man Kwan, Willie and Henshaw Charles Guy. Mr. Leung Kai Hung, Michael is the executive Vice-Chairman of the Company.

DIRECTORS AND SENIOR MANAGEMENT

COMPENSATION OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

All Directors receive reimbursements from the Company for expenses which are necessarily and reasonably incurred for providing services to the Company or in the execution of matters in relation to the operations of the Company. The executive Directors, who are also employees of the Company, receive, in their capacity as employees of the Company, compensation in the form of salaries, housing allowances, other allowances and benefits in kind, including the Company's MPF contribution for its executive Directors, in their capacity as employees of the Company.

None of the executive Directors in office during the three years ended 31 December 2003 received any salaries, housing allowances, pension scheme contributions beyond that required for MPF, other allowances and benefits in kind from the Company.