

CyberWorks Limited. He was educated in England and has a degree in Economics from Sussex University, England. He is a Fellow of the Institute of Chartered Accountants in England and Wales and a member of the Institute of Certified Public Accountants of Singapore. Mr. Allen joined KPMG Peat Marwick in 1976 and in 1980 joined Occidental Petroleum Corporation. In 1983, Mr. Allen joined Schlumberger Limited and worked in various countries holding key finance positions. In 1989, Mr. Allen moved to Singapore as Regional Financial Director of the Vestey Group. He later joined Bousteadco Singapore Limited as Group Operations Controller in 1992 and Morgan Grenfell Investment Management (Asia) Limited as director and Chief Operating Officer in 1995. He joined the Pacific Century Group and moved to Hong Kong in 1997.

ARENA Alexander Anthony, age 49, is an Executive Director of the Company and a Director of Pacific Century Regional Developments Limited. He is also Deputy Chairman of the Executive Committee of Pacific Century CyberWorks Limited. He joined the Pacific Century Group in 1998. He was a Special Policy Adviser to the Government of Hong Kong from 1997 to 1998. From 1993 to 1997, Mr. Arena was the Director-General of Telecommunications in the Office of the Telecommunications Authority of Hong Kong as well as a member of the Broadcasting Authority. Prior to his appointment as Director-General, Mr. Arena was recruited to Hong Kong to plan a reform program for the liberalization of Hong Kong's telecommunications sector. Prior to his appointment to the Government of Hong Kong, he was an inaugural member of The Australian Telecommunications

Authority and had served in that capacity for four years. Mr. Arena has had an extensive career in public administration, specializing in high technology and infrastructure industries. From a practicing radio/communications engineer to a public policy maker, his experience spans such diverse areas as the commercialization of government-owned business enterprises and deregulation in the aviation, transport, telecommunications and postal industries. Mr. Arena graduated from the University of New South Wales, Australia with a Bachelor's degree in Electrical Engineering and completed an MBA degree at Melbourne University, Australia.

BONNER John Todd, age 34, currently stationed in Japan as CEO of Pacific Century CyberWorks Japan K.K., is an Executive Director of the Company and a Director of Pacific Century CyberWorks Limited and Pacific Century CyberWorks Japan K.K.. Mr. Bonner joined the Pacific Century Group in Hong Kong in 1994 and was promoted to Head of Business Development in 1996. Mr. Bonner worked in the investment banking division of Alex Brown & Sons between 1991 and 1994. He received a Bachelor of Science degree in Biological Science from Stanford University.

CHUNG Cho Yee Mico, age 40, is an Executive Director of the Company and a Director of Pacific Century CyberWorks Limited. He is a qualified solicitor by profession. Mr. Chung graduated from the University College, University of London, England with a law degree in 1983. He qualified as a solicitor in Hong Kong in 1986, after which he worked in the commercial department of a law firm in Hong Kong

for two years. He joined the corporate finance department of Standard Chartered Asia Limited, the investment banking arm of Standard Chartered Bank, in 1988. He became a director and the general manager of Bond Corporation International Ltd. in 1990 and left to join China Strategic Holdings Limited in January 1992. Mr. Chung joined the Pacific Century Group in March 1999.

LEE Ho Sang Hans, age 46, is an Executive Director and Chief Operating Officer of the Company. He began his career in insurance with AIA, ultimately becoming a top performing agent. In 1983 he joined Travelers Life Insurance Co. (Overseas) Limited with responsibilities for agency building and training in Hong Kong. In 1985, he became Manager of the Life Operation Department of National Mutual, rising to Assistant General Manager, then Director of Agency, responsible for National Mutual's entire operations in both Hong Kong and Macau. He was also responsible for establishing National Mutual's Taiwan branch operation and for building its network of relationships within China. He joined the Group in 1994. He graduated from Bernard College in 1971 and is a Fellow of the Life Management Institute (FLMI).

Luk Kin Yu Peter, age 60, is an Executive Director and Chief Financial Officer of the Company. He became a Fellow of the Institute of Actuaries (England) in 1972. He subsequently became a Fellow of the Institute of Actuaries of Australia as well as Fellow of the Society of Actuaries in the United States. He is also the founding President of the Actuarial Society of Hong Kong. Since starting his insurance career in 1962, he has held several key positions, including

(Chief) Actuary of AIA in Hong Kong, Chief Financial Officer of Manulife's Pacific-Asia Division, appointed actuary of the Australian Casualty and Life Insurance Company and a principal of the consulting actuarial firm of Mercer, Campbell, Cook & Knight in Australia. He joined the Group in 1994.

TO Peter, age 53, is an Executive Director of the Company and a Director and Chief Executive Officer of Pacific Century Regional Developments Limited. He is also a Deputy Chairman of Pacific Century CyberWorks Limited. He has been active in property development and investment for more than 27 years. Mr. To obtained a Certificate of Housing Management from the University of Hong Kong and is a Fellow of both of the Chartered Institute of Housing (U.K.) and Hong Kong Institute of Housing. Prior to joining the Pacific Century Group in September 1997, he was Managing Director of the Hutchison Whampoa Property Group. From 1983 until July 1997, Mr. To was mainly responsible for the development, marketing and management of all development and investment properties in the Hutchison Whampoa Property Group's portfolio, which included a wide range of industrial and warehousing, commercial and residential development projects in Hong Kong and in major cities in the People's Republic of China with a total floor area of over 2.5 million square meters.

YANG Chao, age 50, was appointed an Executive Director of the Company in November 2000. Mr. Yang is the Chairman of China Insurance International Holdings Company Limited. He is also the Chairman and President of China Insurance Company, Limited and China Insurance H.K. (Holdings) Company

Limited. From 1976 to 1979, Mr. Yang worked in The Bank of China, Shanghai Branch. In 1980, he joined the People's Insurance Company of China and later became a director and the general manager of its Business Department. From 1996, Mr. Yang has been the Chairman and General Manager of CIC Holdings Limited. CIC Holdings Limited is a company incorporated in the United Kingdom responsible for overseeing the interests of China Insurance Company, Limited in Europe. Mr. Yang has over 20 years experience in banking and insurance.

ZHENG Chang Yong, age 35, was appointed an Executive Director of the Company in November 2000. Mr. Zheng joined China Insurance H.K. (Holdings) Company Limited in August 1997 and is currently the General Manager of the Finance and Accounts department. Mr. Zheng graduated from the University of Industry and Commerce of Beijing with a Master degree in Economics. He has over 10 years experience in the insurance and accounting field.

WANG Xianzhang, age 58, was re-designated as a Non-Executive Director of the Company in November 2000. He has over 30 years of experience in banking and insurance and is now the President of China Life Insurance Company. He was Vice Chairman and Vice President of the People's Insurance Company of China, Vice Chairman and President of China Insurance H.K. (Holdings) Company Limited, Chairman of The Ming An Insurance Company (Hong Kong) Limited and China Reinsurance Company (Hong Kong) Limited and Director of CITIC Ka Wah Bank Limited, Beijing Enterprises Holdings Limited and several other companies in Hong Kong. He

graduated from Liao Ning Finance & Economic Institute (now known as North East Finance & Economic University) in 1965.

CHANG Hsin Kang, age 60, is an Independent Non-Executive Director of the Company. He holds a B.Sc. in Civil Engineering from National Taiwan University, a M.S. in Structural Engineering from Stanford University and a Ph.D. in Fluid Mechanics and Biomedical Engineering from Northwestern University. He has been a Professor of Biomedical Engineering and Physiology at McGill University, Chairman of the Department of Biomedical Engineering of the University of Southern California, Dean of the School of Engineering at the University of Pittsburgh, and Founding Dean of School of Engineering at the Hong Kong University of Science and Technology. Professor Chang has published more than 100 scientific articles, edited two research monographs and holds one patent. He is currently the President and University Professor of City University of Hong Kong.

FRESHWATER Tim, age 56, is an Independent Non-Executive Director of the Company. He is a solicitor in the UK and Hong Kong and is a past President of the Law Society of Hong Kong. After graduating from Cambridge University, he joined the international law firm Slaughter and May in 1967 and remained with them for 29 years, leaving in 1996 to join Jardine Fleming. He was appointed Deputy Chairman of the Jardine Fleming Group in 1996 and became the Chairman of Jardine Fleming in 1999. In 2001, he joined Goldman Sachs as Chairman – Corporate Finance, Asia. He is also a director of Hong Kong

Exchanges and Clearing Limited and Liu Chong Hing Bank Limited and a member of the Hong Kong Securities and Futures Appeals Panel.

WONG Yue Chim Richard, SBS, JP, age 48, is an Independent Non-Executive Director of the Company. He graduated from University of Chicago with Bachelor's and Master's degrees and also a Doctorate in Economics. He is Acting Dean of the Faculty of Business and Economics and Chair of Economics at The University of Hong Kong. He has been active in advancing economic research on policy issues in Hong Kong and China through his work as founding Director of both the Hong Kong Centre for Economic Research (1987-) and the Hong Kong Institute of Economics and Business Strategy (1999-). He had served on numerous public bodies and is currently a member of the Hong Kong Government's Economic Advisory Committee (1992-), University Grants Committee (1993-), Housing Authority (1998-), Services Promotion Strategy Group (1998-), Exchange Fund Advisory Committee (1999-) and the Selection Committee for the Admission of Talents Scheme (1999-).

He was awarded the Silver Bauhinia Star in 1999 by the Government of the Hong Kong Special Administrative Region for his contributions in education, housing, industry and technology development. He was appointed Justice of the Peace in July 2000.