

BOARD AND EXECUTIVE DIRECTORATE

Full biographies of Members of the Board and the Executive Directorate are available on the Company's website (www.mtr.com.hk).

MEMBERS OF THE BOARD



**Dr Rex
Auyeung Pak-kuen^{*^}**
Age 69

Chairman since 1 July 2019
NED since 7 March 2019
Environmental & Social Responsibility Committee (Chairman)
Nominations Committee (Member)
Remuneration Committee (Member)

Dr Auyeung is the vice chairman and an independent non-executive director of C-MER Eye Care Holdings Limited, and an independent non-executive director of China Construction Bank (Asia) Corporation Limited.

Dr Auyeung has over 40 years of experience in the insurance industry in Canada and Hong Kong. Before his retirement in June 2017, Dr Auyeung was Chairman – Asia of the Principal Financial Group Inc. ("PFG"), a Fortune 500 company, responsible for PFG's overall businesses in Asia.

Dr Auyeung also actively serves the public sector and is currently an observer of the Independent Police Complaints Council Observers Scheme, and a member of the Board of Directors of the Investor and Financial Education Council under the Securities and Futures Commission. In addition, he is a board member of Bo Charity Foundation (Food Angel) and a convenor of the Advisory Committee of the Jockey Club Community eHealth Care Project.

Dr Auyeung was previously an independent non-executive director of HSBC Provident Fund Trustee (Hong Kong) Limited, Standard Life (Asia) Limited and Sampo Insurance China Co., Ltd., the chairman of Hong Kong Strategy for Financial Literacy Sub-committee on Stakeholder Coordination and Collaboration, a member of the Independent Review Committee on Hong Kong's Franchised Bus Service, the chairman of the Council of Lingnan University and the Senior Strategy and Business Advisor at Athenex Inc., a company listed on NASDAQ in the United States of America.



**Dr Jacob
Kam Chak-pui^{*^}**
Age 60

Chief Executive Officer ("CEO") since 1 April 2019
Environmental & Social Responsibility Committee (Member)

Dr Kam joined the Company in 1995 and had held various management positions in the Operations, Projects and Mainland China and International Business Divisions. Before the CEO appointment, he was the Operations Director between January 2011 and April 2016 and the Managing Director – Operations and Mainland Business from May 2016.

As the CEO, Dr Kam is responsible for all performance of the Company and its group companies, both in and outside Hong Kong.

Dr Kam is a member of the Hong Kong Quality Assurance Agency Governing Council, a member of the board of directors of The Community Chest of Hong Kong, a member of the General Committee of The Hong Kong General Chamber of Commerce, and a council member of The Hong Kong Management Association. He is also an Honorary Chairman of the International Association of Public Transport (UITP).

Dr Kam qualified as a Chartered Engineer in the United Kingdom in 1989.



**Andrew Clifford
Winawer Brandler**

Age 65

INED since 17 May 2017
Finance & Investment Committee (Chairman)
Audit & Risk Committee (Member)

Mr Brandler is the chairman of Sir Elly Kadoorie & Sons Limited. He was formerly the group managing director and chief executive officer of CLP Holdings Limited from 2000 to 2013, an executive director between October 2013 and April 2014, and currently is a non-executive director of that company. Mr Brandler is also the non-executive deputy chairman of The Hongkong and Shanghai Hotels, Limited, and a non-executive director of Tai Ping Carpets International Limited. He is also currently the Chairman of the Board of Governors of the Chinese International School.

Prior to joining CLP Holdings Limited in 2000, Mr Brandler was an investment banker, his last position being Head of Asia Pacific Corporate Finance at Schroders based in Hong Kong. He is the former chairman of The Hong Kong General Chamber of Commerce and a member of the Operations Review Committee of the Independent Commission Against Corruption.

Mr Brandler is a member of The Institute of Chartered Accountants in England and Wales.



**Dr Bunny
Chan Chung-bun**

Age 64

INED since 20 May 2020
Environmental & Social Responsibility Committee (Member)
Finance & Investment Committee (Member)

Dr Chan has over 30 years of experience in the garment industry and is the founder and chairman of Prospective

Holdings Limited. He is an independent non-executive director of Li Ning Company Limited, Great Harvest Maeta Group Holdings Limited, Speedy Global Holdings Limited and Glorious Sun Enterprises Limited. Dr Chan is currently a member of the Hong Kong delegation to the National People's Congress of the People's Republic of China. He is also the chairman and a founding member of the Hong Kong Army Cadets Association, a member of the Court of Hong Kong Metropolitan University ("HKMU") (formerly The Open University of Hong Kong ("OUHK")), and an advisor to Our Hong Kong Foundation.

Dr Chan was appointed to the Commission on Youth in 2004 and was the chairman from 2009 to 2015. He set up the Hong Kong Association of Youth Development in 2007 and was the former chairman of the Kwun Tong District Council and the vice-chairperson of the Community Care Fund Task Force of the Commission on Poverty. Dr Chan also served on the Financial Reporting Council, the Social Welfare Advisory Committee, the Personal Data (Privacy) Advisory Committee, and the Council for Sustainable Development.



**Walter
Chan Kar-lok[^]**

Age 68

INED since 22 May 2019
Nominations Committee (Member)
Capital Works Committee (Member)

Mr Chan has been a practising lawyer for over 40 years and is currently a consultant of Messrs. So, Lung & Associates, Solicitors and Messrs. Rowland Chow, Chan & Co., Solicitors. He is also a China Appointed Attesting Officer. Mr Chan currently is the chairman of The Hong Kong Housing Society, a convenor-cum-member of the Pensions Appeal Panel under the Civil Service Bureau, and a member of the Advisory Committee on Post-service Employment of Civil Servants.

Mr Chan was formerly the chairman of Appeal Tribunal (Buildings), a non-executive director of the Urban Renewal Authority, and a member of the Housing Authority, the Town Planning Board, the Harbourfront Commission and the Board of Advisors of Radio Television Hong Kong.



**Dr Pamela
Chan Wong Shui**

Age 75

INED since 4 July 2013

Nominations Committee (Chairman)

Environmental & Social Responsibility Committee (Member)

Dr Chan is chairman of The Insurance Complaints Bureau, The Boys' and Girls' Clubs Association of Hong Kong and the Advisory Committee of the Department of Social Behavioural Sciences of City University of Hong Kong. She is a member of the Judicial Officers Recommendation Commission, third vice president of the board of The Community Chest of Hong Kong and an independent director of the Travel Industry Council of Hong Kong. Dr Chan is also patron of Consumers International.

Dr Chan was chief executive of the Consumer Council, chairman of the Hong Kong Deposit Protection Board, deputy chairman of the Hong Kong Baptist University Council and the Court, chairman of the governing committee of Princess Margaret Hospital, and a member of the Law Reform Commission of Hong Kong, Hospital Authority, The Hong Kong Housing Authority, Estate Agents Authority and the Private Columbaria Appeal Board.



**Dr Dorothy
Chan Yuen Tak-fai***

Age 72

INED since 4 July 2013

Remuneration Committee (Chairman)

Capital Works Committee (Member)

Dr Chan is currently the Deputy Director (Administration and Resources), Head of Centre for Logistics & Transport and advisor of the International College of the HKU

School of Professional and Continuing Education, and a council member of HKU SPACE Po Leung Kuk Stanley Ho Community College. She is an independent non-executive director of AMS Public Transport Holdings Limited, the chairperson of the Sustainable Agricultural Development Fund Advisory Committee, a director of TWGHs E-Co Village Limited, a Strategy Advisor to the Serco Group (HK) Limited, a member of the Board of Governors of the Hong Kong Institute for Public Administration, and the Honorary Fellow and an advisor to the Council of Trustees of the Chartered Institute of Logistics and Transport ("CILT").

Dr Chan was a board member of the Logistics and Supply Chain MultiTech R&D Centre Limited, a member of the Social Welfare Advisory Committee and the Advisory Council on Environment of the HKSAR Government, and the International President, the Global Chairperson and a Global Advisor for Women in Logistics and Transport in CILT. She was previously the Deputy Commissioner for Transport of Government from 1995 to 2002. From 2000 to 2002, Dr Chan was the Alternate Director to the office of the Commissioner for Transport, a Non-executive Director of the Company.



Cheng Yan-kee^{*^}

Age 67

INED since 22 May 2019

Capital Works Committee (Chairman)

Remuneration Committee (Member)

Mr Cheng is a practising civil and structural engineer, and an Authorised Person and a Registered Structural Engineer under the Buildings Ordinance. He is also a Class 1 Registered Structural Engineer in the People's Republic of China.

Mr Cheng currently is a director of H. K. Cheng & Partners Limited. He is also a member of the Advisory Committee on Post-service Employment of Civil Servants and the Advisory Committee on Post-office Employment for Former Chief Executives and Politically Appointed Officials.

Mr Cheng formerly was an independent non-executive director of K. H. Group Holdings Limited, President of the Institution of Structural Engineers, and Chairman of both the Council of the Hong Kong Baptist University and the Corruption Prevention Advisory Committee under the Independent Commission Against Corruption. He was also a member of the Hospital Authority, Town Planning Board and Hong Kong Housing Authority.



**Dr Anthony
Chow Wing-kin[#]**

Age 71

INED since 18 May 2016
Nominations Committee (Member)
Remuneration Committee (Member)

Dr Chow is a solicitor admitted to practise in Hong Kong and England and Wales. He has been a practising solicitor in Hong Kong for over 34 years and is currently the Senior Consultant and Global Chairman of the law firm Messrs. Guantao & Chow Solicitors and Notaries. Dr Chow is a China Appointed Attesting Officer and an arbitrator of the South China International Economic and Trade Arbitration Commission/Shenzhen Court of International Arbitration. He is currently a non-executive director of Kingmaker Footwear Holdings Limited, an independent non-executive director of S. F. Holding Co., Ltd., Ping An Healthcare and Technology Company Limited and Beijing North Star Company Limited, and an independent director of OneConnect Financial Technology Co., Ltd.

Dr Chow was previously a non-executive director of China City Construction Group Holdings Limited, an independent non-executive director of Fountain Set (Holdings) Limited and the president of The Law Society of Hong Kong. He is also the former chairman of the Process Review Panel for the Securities and Futures Commission of Hong Kong and the board of stewards of The Hong Kong Jockey Club, and the former deputy chairman of the Council of The Hong Kong Academy for Performing Arts.



**Dr Eddy
Fong Ching^{*#}**

Age 75

INED since 13 January 2015
Audit & Risk Committee (Chairman)
Finance & Investment Committee (Member)

Dr Fong is currently an independent non-executive director of Standard Chartered Bank (Hong Kong) Limited.

Dr Fong was the non-executive chairman of the Securities and Futures Commission from 2006 to 2012 and the past chairman of both the Council of The Open University of Hong Kong ("OUHK") (now known as Hong Kong Metropolitan University ("HKMU")) and the Process Review Panel in relation to the Regulation of Mandatory Provident Fund Intermediaries. His other past public duties include director of The Hong Kong Mortgage Corporation Limited, the Mandatory Provident Fund Schemes Authority and the Exchange Fund Investment Limited; a member of The Hong Kong Housing Authority and the Greater Pearl River Delta Business Council; and a council member of The Hong Kong Academy for Performing Arts. Dr Fong was also a senior audit partner with PricewaterhouseCoopers specialising in capital markets work in Hong Kong and the Mainland of China until his retirement in 2003.

Dr Fong is a member of the Institute of Chartered Accountants in England and Wales and the Hong Kong Institute of Certified Public Accountants.



Hui Siu-wai

Age 65

INED since 26 May 2021

Audit & Risk Committee (Member)

Capital Works Committee (Member)

Mr Hui joined the Hong Kong Government in 1978 as a student building surveyor. He worked in a wide range of posts in the former Buildings Ordinance Office, the former Building Development Department, the former Buildings and Lands Department and the Buildings Department. In 2001, he was seconded to the Security Bureau of the HKSAR Government and assumed the position of the Principal Assistant Secretary/Special Duties, with the primary responsibility of overseeing aviation security. Before his retirement, Mr Hui was the Director of Buildings between 2014 and 2017.

Mr Hui was appointed by the HKSAR Government and served as a member of the Expert Adviser Team for the Shatin-to-Central Link Project between 2018 and 2020.

Mr Hui has been a member of the Hong Kong Institute of Surveyors since 1984.



Dr Rose Lee Wai-mun

Age 69

INED since 16 May 2018

Audit & Risk Committee (Member)

Finance & Investment Committee (Member)

Dr Lee is an Independent Non-Executive Director of CK Hutchison Holdings Limited and Swire Pacific Limited. She is also a member of the Election Committee of the 13th National People's Representative Meeting, a Board Member of the West Kowloon Cultural District Authority, and Vice Patron of the Community Chest of Hong Kong. Dr Lee is a Fellow of The Hong Kong Institute of Bankers.

Dr Lee was previously Vice-Chairman and Chief Executive of Hang Seng Bank Limited, Group General Manager of HSBC Holdings plc, Director of The Hongkong and Shanghai Banking Corporation Limited and Chairman of the Board of Governors of The Hang Seng University of Hong Kong. In addition, she was previously Vice President of The Hong Kong Institute of Bankers, Board Member and Deputy Chairman of the Executive Committee of The Community Chest of Hong Kong, and a member of the Financial Services Advisory Committee of the Hong Kong Trade Development Council.



Jimmy Ng Wing-ka[^]

Age 52

INED since 22 May 2019

Nominations Committee (Member)

Environmental & Social Responsibility Committee (Member)

Mr Ng is a solicitor admitted to practise in Hong Kong and currently is a partner of Messrs. Tung, Ng, Tse & Lam, Solicitors. He is a Legislative Council member representing the Industrial (Second) Functional Constituency. Mr Ng is an independent non-executive director of Yanchang Petroleum International Limited and Glorious Sun Enterprises Limited. He is also the chairman of the Hong Kong – Taiwan Business Co-operation Committee and the HKSAR Passports Appeal Board, a vice-chairman of the Independent Police Complaints Council, a non-executive director of Mandatory Provident Fund Schemes Authority, a director of Hong Kong Science and Technology Parks Corporation, and a member of the Court of The University of Hong Kong, the Council of The Hong Kong Polytechnic University, the Competition Commission and the Chinese People's Political Consultative Conference of Chongqing City, the People's Republic of China.

Mr Ng was formerly an independent non-executive director of China Weaving Materials Holdings Limited and a member of the Small and Medium Enterprises Committee of the Trade and Industry Department.



**Benjamin
Tang Kwok-bun[#]**

Age 70

INED since 14 October 2014
Remuneration Committee (Member)
Technology Advisory Panel (Member)

Mr Tang is currently a member of the Communications Authority and Chairman of its Broadcast Complaints Committee.

Mr Tang joined the Hong Kong Civil Service in 1974. From the late 1990s to early 2000s, he served as the Government Printer and the Commissioner of Insurance. Mr Tang was appointed by the Central Government of the People's Republic of China as the Director of Audit of the HKSAR in December 2003 until he retired in July 2012. He was appointed a Commissioner of the Commission of Inquiry Into the Collision of Vessels Near Lamma Island in 2012, and the Commission's report was presented to the Chief Executive in April 2013. Mr Tang was the chairman of the Operations Review Committee and a member of the Advisory Committee on Corruption of the Independent Commission Against Corruption. He was also an independent non-executive director of BE Reinsurance Limited and United Builders Insurance Company, Limited.



**Adrian
Wong Koon-man**

Age 57

INED since 26 May 2021
Audit & Risk Committee (Member)
Finance & Investment Committee (Member)

Mr Wong is an executive director and Chief Operations Officer of VL Asset Management Limited and a director

of Abercan Limited. He is also a board member of Airport Authority Hong Kong and Aviation Security Company Limited, the chairman of the Corruption Prevention Advisory Committee and a member of the Advisory Committee on Corruption of the Independent Commission Against Corruption, and a member of the Travel Industry Authority.

Mr Wong previously worked for commercial law firms in England and in Hong Kong and specialised in listings and mergers and acquisitions in the Greater China region. He was a member of the Listing Committee of The Stock Exchange of Hong Kong Limited, a member of the Communications Authority, a member of the Air Transport Licensing Authority and a director of the Urban Renewal Fund.



**Johannes
Zhou Yuan**

Age 66

INED since 17 May 2017
Technology Advisory Panel (Chairman)
Audit & Risk Committee (Member)

Mr Zhou is an independent director of Citibank (China) Co., Ltd.

Mr Zhou retired in June 2016 as Chief Strategic Officer of China Investment Corporation ("CIC"). He joined CIC in 2008 and held a variety of portfolios of responsibilities including alternative assets, direct investments, asset allocation and finance/treasury. Prior to that, Mr Zhou led Asia business development at Chicago Mercantile Exchange. From 2001 to 2005, he worked as a financial researcher and consultant, working on assignments ranging in asset management, private equity, hedge funds, risk models, financial software architecture, and financial market reform, with consulting work done for the China Securities Regulatory Commission, Shanghai Futures Exchange and a number of western firms. From 1998 to 2001, Mr Zhou was chief executive officer of HKFE Clearing Corporation Limited and concurrently chief financial officer of Hong Kong Futures Exchange Limited, responsible

for the Exchanges's finance, treasury, risk and clearing functions. He was UBS AG's China country head from 1994 to 1998, responsible for the bank's investment banking, commercial banking, asset management and private banking businesses in China. From 1988 to 1994, Mr Zhou worked at State Street Bank in Boston, where he founded and managed the research department. Prior to that, he taught at Brandeis University, United States of America.



NED since 1 June 2020
Remuneration Committee (Member)
Finance & Investment Committee (Member)

Mr Hui sits on the boards of several public bodies, including Airport Authority Hong Kong, Mandatory Provident Fund Schemes Authority, The Hong Kong Mortgage Corporation Limited and West Kowloon Cultural District Authority, and is the Chairman of the Kowloon-Canton Railway Corporation and an ex-officio member of the Financial Services Development Council ("FSDC") in his official capacity. He is also, in his official capacity, a director of Hongkong International Theme Parks Limited. In addition, Mr Hui is a member of the Democratic Alliance for the Betterment and Progress of Hong Kong.

Mr Hui was an Administrative Officer in the HKSAR Government from 1999 to 2003 and held different positions in the Economic Development Branch, the Office of the HKSAR Government in Beijing and the Home Affairs Department. After he left the HKSAR Government in 2003, Mr Hui worked in the banking sector before joining Hong Kong Exchanges and Clearing Limited ("HKEx") in 2006. From 2006 to 2018, Mr Hui held various senior positions in the Market Development Division and Listing Division in HKEx and was the Managing Director at the time he left HKEx. He was the Executive Director of FSDC from 2019 to 2020.

Alternate Directors

- (i) Joseph Chan Ho-lim (*since 1 June 2020*)
- (ii) Cathy Chu Man-ling (*since 9 August 2021*)
- (iii) Maurice Loo Kam-wah (*since 10 August 2020*)



NED since 1 July 2017
Nominations Committee (Member)
Remuneration Committee (Member)

Mr Chan joined the Government as Assistant Electronics Engineer in 1982 and was promoted to Chief Electronics Engineer in 2001, and to Government Electrical and Mechanical Engineer in 2005. He was the Director of Electrical and Mechanical Services and the General Manager of the Electrical and Mechanical Services Trading Fund since 2011. Mr Chan had been seconded to work in different organisations, such as the provisional Hospital Authority and the 2008 Beijing Olympic Equestrian Events.

Mr Chan is the Chairman of The Hong Kong Housing Authority, Hong Kong Maritime and Port Board, Hong Kong Logistics Development Council and Aviation Development and Three-runway System Advisory Committee. He is also a board member of Airport Authority Hong Kong and The Hong Kong Mortgage Corporation Limited; as well as member of the Council for Sustainable Development and Youth Development Commission.

Mr Chan is a Fellow of the Hong Kong Institution of Engineers and an Honorary Fellow of the Institution of Mechanical Engineers, UK.

Alternate Directors

- (i) Under Secretary for Transport and Housing
(Dr Raymond So Wai-man since 25 September 2017)
- (ii) Permanent Secretary for Transport and Housing (Transport)
(Mable Chan since 1 August 2020)
- (iii) Deputy Secretaries for Transport and Housing (Transport)
(Amy Wong Pui-man since 14 December 2020 and Sharon Yip Lee Hang-ye since 15 July 2019)



NED since 8 October 2021
Nominations Committee (Member)
Capital Works Committee (Member)

Mr Lau joined the Hong Kong Government in March 1992 and was the Director of Civil Engineering and Development from October 2018 to October 2021.

Mr Lau is a fellow of The Hong Kong Institution of Engineers and the Institution of Civil Engineers, United Kingdom.

Alternate Director

Deputy Secretary for Development (Works)³
(Francis Chau Siu-hei since 3 March 2022)



NED since 9 September 2020
Audit & Risk Committee (Member)
Technology Advisory Panel (Member)

Miss Law, in her official capacity as the Commissioner for Transport, also serves as a director of several transport-related companies including The Kowloon Motor Bus Company (1933) Limited, Long Win Bus Company Limited, New World First Bus Services Limited, New Lantao Bus Company (1973) Limited, Citybus Limited, The "Star" Ferry Company Limited, Western Harbour Tunnel Company Limited and Route 3 (CPS) Company Limited.

Miss Law joined the Hong Kong Government in 1989 and has served in various policy bureaux and departments, including as the Principal Assistant Secretary for the Environment, Transport and Works (Transport) (later renamed to the Principal Assistant Secretary for Transport and Housing (Transport)) from March 2007 to August 2009, the Deputy Commissioner for Tourism from August 2010 to September 2016, and the Deputy Secretary for Constitutional and Mainland Affairs from September 2016 to September 2020.

Alternate Director

Deputy Commissioner for Transport/Transport Services and Management
(Macella Lee Sui-chun since 1 September 2016)

Notes:

* Also a director of the Company's subsidiary(ies).

^ Up for retirement by rotation and eligible for re-election at the Company's forthcoming Annual General Meeting ("AGM").

Director who will retire after the conclusion of the Company's forthcoming AGM.

@ Director appointed by the Chief Executive of the HKSAR pursuant to Section 8 of the MTR Ordinance, who is not required to retire by rotation under the Articles of Association.

INED : independent non-executive director

NED : non-executive director



Members of the Executive Directorate

From left to right:

Margaret Cheng Wai-ching, Linda Choy Siu-min, David Tang Chi-fai, Adi Lau Tin-shing, Dr Jacob Kam Chak-pui, Herbert Hui Leung-wah, Jeny Yeung Mei-chun, Dr Tony Lee Kar-yun, Gillian Elizabeth Meller, Roger Francis Bayliss

A composite photograph at the Ho Man Tin Station.

MEMBERS OF THE EXECUTIVE DIRECTORATE

Dr Jacob Kam Chak-pui*

Age 60

Chief Executive Officer (since 1 April 2019)
Environmental & Social Responsibility Committee (*Member*)

His biography is set out on page 148.

Adi Lau Tin-shing*

Age 62

Managing Director – Mainland China Business and
Global Operations Standards (since 1 July 2021)

Mr Lau joined the Company in 1982 and has held various management positions related to the design, construction, operations and maintenance of the



Company's railway system in Hong Kong and the Company's rail business in the Mainland of China. Prior to his current position, Mr Lau took up the position of Operations Director in May 2016, and was the Managing Director – Operations and Mainland Business between January 2020 and June 2021.

Mr Lau is responsible for managing and overseeing the Company's rail and property businesses in the Mainland of China, and the global railway operations standards to

ensure the sharing and learning of best practices across the Company's railway operations in different cities. He is also responsible for the Company's Macao business portfolio and accountable for the business results of the Mainland China and Macao businesses.

Mr Lau is the president of the China Hong Kong Railway Institution and the Community of Metros, the chairman of the International Association of Public Transport (UITP) Metropolitan Railways Committee, senior vice president of both the UITP Asia-Pacific Committee and Asia-Pacific Division, and a member of the UITP Policy Board.

Mr Lau is a Chartered Engineer, a Corporate Member of the Institution of Civil Engineers in the United Kingdom and a Fellow of The Hong Kong Institution of Engineers.

Roger Francis Bayliss

Age 64

Capital Works Director (since 22 February 2021)

Mr Bayliss joined the Company as Projects Director in March 2019.

Mr Bayliss is responsible for leading the Capital Works Business Unit, overseeing the Company's capital works portfolio covering new railway extensions and operations projects.

Mr Bayliss has over 40 years of experience in project management, implementation and delivery of large scale infrastructure and railway projects in Hong Kong, the Mainland of China and the United Kingdom. Between 1992 and 2004, he worked for the Company and managed the completion of several construction contracts leading to the delivery of the Lantau Airport Railway, the Tseung Kwan O Extension and Ngong Ping 360. In 2004, Mr Bayliss joined BAA plc. (now known as LHR Airports Limited), prior to joining Skanska UK in 2007. Before joining the Company, he was the Senior Vice President Operational Efficiency (responsible for driving operational efficiency and the development of a digital business strategy) at Skanska AB, a company listed in Sweden.

Mr Bayliss is a Fellow of The Hong Kong Institution of Engineers and the Institution of Civil Engineers in the United Kingdom.

Margaret Cheng Wai-ching*

Age 56

Human Resources Director (since 1 June 2016)
Environmental & Social Responsibility Committee (Member)

Ms Cheng is responsible for all of the Company's human resources and administration affairs. She is currently the President of MTR Academy (Acting).

Ms Cheng is a seasoned human resources practitioner with rich senior management experience. She took up different human resources roles in Citibank, N.A. between 1993 and 1997, and was with JP Morgan as Vice President, Human Resources between 1997 and 2001. From 2001 to 2013, Ms Cheng was with The Hongkong and Shanghai Banking Corporation Limited ("HSBC") and was Head of Human Resources, Hong Kong and Global Business, Asia Pacific when she left HSBC. Before joining the Company, she was Group Head of Human Resources of Hong Kong Exchanges and Clearing Limited.

Ms Cheng is serving various public duties at the HKSAR Government, including acting as the vice chairman of the Cross-Industry Training Advisory Committee for the Human Resource Management Sector under the Qualifications Framework of Education Bureau; a member of the Standing Committee on Directorate Salaries and Conditions of Service; a member of the Labour Advisory Board Committee on Employment Services of Labour Department; and a member of the Panel of Arbitrators appointed under the Labour Relations Ordinance. She is also the vice-chairman of the Hong Kong Council for Accreditation of Academic and Vocational Qualifications, a member of the Hospital Authority, a council member of The Hong Kong Management Association, and a member of the Employees Retraining Board.

Ms Cheng is currently the President and a Fellow Member of the Hong Kong Institute of Human Resource Management.

Linda Choy Siu-min

Age 51

Corporate Affairs and Branding Director
(since 1 July 2021)

Ms Choy joined the Company as the Corporate Affairs Director in March 2020.

Ms Choy is responsible for overseeing the Company's corporate communications, corporate relations and branding functions.

Ms Choy has extensive experience in public affairs and communications, public engagement and journalism. She started her career in 1992 as a reporter for the South China Morning Post ("SCMP") and later joined the HKSAR Government as an Administrative Officer, holding a number of positions in various policy bureaux between 1998 and 2004. Ms Choy rejoined SCMP as its China News Editor in 2004 and was later promoted to News Editor before she took on the position of Director, Government Relations of Hong Kong Disneyland Management Limited ("HKDML") in 2007. In 2008, she left this role and was appointed by the HKSAR Government as the Political Assistant to the Secretary for the Environment until 2012, after which she rejoined HKDML as its Vice President, Communications & Public Affairs, a position which she held from 2013 to January 2020.

Ms Choy is currently an Honorary Advisor of Make-A-Wish Foundation of Hong Kong Limited, a Non-official Member of both the Community Involvement Committee on Greening and the Lantau Development Advisory Committee, and a Member of the Board of Advisors of Radio Television Hong Kong, the Public Libraries Advisory Committee, and the Advisory Board of The Hong Kong Red Cross. She was formerly the President of the Hong Kong Association of Amusement Parks and Attractions Limited and the Vice-chairwoman of Lantau Development Alliance Limited.

Herbert Hui Leung-wah*

Age 59

Finance Director (since 2 July 2016)

Mr Hui joined the Company in June 2016.

Mr Hui is responsible for the financial management of all of the Company's affairs, including financial planning and control, budgeting, accounting and reporting, corporate finance, and the treasury function. He also leads the Company's investor relations as well as materials and stores functions.

Mr Hui has extensive corporate finance and investment banking experience. He began his career at Morgan Stanley Asia Limited in 1988. Mr Hui left in 1990 to pursue a career in corporate finance with Wardley Corporate Finance Limited (later known as Corporate, Investment Banking and Markets Division of The Hongkong and Shanghai Banking Corporation Limited) and was the Chief Operating Officer, Investment Banking, Asia Pacific and Co-Head, Corporate Finance Execution when he left in 2004. He was General Manager – Corporate Finance of the Company from 2004 to 2011, and the Chief Financial Officer of Digital China Holdings Limited from 2011 to 2012. Mr Hui was the Chief Financial Officer of K. Wah International Holdings Limited before re-joining the Company in 2016.

Mr Hui is a member of the Standing Committee on Disciplined Services Salaries and Conditions of Service of the HKSAR Government and a director of HKBU Chinese Medicine Hospital Company Limited.

Mr Hui is a Chartered Financial Analyst.

Dr Tony Lee Kar-yun*

Age 61

Operations Director (since 1 January 2020)

Dr Lee joined the Company in 1991 and has held various management positions related to the design, construction, operations and maintenance of the Company's railway system in Hong Kong.

Dr Lee is responsible for managing the Company's railway related operations in Hong Kong.

Dr Lee is a Chartered Engineer and is a Member of The Hong Kong Institution of Engineers, The Institution of Engineering and Technology and The Hong Kong Institute of Directors. He is also a Member of the Advisory Committee of the Department of Electrical and Electronic Engineering of The University of Hong Kong and the Engineering Discipline Advisory Board of the Hong Kong Institute of Vocational Education.

Gillian Elizabeth Meller*

Age 49

Legal and Governance Director (since 22 February 2021) Environmental & Social Responsibility Committee (Member)

Ms Meller joined the Company in August 2004 as Legal Adviser. Prior to her current position, Ms Meller was the Legal Director & Secretary between September 2011 and June 2016, and the Legal and European Business Director between July 2016 and February 2021.

Ms Meller is responsible for overseeing the Company's legal, insurance, governance and risk management, environmental and social responsibility, and central procurement and supply chain functions. She is also responsible for leading the Company's assurance function with the aim of providing a strengthened second line of defence across key risk areas of the Company.

Before joining the Company, Ms Meller was Director of Legal Services for Metronet Rail SSL Limited in London, the United Kingdom, and a solicitor at CMS Cameron McKenna in London, the United Kingdom.

Ms Meller is a vice chairman of the Legal Committee of The Hong Kong General Chamber of Commerce, and a member of the Standing Committee on Company Law Reform.

Ms Meller is qualified to practise as a solicitor in Hong Kong and England and Wales. She is a representative of the China/Hong Kong Division on the Council of the international Chartered Governance Institute, a former President of The Hong Kong Chartered Governance Institute, and a Fellow of both of these institutes.

David Tang Chi-fai*

Age 57

Property and International Business Director
(since 22 February 2021)

Mr Tang joined the Company in August 2004 as Contracts & Commercial Manager – China Business. Prior to his current position, Mr Tang was appointed as the Property Director in October 2011 and the Property and Australian Business Director in October 2020, and before that he had held various senior management positions in the then Legal and Procurement Division, the China and International Business Division, and the Property Division.

Mr Tang is responsible for all of the property development projects, asset and leasing management of investment properties (including shopping malls and offices), and property management business of the Company in Hong Kong, as well as overseeing the Company's international businesses. He is also accountable for the business results of the Hong Kong property and international businesses portfolios.

Before joining the Company, Mr Tang was Commercial Manager – Hong Kong & China Region, and Deputy General Manager – Hong Kong & China Region for Acciona, S.A. He had close to 20 years' working experience in contract administration, project management and quantity surveying in the United Kingdom and Hong Kong after starting his career as a Group Trainee of George Wimpey Plc.

Mr Tang is an adjunct professor in the Department of Real Estate and Construction at The University of Hong Kong. He is also a former co-opted member of the Public Private Partnership Projects Committee under the Board of the West Kowloon Cultural District Authority and a former non-executive director of the Urban Renewal Authority of the HKSAR Government.

Mr Tang is a Chartered Surveyor.

Jeny Yeung Mei-chun*

Age 57

Hong Kong Transport Services Director
(since 1 July 2021)

Ms Yeung joined the Company in November 1999. Prior to her current position, Ms Yeung was the Commercial Director between September 2011 and June 2021. She is currently the Chairlady of Ngong Ping 360 Limited, and a Director of Octopus Holdings Limited and of two members of the Octopus Holdings Limited group.

Ms Yeung heads the Hong Kong Transport Services Business and has overall responsibility for the Company's railway transport operations and its commercial businesses in Hong Kong. These include the metro network, the Airport Express and the High Speed Rail.

Before joining the Company, Ms Yeung held various marketing and business development positions in Standard Chartered Bank (Hong Kong) Limited and Citibank in Hong Kong.

Ms Yeung is a member of the Advisory Committee on Enhancing Self-Reliance Through District Partnership Programme, the Advisory Committee on Enhancing Employment of People with Disabilities and the Cyberport Advisory Panel of Hong Kong Cyberport Management Company Limited ("Hong Kong Cyberport"), and a non-official member of the Immigration Department Users' Committee and the Commercial Properties Committee of The Hong Kong Housing Authority. She is also an independent non-executive director of Mox Bank Limited and Hongkong International Theme Parks Limited. Ms Yeung was a director of Hong Kong Cyberport and a member of the Hong Kong Tourism Board.

Ms Yeung is a Fellow of The Chartered Institute of Marketing and a Chartered Fellow of The Chartered Institute of Logistics and Transport in Hong Kong.

* Also a director of the Company's subsidiary(ies).

CHANGES IN INFORMATION

Changes in information of Directors during 2021 and up to the date of this Report which are required to be disclosed pursuant to the Listing Rules are set out below:

(i) Changes in Biographical Details

Name	Change(s)	Nature and Effective Date of Change(s)
Dr Rex Auyeung Pak-kuen	C-MER Eye Care Holdings Limited • Vice Chairman	Appointment (2 November 2021)
Dr Jacob Kam Chak-pui	International Association of Public Transport ("UITP") • Honorary Chairman • Chairman of the Regional and Suburban Railways Division Justice of the Peace (Hong Kong) Vocational Training Council (Hong Kong) • Honorary Fellowship	Appointment (18 June 2021) Cessation (19 June 2021) Appointment (1 July 2021) Conferment (2 December 2021)
Dr Bunny Chan Chung-bun	Council for Sustainable Development (Hong Kong) • Member Kowloon Federation of Associations • President Grand Bauhinia Medal awarded by the Chief Executive of the Hong Kong Special Administrative Region (the "HKSAR")	Cessation (1 March 2021) Cessation (May 2021) Award (1 July 2021)
Dr Pamela Chan Wong Shui	The Boys' and Girls' Clubs Association of Hong Kong • Chairman • Vice-Chairman The Community Chest of Hong Kong • Third Vice President of the Board	Appointment (24 September 2021) Cessation (24 September 2021) Appointment (2021)
Dr Dorothy Chan Yuen Tak-fai	The Chartered Institute of Logistics and Transport • Advisor to the Council of Trustees	Appointment (9 June 2021)
Cheng Yan-kee	Advisory Committee on Post-office Employment for Former Chief Executives and Politically Appointed Officials (Hong Kong) • Member	Appointment (1 July 2021)
Dr Anthony Chow Wing-kin	Beijing North Star Company Limited • Independent Non-executive Director The Council of The Hong Kong Academy for Performing Arts • Deputy Chairman The Hong Kong University of Science and Technology • Doctor of Laws, <i>honoris causa</i>	Appointment (13 May 2021) Cessation (1 January 2022) Conferment (2021)
Dr Rose Lee Wai-mun	The Hang Seng University of Hong Kong • Doctorate of Social Science, <i>honoris causa</i>	Conferment (2021)
Lam Sai-hung (ceased as a Director on 8 October 2021)	Gold Bauhinia Star Medal awarded by the Chief Executive of the HKSAR	Award (1 July 2021)
Rosanna Law Shuk-pui	New Hong Kong Tunnel Company Limited • Director	Cessation (24 August 2021)
Jimmy Ng Wing-ka	Independent Police Complaints Council (Hong Kong) • Vice-Chairman Trade and Industry Department (Hong Kong) • Member of the Small and Medium Enterprises Committee Mandatory Provident Fund Schemes Authority (Hong Kong) • Non-executive Director	Appointment (1 January 2021) Cessation (1 January 2021) Appointment (17 March 2021)
Benjamin Tang Kwok-bun	Independent Commission Against Corruption (Hong Kong) • Chairman of the Operations Review Committee • Member of the Advisory Committee on Corruption BE Reinsurance Limited • Independent Non-executive Director United Builders Insurance Company, Limited • Independent Non-executive Director	Cessation (31 December 2021) Cessation (31 December 2021) Cessation (31 December 2021) Cessation (31 December 2021)

(i) Changes in Biographical Details *(continued)*

Name	Change(s)	Nature and Effective Date of Change(s)
Adi Lau Tin-shing	UITP <ul style="list-style-type: none"> • Senior Vice President of the Asia-Pacific Committee • Senior Vice President of the Asia-Pacific Division • Member of the Policy Board • Vice President of the Asia-Pacific Committee • Chairman of the Metropolitan Railways Committee 	Appointment (19 June 2021) Appointment (19 June 2021) Appointment (19 June 2021) Cessation (19 June 2021) Appointment (8 September 2021)
Margaret Cheng Wai-ching	The Standing Committee on Directorate Salaries and Conditions of Service (Hong Kong) <ul style="list-style-type: none"> • Member Employees Retraining Board (Hong Kong) <ul style="list-style-type: none"> • Member • Honorary Advisor of the ERB Manpower Developer Award Scheme Justice of the Peace (Hong Kong) Hong Kong Council for Accreditation of Academic and Vocational Qualifications <ul style="list-style-type: none"> • Vice-chairman The Standing Committee on Disciplined Services Salaries and Conditions of Service (Hong Kong) <ul style="list-style-type: none"> • Member • Chairman of the Police Sub-Committee 	Appointment (1 April 2021) Appointment (1 April 2021) Cessation (20 April 2021) Appointment (1 July 2021) Appointment (1 October 2021) Cessation (1 January 2022) Cessation (1 January 2022)
Linda Choy Siu-min	Community Involvement Committee on Greening (Hong Kong) <ul style="list-style-type: none"> • Non-official Member Make-A-Wish Foundation of Hong Kong Limited <ul style="list-style-type: none"> • Chairperson • Honorary Advisor Lantau Development Advisory Committee <ul style="list-style-type: none"> • Non-official member 	Appointment (1 March 2021) Cessation (4 November 2021) Appointment (4 November 2021) Appointment (1 February 2022)
Herbert Hui Leung-wah	HKBU Chinese Medicine Hospital Company Limited <ul style="list-style-type: none"> • Director The Standing Committee on Disciplined Services Salaries and Conditions of Service (Hong Kong) <ul style="list-style-type: none"> • Member 	Appointment (23 November 2021) Appointment (1 January 2022)
Dr Tony Lee Kar-yun	The Hong Kong Institution of Engineers <ul style="list-style-type: none"> • Member of the Electrical Discipline Advisory Panel The University of Hong Kong <ul style="list-style-type: none"> • Member of the Advisory Committee of the Department of Electrical and Electronic Engineering City University of Hong Kong <ul style="list-style-type: none"> • Honorary Advisory Board Member of the Theme-based Research Scheme Project on "Safety, Reliability, and Disruption Management of High Speed Rail and Metro Systems" 	Cessation (1 July 2021) Appointment (13 July 2021) Cessation (1 January 2022)
Gillian Elizabeth Meller	The Hong Kong Chartered Governance Institute <ul style="list-style-type: none"> • President The Chartered Governance Institute <ul style="list-style-type: none"> • China/Hong Kong Division representative on the Council 	Cessation (1 January 2022) Appointment (1 January 2022)
David Tang Chi-fai	Octopus Holdings Limited and two members of the Octopus Holdings Limited group <ul style="list-style-type: none"> • Director and Alternate Director West Kowloon Cultural District Authority (Hong Kong) <ul style="list-style-type: none"> • Co-opted Member of the Public Private Partnership Projects Committee under the board 	Cessation (1 March 2021) Cessation (1 January 2022)
Jeny Yeung Mei-chun	Octopus Holdings Limited and two members of the Octopus Holdings Limited group <ul style="list-style-type: none"> • Director The Hong Kong Housing Authority <ul style="list-style-type: none"> • Non-official Member of the Commercial Properties Committee The Hong Kong Management Association <ul style="list-style-type: none"> • Member of the Marketing Management Committee Hong Kong Trade Development Council <ul style="list-style-type: none"> • Member of the Infrastructure Development Advisory Committee Hongkong International Theme Parks Limited <ul style="list-style-type: none"> • Independent non-executive Director 	Appointment (1 March 2021) Appointment (1 April 2021) Cessation (8 July 2021) Cessation (14 July 2021) Appointment (1 September 2021)

(ii) Changes in Directors' Remuneration

1. On 11 January 2022, the Company announced the establishment of a new Finance & Investment Committee and a new Technology Advisory Panel as well as changes to the Company's Board Committees and its membership, all with effect from 1 February 2022. The directors' fees payable to the following directors of the Company have been adjusted with effect from 1 February 2022 and the actual fee receivable by the respective directors for the year ending 31 December 2022 will be calculated on a pro rata basis:
 - a. Dr Bunny Chan Chung-bun became a member of the Company's Finance & Investment Committee with effect from 1 February 2022. As a result, the annual fee payable to him by the Company has been adjusted from HK\$360,000 to HK\$420,000 per annum with effect from 1 February 2022;
 - b. Mr Walter Chan Kar-lok became a member of the Company's Capital Works Committee and ceased as a member of the Company's Environmental & Social Responsibility Committee, both with effect from 1 February 2022. As a result, the annual fee payable to him by the Company has been adjusted from HK\$420,000 to HK\$450,000 per annum with effect from 1 February 2022;
 - c. Dr Anthony Chow Wing-kin became a member of the Company's Nominations Committee and ceased as a member of the Company's Capital Works Committee, both with effect from 1 February 2022. As a result, the annual fee payable to him by the Company has been adjusted from HK\$450,000 to HK\$420,000 per annum with effect from 1 February 2022;
 - d. Mr Hui Siu-wai became a member of the Company's Audit & Risk Committee and ceased as a member of the Company's former Risk Committee, both with effect from 1 February 2022. As a result, the annual fee payable to him by the Company has been adjusted from HK\$450,000 to HK\$480,000 per annum with effect from 1 February 2022;
 - e. Mr Jimmy Ng Wing-ka became a member of the Company's Nominations Committee and ceased as a member of the Company's Capital Works Committee, both with effect from 1 February 2022. As a result, the annual fee payable to him by the Company has been adjusted from HK\$450,000 to HK\$420,000 per annum with effect from 1 February 2022; and
 - f. Mr Johannes Zhou Yuan became the chairman of the Company's Technology Advisory Panel and ceased as a member of the Company's former Risk Committee, both with effect from 1 February 2022. As a result, the annual fee payable to him by the Company has been adjusted from HK\$450,000 to HK\$500,000 per annum with effect from 1 February 2022.
2. In November 2021, the Company renewed a service contract with Dr Jacob Kam Chak-pui for the position of Chief Executive Officer for a term of 3 years commencing on 1 April 2022. The amount of Dr Kam's emoluments is HK\$8,486,880 per annum (which excludes discretionary variable remuneration) as determined by the Remuneration Committee of the Company. He was also awarded an entitlement of 132,000 restricted shares which will all vest in Dr Kam on 31 March 2025, according to the terms and conditions set out in his service contract.

For details of the Directors' remuneration received during the year, please refer to pages 227 to 230 of the Annual Report.