



Board of directors 2003

1 Robert Speirs, Non-Executive Chairman

A non-executive director of the Group since March 1995. In July 2002, he was appointed by the Board as Non-Executive Chairman. A former Group Finance Director of The Royal Bank of Scotland plc, Robert Speirs is also Chairman of the Miller Group Ltd and Bell Group plc. His other non-executive directorships include Canary Wharf Group plc, and Martin Currie Income and Growth Trust. Aged 66.

2 Brian Souter, Chief Executive

A co-founder of Stagecoach, Brian Souter has extensive knowledge of the ground transportation industry around the world. Brian was Chairman of the Group throughout the year ended 30 April 2002. Following Keith Cochrane's resignation, the Board appointed him Chief Executive on 21 July 2002. He is now responsible for managing all of the Group's operations. He is also a board member of Road King Infrastructure. Brian Souter is also Chairman of ScotAirways Group Ltd and was a director of Scottish Enterprise until November 2002. He is a Chartered Accountant. Aged 49.

3 Martin Griffiths, Finance Director

Appointed Finance Director in April 2000, Martin Griffiths is responsible for the Group's overall financial policy and treasury management. He also has responsibility for the overall management of the Group's property portfolio. He is a Chartered Accountant. Aged 37.

4 Graham Eccles, Executive Director – Rail

Graham Eccles has over 35 years' experience in the rail industry and has held a number of senior management posts. He has been a member of the Board since September 2000 and prior to that was managing director of South West Trains from 1999. He is responsible for the management of all the Group's rail operations and business development opportunities in the rail market. He also has main board responsibility for Group safety matters. Graham Eccles is a director of Virgin Rail Group Holdings. Aged 56.

5 Ewan Brown CBE, Non-Executive Director

Ewan Brown has been a non-executive director of the Group since 1988. He is an executive director of Noble Grossart Ltd and Chairman of Lloyds TSB Scotland plc. His other non-executive directorships include John Wood Group plc, Transport Initiatives Edinburgh Limited and Lloyds TSB Group plc. Aged 61.

6 Iain Duffin, Non-Executive Director

Iain Duffin became a non-executive director of the Group in September 2001. He was appointed Chairman of the Remuneration Committee on 1 May 2003. He is non-executive Chairman of Origo Services. He has previously held executive positions in the UK and the US with a number of organisations including Macfarlane Group plc, Hughes MicroElectronics, ITT Canon and LucasVarity. Aged 56.

7 Ann Gloag, Non-Executive Director

Ann Gloag co-founded Stagecoach in 1980 and served as an executive director until May 2000. She is a past winner of the Businesswoman of the Year Award and European Women in Achievement Award. She is a trustee of the Princess Royal Trust for Carers and an international Board member of Mercy Ships. Aged 60.

8 Dr Janet Morgan, Non-Executive Director

Dr Janet Morgan, Lady Balfour of Burleigh, became a non-executive director in April 2001. She is Chairman of the Health, Safety & Environment Committee. She is also a non-executive director of Cable & Wireless plc, BPB plc, NMT Group plc and other companies. Dr Morgan is a Fellow of the Royal Society of Edinburgh, a Trustee of the Carnegie Trust for the Universities of Scotland and Chairman of the Scottish Cultural Resources Access Network. She was a member of the Central Policy Review Staff of the Cabinet Office. Aged 57.

9 Russell Walls, Non-Executive Director

Appointed as a non-executive director in June 2000, Russell Walls is the current Chairman of the Audit Committee. Following Robert Speirs appointment as Chairman in July 2002, Russell Walls was appointed the senior independent non-executive director. He is a non-executive director of Signet Group plc. He was previously Group Finance Director of BAA plc and Wellcome PLC. For many years he worked abroad with Coats Viyella plc where he was Group Finance Director from January 1990. He is a fellow of the Association of Chartered Certified Accountants. Aged 59.

Key to photograph

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