

Executive Directors

ZEN Wei Pao, William, aged 55, was appointed as an Executive Director in July 1992 and is the Chairman of the Company. He has been with the Group since 1971. He is also the Chairman of Road King Infrastructure Limited. He holds a Bachelor of Science Degree in Physics from The Chinese University of Hong Kong and a Master of Business Administration Degree from Asia International Open University (Macau). He also attended Executive Education Program at Harvard University. He is a member of both the Hong Kong Institution of Engineers and the Institute of Quarrying, UK. He has over 33 years' experience in civil engineering industry. Mr. William Zen is responsible for the overall strategic planning and corporate marketing and development of the Group and oversees the operations of the Group's highway sector. He is the brother of Mr. Zen Wei Peu, Derek.

ZEN Wei Peu, Derek, aged 49, was appointed as an Executive Director in July 1992 and is the Vice Chairman of the Company. He has been with the Group for over 22 years. He is also an Executive Director of Road King Infrastructure Limited. He holds a Bachelor of Science Degree in Civil Engineering from The University of Hong Kong and a Master Degree of Business Administration from The Chinese University of Hong Kong and is a member of both the Institution of Civil Engineers and the Hong Kong Institution of Engineers and a fellow member of the Institution of Quarrying, UK. He has over 23 years' experience in civil engineering. Mr. Derek Zen is responsible for the overall management of the Group and oversees the operations of the Group's construction and quarry divisions. He is the brother of Mr. Zen Wei Pao, William.

YUE Pak Lim, aged 66, was appointed as an Executive Director in September 2000. He joined the Group in July 1999. He has over 42 years' experience in various building and civil engineering works. Prior to joining the Group, he was an Executive Director of Gammon Construction Limited.

FONG Shiu Leung, Keter, aged 39, was appointed as an Executive Director in August 2000. He is also an Executive Director of Road King Infrastructure Limited. He holds a Bachelor Degree in Arts. He is a Certified Practising Accountant in Australia and a fellow member of the Hong Kong Society of Accountants. He has 17 years' experience in auditing, accounting and business advisory profession. Mr. Fong is responsible for the financial management and the accounting and secretarial departments of the Group.

Directors and Senior Management

Non-executive Directors

LAM Wai Hon, Patrick, aged 39, was appointed as a Non-executive Director in September 2000. Mr. Lam is a Chartered Accountant by training and holds a Master of Business Administration Degree from the University of Edinburgh and a Bachelor Degree from the University of Essex, the United Kingdom. He is a fellow of the Hong Kong Society of Accountants, and of the Institute of Chartered Accountants of England and Wales, and a member of the Institute of Chartered Accountants of Ontario, Canada. Mr. Lam is presently Assistant General Manager of New World Development Company Limited. He is also an Executive Director of New World Services Limited ("NWS") and Hong Kong Convention and Exhibition Centre (Management) Limited. Prior to joining the New World Group, Mr. Lam worked for an international accounting firm.

CHENG Chi Pang, Leslie, aged 45, was appointed as a Non-executive Director in September 2000. Mr. Cheng holds a Bachelor Degree in Business and a Master Degree of Business Administration. He is an associate member of the Hong Kong Society of Accountants and the Australian Society of Certified Practising Accountants and a fellow member of The Association of Chartered Certified Accountants. He is a Certified Public Accountant in Hong Kong and has over 21 years' experience in financial management. Mr. Cheng joined the New World Group in 1992 and is presently Controller and Company Secretary of NWS. He is also a director of a number of subsidiaries and associated companies including Hip Hing Construction Company Limited, Tai Yieh Construction & Engineering Company Limited and Tridant Engineering Company Limited. Mr. Cheng is also the Chairman of the Supervisory Board of the Macau Water Supply Company Limited. Prior to joining the New World Group, he was a senior manager of an international accounting firm.

Independent Non-executive Directors

WONG Che Ming, Steve, aged 52, was appointed as a Non-executive Director in July 1992. He is a practising solicitor and has been a senior partner of a law firm in Hong Kong since 1985. He holds a Bachelor of Social Science Degree in Economics from The Chinese University of Hong Kong and a Master Degree in Civil Laws from The Remin University of China.

WAN Siu Kau, Samuel, aged 50, was appointed as a Non-executive Director in September 2001. He holds a Master Degree of Business Administration from The Chinese University of Hong Kong and a Bachelor Degree in Business Administration and Accounting from The University of Hong Kong. He started his search career in 1988. Prior to joining Amrop Hever, he was the Managing Director of Norman Broadbent's Hong Kong and China offices. Heading the first generation of recruiters to establish operations in China, he led Amrop Hever to become one of the top retained executive search firms in Asia. Earlier, he worked for Bank of America and Banque Nationale de Paris on both the human resources and business side.

Senior Management

YU Sai Yen, aged 47, joined the Group in May 1996 and is the Managing Director of Leader Construction Company Limited ("Leader Construction") and the Chief Executive Officer of Group's civil engineering division. He holds a Bachelor of Science Degree in Civil Engineering from the University of Dundee and is a member of both the Institution of Civil Engineers and the Hong Kong Institution of Engineers. Mr. Yu has over 23 years' experience in civil engineering and prior to joining the Group, he was the general manager of the marine engineering division of UDL Holdings Limited.

Alan CLARKE, aged 53, joined the Group in 1997 and is the Director of Kier Hong Kong Limited. He holds a Bachelor Degree in Building and is a member of the Institution of Civil Engineers and the Chartered Institute of Building. He has over 29 years' experience in civil engineering including estimating and project management.

YEH Wai Kwan, Wilson, aged 41, has been working with the Group since 1999. He is a Director and the General Manager of Wai Kee (Zens) Construction & Transportation Company Limited ("WKC&T"), and also a Director of Wai Kee China Construction Company Limited. He is a member of both the Institution of Civil Engineers and the Hong Kong Institution of Engineers. He is also a Chartered Engineer of UK. He has 18 years' experience in civil engineering in several countries including the PRC.

LUI Yau Chun, Paul, aged 41, has been working with the Group since 1998. He is a Director and the General Manager (Marine) of WKC&T, and is also a Director of Leader Marine Contractors Limited ("Leader Marine"). He is a member of the Institution of Structural Engineers. He has over 18 years' experience in civil and marine engineering. Mr. Lui is responsible for managing the marine operations of WKC&T and the operations of Leader Marine.

CHAN Sau Him, Stephen, aged 51, served the Group for over 10 years and is now the General Manager of the quarry division. He holds a Bachelor of Science Degree in Civil Engineering and has over 24 years' experience in civil engineering and quarrying.

CHEUNG Kwan Man, Edmond, aged 46, joined the Group in August 1994 and is now the Group Financial Controller. Mr. Cheung has extensive accounting experience and is a member of the Certified General Accountants' Association of Canada. He is the spouse of Madam Cheung Wai Ying, Eva.

CHANG Kam Chuen, Desmond, aged 36, joined the Group in May 1997 and is now the Financial Controller of Leader Construction. Mr. Chang is a member of the Hong Kong Society of Accountants and a fellow member of The Association of Chartered Certified Accountants. He has extensive auditing and accounting experience.

Directors and Senior Management

Senior Management (Cont'd)

CHIU Wai Yee, Anriena, aged 38, joined the Group in April 1995 and is now the Deputy Company Secretary. She holds a Bachelor of Administrative Studies Degree and a Master Degree of Professional Accounting and is an associate member of the Hong Kong Institute of Company Secretaries and the Institute of Chartered Secretaries and Administrators.

CHEUNG Wai Ying, Eva, aged 44, joined the Group in May 1993 as the Group Personnel and Administration Manager. She is the spouse of Mr. Cheung Kwan Man, Edmond.