

Chan Kwok Keung, Charles, aged 48, is the Chairman of the Company. Dr. Chan holds an honorary degree of Doctor of Laws and a bachelor's degree in civil engineering and has over 23 years' international corporate management experience in the construction and property sectors as well as in strategic investments. He joined the Group in 1987 and is responsible for its strategic planning. Dr. Chan is the chairman of ITC Corporation Limited ("ITC"), Hanny Holdings Limited ("Hanny") and Dong Fang Gas Holdings Limited, all of which are companies whose shares are listed on The Stock Exchange of Hong Kong Limited (the "Hong Kong Stock Exchange"), and China Enterprises Limited, a company whose shares are traded on OTC Bulletin Board in U.S.A. ITC is a substantial shareholder of the Company as disclosed in the section headed "Substantial Shareholders" in the report of the directors. He is the chairman and chief executive officer of China Strategic Holdings Limited ("China Strategic") and an executive director of Ananda Wing On Travel (Holdings) Limited, both of which are companies whose shares are listed on the Hong Kong Stock Exchange. Dr. Chan is also a non-executive director of Downer EDI Limited ("Downer"), a company whose shares are listed on the Australian Stock Exchange and the New Zealand Stock Exchange.

Lau Ko Yuen, Tom, aged 52, is the Deputy Chairman of the Company. Mr. Lau has over 30 years' international corporate management experience in the construction industry. He joined the Group in 1991 and is responsible for its general

corporate development and administration. Mr. Lau is the deputy chairman of ITC and Downer. He is also a director of ITC Investment Holdings Limited ("ITC Investment") and Hollyfield Group Limited ("Hollyfield") which are substantial shareholders of the Company as disclosed in the section headed "Substantial Shareholders" in the report of the directors.

Chan Fut Yan, aged 49, is the Managing Director of the Company. Mr. Chan has over 30 years' experience in the local construction field specialising in site supervision, planning of works and progress monitoring. He joined the Group in 1987 and is responsible for its general management. Mr. Chan is the vice chairman of Rosedale Hotel Group Limited ("Rosedale"), a company whose shares are listed on the Hong Kong Stock Exchange, an executive director of ITC, and a director of ITC Investment and Hollyfield.

Wong Wing Hoo, Billy, aged 45, is the Deputy Managing Director of the Company. Mr. Wong has over 22 years' experience in the construction field. He holds a bachelor's degree in civil engineering and is a visiting professor of Central South University, China. Mr. Wong is a Registered Professional Engineer, and a fellow member of The Hong Kong Institution of Engineers, The Hong Kong Institution of Highways and Transportation and The Institution of Highways and Transportation. He is also the President of the Hong Kong Construction Association, the Chairman of Construction Industry Training Authority, and a member of the Provisional Construction Industry Coordination Board. He is also a

member of Corporate & Employee Contribution Programme Organising Committee of The Community Chest, a member of Advisory Committee of the Department of Civil Engineering of The University of Hong Kong, and an observer of IPCC Observers Scheme of The Independent Police Complaints Council. Mr. Wong joined the Group in 1990 and is responsible for its construction business operating in Hong Kong, Mainland China and overseas. He is an alternate director of Downer.

Chau Mei Wah, Rosanna, aged 48, is an executive director of the Company. Ms. Chau has over 23 years' experience in international corporate management and finance. She holds a bachelor's degree and a master's degree in commerce and is a member of the Hong Kong Society of Accountants, the CPA Australia and the Certified General Accountants' Association of Canada. She joined the Group in 1991 and is responsible for its general corporate development, administration and overall finance activities. Ms. Chau is the managing director of ITC, and an executive director of Star East Holdings Limited, a company whose shares are listed on the Hong Kong Stock Exchange, China Strategic and Rosedale. She is also a director of ITC Investment, Hollyfield and Burcon NutraScience Corporation, a company whose shares are listed on the TSX Venture Exchange.

Cheung Hon Kit, aged 49, is an executive director of the Company. Mr. Cheung graduated from the University of London with a Bachelor of Arts degree. He has over 25 years' experience in real estate

development, property investment and corporate finance. He has worked in key executive position in various leading property companies in Hong Kong. Mr. Cheung is an executive director of ITC and the executive vice chairman of Rosedale. He is also a director of Hanny, Skynet (International Group) Holdings Limited, Panva Gas Holdings Limited, Cyber On-Air Group Company Limited and Billybala Holdings Limited, all of which are companies whose shares are listed on the Hong Kong Stock Exchange.

Law Man Wah, Conrad, aged 43, is an executive director of the Company. Mr. Law has a Higher Diploma in Structural Engineering. He has over 20 years' experience in the local and overseas construction field specializing in foundation works and specialist works. He joined the Group in 1985 and is responsible for its construction business specializing in foundation works and specialist works operating in Hong Kong and overseas.

Lee Hon Chiu, aged 41, is an executive director of the Company. Mr. Lee has over 16 years' experience in auditing, accounting and financial management. He holds a bachelor's degree in business administration and is a member of the Hong Kong Society of Accountants, a fellow member of the Association of Chartered Certified Accountants and also a certified public accountant in Hong Kong. He joined the Group in 1993 and is responsible for its finance and accounting functions.

Cheung Ting Kau, Vincent, aged 61, has been an independent non-executive director since 1993. Mr. Cheung is a practising solicitor and the senior partner of the firm of solicitors, Vincent T.K. Cheung, Yap & Co. He obtained a bachelor of laws degree from University College, London and was admitted as a solicitor in the United Kingdom in 1970 and in Hong Kong in 1972. Mr. Cheung is an executive director of Jade Dynasty Food Culture Group Limited, a non-executive director of Gold Peak Industries (Holdings) Limited, Techtronic Industries Company Limited, all of which are companies whose shares are listed on the Hong Kong Stock Exchange.

Kwok Shiu Keung, Ernest, aged 67, has been an independent non-executive director since 1993. Mr. Kwok is a practising solicitor, a chartered civil engineer and a practising arbitrator. He was for more than 25 years a registered structural engineer and an authorised person (List II) under the Buildings Ordinance. Mr. Kwok is a member of the Institution of Civil Engineers, United Kingdom, a fellow member of the Chartered Institute of Arbitrators, United Kingdom and a fellow member of the Hong Kong Institute of Arbitrators.