

EXECUTIVE DIRECTORS

ZEN Wei Pao, William, aged 56, 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 35 years of 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 51, 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 24 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 25 years of 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 quarrying divisions. He is the brother of Mr. Zen Wei Pao, William.

FONG Shiu Leung, Keter, aged 41, 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 18 years of 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.

NON-EXECUTIVE DIRECTORS

LAM Wai Hon, Patrick, aged 41, 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 member 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 NWS Holdings Limited ("NWSH") 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 46, 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 23 years of experience in financial management. Mr. Cheng joined the New World Group in 1992 and is presently Group Financial Controller of NWSH. He is also a director of a number of subsidiaries and associated companies including Hip Hing Builders Company Limited and NWS Engineering 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 53, 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 52, 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 executive search career in 1988 and is presently the Managing Partner of Amrop Hever, a global executive search firm. Prior to this, he was the Managing Director of Norman Broadbent's Hong Kong and China offices and was among the first generation of recruiters to establish a search practice in China. 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 49, joined the Group in May 1996 and is the Managing Director of Leader Construction Company Limited ("Leader Construction"). He holds a Bachelor of Science Degree in Civil Engineering from the University of Dundee. Mr. Yu is a fellow member of both the Hong Kong Institution of Engineers and the Institution of Civil Engineers. He has over 25 years of experience in project management and contract administration of large-scale civil engineering projects in site formation, reclamation, highway and railway works. Prior to joining the Group, he was the General Manager of the marine engineering division of UDL Holdings Limited.

Alan CLARKE, aged 55, joined the Group in 1997 and is the Director and the General Manager 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 31 years of experience in civil engineering including estimating and project management.

YEH Wai Kwan, Wilson, aged 42, has been working with the Group since 1999. He is the Deputy Managing Director of Leader Construction, a Director and the General Manager of Wai Kee (Zens) Construction & Transportation Company Limited ("WKC&T"), and also a Director and the General Manager 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 20 years of experience in civil engineering in several countries including the PRC.

LUI Yau Chun, Paul, aged 43, 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 and the General Manager of Leader Marine Contractors Limited ("Leader Marine"). He is a member of the Institution of Structural Engineers. He has over 20 years of experience in civil and marine engineering. Mr. Lui is responsible for managing the marine operations of WKC&T and the operations of Leader Marine.

KO Kin Wah, Max, aged 49, joined the Group in 1997, and is a Director of Leader Civil Engineering Corporation Limited. He is a member of the Association of Professional Engineers and Geoscientists of British Columbia, Canada. He is also a member of the Hong Kong Institution of Engineers. He has over 25 years of experience in civil engineering and project management.

CHAN Sau Him, Stephen, aged 53, served the Group for over 10 years and is now the General Manager of the quarrying division. He holds a Bachelor of Science Degree in Civil Engineering and has over 26 years of experience in civil engineering and quarrying.

CHEUNG Kwan Man, Edmond, aged 48, joined the Group in August 1994 and is now the Group Financial Controller. Mr. Cheung holds a Master Degree of Business Administration and is a member of the Certified General Accountants' Association of Canada. He has extensive auditing and accounting experience .

SENIOR MANAGEMENT (Cont'd)

CHANG Kam Chuen, Desmond, aged 38, 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.

CHIU Wai Yee, Anriena, aged 40, 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. She has extensive company secretarial experience.