

Executive Directors

ZEN Wei Pao, William, aged 54, 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. He also attended Executive Education Program at Harvard University. He has over 32 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 48, 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 21 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 22 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.

YU Sai Yen, aged 46, was appointed as an Executive Director in September 2000. He joined the Group in May 1996 as the Managing Director of Zen Pacific Construction Limited ("Zen Pacific") and 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 22 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.

YUE Pak Lim, aged 65, was appointed as an Executive Director in September 2000. He joined the Group in July 1999 and is the Managing Director of Ngo Kee Construction Company Limited since October 2000. He has over 41 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 38, 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 16 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 38, 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 44, 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 20 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 51, 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 law from The Remin University of China.

TSE Sze Wing, Edmund, aged 63, was appointed as a Non-executive Director in September 1996. He is the senior Vice Chairman of American International Group, Inc., the leading US-based international insurance organisation. He is also the Chairman and Chief Executive Officer of American International Assurance Company, Limited, with headquarters in Hong Kong. Mr. Tse is a veteran of the insurance industry with over 40 years' experience and has been active in promoting the development of the insurance industry in Asia. Mr. Tse received his bachelor of arts degree in mathematics from The University of Hong Kong. He also obtained Diplomas from the College of Insurance and the Graduate School of Business of Stanford University, U.S.A.

Senior Management

David Howard **GEM**, aged 61, is the Deputy Managing Director of Zen Pacific and has been an Executive Director of Zen Pacific Civil Contractors Limited ("ZPCCL") since 1988. He is a member of both the Institution of Civil Engineers and the Hong Kong Institution of Engineers. He is also a fellow of Hong Kong Institution of Highways and Transportation. He has extensive experience in the marketing management, design and construction of civil engineering and building projects in UK, Hong Kong and Asia. He is the Vice President of the Hong Kong Construction Association, Chairman of the Civil Engineering Committee, Hong Kong Construction Association, a member of the Contract Committee of the Construction Advisory Board and a council member of Hong Kong Institution of Highways and Transportation.

Alan **CLARKE**, aged 52, is the Director and General Manager of ZPCCL for which he has been working since July 1992. 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 28 years' experience in civil engineering including estimating and project management.

CHAN Sau Him, Stephen, aged 50, 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 23 years' experience in civil engineering and quarrying.

LEUNG Kai Ming, Patrick, aged 48, joined the Group in October 1996 and is the Managing Director of Sundart Timber Products Company Limited ("Sundart"). Mr. Leung has extensive experience in building construction, interior fitting-out and timber business and he holds 33% interest in Sundart.

NG Tak Kwan, Tony, aged 47, joined the Group in September 1999 and is the Director of Sundart. Mr. Ng has extensive experience in building construction, interior fitting-out and timber business and he holds 2% interest in Sundart.

LI Siu Yuk, Ashley, aged 36, joined the Group in September 1997 and is now the General Manager of Sundart. She holds a bachelor of social sciences degree from The University of Hong Kong.

CHEUNG Kwan Man, Edmond, aged 45, 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.

SIEN Fung, Terence, aged 40, joined the Group since February 2000 as Chief Information Officer. He holds a bachelor degree in computer science and has over 15 years' solid and practical experience in the field of information technology.

Directors and Senior Management

Senior Management (Cont'd)

CHIU Wai Yee, Anriena, aged 37, 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 43, joined the Group in May 1993 as the Group Personnel and Administration Manager. She is the spouse of Mr. Cheung Kwan Man, Edmond.