

Executive Director

Michael Smithyman (Aged 59) Joined the Group as Group Chief Executive in 2003. He previously held the position of Chief Executive Officer of WACO International and prior to that MD of BTR Dunlop (South Africa).

Non Executive Directors

Gary Weiss (Aged 51) Chairman. Appointed a Director in 2003 and Chairman in 2004. He has considerable experience in the international business sector. He is an Executive Director of Guinness Peat Group plc and a Non Executive Director of a number of other companies. He is Chairman of the Remuneration Committee and a member of the Audit Committee.

Anthony Gibbs (Aged 57) Appointed a Director in 2004. He has diverse experience in mergers, acquisitions, divestments and restructuring. He is an Executive Director of Guinness Peat Group plc and Chairman of Turners & Growers Ltd, Tenon Ltd and Staveley Inc. He is a member of the Remuneration Committee.

Blake Nixon (Aged 44) Appointed a Director in 2003. He has a wide experience of corporate finance in both the UK and Australia. He is UK Executive Director of Guinness Peat Group plc and Chairman of Staveley Industries plc. He is Chairman of the Audit Committee and a member of the Remuneration Committee.

Rex Wood-Ward (Aged 56) Appointed a Director in 2003. He has over 30 years of corporate experience. He is the Chairman and CEO of Emess plc, and is a Non Executive Director of three companies listed on the Australian Stock Exchange. He is a member of the Audit Committee and the Remuneration Committee.

Company Secretary: Gemma Aldridge

Auditors: Deloitte & Touche LLP