

## **DIRECTORS, SENIOR MANAGEMENT AND STAFF**

### **EXECUTIVE DIRECTORS**

Mr. Loh Kim Her, aged 48, is the managing director and he joined the Group in November 1993. Mr. Loh has over 8 years experience in distribution of passenger vehicles business in the PRC. Mr. Loh is responsible for the overall strategic planning of the business of the Group. Mr. Loh is also responsible for the establishment and operation of the Group's authorised service centres in the PRC.

Mr. Chan Hing Ka, Anthony, aged 34, is a co-founder of the Group and an executive Director. Mr. Anthony Chan is responsible for the finance operation of the Group. Mr. Chan has established and maintained close relationship with BMW AG and Honda Motor (China) Co., Ltd and enabled the Group to secure reliable supply of BMW, Honda and Land Rover passenger vehicles at competitive terms. Mr. Anthony Chan graduated from the University of San Francisco in 1988 with a bachelor's degree in business administration.

Mr. Loh Nee Peng, aged 33, is a co-founder of the Group and an executive Director. He resigned his directorship from the Group in June 2000 with the intention to develop his auto parts business. Since January 2001, Mr. Loh has been serving the Group as a manager for the PRC development. Mr. Loh has over 8 years experience in automobile industry and became the director of 2 subsidiaries of North Anhua, namely CNA Anhua (Hertz) and CNA Anhua (Beijing), without any shareholding after his resignation from the Group. Mr. Loh graduated from the University of San Francisco in 1988 with a bachelor degree in business administration. Mr. Loh Nee Peng is the nephew of Mr. Loh Kim Her.

### **NON-EXECUTIVE DIRECTOR**

Mr. Goh Chee Wee, aged 55, is the chairman of the Group. He has been appointed as the director of GAPL since September 2000. Mr. Goh is also the group managing director and chief executive officer of Comfort Group, a company listed on the Stock Exchange of Singapore and which owns Comfort (China). He is also the deputy chairman and chief executive officer of another listed subsidiary of Comfort Group, namely VICOM Ltd. Mr. Goh is a director of Singapore Labour Foundation, the chairman of Board of Trustees of Singapore National Co-operative Federation Ltd., the chairman of the NTUC Media Co-operative Ltd. and the deputy chairman of NTUC Fairprice Co-operative Ltd. Mr. Goh is also a director of a number of companies listed on the Stock Exchange of Singapore including Stamford Tyres Corporation Ltd., King Wan Corporation Ltd and Chip Eng Seng Corporation Ltd. Prior to joining Comfort Group, Mr. Goh was the Minister of State in the Ministry of Trade and Industry and Ministry of Communications. Mr. Goh holds a bachelor degree of science with first class honours in physics and a diploma in business administration from the University of Singapore, and a master degree of science engineering from the University of Wisconsin. Mr. Goh is the appointed representative of Comfort Group at any meeting of the members of any company in which Comfort Group has an interest and does not participate or exercise such power in day-to-day operation of the Group.

## **DIRECTORS, SENIOR MANAGEMENT AND STAFF**

### **INDEPENDENT NON-EXECUTIVE DIRECTORS**

Mr. Lee Kwok Yung, aged 46, is an independent non-executive Director. Mr. Lee is a solicitor admitted to practise law in Hong Kong and a member of the Law Society of Hong Kong. He is currently a partner at Messers. Hau, Lau, Li & Yeung, Solicitors & Notaries in Hong Kong. Mr. Lee has over 12 years experience in law practicing. Mr. Lee holds a diploma from the College of Radiographers and a honours degree in law from the University of London and a postgraduate certificate in laws from the University of Hong Kong. Mr. Lee is experienced in commercial law, litigation and conveyancing.

Ms. Lam So Ying, aged 29, is an independent non-executive Director. She is the vice general manager of Palun Development Limited and is responsible for strategic planning of product distribution and supervising the marketing, administration account and logistic departments of the company. Palun Development Limited is a company which is principally engaged in the trading of photographic equipment in the PRC. Prior joining Palun Development Limited in 1994, Ms. Lam was the Vice Manager of a company which is principally engaged in the trading of various consumer goods in the PRC, and was responsible for supervising the sales and shipping department of the company. Ms. Lam has over 10 years experience in the trading and logistic business in the PRC. Ms. Lam graduated from Hong Kong Baptist University with a diploma in business management in 1996 and is a member of the Association of Business Executives (ABE) in United Kingdom.

### **SENIOR MANAGEMENT**

Mr. Lim Tee Peng, aged 38, is the general manager of the auto parts and accessories division of the Group. Prior to joining the Group in August 1993, Mr. Lim was a sales manager of an authorised dealer of European luxury motor vehicle. Mr. Lim has extensive experience in motor vehicle distribution. Mr. Lim was educated in Beijing University in 2001.

Mr. Tan Cheng Kim, aged 35, is the general manager of the motor vehicle distribution division of the Group. Mr. Tan has extensive experience in trading of auto parts and accessories in the PRC. Prior to joining the Group in August 1993, Mr. Tan was an engineer of an authorised dealer of European luxury motor vehicle. Mr. Tan graduated from the Ngee Ann Polytechnic in Singapore in 1987 with a diploma in mechanical engineering.

Mr. Alan John Walker, aged 39, is the general manager of the after-sales division of the Group and is responsible for operation and development of after-sale services. Mr. Walker joined the Group in November 1994. Mr. Walker holds the National Craftsman Certificate issued by National Joint Council for the Motor Vehicle Retail & Repair Industry and is a fellow member of the Institute of Motor Industries, United Kingdom.

Mr. Duncan Anderson Harworth, aged 40, is the service manager of the Group and is responsible for the operations of the Group's service centres in the PRC. Mr. Harworth joined the Group in August 1997. Mr. Harworth is a fellow member of the Institute of Motor Industries, United Kingdom.

## **DIRECTORS, SENIOR MANAGEMENT AND STAFF**

Mr. Shum Kai Wing, aged 37, is the Financial Controller and the Company Secretary of the Group and is responsible for the overall financial management and accounting function of the Group. He joined the Group in August 2001 and has more than 13 years experience in financial sector, including working for an international audit firm for 4 years. Mr. Shum holds a bachelor degree in accounting from the City University of Hong Kong. He is a fellow member of Chartered Association of Certified Accountants and an associate member of Hong Kong Society of Accountants.

Mr. Choy Choong Yew, aged 48, is the finance and administration manager. Mr. Choy joined the Group in August 1997 and has more than 10 years experience in the finance and accounting area. He is responsible for the finance and accounting functions in Singapore. Mr. Choy graduated from the Royal Technology College in Australia with a master degree in finance.

Mr. Crispino Cabaluna Villondo, aged 41, is the workshop chief technician and is responsible for the technical services provided in the workshop in Fujian Province, the PRC. He joined the Group in October 1995 and has more than 15 years experience in auto servicing industry. Mr. Villondo holds a bachelor degree in science in mechanical engineering from the Adamson University.

Ms. Feng Qi Fei, aged 31, is the distribution manager and is responsible for car distribution in the Northern part of the PRC. She joined the Group in August 1993 and has 10 years experience in marketing in auto industry. Ms. Feng graduated from the Beijing Second Foreign Language Institute.

Ms. Lim Mi Mi, aged 28, is the distribution manager and is responsible for car distribution in the Southern part of the PRC. She joined the Group in May 1994 and has 7 years experience in marketing in auto industry. Ms. Lim holds a bachelor degree in Chinese Language and Literature from the Fuzhou University and a master degree in business management from the Xiamen University.

Mr. Chan Wing Yin, aged 25, is the finance and administration manager and is responsible for the finance and administration in Hong Kong. He joined the Group in April 2001. Mr. Chan holds a bachelor degree in business administration from the Chinese University of Hong Kong.

Mr. Xue Guo Qiang, aged 24, is the assistant finance manager and is responsible for the finance and accounting in the PRC. He joined the Group in April 1999. Mr. Xue holds a bachelor degree in Finance and Accounting from the Industry Technology College of Harbin University.

## **DIRECTORS, SENIOR MANAGEMENT AND STAFF**

### **ADVISORS**

Mr. Li Gang is an advisor to the Group. He is the general manager of North Anhua, a wholly-owned subsidiary of CNA which is a company duly authorised by the MOFTEC for import and export trade of motor vehicles and is granted the distribution right of motor vehicles in the PRC. North Anhua has an alliance arrangement with the Group in distributing the vehicles distributed by the Group in the PRC. Mr. Li will be mainly in a role of advising the Group on motor vehicle distribution expansion in the future.

Mr. Chua Huat Hwee is an advisor to the Group. He is the general manager of Comfort (China), which is a wholly-owned subsidiary of Comfort Group in the PRC and operates taxi services, tour bus services, petroleum section and service centres in Jiangsu Province, Henan Province and Fujian Province. Mr. Chua will be providing advise on the Group's business development in terms of his extensive business connection in the PRC.

### **COMPANY SECRETARY**

Mr. Shum Kai Wing AHKSA FCCA.

### **QUALIFIED ACCOUNTANT**

Mr. Shum Kai Wing AHKSA FCCA.

### **COMPLIANCE OFFICER**

Mr. Loh Kim Her.

# DIRECTORS, SENIOR MANAGEMENT AND STAFF

## STAFF

As at the Latest Practicable Date, the Group had approximately 70 employees. A breakdown of the employees' functions is as follows:

			Xiamen	Xiamen	CNA Anhua (Tianjin)	
<b>As at 31st December, 2000</b>	<b>GAPL</b>	<b>GAL</b>	<b>BMW</b>	<b>Honda</b>		<b>Total</b>
Management	1	1	2	2	—	6
Finance and Administration	3	3	2	2	2	12
After-sales service & technical support	—	—	23	8	—	31
Sales and Marketing	3	1	5	1	—	10
Purchasing	3	1	4	2	—	10
	<u>10</u>	<u>6</u>	<u>36</u>	<u>15</u>	<u>2</u>	<u>69</u>

			Xiamen	Xiamen	CNA Anhua (Tianjin)	
<b>As at 31st December, 2001</b>	<b>GAPL</b>	<b>GAL</b>	<b>BMW</b>	<b>Honda</b>		<b>Total</b>
Management	1	1	2	2	—	6
Finance and Administration	3	3	2	2	2	12
After-sales service & technical support	—	—	23	7	—	30
Sales and Marketing	3	2	6	3	—	14
Purchasing	3	1	3	1	—	8
	<u>10</u>	<u>7</u>	<u>36</u>	<u>15</u>	<u>2</u>	<u>70</u>

			Xiamen	Xiamen	CNA Anhua (Tianjin)	
<b>As at the Latest Practicable Date</b>	<b>GAPL</b>	<b>GAL</b>	<b>BMW</b>	<b>Honda</b>		<b>Total</b>
Management	1	1	2	2	—	6
Finance and Administration	3	3	2	2	2	12
After-sales service & technical support	—	—	23	7	—	30
Sales and Marketing	3	2	6	3	—	14
Purchasing	3	1	3	1	—	8
	<u>10</u>	<u>7</u>	<u>36</u>	<u>15</u>	<u>2</u>	<u>70</u>

Out of the 70 employees of the Group as at the Latest Practicable Date, 10 employees, 7 employees and 53 employees were in Singapore, Hong Kong and the PRC respectively.

## **DIRECTORS, SENIOR MANAGEMENT AND STAFF**

### **THE COMPANY'S RELATIONSHIP WITH STAFF**

The Group recognises the importance of providing training to its staff. Apart from on-the-job training, the Group regularly organises internal and external training for its staff in technical or product knowledge.

The Group has not experienced any significant problems with its employees or disruption to its operations due to labour disputes nor has it experienced any difficulties in the recruitment and retention of experienced staff. The Directors believe that the Group has a good working relationship with its employees.

### **SHARE OPTION SCHEME**

The Company has not adopted any share option scheme, nor does it have any options or securities in issue which are convertible or exchangeable into Shares. The Company will ensure full compliance with the requirements in respect of share option scheme under the GEM Listing Rules in the event that the Company decides to adopt a share option scheme after its listing on GEM.

### **RETIREMENT FUND, PROVIDENT FUND AND MEDICAL SCHEMES**

The Group is participating in a defined contribution provident fund scheme for its staff in Singapore. The Group makes a monthly contribution at 16% of the employees' total monthly wages as defined under the Contribution Provident Act in Singapore, into a special account of a designated financial organisation in the name of such members of the Group.

The Group has not operated any provident funds for its employees in Hong Kong for the period from 1st January, 2000 to 30th November, 2000. Following the enactment of the Mandatory Provident Fund Scheme Ordinance in Hong Kong, the Group has been participating in an approved mandatory provident fund scheme since 1st December, 2000. Both the Group and its employees make monthly contributions to the scheme at 5% of the employees' earnings as defined under the Mandatory Provident Fund Scheme Ordinance. The respective contributions by the Group and the employees are subject to a statutory maximum of HK\$1,000 per month, contributions in excess of HK\$1,000 per month are made on voluntary basis.

The Group is participating in a social insurance scheme in accordance with the relevant PRC laws and regulations for its PRC employees. The Group is required to contribute at 6% to 30% of the employees' basic salaries.

## **DIRECTORS, SENIOR MANAGEMENT AND STAFF**

### **AUDIT COMMITTEE**

The Group established an audit committee on 5th June, 2002 with written terms of reference in compliance with Rule 5.23 of the GEM Listing Rules. The primary duties of the audit committee are to review and supervise the financial reporting process and internal control system of the Group and provide advice and comments to the Board of Directors of the Company.

The following sets out the members of the Group's audit committee:

<b>Name</b>	<b>Position in the audit committee</b>	<b>Position in the Board of Directors</b>
Ms. Lam So Ying	Chairman	Independent non-executive Director
Mr. Lee Kwok Yung	Member	Independent non-executive Director
Mr. Anthony Chan	Member	Executive Director