



**1 James Kerr-Muir**

**Non-Executive Chairman\*, Age 63**

Chairman of Davenham Group plc and a non-executive director of Yates Group plc and Gartmore Fledgling Trust plc. He joined the Board in 1996 and was appointed Chairman in 2001. He is also Chairman of the Remuneration Committee. The Board considers James Kerr-Muir to be independent.

**2 Graham Menzies**

**Group Chief Executive, Age 56**

Joined as Group Chief Executive in 2000 previously having been with Adwest Automotive plc for over 14 years, latterly as Chief Executive. He holds graduate and post-graduate qualifications in Mechanical Engineering and Machine Tool Technology.

**3 Mark Rollins**

**Group Finance Director, Age 41**

A Chartered Accountant, he began his accountancy career with BDO Binder Hamlyn before joining Morgan Crucible plc where he held a number of senior corporate and operational finance roles. He joined the Group in 1998 as Divisional Finance Director and became Group Finance Director in 2000, when he joined the Board. He is Chairman of the Group's Treasury Committee.

**4 Michael Sheppard**

**Executive Director, Age 45**

Joined the Board on 1 September 2002. A citizen of the United States, he has worked for Senior for a number of years, and is the Chief Executive of the Automotive and North American Industrial Division.

**5 Martin Clark**

**Non-Executive Director\*, Age 58**

Joined the Board in 2001 and is also a non-executive director of Clarkson plc. During the year, he retired from the boards of BPB plc and Blick plc. He is Chairman of the Audit Committee and of the Trustee Board of the Senior plc Pension Plan. He was appointed the Company's Senior Independent Director during the year. The Board considers Martin Clark to be independent.

**6 Richard Turner CMG, OBE**

**Non-Executive Director\*, Age 61**

He is a non-executive director of Corus Group plc and was the Group Marketing Director of Rolls-Royce plc before retiring from that company in June 2003. He joined the Board in 1996 and is Chairman of the Nominations Committee. He retires from the Board at the conclusion of the AGM on 16 April 2004. The Board considers Richard Turner to be independent.

**Main Board**

The main Board met a total of ten times during the period 1 January 2003 to 31 December 2003. All the Directors attended the ten Board Meetings, with the exception of Richard Turner, who attended nine.

**Audit Committee**

Martin Clark (Chairman), James Kerr-Muir, Richard Turner. Met three times during the year.

**Remuneration Committee**

James Kerr-Muir (Chairman), Martin Clark, Richard Turner. Met twice during the year.

**Nominations Committee**

Richard Turner (Chairman), Martin Clark, James Kerr-Muir. Met three times during the year.

There was full attendance at every Committee of the Board during the year.

\*Member of the Audit, Remuneration and Nominations Committees