

# Board of Directors



## 1 James Kerr-Muir

Non-Executive Chairman, Age 64

Chairman of Davenham Group Holdings plc and a non-executive director of Gartmore Fledgling Trust plc. During the year he was appointed Chairman of Hardys & Hansons plc and he resigned from the Board of Yates Group plc. He joined the Board in 1996 and was appointed Chairman in 2001. He was Chairman of the Remuneration Committee throughout the year and Chairman of the Nominations Committee from 1 July 2004 upon Richard Turner's retirement.

## 4 Michael Sheppard

Executive Director, Age 46

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.

## 2 Graham Menzies

Group Chief Executive, Age 57

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. During the year he was appointed a non-executive director of UK Coal PLC and Heywood Williams Group PLC.

## 5 Martin Clark

Non-Executive Director and

Senior Independent Director, Age 59

Joined the Board in 2001 and is also a non-executive director of Clarkson plc. He is Chairman of the Audit Committee and of the Trustee Board of the Senior plc Pension Plan. The Board considers Martin Clark to be independent.

## 3 Mark Rollins

Group Finance Director, Age 42

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.

## 6 Gordon Campbell

Non-Executive Director, Age 58

Joined the Board on 1 July 2004 and is also Chairman of Babcock International Group PLC and British Nuclear Fuels plc, and was formerly Chief Executive of Courtaulds plc. He is also the non-executive Chairman of ITI Scotland and of Jupiter Second Split Trust plc. The Board considers Gordon Campbell to be independent.

## Richard Turner CMG, OBE

Non-Executive Director\*, Age 62

He retired from the Board on 1 July 2004. He was also Chairman of the Nominations Committee until that date. The Board considered Richard Turner to be independent.

## Main Board

The main Board met a total of ten times during the period 1 January 2004 to 31 December 2004. All the Directors attended the ten Board Meetings, with the exception of Gordon Campbell who was absent from one meeting since his appointment in July 2004.

## Audit Committee

Martin Clark (Chairman), James Kerr-Muir, Richard Turner to 1 July 2004, and Gordon Campbell from 1 July 2004. Met three times during the year. James Kerr-Muir resigned from the Committee on 24 December 2004.

## Remuneration Committee

James Kerr-Muir (Chairman), Martin Clark, Richard Turner to 1 July 2004 and Gordon Campbell from 1 July 2004. Met three times during the year. James Kerr-Muir resigned from the Committee on 31 January 2005, and Gordon Campbell was appointed Chairman.

## Nominations Committee

Richard Turner (Chairman to 1 July 2004), James Kerr-Muir (Chairman from 1 July 2004), Martin Clark and Gordon Campbell from 1 July 2004. Met twice during the year.

There was full attendance at every Committee of the Board during the year, except for one Audit Committee which was not attended by Gordon Campbell.