



01 Sir David Lees (Age 66)

Non-executive Chairman. Joined GKN in 1970 as an accountant becoming Group Finance Director in 1982. Appointed Group Managing Director in 1987 and Chairman and Chief Executive in 1988 before becoming non-executive Chairman in 1997. Member of the National Defence Industries Council and the Panel on Takeovers and Mergers. Non-executive Chairman of Tate & Lyle plc, non-executive joint Deputy Chairman of Brambles Industries plc and Brambles Industries Limited and non-executive Director of Royal Opera House, Covent Garden Ltd. Former non-executive Director of the Bank of England and non-executive Chairman of Courtaulds plc. Fellow of the Institute of Chartered Accountants in England and Wales. [B, C, E]

02 Kevin Smith CBE (Age 48)

Chief Executive. Joined GKN in 1999 as Managing Director Aerospace and appointed Chief Executive on 1 January 2003. Chairman of AgustaWestland. Prior to GKN, held various positions in BAE Systems over a 20 year period latterly as Group Managing Director – New Business. Fellow of the Royal Aeronautical Society. Degree (BA) in Business Studies from the University of Central Lancashire. [A, B, E]

03 Roy Brown (Age 56)

Non-executive Director. Appointed in 1996. Non-executive Chairman of Thus plc, non-executive Deputy Chairman of HMV Group plc and non-executive Director of Brambles Industries plc, Brambles Industries Limited, The British United Provident Association Ltd (BUPA) and the Franchise Board of Lloyd's of London. Former executive Director of Unilever plc and Unilever NV. Fellow of the Institution of Mechanical Engineers and Fellow of the Institution of Electrical Engineers. Degree (BSc) in Mechanical Engineering from University College London and MBA from Harvard University. [B, C, D, E]

04 Richard Clowes (Age 52)

Managing Director Powder Metallurgy, OffHighway and AutoComponents. Joined GKN in 1991 and appointed Chief Executive OffHighway Systems and AutoComponents in 1993. Appointed to the Board in November 2001. Prior to GKN, held various positions with TI Group plc. Chartered Engineer and Member of the Institution of Mechanical Engineers. Degree (BSc) in Mechanical Engineering from Birmingham University. [A]

05 Dick Etches (Age 57)

Human Resources Director. Joined GKN in 1997. Formerly Senior Vice-President, Human Resources, of Grand Metropolitan plc's food sector in the US. Degrees in Psychology (BSc) from Edinburgh University and Management Studies (MSc) from Durham University. [A]

06 Sir Ian Gibson CBE (Age 56)

Non-executive Director. Appointed 1 June 2002. Chairman of the DTI Automotive Innovation/Growth Team and Member of Court of the Bank of England, non-executive Director of Northern Rock plc, BPB plc and Chelys Ltd. Formerly President of Nissan Europe and Senior Vice President of Nissan Motor Co. Japan and former Deputy Chairman of ASDA Group plc. Fellow of the Institute of Physics. Degree (BSc) in Applied Physics from Manchester University. [B, C, D, E]

07 Ian Griffiths (Age 52)

Managing Director GKN Driveline. Joined GKN in 1975. Appointed Chief Executive Automotive Driveline Division in November 2000 and to the Board in January 2001. Responsible for the Group's worldwide operations manufacturing driveline components and systems. Has been a member of the GKN senior driveline management team since 1990 during which time has been responsible for operations in the US and for global marketing and engineering. Degree (BSc) in Mechanical, Electrical and Production Engineering from Coventry University. [A]

08 Baroness Hogg (Age 56)

Non-executive Director. Appointed in 1996. Chairman of 3i Group plc and Frontier Economics Ltd, and non-executive Director of P&O Princess Cruises plc. A Governor of the BBC and former Head of the Prime Minister's Policy Unit. Degree (MA) in Politics, Philosophy and Economics from Oxford University. [B, C, D, E]

09 Neal Keating (Age 48)

Managing Director Aerospace Services. Joined GKN on 19 August 2002 on appointment to the Board and became Managing Director Aerospace Services on 1 January 2003. Prior to GKN, was Executive Vice President and Chief Operating Officer, Commercial Aerospace Systems of Rockwell Collins in the US. Spent 24 years with Rockwell International, latterly as Vice President and General Manager, Air Transport Systems and Vice President and General Manager, Passenger Systems. Degree (BS) in Electrical Engineering from University of Illinois and MBA from University of Chicago. [A]

10 Dr Klaus Murmann (Age 71)

Non-executive Director. Appointed in 1995. Chairman of Sauer-Danfoss Inc, formed following the merger of Sauer-Sundstrand Group with Danfoss Fluid Power. Founded Sauer Getriebe AG in 1969 and, following a merger with Sundstrand in 1987, developed it into the leading global supplier of hydrostatic transmissions. Chairman of Gothaer Versicherungsbank and non-executive Director of Bankgesellschaft Berlin AG and EON Energie AG. Degree (BA) in Political Science and Dr. Juris. [B, D, E]

11 Nigel Stein (Age 47)

Finance Director. Joined GKN in 1994 and appointed to the Board as Finance Director in August 2001. Has held a range of commercial, general management and finance roles within the Group, most recently Senior Vice-President, Finance and Chief Financial Officer of GKN Sinter Metals. Prior to GKN, had extensive experience in the commercial vehicle and manufacturing sector. Member of the Institute of Chartered Accountants in Scotland. Degree (BSc) in Engineering Science from Edinburgh University. [A]

12 Sir Peter Williams (Age 57)

Non-executive Director. Appointed in June 2001. Chairman of the Engineering and Technology Board and the Japan Business Network of Trade Partners UK. Formerly Master of St. Catherine's College Oxford, prior to which Chairman and previously Chief Executive of Oxford Instruments plc. Non-executive Director of Advent VCT plc, Advent 2 VCT plc and NPL Management Ltd. Fellow of the Royal Society and of the Royal Academy of Engineering and President of the British Association for the Advancement of Science. Degree (MA) in Natural Sciences and PhD from Cambridge University. [B, C, D, E]

13 Grey Denham (Age 54)

Company Secretary. Joined GKN in 1980 and was head of the Group Legal function for nine years before being appointed Company Secretary in 1996. Holds various positions on Industry and City bodies and currently Chairman of the Primary Markets Group of the London Stock Exchange. Law Degree (LL.B) from London University and a barrister.

- A Member of Executive Committee
- B Member of Chairman's Committee
- C Member of Audit Committee
- D Member of Remuneration Committee
- E Member of Nominations Committee

The responsibilities of the Committees are described on page 78.



GKN Driveline
Karmelo Ayesta
 Director, Materials Management

Richard Best
 MD Operations – Americas

Arthur Connelly
 Operational Systems Director

Maureen Constantine
 Director, Human Resources

Al Deane
 Director, Engineering

Simon Pryce
 Director, Finance & Controlling

Andy Reynolds Smith
 MD Operations – Europe

Ted Rodewig
 Director, Marketing

Walter Rohregger
 MD Operations – Asia Pacific

Tom Stone
 MD Torque Systems Group

Powder Metallurgy
Sinter Metals
Dr Volker Arnhold
 V-P, Innovation & Development

Dr Harald Neubert
 V-P, Product Management and European Sales

Art Rogers
 Senior V-P, Human Resources

Andrew Rooke
 V-P, Finance

Ken Sparks
 Senior V-P, Manufacturing

Don Spence
 President

Dr Manfred Weber
 Senior V-P, Technology

Hoeganaes
Bob Fulton
 Director & President – Hoeganaes Corporation

OffHighway Systems/AutoComponents
Rob Allen
 Financial Controller – GKN AutoComponents

Manfred Arntz
 MD – GKN Walterscheid GmbH

Will Hoy
 Financial Controller – GKN OffHighway Systems

Brian Montgomery
 General Manager – Cab Systems

Jochen Müller
 MD – GKN Walterscheid GmbH

Brian Newman
 MD – GKN Wheels

David Short
 Director, Human Resources

Tim Smith
 MD – GKN AutoComponents

Martyn Vaughan
 CEO – GKN OffHighway Systems

Aerospace Services
Tom Battaglia
 Executive V-P – GKN Aerospace North America Inc

Marcus Bryson
 President & CEO – Europe

Graham Chisnall
 Group Director Sales, Marketing & Engineering

Paul Cocker
 Senior Vice President – Commercial

Graham Cole
 Director, Government Affairs

Richard Deakin
 Senior Vice President – Programmes

Jay Fitzsimmons
 President & CEO – North America, East

Jimmy Johnston
 Senior Vice President, Human Resources

Jim Legler
 President & CEO – North America, West & Acting CFO

Corporate Centre
Peter Baillie
 Director, Corporate Communications

Derek Butler
 Head of Treasury

David Clarke
 Head of Corporate Audit

Bill Curral
 Group Financial Controller

Guy Eastaugh
 Head of Corporate Finance

John Hughes
 Deputy Finance Director

Rufus Ogilvie Smals
 Head of Group Legal Department

Andrew Moss
 Head of Employment & Development

David Pulling
 Head of Strategic Planning

David Rood
 Head of Investor Relations & External Reporting

Mike Shaw
 Head of Taxation

Stephen Smith
 General Counsel – GKN North America



05



06



07



12



13

Background image: It is the established practice of the GKN Board to visit two Group locations each year. This provides an opportunity to see operations at first hand and to meet business unit management and employees. During 2002 the GKN Board visited GKN Birfield SpA and GKN Sinter Metals SpA in Brunico, Italy and GKN Aerospace Services' plant in St Louis, Missouri, USA. The background image above shows Directors at St Louis. Left to right: Neal Keating with Jay Fitzsimmons, President & CEO – North America, East, GKN Aerospace Services; Sir David Lees, Kevin Smith, Baroness Hogg and Ian Griffiths.