

DIRECTORS, SENIOR MANAGEMENT AND STAFF

DIRECTORS

Our Board has the ultimate responsibility for the management of our Company. Our Board currently consists of six Directors, comprising three executive Directors and three independent non-executive Directors:

Name	Age	Position	Date of appointment as Director	Date of joining	Responsibilities in our Group
Ng Choi Wah (吳彩華)	49	Executive Director, Chairman and chief executive officer	16 November 2015	22 March 1999	Overseeing the corporate strategy, operational management as well as sales and marketing of our Group
Lui Yiu Wing (呂耀榮)	44	Executive Director	16 December 2016	26 May 2003	Overseeing the operational management of our Group
Lam Ka Fai (林嘉暉)	43	Executive Director	16 December 2016	26 May 2003	Overseeing the operational management of our Group
Wai Wing Hong Onyx (韋永康)	55	[Independent non-executive Director]	[●]	[●]	Providing independent judgement to bear on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct
Tong Hin Sum Paul (湯顯森)	77	[Independent non-executive Director]	[●]	[●]	Providing independent judgement to bear on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct
Chau Kam Wing Donald (周錦榮)	52	[Independent non-executive Director]	[●]	[●]	Providing independent judgement to bear on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct

Executive Directors

Mr. NG Choi Wah (吳彩華), aged 49, is the founder of our Group. Mr. Ng is also the chairman of the nomination committee, and a member of the remuneration committee. He was appointed as a Director on 16 November 2015 and was designated as an executive Director on 16 December 2015. He was also appointed as the Chairman and the chief executive officer of our Group on 16 December 2015. Mr. Ng is responsible for overseeing the corporate strategy, operational management as well as sales and marketing of our Group. Mr. Ng is also a director of Ching Lee Construction, Ching Lee Engineering and Ching Lee Foundation. He has over 27 years of experience in providing building work services.

From January 1988 to May 1990, Mr. Ng was employed as a site agent or a sub-agent by Wing Mou Construction Co. Ltd. for various projects under the Housing Department, the Territory Development Department and the Architectural Services Department of Hong Kong. Mr. Ng was employed by W. M. Construction Limited as a project manager from November 1993 to January 1998. In March 1999, Mr. Ng acted as a director of Ching Lee Engineering.

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In November 1990, Mr. Ng graduated with a higher diploma in building from City Polytechnic of Hong Kong (currently known as the City University of Hong Kong). In April 2002, he received his bachelor's degree in applied science in construction management and economics from Curtin University of Technology in Australia by distance learning.

Mr. Ng was registered as a Chartered Environmentalist by the Society for the Environment in January 2012. He was also elected as a member of the Association of Building Engineers (currently known as the Chartered Association of Building Engineers) in the United Kingdom in July 2013 and is currently a chartered building engineer.

Mr. Ng is also dedicated in community service. In February 2015, he was appointed as an honorary treasurer by the Hong Kong General Building Contractors Association for the period between 2015 and 2017. Mr. Ng was also appointed as a vice president of east kowloon region of the Scout Association in Hong Kong in June 2015.

For Mr. Ng's interest in the Shares within the meaning of Part XV of the SFO, please refer to the paragraph headed "C. Further information about Directors and substantial Shareholders — 1. Directors — (a) Disclosure of interests of Directors" in Appendix V to this document.

Mr. LUI Yiu Wing (呂耀榮), aged 44, was appointed as an executive Director on 16 December 2015. Mr. Lui is responsible for overseeing the operational management of our Group. Mr. Lui is also a director of Ching Lee Construction and Ching Lee Engineering. He has over 15 years of experience in the building works industry. He became a registered architect of the Architects Registration Board in October 1999. In May 2003, Mr. Lui joined our Group and acted as a director of Ching Lee Construction. He was then promoted to senior project manager in October 2012.

Mr. Lui graduated with a bachelor's degree in social science from the Chinese University of Hong Kong in December 1994. He then received his master's degree in architecture from the Chinese University of Hong Kong in December 1997.

Mr. LAM Ka Fai (林嘉暉), aged 43, was appointed as an executive Director on 16 December 2015. In May 2003, Mr. Lam joined our Group and acted as a director of Ching Lee Construction and is currently responsible for overseeing the operational management of our Group. Mr. Lam is also a director of Ching Lee Construction and Ching Lee Engineering. He has over 18 years of experience in the building works industry. In January 2014, he became a member of the Chartered Institute of Building and a chartered building engineer of the Chartered Association of Building Engineers, in the United Kingdom.

Mr. Lam worked as a project co-ordinator at W.M. Construction Limited from September 1997 to April 1998. From April 1999 to July 2014, Mr. Lam worked as a project co-ordinator at Hien Lee Engineering Co., Ltd and his last position was project manager. Since July 2014, Mr. Lam has served our Group as a senior E&M project manager.

In November 2007, he obtained a bachelor's degree in engineering in building engineering (building services engineering) from the City University of Hong Kong. In October 2011, Mr. Lam obtained a master's degree in science in project management from The Hong Kong Polytechnic University. He became a member of the Australian Institute of Building in July 2013.

None of our executive Directors has been a director of any listed company during the three years preceding the date of this document.

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Independent Non-executive Directors

Dr. WAI Wing Hong, Onyx (韋永康), aged 55, was appointed as an independent non-executive Director on [date]. He is also the chairman of the remuneration committee and a member of the audit and nomination committees of our Company [with effect from the [REDACTED]]. He is primarily responsible for providing independent judgment to bear on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct of our Group.

Dr. Wai is currently a professor in the Department of Civil and Environmental Engineering of The Hong Kong Polytechnic University. He joined the Hong Kong Polytechnic (currently known as The Hong Kong Polytechnic University) as a lecturer since October 1992 and has worked in the University ever since.

Dr. Wai obtained his bachelor’s degree in applied science in civil engineering at the University of Windsor in Windsor, Canada in June 1984. In August 1986, he received his master’s degree in science in the Ohio State University in the USA. In December 1991, Dr. Wai obtained his doctor of philosophy at the same university. In December 2014, he received a merit award in “Study of Green Roof (Landscape Research Study Category)” from The Hong Kong Institute of Landscape Architects. Dr. Wai also has a number of professional appointments. He is currently a council member of the Hong Kong Institute of Science. Dr. Wai was admitted as a member of the Hong Kong Institution of Engineers in June 2000. Dr. Wai has also contributed to various journals and publications, including, among others, “Environmental Pollution” and “Journal of Hydroinformatics”.

Mr. TONG Hin Sum, Paul (湯顯森), aged 77, was appointed as an independent non-executive Director on [date]. He is also a member of the audit and nomination committees of our Company [with effect from the [REDACTED]]. He is primarily responsible for providing independent judgment to bear on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct of our Group.

Mr. Tong was called to the bar in 1989 and is currently a barrister. He was appointed as a life fellow of St. John’s College, the University of Hong Kong, in 2008. In March 2009, he was also appointed as a panel member of the Securities and Futures Appeals Tribunal for the period between April 2009 and March 2011.

Mr. Tong obtained his bachelor’s degree in arts from the University of Hong Kong in November 1963. He then furthered his studies in the University of Cambridge, England, and obtained his bachelor’s degree in arts and master’s degree in arts in June 1987 and February 1991, respectively. Mr. Tong also went to Yale University and obtained a master’s degree in sacred theology in July 1971.

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Mr. CHAU Kam Wing Donald (周錦榮), aged 52, was appointed as an independent non-executive Director on [date]. He is also the chairman of the audit committee and a member of the nomination committee of our Company [with effect from the [REDACTED]]. He is primarily responsible for providing independent judgment to bear on issues of strategy, policy, performance, accountability, resource, key appointments and standard of conduct of our Group.

He has over 20 years of experience in audit, tax and financial management. Mr. Chau is an executive director of Winox Holdings Limited (stock code: 6838), the issued shares of which is listed on the Stock Exchange, since March 2011. He is also an independent non-executive director of China Water Affairs Group Limited (stock code: 855) since March 2007, Eco-Tek Holdings Limited (stock code: 8169) since March 2008, Carpenter Tan Holdings Limited (stock code: 837) since November 2009, 浙江長安仁恒科技股份有限公司 (Zhejiang Chang’an Renheng Technology Co., Ltd.*) (stock code: 8139) since May 2014, the issued shares of which are listed on the Stock Exchange. From November 2009 to June 2015, Mr. Chau was also an independent non-executive director of 浙江世寶股份有限公司 (Zhejiang Shibao Company Limited*) (Hong Kong stock code: 1057 and Shenzhen stock code: 2703), the issued shares of which are listed on the Stock Exchange and Shenzhen Stock Exchange.

Mr. Chau obtained a master’s degree in business administration from the University of San Francisco in the USA in December 2000. He is also a fellow member of the Association of Chartered Certified Accountants and a practising member of the Hong Kong Institute of Certified Public Accountants.

Disclosure of relationships as required under Rule 17.50(2) of the GEM Listing Rules

Each of our Directors and senior management is independent from and not related to any of our Directors or senior management.

Save as disclosed above and elsewhere in this document (if any), each of our Directors confirmed with respect to himself that: (i) apart from our Company, he has not held directorships in the last three years in other public companies the securities of which are listed on any securities market in Hong Kong or overseas; (ii) he did not hold other positions in our Company or other members of our Group as at the Latest Practicable Date; (iii) he did not have any other relationship with any other Directors, senior management, substantial shareholders or Controlling Shareholders of our Company as at the Latest Practicable Date; (iv) he does not have any interests in our Shares within the meaning of Part XV of the SFO, save as disclosed in the paragraph headed “C. Further information about our Directors and substantial shareholders — 1. Directors — (a) Disclosure of interests of Directors” in Appendix V to this document; (v) he does not have any interest in any business which competes or may compete, directly or indirectly, with us, which is discloseable under the GEM Listing Rules, save as disclosed in the section headed “Relationship with Controlling Shareholders” of this document; and (vi) to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, there is no additional information relating to our Directors or senior management that is required to be disclosed pursuant to Rule 17.50(2) of the GEM Listing Rules and no other matter with respect to their appointments that needs to be brought to the attention of our Shareholders as at the Latest Practicable Date.

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SENIOR MANAGEMENT

Our executive Directors and members of senior management are responsible for the day-to-day management of our business. The following table sets out certain information concerning our senior management:

Name	Age	Position	Date of Appointment
Tse Henry Lai Han (謝禮恒)	50	Project director	1 August 2013
Cheung Lok Sang (張樂生)	63	Manager estimating	15 October 2013
Lee Tsz Yuen (李子源)	37	Contract manager	10 February 2015
Au Yiu Kwong (區耀光)	61	Safety officer	10 June 2013
Law Chun Man (羅振文)	32	Electrical and mechanical manager	13 October 2014
Ng Chin Hong (吳展康)	50	Project manager	8 December 2014

Mr. TSE Henry Lai Han (謝禮恒), aged 50, joined our Group in August 2013 and is currently a project director. He is responsible for overseeing the overall operational management of our Group, in particular, on foundation works and contract administration.

Mr. Tse has considerable experience in property and development projects management. Prior to joining our Group, from October 2011 to July 2013, Mr. Tse served as a deputy general manager (development) in a group company in the K. Wah Group. Since September 2004, he is also an independent non-executive director of Tern Properties Company Limited (stock code: 277), the issued shares of which are listed on the Stock Exchange.

Mr. Tse received his bachelor's degree in applied science majoring in civil engineering and master's degree in applied science from The University of British Columbia in Vancouver, Canada in May 1987 and November 1989, respectively.

Mr. Tse was a director of Full Source Company Limited, a company incorporated in Hong Kong, prior to its dissolution on 13 January 2012 by way of striking off pursuant to section 291 of the Predecessor Companies Ordinance. Mr. Tse confirmed that the said company was solvent and inactive at the time of being struck off and that its dissolution had not resulted in any liability or obligation imposed against him.

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Mr. Cheung Lok Sang (張樂生), aged 63, joined our Group in October 2013 and is currently a [manager estimating]. He is responsible for overseeing tendering works of our Group.

Mr. Cheung has considerable experience in surveying and engineering. His working experience prior to joining our Group is listed in the table below:

Entities	Position	Duration
Frank & Vargeson (HK) Ltd.	Quantity surveyor	1980–1983
China State Construction Engineering (Hong Kong) Ltd.	Deputy manager (estimate department)	1986–1989
Frank & Vargeson (HK) Ltd.	Quantity surveyor	1989–1997
China State Construction Limited	Deputy contracts manager and subsequently deputy manager of tendering department	April 1997– January 2009
Chian Overseas (Hong Kong) Limited	Deputy Manager of tendering department	January 2010 — September 2013

Mr. LEE Tsz Yuen (李子源), aged 37, joined our Group in March 2007 and is currently a contract manager. He is responsible for overseeing the operations of sub-vetting and quantity surveying.

Mr. Lee has considerable experience in surveying and building works. His working experience prior to joining our Group is listed in the table below:

Entities	Position	Duration
Diamond Term Ltd.	Surveyor	May 2003–February 2006
Diamond Term Decoration Ltd.	Quantity surveyor	March 2006–September 2006
WH Interior Design & Contracting Co. Ltd.	Assistant quantity surveyor	November 2006–March 2007

In July 2008, Mr. Lee obtained a higher diploma in quantity surveying from (Hong Kong) Continuous Professional Education Centre.

Mr. AU Yiu Kwong (區耀光), aged 61, joined our Group in June 2013 and is currently a safety officer. He is responsible for the overall safety management, supervision and training of our Group. Mr. Au has considerable experience in building works safety.

In February 2009, Mr. Au obtained his bachelor's degree in science in health and safety from the Curtin University of Technology in Australia by distance learning. Mr. Au was admitted by the Labour Department of the HKSAR as a trainer for the construction industry mandatory basic safety training course & revalidation course and the container handling industry mandatory basic safety training course in December 2005. Mr. Au is currently a registered safety officer. He is also a registered electrical worker (grade A) recognised by the Electrical & Mechanical Services Department of the HKSAR.

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Mr. LAW Chun Man (羅振文), aged 32, joined our Group in October 2014 and is currently an [electrical and mechanical manager]. He is responsible for the day-to-day coordination and supervision of electrical and mechanical works of our Group.

Mr. C.M. Law has considerable experience in the building and engineering industry. He joined Interlite (Asia) Limited as an engineer from January 2006 to March 2011. From March 2011 to May 2012, he served as a project engineer for Thorn Security (Hong Kong) Ltd. Prior to joining our Group, Mr. C.M. Law was employed by Hsin Chong Construction (Engineering) Limited as a building services engineer from May 2012 to October 2014. Mr. C.M. Law obtained his bachelor's degree in engineering in fire engineering from the University of Central Lancashire in August 2015 by distance learning.

Mr. Ng Chin Hong (吳展康), aged 50, joined our Group in December 2014 and is currently a project manager. He is responsible for the management and coordination of day-to-day site works, in particular, foundation and substructure works of our Group.

Mr. C.H. Ng has considerable experience in the building works industry. Mr. C.H. Ng served a number of construction and engineering companies before joining our Group, including Leighton Contractors (Asia) Limited from July 1989 to August 1994 (with last position as a senior engineer), China Overseas Civil Engineering Limited from December 1994 to January 1999 (as a sub-agent), and Chun Wo Construction & Engineering Co., Ltd from June 2000 to October 2000 and from September 2002 to March 2004 (as a sub-agent).

Mr. C.H. Ng obtained a higher diploma in civil engineering (municipal) studies at Hong Kong Polytechnic (currently known as The Hong Kong Polytechnic University) in November 1989. He was also awarded an endorsement certificate in building organisation and supervision from Hong Kong Polytechnic (currently known as The Hong Kong Polytechnic University) in November 1990.

COMPANY SECRETARY

Mr. Chan Ming Hang, aged 33, is the company secretary of our Company. He is primarily responsible for the company secretarial matters of our Group.

Mr. Chan has over 10 years of experience in the fields of accounting, auditing and compliance matters of listed companies in Hong Kong. He was employed by Deloitte Touche Tohmatsu from August 2004 to January 2014 and his last position was senior manager. Mr. Chan has been a certified public accountant of the Hong Kong Institute of Certified Public Accountants since January 2009.

Mr. Chan obtained his postgraduate certificate in professional accounting from the City University of Hong Kong in November 2004.

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COMPLIANCE OFFICER

Mr. Ng Choi Wah (吳彩華) was appointed as the compliance officer (Rule 5.19 of the GEM Listing Rules) of our Company on 21 December 2015. Details of the qualification and experience of Mr. Ng have been disclosed in the paragraph headed “Executive Directors” of this section.

AUTHORISED REPRESENTATIVES

Mr. Ng and Mr. Lui are the authorised representative of our Company.

BOARD COMMITTEES

Audit committee

We have established an audit committee pursuant to a resolution of our Directors passed on [●] in compliance with Rule 5.28 of the GEM Listing Rules and with the written terms of reference in compliance with the Corporate Governance Code (the “Code”) as set out in Appendix 15 of the GEM Listing Rules. The primary duties of our audit committee are (i) to make recommendations to our Board on the appointment and removal of external auditors, (ii) to review the financial statements and material advice in respect of financial reporting process of our Group, (iii) oversee the internal control systems of our Group and (iv) to monitor any continuing connected transactions. Our audit committee currently consists of all three of our independent non-executive Directors, namely Dr. Wai Wing Hong Onyx, Mr. Tong Hin Sum Paul and Mr. Chau Kam Wing Donald. Mr. Chau Kam Wing Donald is the chairman of the audit committee.

Remuneration committee

We have established a remuneration committee pursuant to a resolution of our Directors passed on [●] in compliance with Rule 5.34 of the GEM Listing Rules and with the written terms of reference in compliance with the Code. The primary duties of our remuneration committee are (i) to review and make recommendations to our Board on the overall remuneration policy and structure relating to all Directors and senior management of our Group; (ii) other remuneration-related matters, including benefits-in-kind and other compensation payable to our Directors and senior management; and (iii) to review performance based remunerations and to establish a formal and transparent procedure for developing policy in relation to remuneration. Our remuneration committee currently consists of an executive Director, namely Mr. Ng, and two of our independent non-executive Directors, namely Dr. Wai Wing Hong Onyx and Mr. Chau Kam Wing Donald. Dr. Wai Wing Hong Onyx is the chairman of our remuneration committee.

Nomination committee

We have established a nomination committee pursuant to a resolution of our Directors passed on [●] with written terms of reference in compliance with the Code. The primary duties of our nomination committee are (i) to review the structure, size, composition and diversity of our Board on a regular basis; (ii) to identify individuals suitably qualified to become Board members; (iii) to assess the independence of independent non-executive Directors; (iv) to make recommendations to our Board on relevant matters relating to the appointment or re-appointment of Directors; and (v) to make recommendations to our Board regarding candidates to fill vacancies on our Board. Our nomination committee currently consists of one executive Director, namely Mr. Ng, and two of our independent non-executive Directors, namely Dr. Wai Wing Hong Onyx and Mr. Tong Hin Sum Paul. Mr. Ng is the chairman of the nomination committee.

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Corporate Governance

Except for the deviation from provision A.2.1 of the Corporate Governance Code, our Company's corporate governance practices have complied with the Corporate Governance Code. Provision A.2.1 of the Corporate Governance Code stipulates that the roles of chairman and chief executive should be separate and should not be performed by the same individual. Mr. Ng is the Chairman and the chief executive officer of our Company. In view that Mr. Ng has been assuming day-to-day responsibilities in operating and managing our Group since 1998 and the rapid development of our Group, the Board believes that with the support of Mr. Ng's extensive experience and knowledge in the business of the Group, vesting the roles of both Chairman and chief executive officer of our Company in Mr. Ng strengthens the solid and consistent leadership and thereby allows for efficient business planning and decision which is in the best interest to our Group.

The Directors consider that the deviation from provision A.2.1 of the Corporate Governance Code is appropriate in such circumstances. Notwithstanding the above, the Board is of the view that this management structure is effective for our Group's operations, and sufficient checks and balances are in place.

We are committed to achieving high standards of corporate governance with a view to safeguarding the interests of our Shareholders as a whole. Our Directors are aware that upon [REDACTED], we are expected to comply with such code provisions. Any such deviation shall however be carefully considered, and the reasons for such deviation shall be given in our interim report and annual report in respect of the relevant period. Save as disclosed in the above, we will comply with the code provisions set out in the Corporate Governance Code after [REDACTED].

Compliance adviser

We will appoint Kingsway Capital Limited as our compliance adviser pursuant to Rule 6A.19 of the GEM Listing Rules. Pursuant to Rule 6A.23 of the GEM Listing Rules, the compliance adviser will advise our Company in the following circumstances:

- (1) before the publication of any regulatory announcement, circular or financial report;
- (2) where a transaction, which might be of a notifiable or connected transaction, is contemplated including but not limited to share issues and share repurchase;
- (3) where our Company proposes to use the proceeds of the [REDACTED] in a manner different from that detailed in this document or where the business activities, developments or results of operation of our Group deviate from any forecast, estimate, or other information in this document; and
- (4) where the Stock Exchange makes an enquiry of our Company under Rule 17.11 of the GEM Listing Rules regarding unusual movements in the price or trading volume of the Shares.

Pursuant to Rule 6A.24 of the GEM Listing Rules and the compliance adviser agreement entered into between our compliance adviser and our Company, our compliance adviser will, among others:

- (1) ensure our Company is properly guided and advised as to compliance with the GEM Listing Rules, the SFO and the Takeovers Code;
- (2) act as one of our principal channels of communication with the Stock Exchange, including accompanying our Company to any meeting with the Stock Exchange, unless otherwise requested by the Stock Exchange;

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- (3) in relation to any application by our Company for a waiver from any of the requirement in Chapters 19 and 20 of the GEM Listing Rules, advise our Company on our obligations and in particular the requirement to appoint an independent financial adviser (save for those waivers the respective applications of which have been submitted to the Stock Exchange prior to [REDACTED] and disclosed in this document); and
- (4) assess the understanding of all new appointees to our Board regarding the nature of their responsibilities and fiduciary duties as a director of a listed issuer, and, if any inadequacy is identified, recommend necessary remedial steps to our Directors.

Term

The term of appointment of our compliance adviser shall commence on the [REDACTED] and end on the date on which our Company complies with Rule 18.03 of the GEM Listing Rules in respect of our financial results for the second full financial year commencing after the [REDACTED], subject to early termination.

Duties of our Company

Our Company shall fully comply with and discharge our responsibilities under the GEM Listing Rules and other applicable laws, regulations and codes relating to securities and corporate governance that are applicable to our Company.

During the term of the compliance adviser agreement, our Company must consult with and, if necessary, seek advice from our compliance adviser on a timely basis in the circumstances as required under Rule 6A.23 of the GEM Listing Rules.

Termination

The compliance adviser agreement can be terminated by either party upon giving the other party not less than one month's prior written notice.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management receive compensation in the form of salaries, allowances, bonuses and other benefits-in-kind, including our contribution to the pension scheme. Our Remuneration Committee determines the salaries of our Directors based on each Director's qualification, position and seniority.

The aggregate amount of remuneration (including salaries, allowances and benefits in kind (where applicable)) paid to our Directors for the two years ended 31 March 2015 and the six months ended 30 September 2015 was approximately HK\$2.4 million, HK\$3.8 million and HK\$1.8 million, respectively. Under the arrangement currently in force, the aggregate remuneration to our Directors paid or payable (excluding any commission or discretionary bonus) in respect of the year ending 31 March 2016 is estimated to be approximately HK\$3.7 million.

The aggregate amount of remuneration (including salaries, allowances and benefits in kind (where applicable)) paid to our five highest paid individuals for the two years ended 31 March 2015 and the six months ended 30 September 2015 was approximately HK\$4.6 million, HK\$6.0 million and HK\$2.6 million, respectively.

Our policy concerning the remuneration of our Directors is that the amount of remuneration is determined on the basis of the relevant Director's experience, responsibility, performance and the time devoted to our business.

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Except as disclosed in this document, no Director has been paid in cash or shares or otherwise by any person either to induce him to become, or to qualify him as a Director, or otherwise for service rendered by him in connection with the promotion or formation of us.

STAFF

Function

As at 31 March 2014 and 2015, 30 September 2015 and the Latest Practicable Date, the breakdown of our Group's staff by principal functions is set out below:

Functions	Number of staff as at 31 March 2014	Number of staff as at 31 March 2015	Number of staff as at 30 September 2015	Number of staff as at the Latest Practicable Date
Administrative	10	12	12	15
Construction site makers	27	24	18	18
Director	3	3	3	3
Project management	18	24	27	33
Purchasing	1	1	1	1
Safety	3	6	7	8
Tendering	1	2	2	2
Total	<u>63</u>	<u>72</u>	<u>70</u>	<u>80</u>

Staff costs

The staff costs of our Group (including salaries, allowances, other benefits and contribution to defined contribution retirement plan) for the two years ended 31 March 2015 and the six months ended 30 September 2015 amounted to approximately HK\$13.3 million, HK\$25.4 million and HK\$12.6 million respectively.

We have participated and will continue to participate in the mandatory provident fund scheme prescribed by the Mandatory Provident Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) for all of our employees. We also provide medical benefits to our employees. Our employees are remunerated with monthly salaries and/or discretionary bonuses based on performance.