

Executive Directors

Mr. Kenneth A. Fox, aged 30, is the Chairman of the Company. Ken is Co-Founder and Managing Director of ICGE, as well as a member of ICGE's Office of the President and its board of directors. Prior to forming ICGE, Ken was a director of West Coast operations for Safeguard Scientifics, Inc. (NYSE:SFE) and TL Ventures. In this capacity he developed and ran the West Coast operations for Safeguard Scientifics Inc., a US\$2 billion public corporation, and TL Ventures, a venture capital partnership with an excess of US\$500 million under management.

Ken was named "Most Innovative B2B Executive" in the 24 April 2000 issue of *The Industry Standard*. He also is a recipient of the "Golden Plate Award" from the American Academy of Achievement, a non-profit organization dedicated to educating and inspiring young people.

Mr. Joseph J. Kim, aged 39, is Deputy Chairman, President and CEO of the Company as well as President and CEO of ICGJ. Prior to joining the Company, Joe was senior managing director of H&Q Asia Pacific Ltd. ("H&Q"), Asia's leading technology focused venture capital firm. He was a member of that firm's investment and executive committees and was a general partner of APGF III, Asia's largest venture capital fund. Prior to joining H&Q, Joe was the managing partner of Equinox Capital Partners ("Equinox"), an Asian private equity firm. Prior to Equinox, Joe was an investment banker with the First Boston Corporation, responsible for that firm's investment banking activities in Asia, and was also a management consultant with McKinsey & Company.

Mr. Sam Jadallah, aged 36, is a Managing Director at ICGE. Prior to joining ICGE, he served as vice president, worldwide enterprise sales, at Microsoft. Sam also has served as general manager of worldwide business strategy for Steve Ballmer and general manager of corporate and developer support, where he led the creation of the award-winning customer support service for Microsoft's server product line. He also serves on the non-profit boards of the Alexander Graham Bell Association for the Deaf and Hard of Hearing and the Virginia Mason Hospital Foundation.

Mr. Henry N. Nassau, aged 46, is a Managing Director, General Counsel, and Secretary of ICGE. Prior to joining ICGE, Henry was chairman of the business and finance department at Dechert Price & Rhoads, a 500-lawyer law firm with offices in 11 cities around the world. He was actively involved in a variety of merger, acquisition, and financing activities for both financial and strategic participants.

Non-Executive Directors

Mr. Bruce W. Armstrong, aged 39, is Vice President at ICGE. Bruce is focused on software infrastructure partner companies, which power horizontal and vertical market makers. Previously, Bruce was president and CEO of CMPnet, a B2B marketplace for technology buyers and sellers. Prior to that, he was vice president of sales and marketing at Broadbase Software, a leading provider of e-business analysis applications. Bruce also served as general manager of Sybase's Server Product group and led the Teradata unit of AT&T-NCR.

Mr. Fok Kin-ning, Canning, aged 49, is the group managing director of Hutchison Whampoa Limited. He is the chairman of Hutchison Telecommunications (Australia) Limited and Partner Communications Company Ltd. and the deputy chairman of Cheung Kong Infrastructure Holdings Limited and Hongkong Electric Holdings Limited. He is also a director of Cheung Kong (Holdings) Limited, VoiceStream Wireless Corporation and Global Crossing Ltd. and a member of the supervisory board of Mannesmann AG. He holds a Bachelor of Arts degree and is a member of the Australian Institute of Chartered Accountants.

Mr. Lai Kai Ming, Dominic, aged 47, has been an executive director of Hutchison Whampoa Limited since 2000. He is also a director of Computer and Technologies Holdings Limited and Vanda Systems & Communications Holdings Limited. He has over 20 years of management experience in different industries. He holds a Bachelor of Science (Hons) degree and Master's degree in Business Administration.

Ms. Edith Shih, aged 49, is the alternate director to Mr. Fok Kin-ning, Canning. She is the head group general counsel and company secretary of Hutchison Whampoa Limited. She is also an executive director of Hutchison International Limited and director of various Hutchison group companies. She holds a Bachelor of Science and a Master of Arts degree from the University of the Philippines, a Master of Arts and a Master of Education degree from Columbia University, New York. She is qualified to practice law in Hong Kong, England and Wales and Victoria, Australia.

Independent Non-Executive Directors

Mr. Ronald Joseph Arculli, OBE, JP, aged 62, became a Member of the Legislative Council in 1988, representing the Real Estate and Construction functional constituency from 1991 to the end of June 2000. He is Chairman of the Hong Kong Award for Young People (formerly known as The Duke of Edinburgh's Award Council), Sir Edward Youde Memorial Fund and General Disciplined Services Sub-Committee (Standing Committee on Disciplined Services and Conditions of Service), a Board Member of The Hong Kong Mortgage Corporation, and a Steward of The Hong Kong Jockey Club. He has a distinguished record of public service on numerous government committees and advisory bodies. Mr. Arculli is also a managing partner of a firm of solicitors in Hong Kong and he holds a number of directorships in the listed companies in Hong Kong.

Mr. Cheng Ming Fun, Paul, JP, aged 64, is a founding partner of China Key Consultants Limited. He was formerly a member of the Hong Kong Legislative Council as well as Chairman of Inchcape Pacific Limited, N M Rothschild & Sons (Hong Kong) Limited, The Hong Kong General Chamber of Commerce and The American Chamber of Commerce. He is currently a Steward of The Hong Kong Jockey Club and a Court Member of the University of Science and Technology in Hong Kong where he is an adjunct professor of Management of Organizations. He is also a member of the Council of the Chinese University of Hong Kong.