

DIRECTORS

Executive Directors

Mr. Chang Ei-Eu (張翼宇), aged 50, is an executive director of the Company and the President of the Group. He is the spouse of Ms. Hsieh, also an executive Director. Mr. Chang is responsible for formulating the overall business strategy and direction of business development and overseeing the entire operations of the Group. Prior to establishing Linfair (HK) in January 1993, Mr. Chang had over 15 years of experience in managing Linfair (Taiwan), which is an engineering service provider in the media and entertainment market in Taiwan. Mr. Chang joined Linfair (Taiwan) as an executive trainee in 1978 and in 1985 became its president, responsible for its the overall management and business operation. Mr. Chang resigned as a director of Linfair (Taiwan) in July 2002 and has fully dedicated himself to the business of Linfair (HK) since then. Mr. Chang is a the Chairman of Chinese Association of Theatre Technicians in Taiwan from 1998 to 2004, a member of the International Selection Jury for the inaugural World Stage Design Exhibition 2005 in Canada and a member of the International Advisory Committee of the 7th International Symposium on Optical Storage held in April 2005 in Zhanjiang, Guangdong Province, the PRC. The symposium serves as a forum for the update review of recent development in the optical storage media industry and the related technologies and applications. It also aims at promotion of the interactions between researchers, engineers and product developers from all over the world in the optical storage media industry. Mr. Chang holds a diploma in mechanical engineering from St. John's & St. Mary's Institute of Technology in Taiwan.

Ms. Hsieh Ming Chiu (謝明秋), aged 50, is an executive Director and an executive vice-president of the Group. Ms. Hsieh is the spouse of Mr. Chang, also an executive Director and the President of the Group. Ms. Hsieh was appointed as a director of Linfair (HK) in May 1996. She is responsible for internal operation control, human resources and administration of the Group. Ms. Hsieh joined Linfair (Taiwan) in May 1980 as a management trainee. Prior to joining Linfair (Taiwan), Ms. Hsieh was a part-time tutor in a technical and commercial college in Taipei, Taiwan.

Mr. Chow Kin Ming (周堅銘), aged 43, is an executive Director and the chief financial officer of the Group. Mr. Chow is also a qualified accountant of the Company (appointed on full-time basis in compliance with Rule 3.24 of the Listing Rules). He is responsible for the Group's financial and accounting operations. Prior to joining the Group as a chief financial officer in December 2001, Mr. Chow was a finance director of a listed company in Hong Kong. He has gained extensive accounting and financial experience through working as an audit manager in a well established accountancy firm in Hong Kong for over 7 years and holding financial management position in various companies in Hong Kong for over 7 years. He is a fellow member of The Chartered Association of Certified Accountants of the United Kingdom and a member of the Hong Kong Institute of Certified Public Accountants. He holds a bachelor degree in social sciences from the University of Hong Kong.

Independent non-executive Directors

Mr. Lee Kin Keung (李健強), aged 45, was appointed as an independent non-executive Director of the Company in October 2002. Mr. Lee has been a director of BZR Capital Limited since January 2000. Prior to the present job, Mr. Lee had worked as a manager in Deloitte Touche Tohmatsu and as group financial controller of Karce International Holdings Company Limited. Mr. Lee has over 14 years of experience in finance, management, auditing and accounting. He is a member of the Hong Kong Institute of Certified Public Accountants and a Certified Practising Accountant of CPA Australia. He is also an independent non-executive director of Quasar Communication Technology Holdings Limited, a company listed on the Growth Enterprise Market of the Stock Exchange. He holds a bachelor degree of commerce and a master degree in commerce from The University of New South Wales, Australia. He also holds a master degree of applied finance from Macquarie University in Australia.

Dr. Lam Chun Kong (林振綱博士), aged 53, was appointed as an independent non-executive Director of the Group in August 2004. Dr. Lam is the Managing Director of Nature & Technologies (HK) Limited, which is engaged in the provision of environmental and energy management solution services. He is also an independent non-executive director of Cheong Ming Investments Limited, the shares of which are listed on the Main Board of the Stock Exchange. Dr. Lam has extensive experience in environmental and power engineering work. He holds a doctoral degree from the University of Queensland, Australia and a master degree of Science from the Faculty of Technology the University of Manchester, United Kingdom. Dr. Lam is a fellow of The Hong Kong Institution of Engineers and the Hong Kong Institute of Acoustics, a member of The Institution of Mechanical Engineers, the United Kingdom and The Institute of Acoustics Ltd., the United Kingdom and a registered Environmental Auditor of the Institute of Environmental Management & Assessment, the United Kingdom.

Madam Tung Pui Man (董佩雯), aged 51, was appointed as an independent non-executive Director of the Group in August 2004. She is the Head of Diploma Programme of School of Technical Arts at The Hong Kong Academy for Performing Arts. Madam Tung has more than 25 years of experience in television set design, stage design and theatre education. Madam Tung worked as a senior setting designer at Television Broadcasts Limited, and a stage designer, a senior lecturer in Design and the Head of Design Department at the Hong Kong Academy for Performing Arts. Madam Tung had been the President of Hong Kong Association of Theatre Technicians & Scenographers (Hong Kong centre of International Organisation of Scenographers, Theatre Architects & Technicians) for seven years and was invited to serve as a member of the International Jury for the Inaugural World Stage Design Exhibition 2005 in Canada. Madam Tung holds a higher diploma in design from Hong Kong Polytechnic (now known as Hong Kong Polytechnic University) and a master degree of arts (education) from The University of Hull in the United Kingdom.

SENIOR MANAGEMENT

Mr. Kao Chih Cheng (高志誠), aged 44, is the vice president of the Group. Mr. Kao is responsible for the Group's business development generally. He joined the Group as a vice president in 1994. Mr. Kao holds a bachelor degree in computer science from the Feng Chia University in Taiwan. Mr. Kao is a cousin of Ms. Hsieh, an executive Director.

Mr. Chen How More (陳厚模), aged 44, is the vice president of the Group who specialises in the engineering systems in the optical disc media and the flat panel display production. He has over 15 years of experience in the optical and electrical engineering related business. Prior to joining the Group in April 2002, he was a production and sales manager of Gigastorage Corporation, a listed company in Taiwan which is engaged in manufacturing of, among others, optical discs, and a plant manager of Lite Array Corporation in the U.S. which is engaged in manufacturing of display panel. He had been a research assistant of the Precision Instrument Development Center in Taiwan, an associate scientist of the Industrial Technology Research Institute (ITRI) Hsinchu, Taiwan and a researcher of the National Institute of Standards and Technology (NIST) of the United States. He holds a master degree of science in engineering from The University of Alabama in Huntsville, the United States and a bachelor degree of science in physics from National Tsing Hua University in Taiwan.

Mr. Lin Ko Wei (林克偉), aged 48, is the vice president of the Group and is responsible for overseeing acoustic, theatrical and intelligent traffic management systems business divisions of the Group. Prior to Mr. Lin joined the Group as vice president in January 2003, he worked in Linfair (Taiwan) responsible for acoustics design. Mr. Lin is also an acoustics consultant in PAT/Yitai Performance, Arts, Technology, Design Inc. He has over 20 years of experience in acoustics and theatre design. Mr. Lin is a member of the Audio Engineering Society in United States. He was appointed a guest professor of Beijing Broadcasting Institute in 2004. He graduated from the Chinese Culture University, Taiwan with a bachelor degree in mechanical engineering and was registered as a student of a programme for doctoral degree at the University of Salford from 1993 to 1999.

Ms. Lu Tsui Yun (呂翠雲), aged 39, is the operation manager of the Group, mainly responsible for the day-to-day operation of Linfair (HK). She joined the Group in June 1997. She had been the financial controller and administration manager of Prostech Trading Limited in Taiwan, the sales co-ordinator and the supervisor in the engineering department of Ekpac Taiwan Limited prior to joining the Group. Ms. Lu graduated from the Ming Chuan Commercial College in Taiwan with certificate in accounting statistics.

Mr. Lejon, Stig Lennart, aged 56, is the head of intelligent traffic management division of the Group. Mr. Lejon has over 30 years of experience in the aviation sector and is a licensed air traffic controller. Prior to joining the Group in September 2002, he was a marketing and sales manager of C-ITS AB, mainly responsible for marketing and sales of simulators for training of air traffic control personnel, related budgeting, planning and compiling tenders and contract

negotiation works and had worked in the Swedish Civil Aviation Administration and Swedavia AB, during which he served as a senior expert and project director for civil aviation projects and a Transport Ministry Senior Advisor.

KEY PROFESSIONAL STAFF

Mr. Seiter, James Duke, aged 62, is the project manager of the Group. He joined the Group in January 2001 and has extensive experience in production and management experience in the entertainment business including production management, musical group production, tour management, artist management, record production, record label management, live show production, and theme attraction production. He worked as an entertainment production manager responsible for overall co-ordination and construction for Taiwan's Discovery World Theme Park, an entertainment and show consultant for the theme park of Warner Bros., Movie World, Germany and participated in the projects of Super Bowl XVII through XXXI, 1988 Summer and Winter Olympics.

Mr. Huang Weiming (黃維銘), aged 39, is the project manager of the Group, mainly responsible for intelligent traffic management system, lighting, acoustics and theatrical project management works. Mr. Huang has over 10 years of experience in studio, theatre and broadcasting project design. Prior to joining the Group in 2003, Mr. Huang was a manager of the design division of Linfair (Taiwan). Mr. Huang graduated from Chung-Yuan University in Taiwan with a bachelor degree in mechanical engineering.

Mr. Cheng Chih Te (鄭治德), aged 37, is a manager in the sales department of the Group responsible for system design, installation for radio and television broadcasting, media production and manufacturing equipment. He has over 10 years of experience in such field. He joined the Group in August 2002. He had been a recording and mixing engineer for A-String Recording Studio, a sound recording and mixing studio, prior to joining the Group. Mr. Cheng holds a diploma in industrial engineering from St. John's and St. Mary's Institute of Technology in Taiwan.

Mr. Wu Hsieh Wen (吳學文), aged 34, is the chief engineer of the Group. Prior to joining the Group as chief engineer in 1998, he worked in Linfair (Taiwan) as an engineer responsible for system design, installation for radio and television broadcasting and installation of facilities for media production and manufacturing. He has over 10 years of project management experience in system installation for radio station and manufacturers of CD and DVD. He holds several certificates in respect of the production system of optical discs and equipment issued by various relevant products manufacturers.

Ms. Pu Huiping (蒲惠萍), aged 41, is the process engineer of the Group. Ms. Pu is responsible for providing technical support to customers on chemical applications in optical disc manufacturing systems. Prior to joining the Group in February 1999, she had worked as a production executive, engineer and assistant researcher and has gained over 10 years of

experience in optics research, production and engineering. Ms. Pu holds a master degree of science from Shanghai University in the PRC and a bachelor degree of engineering from the East China University of Chemical Technology in the PRC.

COMPANY SECRETARY

Ms. Wong Ngan (黃雁), aged 33, is the company secretary and the accounting manager of the Group. Ms. Wong joined the Group in April 2003 and has approximately 10 years of experience in accounting and auditing. Prior to joining the Group, she was the senior accountant of Hang Fung Jewellery Company Limited from 2000 to 2002 and a senior accountant in audit department in Deloitte Touche Tohmatsu from 1997 to 2000 respectively. Ms. Wong obtained a diploma in accounting from Hong Kong Shue Yan College in 1993. She is a member of the Hong Kong Institute of Certified Public Accountants.

AUDIT COMMITTEE

The Company established an audit committee on 14th September, 2004 in accordance with written terms of reference in compliance with the Listing Rules. The primary duties of the audit committee are to review and supervise the financial reporting process and internal control system of the Group. The audit committee has three members comprising three independent non-executive Directors, with Mr. Lee Kin Keung serving as chairman of the committee.

COMPLIANCE ADVISER

The Company will appoint Somerley, in accordance with Rule 3A.19 of the Listing Rules, as its compliance advisers for the period commencing on the Listing Date ending on the date on which the Company complies with Rule 13.46 of the Listing Rules in respect of its financial results for the first full financial year commencing after the Listing Date.

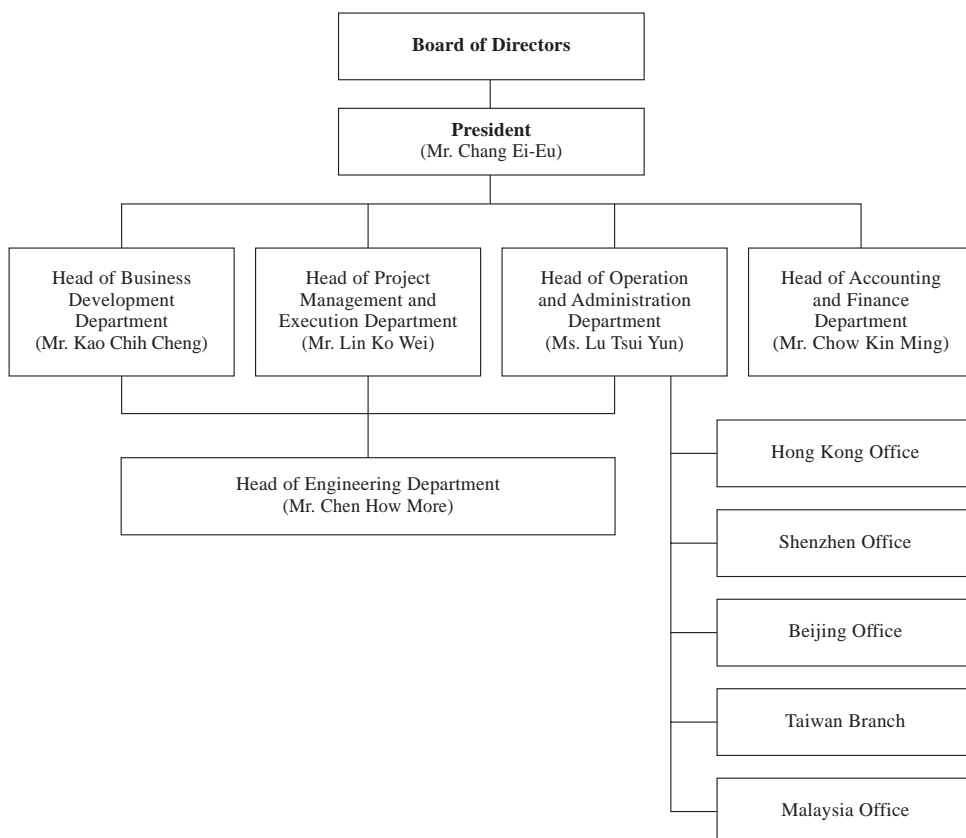
DIRECTORS, SENIOR MANAGEMENT AND STAFF

STAFF

As at the Latest Practicable Date, the Group had a total staff members of about 72 full-time employees. A breakdown of the number of staff members of the Group by function as at the Latest Practicable Date is as follow:

	As at the Latest Practicable Date
Management	8
Accounting and finance	5
Engineering	26
Sales and marketing	18
Operation and administration	15
 Total number of employees	 72

Organisational chart



The Group's relation with staff

The Group maintains good relationship with its staff and has not experienced any material disruption of its operations due to major labour disputes in the past. The Group has not encountered any significant difficulties in its staff recruitment and retention.

Pension schemes

The Group has implemented a Mandatory Provident Fund Scheme (the "MPF Scheme") in accordance with the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) for its Hong Kong employees. Under the MPF Scheme, both the Group and the Hong Kong employees have to make contributions at rates specified in the rules of the MPF Scheme, subject to a maximum contribution of HK\$1,000 by each employee and the Group.

For PRC employees, the Group participates in the social insurance, premium of which is borne by the Group and the employees on a specified proportion prescribed by the relevant PRC laws.

The Group is not required to maintain or make any contribution to any pension scheme for its employees in Taiwan.

For its employees in Malaysia, the Group is required to contribute 12% of the employee's earnings to the Employee Provident Fund.

Expenses incurred by the Group relating to the retirement benefit plans were approximately HK\$134,000, HK\$164,000, HK\$196,000 and HK\$134,000 for each of the three years ended 31st March, 2004 and for the eight months ended 30th November, 2004.

Directors' remuneration

Save as disclosed in Note 11 of the accountants' report set out in Appendix I to this prospectus (and Note 29 in relation to consultancy fee paid to Macron International Holdings Limited, a company wholly owned by Mr. Chow), no emoluments were paid to any of the Directors for the three years ended 31st March, 2004 and the eight months ended 30th November, 2004, and there was no amount paid to or receivable by the Directors for the three years ended 31st March, 2004 and the eight months ended 30th November, 2004 as an inducement to join or upon joining the Group or upon termination of employment.

Share Option Scheme

The Group has conditionally adopted the Share Option Scheme under which, among others, employees and directors of the Group may be granted options to subscribe for Shares. The principal terms of the Share Option Scheme are summarised in the paragraph headed "Share Option Scheme" in Appendix VI to this prospectus.

Pre-IPO Share Option Scheme

In order to provide incentives or rewards to employees and the executive directors of the Group for their contribution to the Group, the Company has granted the Pre-IPO Options in respect of 15,000,000 Shares to an executive Director and other employees of the Group, at the exercise price of HK\$0.65 per Share, representing approximately a discount of approximately 33.0% to the Offer Price of HK\$0.97 per Offer Share (being the mid-point of the indicative Offer Price range between HK\$0.88 per Offer Share and HK\$1.06 per Offer Share). The Pre-IPO Options shall be exercisable from the day falling six months after the Listing Date until 30th March, 2010.

Exercise in full of the Pre-IPO Options will result in the issue of 15,000,000 Shares by the Company, representing 5% of the issued share capital of the Company immediately after completion of the Share Offer and the Capitalisation Issue (but before enlargement by the issue of such Shares upon exercise in full of the Pre-IPO Options, or approximately 4.76% after such enlargement).

Further details of the Pre-IPO Share Option Scheme are set out in the paragraph headed “Pre-IPO Share Option Scheme” in Appendix VI to this prospectus.