
DIRECTORS, SENIOR MANAGEMENT AND STAFF

DIRECTORS

| Name | Age | Position | Date of joining us | Date of appointment | Principal responsibilities |
|-------------------------|-----|---------------------------------------|--------------------|---------------------|---|
| Chen Fanglin (陳芳林) | 50 | Chairman and executive Director | 1993 | 7 July 2011 | Responsible for business strategy and overall development of the Group |
| Chen Hongming (陳洪明) | 40 | Vice president and executive Director | 1997 | 1 December 2013 | Responsible for product sales and marketing of our Group |
| Shen Jianzhong (申建忠) | 54 | Vice president and executive Director | 1994 | 1 December 2013 | Responsible for human resources and administration management of our Group; member of our remuneration and nomination committees |
| Dai Jianping (戴建平) | 57 | Independent non-executive Director | N/A | 1 December 2013 | Chairman of our nomination committee; member of our audit and remuneration committees; supervising and providing independent judgement to our Board |
| Ng Wing Keung (伍永強) | 44 | Independent non-executive Director | N/A | 1 December 2013 | Chairman of our audit committee; member of our remuneration and nomination committees; supervising and providing independent judgement to our Board |
| Sun Kam Ching (孫錦程) | 41 | Independent non-executive Director | N/A | 1 December 2013 | Chairman of our remuneration committee; member of our audit and nomination committees; supervising and providing independent judgement to our Board |

Executive Directors

Mr. Chen Fanglin (陳芳林), aged 50, is the Chairman and executive Director of our Company. Mr. Chen is responsible for the overall strategic and business direction of our Group. He is the founder of our business in 1993. He graduated from the Quanzhou Normal School (泉州師範專科學校) (now known as the Quanzhou Normal University (泉州師範學院)) in 1982. He obtained a Master of Business Administration from The Open University of Hong Kong (香港公開大學) in 2004. From August 1982 to February 1986, Mr. Chen was a teacher at the Nanan No. 2 Middle School of Fujian (福建省南安第二中學) and from March 1986 to December 1989, he was responsible for research and English studies at the Education Department of Quanzhou Normal School (泉州師專教務處). Mr. Chen also holds the title senior economist (高級經濟師) awarded by Fujian Province Department of Personnel (福建省人事廳) in August 2008. Mr. Chen was appointed as the vice president of China Gift & Leisure Products Association (中國禮儀休閒用品工業協會) in September 2012. Mr. Chen was appointed as the deputy to National People's Congress of Quanzhou City (泉州市人大) in March 2012. He was awarded as the Outstanding Person of Economic in the China Market (中國市場傑出經濟人物) by the China Market Guidance Committee (中國市場指導委員會) and China Market Magazine (中國市場雜誌社) in December 2010. Mr. Chen is a member of council of the Fujian Province Chamber of Commerce for Privately Owned

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Enterprise (福建省民營企業商會) and the Fujian Province Committee of Business and Industrial Joint Association (福建省工商業聯合會直屬委員會) since January 2011. In February 2011, he was awarded as the Quanzhou Person of Economic (泉州經濟人物) by the Propaganda Department of the People's Communist Party of Quanzhou City (中共泉州市委宣傳部), Quanzhou City General Chamber of Commerce (泉州市總商會) and Quanzhou Evening Post (泉州晚報社). In December 2011, Mr. Chen was the vice president of the Quanzhou City Business and Industrial Joint Association (General Chamber of Commerce) (泉州市工商業聯合(總商會)). He was nominated as the Leader of China Building Energy Saving Industry (中國建築節能減排領導人物) by China Building Energy Saving Industry Alliance (中國建築節能減排產業聯盟) and China Urban Housing Industry Council (中國城市住宅產業理事會).

Mr. Chen Hongming (陳洪明), aged 40, is the vice president and chief marketing officer of our Group and an executive Director of our Company. He is primarily responsible for the product sales and marketing of our Group. Mr. Chen graduated from Fuzhou University (福州大學) with a major in international trade in 1995. In 2003, Mr. Chen graduated from Fujian Normal University (福建師範大學) with a major in English studies. He also obtained a Master of Business Administration from The Open University of Hong Kong (香港公開大學) in 2004. He obtained a Master of Business Administration from Huaqiao University (華僑大學) in 2011. Mr. Chen holds the title senior economist (高級經濟師) awarded by Fujian Province Department of Personnel (福建省人事廳) in August 2008. He joined our Group in 1997 and was promoted in May 2005 to the director of our marketing and sales team. In August 2008, he was appointed as the vice president of our Group where he was responsible for the sales and marketing of our products.

Mr. Shen Jianzhong (申建忠), aged 54, is the vice president, chief administrative and human resources officer of our Group and an executive Director of our Company. Mr. Shen is responsible for human resources and administration management of our Group. Prior to joining our Group in 1994, Mr. Shen worked in Quanzhou Guopin Company (泉州市果品公司) and was the officer at the Guopin Trading Company (果品貿易公司). The principal business of these two companies was trading of fruits. In July 1994, Mr. Shen joined our Group and was an assistant to the president. He was promoted in 2005 to the vice general manager. In 2008, he was appointed as the vice president of our Group. Mr. Shen holds the title intermediate economist (中級經濟師) awarded by Fujian Province Department of Personnel (福建省人事廳) in November 2008.

Independent non-executive Directors

Mr. Dai Jianping (戴建平), aged 57, was appointed as our independent non-executive Director on 1 December 2013. Mr. Dai graduated from Fujian Province Adult College (福建省成人中等專業學校) with a major in urban construction in 1988. He was an engineer qualified by the Fujian Province Department of Personnel (福建省人事廳) in November 1995. Since 2000, Mr. Dai has been serving as a vice general manager of Quanzhou Dahua Property Development Co., Ltd (泉州大華房地產開發有限公司). He was awarded the Temporary Certificate of Registration of Constructor of the PRC (中華人民共和國一級建造師臨時執業證書) by the Ministry of Housing and Urban-Rural Construction (中華人民共和國住房和城鄉建設部) in March 2008. In November 2008, Mr. Dai was awarded the title person-in-charge of project (項目負責人) by the Fujian Province Department of Construction (福建省建設廳).

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Mr. Ng Wing Keung (伍永強), formerly known as Ng Wing Keung Canny, aged 44, was appointed as our independent non-executive Director on 1 December 2013. Mr. Ng is a practising certified public accountant in Hong Kong, a fellow member of the Hong Kong Institute of Certified Public Accountants and the Association of Chartered Certified Accountants. He worked in Li, Tang, Chen & Co. from August 1993 to March 2001 and started his own audit firm in June 2001. Mr. Ng has been practising as certified public accountant in Hong Kong over 10 years and is currently a managing director of KTO CPA Limited. From 10 August 2012 to 15 October 2013, Mr. Ng was the non-executive director of Peace Map Holding Limited (formerly known as Mongolia Investment Group Limited) (stock code: 402.HK).

Ms. Sun Kam Ching (孫錦程), aged 41, was appointed as our independent non-executive Director on 1 December 2013. Ms. Sun received a bachelor's degree in business administration from Huaqiao University (華僑大學) in 1994. Ms. Sun has over 15 years of experience in business administration and financial management. Ms. Sun joined Jinjiang Aile Group (晉江愛樂集團) ("**Jinjiang Aile**") in 1996 and held various positions in Jinjiang Aile, including head of the sales department of Jinjiang Aile Shoes and Clothing Co., Ltd. (晉江愛樂鞋服公司), a subsidiary of Jinjiang Aile, from 1996 to 2000, the chief sales planning officer of Jinjiang Aile since 2003, and the chief financial officer of Jinjiang Aile since 2005. Ms. Sun has also been responsible for the image consultancy of Jinjiang Aile and is involved in the management of certain subsidiaries of Jinjiang Aile, including Jinjiang Aile Holiday Hotel (晉江愛樂假日酒店) and Shishi Aile Holiday Hotel (石獅愛樂假日酒店) since 2000. Ms. Sun attended the training courses for independent non-executive director conducted by the Shenzhen Stock Exchange in 2008. Ms. Sun has been appointed as an independent non-executive director of Labixiaoxin Snack Group Limited (stock code: 1262.HK) since 2011.

Save as disclosed in this prospectus, each of our Directors confirmed that he or she (i) did not hold any directorships in the last three years prior to the Latest Practicable Date in public companies, the securities of which are listed on any securities market in Hong Kong or overseas; (ii) does not hold any other positions with us or other members of our Group; and (iii) does not have any relationship with other Directors, senior management or controlling shareholders (within the meaning of the Listing Rules), if any, of our Company or any interest in our Shares within the meaning of Part XV of the SFO.

Save as disclosed herein, to the best of the knowledge, information and belief of our Directors having made all reasonable enquiries, there was no other matter with respect to the appointment of our Directors that needs to be brought to the attention of our Shareholders and there was no information relating to our Directors that is required to be disclosed pursuant to Rules 13.51(2)(h) to (v) of the Listing Rules as of the Latest Practicable Date.

SENIOR MANAGEMENT

| Name | Age | Position |
|---------------------|-----|--|
| Hui Hung Kwan (許鴻群) | 42 | Chief financial officer |
| Yang Dilin (楊的林) | 49 | Vice financial officer |
| Zhang Pingxin (張平新) | 42 | Vice general manager and chief product officer |
| Zheng Hebin (鄭鶴斌) | 41 | Chief research and development officer |

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Mr. Hui Hung Kwan (許鴻群), aged 42, has been the chief financial officer of our Group since June 2013 and is responsible for our Group's financial planning and strategy. Mr. Hui graduated from The Chinese University of Hong Kong (香港中文大學) with a bachelor's degree in business administration in 1994. Mr. Hui has been a member of the Hong Kong Institute of Certified Public Accountants and The Association of Chartered Certified Accountants since 1997 and 2002, respectively. Mr. Hui has ten years' experience in the auditing profession. Prior to joining our Group, Mr. Hui was the audit manager of Li, Tang, Chen & Co., CPA, an accounting firm in Hong Kong from 1994 to 2004. Mr. Hui was the chief financial officer of C&G Environmental Protection Holdings Limited, a company listed on the mainboard of Singapore Exchange (stock code: SES: D79), from 2004 to October 2010. From November 2010 to December 2012, Mr. Hui was the chief financial officer of Premiere Eastern Energy Pte. Ltd. and was responsible for financial and capital market management. Mr. Hui is currently an independent non-executive director of Jinheng Automotive Safety Technology Holdings Limited (錦恆汽車安全技術控股有限公司), a company listed on the Stock Exchange (stock code: 872.HK).

Mr. Yang Dilin (楊的林), aged 49, has been the vice financial officer of our Group since March 2012 and is responsible for day-to-day financial affairs of our Group. Mr. Yang attended The Party School of Anhui Provincial Committee of C.P.C. (中共安徽省委黨校) from September 1998 to July 2001, majoring in law. Mr. Yang is a qualified accountant in China. Prior to joining our Group, Mr. Yang served the Susong Finance Bureau (宿松縣財政局) between July 1983 and September 2000. He worked at Shenzhen Liwei Electronic Company Limited (深圳力偉電子有限公司) from June 2005 to April 2010 as the chief financial officer. From May 2010 to December 2011, Mr. Yang was the manager of Jomoo Group Co., Ltd. (九牧集團有限公司) and was responsible for budgeting.

Mr. Zhang Pingxin (張平新), aged 42, is the vice general manager and chief product officer of our Group and is responsible for production management. He worked in Shanxi Province Huayin City Huashan Yejin Automotive Factory (陝西省華陰市華山冶金車輛廠) as an engineer between July 1992 and November 1995. He then worked in Shenzhen Shiyong Electrical and Metal Manufacturing Company Limited (深圳實用電器金屬製造有限公司) as a manager from December 1995 to April 2003 where he was responsible for production management and quality control. From May 2003 to May 2008, Mr. Zhang worked in Zhejiang Fuerj Electrical Co., Ltd. (浙江富爾佳電器製品有限公司) as the manager of the quality control department. He joined our Group in June 2008 and since then has been responsible for our Group's production and quality control.

Mr. Zheng Hebin (鄭鶴斌), aged 41, is the chief research and development officer of our Group and is responsible for product research and development. He served the development department of Fuzhou Gaodeng Artefact Company Limited (福州高登工藝品有限公司), where he was responsible for designing products. He was the manager of the development department of Fuqing Fuhua Artefact Company Limited (福清複華工藝品有限公司). Mr. Zheng joined our Group in July 1997 as the manager of our design team. He was promoted in March 2005 to be the chief officer of our research and development team. Mr. Zheng has participated in the development of fireplace of our Group since 2005.

COMPANY SECRETARY

Mr. Hui Hung Kwan (許鴻群) is also appointed as the secretary of our Company. Details of his biography are set out above in this section.

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BOARD COMMITTEES

Audit Committee

An audit committee was established by our Company on 2 December 2013 with written terms of reference in compliance with the Principles of Good Governance, Code Provisions and Recommended Best Practices as set out in Appendix 14 to the Listing Rules. The primary duties of the audit committee are to review and approve our Group's financial reporting process and internal control system. The audit committee comprises all independent non-executive Directors, namely, Dai Jianping (戴建平), Ng Wing Keung (伍永強) and Sun Kam Ching (孫錦程). Ng Wing Keung (伍永強) is the chairman of the audit committee.

Remuneration Committee

A remuneration committee was established by our Company on 2 December 2013 with written terms of reference in compliance with the Principles of Good Governance, Code Provisions and Recommended Best Practices as set out in Appendix 14 to the Listing Rules. The primary duties of the remuneration committee include reviewing and determining the terms of remuneration packages, bonuses and other compensation payable to Directors and senior management of our Group. The remuneration committee is chaired by Sun Kam Ching (孫錦程), an independent non-executive Director, and other members are Ng Wing Keung (伍永強) and Dai Jianping (戴建平), who are also independent non-executive Directors and Shen Jianzhong (申建忠), an executive Director.

Nomination Committee

A nomination committee was established by our Company on 2 December 2013 with written terms of reference in compliance with the Principles of Good Governance, Code Provisions and Recommended Best Practices as set out in Appendix 14 to the Listing Rules. The primary duties of the nomination committee are to make recommendations to our Board on the appointment of Directors and the senior management of our Group. The members of the nomination committee are Dai Jianping (戴建平), Ng Wing Keung (伍永強) and Sun Kam Ching (孫錦程), who are independent non-executive Directors and Shen Jianzhong (申建忠), an executive Director. Dai Jianping (戴建平) is the chairman of the nomination committee.

DIRECTORS' REMUNERATION

During the Track Record Period, the aggregate amount of fees, salaries, housing allowances, other allowances, benefits in kind (including contribution to the pension scheme on behalf of Our Directors) and discretionary bonuses paid by our Group to Our Directors for the three years ended 31 December 2012 and for the six months ended 30 June 2013 were approximately RMB0.3 million, RMB0.4 million, RMB0.7 million, and RMB0.3 million, respectively.

The aggregate amount of fees, salaries, housing allowances, other allowances, benefits in kind (including contribution to the pension scheme on behalf of Our Directors) and discretionary bonuses paid to the five highest paid individuals of our Group, excluding Directors, for the three years ended 31 December 2012 and the six months ended 30 June 2013 were approximately RMB0.4 million, RMB0.5 million, RMB0.9 million, and RMB0.3 million, respectively.

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During the Track Record Period, no remuneration was paid by our Group to, or receivable by, Our Directors or the five highest paid individuals as an inducement to join or upon joining our Group or as a compensation for loss of office as a director of any member of our Group or of any other office in connection with the management of the affairs of any member of our Group. In addition, none of Our Directors has waived any emoluments.

Save as disclosed above, no other payments have been paid, or are payable, by our Group to Our Directors during the Track Record Period.

Under the arrangements currently in force, the aggregate remuneration of Our Directors payable in respect of the year ending 31 December 2013 is estimated to be approximately RMB0.6 million.

EMPLOYEES

As of 30 June 2013, our Group had a total of 2,259 employees. The table below shows the functional distribution of our Group's employees as of 30 June 2013.

| Department | Number of employees |
|----------------------------|---------------------|
| Management | 18 |
| Production | 1,979 |
| Quality assurance | 34 |
| General and administration | 61 |
| Purchase and logistics | 7 |
| Design and technical | 120 |
| Sales and marketing | 40 |
| Total | 2,259 |

We believe we have maintained a good relationship with our staff. We have not, during the Track Record Period and up to the Latest Practicable Date, experienced any material disruption of its operations due to labour disputes or strikes.

We are of the view that the ability to recruit and retain experienced and skilled labour is crucial to our growth and development. In addition to providing our staff the opportunities to receive regular on-the-job trainings, we strive to create a harmonious, warm working and living environment for our staff.

Social insurance and housing provident fund

Under the relevant PRC laws and regulations, we are required to contribute to a number of employee social welfare schemes in respect of our employees. Such schemes include social insurance fund contributions (including unemployment insurance, medical insurance, work-related injury insurance, pension insurance and maternity insurance) and housing provident fund contributions.

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Social insurance fund

During the Track Record Period, China Allen, Fujian Allen and Quanzhou Allen made social insurance fund contribution based on the minimum base salary of employees in accordance with the Measures for the Collection and Payment of Social Insurance Funds in Fujian Province (福建省社會保險費徵繳辦法) promulgated on 7 December 2000 by People's Government of Fujian Province (福建省人民政府) and implemented on 1 January 2001, the directives issued by the Quanzhou local social security authorities and not based on the previous year's average monthly wage. According to the Social Insurance Law of the PRC (中華人民共和國社會保險法), which came into force on 1 July 2011, employers are required to make contributions to, and employees are required to participate in, all social insurance schemes promulgated at the national level. For the years ended 31 December 2010, 2011 and 2012 and the six months ended 30 June 2013, the additional amounts of social insurance contribution that would have been made if we had contributed to the social insurance fund in accordance with the applicable national administrative regulations were approximately RMB11.3 million, RMB11.3 million, RMB13.1 million and RMB8.8 million, respectively. As advised by our PRC Legal Adviser, China Allen, Fujian Allen and Quanzhou Allen has breached the Interim Regulations on Collection and Payment of Social Insurance Premiums (社會保險費徵繳暫行條例) and the Social Insurance Law of the PRC (中華人民共和國社會保險法).

On 16 August 2013 and 20 August 2013, China Allen, Fujian Allen and Quanzhou Allen obtained from Human Resources and Social Security Bureau of Quanzhou Licheng District (泉州市鯉城區人力資源和社會保障局), Human Resources and Social Security Bureau of Luojiang District (洛江區人力資源和社會保障局) and Human Resources and Social Security Bureau of Quangang District (泉港區人力資源和社會保障局) the competent and responsible authorities for administering the social insurance fund related affairs, a written confirmation in respect of the contributions of social insurance fund of China Allen, Fujian Allen and Quanzhou Allen. According to such written confirmation, Human Resources and Social Security Bureau of Quanzhou Licheng District (泉州市鯉城區人力資源和社會保障局), Human Resources and Social Security Bureau of Luojiang District (洛江區人力資源和社會保障局) and Human Resources and Social Security Bureau of Quangang District (泉港區人力資源和社會保障局) will not require China Allen, Fujian Allen and Quanzhou Allen to make any retrospective contribution payment nor will any penalty or other form of administrative penalties be imposed on China Allen, Fujian Allen and Quanzhou Allen for the contributions to the social insurance fund. According to our PRC Legal Adviser, since August 2013, China Allen, Fujian Allen and Quanzhou Allen have respectively made social insurance fund contributions in accordance with national administrative regulations and are in compliance with the Social Insurance Law of the PRC (中華人民共和國社會保險法). Based on the foregoing, our PRC Legal Adviser is of the opinion that, although our contributions of social insurance fund prior to August 2013 are not in compliance with the relevant PRC laws and regulations, the possibility that we will be ordered by relevant authorities to make payments for the outstanding social insurance fund is remote as the competent and responsible authorities have issued the aforesaid confirmations and that the possibility of such confirmations to be challenged by a higher authority is remote.

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Housing provident fund

We did not register in time with the relevant housing provident fund authority and make housing contributions for all of our employees. Since June 2013, China Allen, Fujian Allen and Quanzhou Allen have registered with the relevant authority for its employees. For the years ended 31 December 2010, 2011 and 2012 and the six months ended 30 June 2013, the amount of outstanding housing provident fund contribution was approximately RMB3.1 million, RMB3.7 million, RMB4.4 million and RMB2.4 million respectively. As advised by our PRC Legal Adviser, China Allen, Fujian Allen and Quanzhou Allen has breached the Regulations on Management of Housing Provident Fund (《住房公積金管理條例》).

On 21 August 2013, Fujian Allen and Quanzhou Allen obtained from Housing Provident Fund Management Centre of Quanzhou (泉州市住房公積金管理中心), the competent and responsible authority for administering the housing provident fund related affairs in Quanzhou, written confirmations in respect of the unpaid contributions of housing provident fund. According to such confirmations, China Allen, Fujian Allen and Quanzhou Allen had not been subject to any investigation or administrative penalty by Housing Provident Fund Management Centre of Quanzhou (泉州市住房公積金管理中心) as of the date of such confirmations. China Allen, Fujian Allen and Quanzhou Allen have made contribution to the housing provident fund for all of its employees since July 2013. According to our PRC Legal Adviser, since July 2013, China Allen, Fujian Allen and Quanzhou Allen have been in compliance with the Regulations on Management of Housing provident Fund of the PRC. Based on the foregoing, our PRC Legal Adviser are of the opinion that, although our contributions of housing provident fund prior to July 2013 are not in compliance with the relevant PRC laws and regulations, the possibility that we will be ordered by relevant authorities to make payments for the outstanding housing provident fund is remote as the competent and responsible authorities have issued the aforesaid confirmations and such confirmations to be challenged by a higher authority is remote.

EMPLOYEES' BENEFITS PROVIDED BY OUR GROUP

Save as disclosed in the section headed “Business — Legal compliances and proceedings” of this prospectus, we have complied in all material aspects with all statutory requirements on retirement contribution in the jurisdictions where our Group operates. We have established various employee benefit plans, including pension, unemployment insurance, childbirth insurance, work-related injury insurance, medical insurance and housing fund as required by the relevant PRC rules and regulations and the existing policy of the local government.

SHARE OPTION SCHEME

We have conditionally adopted the Share Option Scheme. The summary of the principal terms of the Share Option Scheme are set out in the section headed “Statutory and General Information — Other Information — Share Option Scheme” in Appendix VI to this prospectus.

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COMPLIANCE ADVISER

We intend to appoint Guotai Junan Capital Limited as our compliance adviser pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will advise us in the following circumstances:

- (i) before the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- (iii) if we propose to use the proceeds of the Global Offering in a manner different from that detailed in this prospectus or if the business activities, developments or results of our Group deviate from any forecast, estimate or other information in this prospectus; and
- (iv) if the Stock Exchange makes an inquiry of our Group under Rule 13.10 of the Listing Rules regarding unusual movements in the price or trading volume of the Shares.

The term of appointment of the compliance adviser shall commence on the Listing Date and end on the date on which we distribute our annual report of our financial results for the first full financial year commencing after the Listing Date.