

Biographical Data of Directors and Senior Management

EXECUTIVE DIRECTORS

TSAI Chi Neng, aged 53, is the Chairman of the Group. He joined the Group in 1992 and is responsible for overall management and production of the Group. Mr. Tsai has more than 30 years of experience in the footwear business in Taiwan, Canada and the U.S. His brother, Mr. Tsai Chi Jen, is the founder of the Group.

David, N.F. TSAI, aged 51, is the Managing Director of the Group. Prior to his appointment as Managing Director of the Group in 1997, Mr. Tsai was the Chairman of Pou Yuen. Mr. Tsai has 30 years of experience and is well-known in the footwear industry. He has been working closely with the top management of leading athletic and casual footwear brands in the world. Besides overall management, he is especially focusing on the sales and marketing activities of the Group.

LI I Nan, Steve, aged 59, joined the Group in 1992 and has many years of experience in the footwear business in the U.S., including sourcing and wholesale operations. He received a bachelor and a master of arts degree from National Chengchi University in Taiwan and the University of Southern California, respectively. He also studied corporate finance and budgeting at New York University and is currently responsible for financial operations and labor practice related matters.

KUNG Sung-Yen, aged 47, has 25 years of experience in the athletic footwear industry and is currently responsible for the general management and operation of one of the three manufacturing divisions in the Group.

LU Chin-Chu, aged 48, has 24 years of experience in manufacturing of footwear and related components in Taiwan. He was a college graduate and is responsible for the general management and operation of one of the three manufacturing divisions in the Group.

KUO Tai-Yu, aged 51, has 25 years of experience in production of footwear in Taiwan. He received a bachelor degree from Chung Hsing University in Taiwan. He is responsible for the general management and operation of one of the three manufacturing divisions in the Group.

LU Shang Ping, aged 61, joined the Group in 1997. Mr. Lu has 25 years of experience in the shoe manufacturing industry. Prior to his appointment in 1997, Mr. Lu was the managing director of Pou Yuen. Mr. Lu has a Bachelor Degree from National Taiwan University. He is currently responsible for certain special projects and is also a consultant of the Group.

EXECUTIVE DIRECTORS (Continued)

Edward Y. KU, aged 58, joined the Group in 1997. Before joining the Group, he was the senior partner of the law firm, Ku & Fong, in Los Angeles and licensed to practice law in California and Taiwan. He also served as an executive director and the secretary of First Public Bank in Los Angeles. Mr. Ku holds a Bachelor-in-law degree from National Taiwan University and received his J.D. degree from Washington University in St. Louis, U.S.. Mr. Ku is primarily responsible for legal, organizational, merger and acquisition and certain special projects of the Group.

NON-EXECUTIVE DIRECTORS

CHOI Kwok Keung, aged 58, is the Vice Chairman of the Group. He joined the Group in 1988 as managing director. He has many years of experience in the banking industry and is familiar with the business environment in Hong Kong, the PRC and Taiwan. He was also involved in China trade business for many years and has established strong and extensive connections in the PRC. Mr. Choi provides assistance and advice on China relations.

YANG Xiang-Dong, aged 36, joined the Group in 1997 as an alternate director for Mr. Henry Cornell who served as non-executive director of the Group prior to January 2000. Mr. Yang was then appointed as non-executive director in January, 2000. He is Managing Director and Co-head of Principal Investment Area of Goldman Sachs (Asia) L.L.C. in Hong Kong. Mr. Yang holds a Bachelor Degree in Economics and a Master Degree in Business Administration from Harvard University. He has over ten years of experience in investment banking and direct investment.

SHIH Hung, aged 46, joined the Group in 1997. Mr. Shih has over 20 year experience in financial services industry. He holds a master degree of law and a master degree of business administration from University of Michigan.

John J.D. SY, aged 54, joined the Group in 1997. He is a partner of the accounting firm, Sy, Lee & Chen, in Los Angeles. He also serves as a director of Preferred Bank (based on Los Angeles) and Test Rite Products Corporation (an international trading company based in Chicago). Mr. Sy holds a master degree in accounting from University of Missouri, a master degree in taxation from Gold Gate University and a bachelor degree in public finance from National Cheng Chi University in Taiwan.

SENIOR MANAGEMENT

LEE Chung Wen, Allen, aged 47, joined the Group in 1989 and is a Director of Yue Yuen International Limited as well as a Vice President of the Group responsible for certain manufacturing operations of the Dongguan factories. He graduated from National Taiwan University and has more than 20 years of experience as chemical engineer.

HSU Huan Chan, aged 46, joined the Group in 1990 and is a Director of Yue Yuen International Limited. He is also a Vice President of the Group in charge of certain factory operations in China and Indonesia. Prior to joining the Group, Mr. Hsu had more than 16 years of experience in the footwear industry.

YANG Chun Hui, aged 50, graduated from National Taiwan University majoring in business administration. He has more than 19 years of experience in footwear industry and joined the Group in 1992. He currently serves as a Vice President of the Group and is in charge of certain production in Vietnam.

CHEN Teng, aged 48, joined the Group in 1991 and is an Executive Senior Manager in charge of certain production management in the Dongguan factories.

FU Shen Yun, aged 60, is an Executive Senior Manager of the Group and has been engaged in the planning and supervision of the Group's construction of the production and living facilities of the Group since 1988.

HUANG Chin Lung, aged 51, graduated from Feng Chia University majoring in International Trade and Business, has been in the footwear business for more than 24 years. He joined the Group in 1996 as an Executive Senior Manager in charge of certain marketing activities and production operations of the Group in Zhuhai.

TSAI Nai Chi, aged 44, is an Executive Senior Manager of the Group in charge of certain marketing activities and production operations of the Group in Zhongshan. He has 18 years of experience in footwear business.

SHAO Wen Hsien, aged 50, is an Executive Senior Manager of the Group in charge of certain production operations in Vietnam. He has more than 23 years of experience in footwear manufacturing.

TSAI Nai Yun, aged 45, joined the Group in 1992 and is an Executive Senior Manager in charge of mold production of the Group.

SENIOR MANAGEMENT (Continued)

CHANG Wen Hsiang, John, aged 50, joined the Group in 1993. He holds a Bachelor and master degree in accounting from National Cheng Chi University and was accredited CPA from the U.S. He has been in footwear related industry for 22 years and is now an Executive Senior Manager in charge of certain business development projects.

LIN Cheng Tien, Jerry, aged 41, joined the Group in 1990 and is an Executive Senior Manager responsible for sales and marketing of certain brand customers. Prior to joining the Group, Mr. Lin had more than 8 years of experience in sales and marketing of footwear in Taiwan.

HSU Hsi Chang, aged 55, graduated from National Chung Hsin University majoring in business administration, has 24 years of experience in footwear operation. He joined the Group in 1993 and now serves as an Executive Senior Manager responsible for certain production in China.

TSAI Nai Kun, aged 46, is an Executive Senior Manager of the Group in charge of certain research and development program. Mr. Tsai was a college graduate. He has 23 years of experience in footwear business.

LIU Juei Chung, aged 45, is an Executive Senior Manager of the Group in charge of certain production operations of shoe and component factories. He was a college graduate and has over 20 years of experience in sports and casual shoes business.

CHENG Hsin Min, aged 45, joined the Group in 1980 and is now an Executive Senior Manager engaged in a major brand business. He was graduated from Fu Jen Catholic University in Taiwan and has 20 years' footwear experience.

LIN Pin Huang, aged 44, joined the Group in 1989 and is now an Executive Senior Manager in charge of certain brand customers business in Dongguan. He was graduated from Tung Hai University and has over 10 years footwear experience.

HSIU Wen Bin, aged 44, joined the Group in 1998 and is now a Senior Executive Manager engaged in a brand customer business. Prior to his joining the Group, Mr. Hsiu had many years of footwear manufacturing experience in Thailand.

SENIOR MANAGEMENT (Continued)

Philip HUANG, aged 48, joined the Group in 1999 as Investor Relations Representative. Mr. Huang is a graduate of National Taiwan University and has substantial experience in international banking and new business development. In addition to his principal function of investor relations, Mr. Huang is also responsible for developing certain joint venture projects and related banking arrangements.

HUANG Chin Yuan, aged 42, joined the Group in 1988 and is a Senior Manager responsible for certain production operations in the U.S.. Prior to joining the Group, Mr. Huang has 9 years of footwear manufacturing experience in Taiwan.

CHEN Ping Kun, aged 53, graduated from Feng Chia University majoring in international trade, has 23 years of experience in footwear business. He joined the Group in 1988 and now serves as a Senior Manager of the Group in charge of production operations in Zhongshan.

LU Wen Chang, aged 52, is a Senior Manager of the Group in charge of certain production operations in Dongguan. He has 24 years of experience in sports footwear and accessories.

LAI Chi Ming, aged 52, joined the Group in 1997 and is a Senior Manager of the Group in charge of certain business development and production operations in Huangjiang, China. He was graduated from National Taiwan University and has 27 years of experience in the footwear business.

LIN Lai Fwu, aged 45, joined the Group in 1996 and is a Senior Manager of the Group. He holds a Ph.D. degree in plastic engineering from University of Massachusetts. He has 17 years of experience in plastic, macro-molecule chemical and engineering plastic. He is currently responsible for research and development of chemical engineering and the management of a synthetic leather factory.

YANG Chao-Hsiung, aged 51, joined the Group in 1997. He holds a Bachelor degree from University of Texas. He has 23 years of experience in footwear business. He is a Senior Manager of the Group and currently responsible for certain shoes production operations in Zhongshan.

WU Tien Tzu, aged 45, joined the Group in 1983 and is a Senior Manager in charge of certain athletic shoe production operations in Dongguan and Indonesia.

CHEN Hsin Chien, aged 45, joined the Group in 1984 and is a Senior Manager in charge of certain production operations in Vietnam.

SENIOR MANAGEMENT (Continued)

SHIH Neng Che, aged 53, joined the Group in 1975 and is now a Senior Manager engaged in the planning and supervision of certain plant construction work of the Group in various production locations.

HSU Hsin Kao, aged 48, joined the Group in 1978 and is now a Senior Manager in charge of certain production management in Zhongshan.

HSIAO Tsai Yuan, aged 42, joined the Group in 1981 and is now a Senior Manager in charge of production operation of a factory in Dongguan.

CHAO Chih Wen, aged 46, joined the Group in 1984 and is now a Senior Manager engaged in production management of a factory in Dongguan.

CHOU Tsung Ming, aged 45, joined the Group in 1990 and is now a Senior Manager in charge of a shoe component factory in Zhongzhan. He was graduated from Chung Yuan Christian University in Taiwan.

SHEN Yuan Ming, aged 46, joined the Group in 1993 and is now a Senior Manager engaged in R&D for a brand customer. He was graduated from National Cheng Chi University in Taiwan.

CHAN Shih Chung, aged 45, joined the Group in 1998 and is now a Senior Manager in charge of production management of a factory in Indonesia.

CHIU Wing Tak, David, aged 40, joined the Group in 1988 and is a Director of Yue Yuen Marketing Company Limited. Prior to joining the Group, Mr. Chiu had more than 8 years of experience in the banking industry. He is primarily responsible for liaison work with the PRC authorities and is a Senior Manager in charge of the Group's shipment of materials and finished goods and their export.

CHOW Sai Kin, aged 49, graduated from the Chinese University of Hong Kong in 1975, majoring in Economics. He holds a degree of Bachelor of Social Science and has 22 years working experience in accounting and auditing. He had worked for an international accountancy firm for 6 years. Before joining the Group, he worked for a financial institution for 8 years as a chief accountant. Mr. Chow joined the Group in 1994 as an Accounting Manager and is now the head of Accounting Department overseeing the Group's accounting activities.

SENIOR MANAGEMENT (Continued)

LUI Suk Fun, Annie, aged 54, has over 10 years of experience in computer system implementation and 7 years of experience in computer audit. She is a Certified Public Accountant from the U.S. and has a master degree in business administration. She joined the Group in 1996, and serves as an Accounting Manager for Pou Yuen's China operations as well as consultant to Group computer application in accounting system.

CHAU Chi Ming, Dickens, aged 37, graduated from the Chinese University of Hong Kong. He holds a Bachelor degree in Business Administration, majoring in Finance. He is also a member of both the Hong Kong Society of Accountants and The Association of Chartered Certified Accountants of U.K.. Before joining the Group, he had 7 years of corporate banking experience and now serves as Finance & Treasury Manager of the Group in Hong Kong, responsible for daily financial management and treasury functions.