

Biographical Data of Directors and Senior Management

EXECUTIVE DIRECTORS

TSAI Chi Neng, aged 54, 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 52, 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 over 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 60, 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 48, has 26 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 49, has 25 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 52, has 26 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.

EXECUTIVE DIRECTORS (Continued)

Edward Y. KU, aged 59, 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.

CHAN Lu Min, aged 47, joined the Group in 2001. Before joining the Group, he had 24 years of finance and accounting experiences in Taiwan. Mr. Chan graduated from National Chung Hsing University and is now in charge of finance and accounting of the Group.

NON-EXECUTIVE DIRECTORS

CHOI Kwok Keung, aged 59, 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.

SHIH Hung, aged 47, 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 55, 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.

NEE, Mary Yuet So, aged 40, joined the Group in March, 2001. Ms. Nee is the CFO and an Executive Director in Principal Investment Area of Goldman Sachs (Asia) L.L.C.. Prior to transferring to Principal Investment Area in June, 2000, she was an Executive Director in the Fixed Income Division in Goldman Sachs since 1991. Ms. Nee holds a Bachelor of Science degree in Electrical Engineering and a Master of Business Administration degree from Columbia University, U.S.A..

SENIOR MANAGEMENT

LEE Chung Wen, Allen, aged 48, 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 in Dongguan and Indonesian factories. He graduated from National Taiwan University and has more than 21 years of experience as chemical engineer.

HSU Huan Chan, aged 47, 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 51, graduated from National Taiwan University majoring in business administration. He has 20 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 49, joined the Group in 1991 and is an Executive Senior Manager in charge of certain production management in the Vietnam factories.

FU Shen Yun, aged 61, 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.

TSAI Nai Chi, aged 45, is an Executive Senior Manager of the Group in charge of certain marketing activities and production operations of the Group in Zhongshan. He has 19 years of experience in footwear business.

SHAO Wen Hsien, aged 51, is an Executive Senior Manager of the Group in charge of certain production operations in Vietnam. He has 24 years of experience in footwear manufacturing.

TSAI Nai Yun, aged 46, joined the Group in 1992 and is an Executive Senior Manager in charge of mold production of the Group.

CHANG Wen Hsiang, John, aged 51, 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 23 years and is now an Executive Senior Manager in charge of certain business development projects.

SENIOR MANAGEMENT (Continued)

LIN Cheng Tien, Jerry, aged 42, 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 56, graduated from National Chung Hsin University majoring in business administration, has 25 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 47, is an Executive Senior Manager of the Group in charge of certain research and development program. Mr. Tsai was a college graduate. He has 24 years of experience in footwear business.

LIU Juei Chung, aged 46, 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 46, 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 21 years' footwear experience.

LIN Pin Huang, aged 45, joined the Group in 1989 and is now an Executive Senior Manager in charge of certain brand customers business in Dongguan and Vietnam. He was graduated from Tung Hai University and has over 10 years footwear experience.

HSIU Wen Bin, aged 45, 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.

Philip HUANG, aged 49, 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.

SENIOR MANAGEMENT (Continued)

WU Yaw Min, aged 49, joined the Group in 1997. He currently serves as Senior Executive manager in charge of power facilities planning and operations of the Group. Mr. Wu graduated from National Taiwan University and holds a bachelor of science degree in Mechanical Engineering. Before joining the Group, Mr. Wu had served in a managerial position in Formosa Plastic Corporation in Taiwan for more than 11 years.

HUANG Chin Yuan, aged 43, joined the Group in 1988 and is a Senior Manager responsible for certain production operations in China. Prior to joining the Group, Mr. Huang has 10 years of footwear manufacturing experience in Taiwan.

CHEN Ping Kun, aged 54, graduated from Feng Chia University majoring in international trade, has 24 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 53, is a Senior Manager of the Group in charge of certain production operations in Dongguan. He has 25 years of experience in sports footwear and accessories.

LAI Chi Ming, aged 53, joined the Group in 1997 and is a Senior Manager of the Group in charge of certain business development and production operations in Zhongshan, China. He was graduated from National Taiwan University and has 28 years of experience in the footwear business.

LIN Lai Fwu, aged 46, 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 18 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 52, joined the Group in 1997. He holds a bachelor degree from University of Texas. He has 24 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 46, joined the Group in 1988 and is a Senior Manager in charge of certain athletic shoe production operations in Indonesia.

SENIOR MANAGEMENT (Continued)

CHEN Hsin Chien, aged 46, joined the Group in 1988 and is a Senior Manager in charge of certain production operations in Vietnam.

SHIH Neng Che, aged 54, joined the Group in 1988 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 49, joined the Group in 1988 and is now a Senior Manager in charge of certain production management in Zhongshan.

HSIAO Tsai Yuan, aged 43, joined the Group in 1988 and is now a Senior Manager in charge of production operation of a factory in Dongguan.

CHAO Chih Wen, aged 47, joined the Group in 1988 and is now a Senior Manager engaged in production management of a factory in Dongguan.

CHOU Tsung Ming, aged 46, joined the Group in 1990 and is now a Senior Manager in charge of a shoe component factory in Huang Jiang. He was graduated from Chung Yuan Christian University in Taiwan.

SHEN Yuan Ming, aged 47, 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 46, joined the Group in 1998 and is now a Senior Manager in charge of production management of a factory in Indonesia.

CHANG Wen Chao, aged 40, joined the Group in 1992 and currently serves as senior manager in charge of certain production management in the Zhongshan factory.

WU Chen Chi, aged 46, joined the Group in 2001 and currently serves as senior manager in Zhongshan head office.

HSU Yung Hung, aged 42, joined the Group in 1991 and currently serves as senior manager engaged in a R&D center operation.

SENIOR MANAGEMENT (Continued)

LU Jui Ping, aged 45, joined the Group in 2000 and currently serves as a senior manager in charge of a business operation in HuangJiang, China. Mr. Lu graduated from Tung Hai University in Taiwan.

CHIU Wing Tak, David, aged 41, 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 50, graduated from the Chinese University of Hong Kong in 1975, majoring in Economics. He holds a degree of bachelor in Social Science and has 23 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.

CHAU Chi Ming, Dickens, aged 38, 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.