

❖ BIOGRAPHICAL DATA OF DIRECTORS AND SENIOR MANAGEMENT

EXECUTIVE DIRECTORS

Mr. Thomas Wu Chen San, aged 51, is the Chairman of the Group and is responsible for the Group's sales, marketing and strategic planning. Mr. Wu joined the footwear business founded by his father, Mr. Wu Suei, in the early 1970's and has 32 years' experience in the footwear manufacturing business.

Mr. Michael Wu Jenn Chang, aged 44, is the Deputy Chairman and General Manager of the Group and is responsible for the Group's finance, production and purchasing. Mr. Wu is a director of the Taiwan Footwear Manufacturing Association and the Chairman of the Taiwanese-invested Enterprises Association of Guangzhou. Mr. Wu joined the footwear business founded by his father, Mr. Wu Suei, in 1983 and has 19 years' experience in the footwear manufacturing business.

Mr. Jackson Wu Jenn Tzong, aged 46, is responsible for the Group's sourcing functions conducted in Taiwan through the Group's subsidiary, Tospstair International (Taiwan) Ltd. Mr. Wu joined the footwear business founded by his father, Mr. Wu Suei, in 1977 and has 25 years' experience in the footwear manufacturing business.

Mr. Arthur Yang Chih Chieh, aged 37, is a Deputy General Manager of the Group. He holds a Master's degree in international finance from Northrop University, California, the United States of America. He is responsible for the production and business development of the Group. Mr. Yang joined the Group in 1993 and has 8 years' experience in the footwear manufacturing business.

Mr. Steven Ho Chin Fa, age 49, is a Deputy General Manager of the Group. He is responsible for production management and staff training. Mr. Ho joined the Group in 1990 and has 19 years' experience in the footwear manufacturing business.

NON-EXECUTIVE DIRECTORS

Mr. Sanford Kent Dawson, aged 50, is President of S.K. Dawson & Co., a global executive search firm in Pittsburgh, Pennsylvania, USA. Mr. Dawson lived 18 years in the Far East, including in Singapore, Taiwan, China, Indonesia, and Hong Kong. Professionally, he acted as a lending officer in Chemical Bank, Managing Director of Stephens Asia Limited in Hong Kong, a subsidiary of the US investment bank Stephens Inc., and Vice President, Development of Oxbow International Power Corporation of West Palm Beach, Florida, USA. In recent years, he developed a large hotel complex in Shanghai as well as a 600 MW power plant in Zhejiang Province, China.

Mr. Yang Hui Kuan, aged 66, is the managing partner of Pao Chuan & Co., Certified Public Accountants, Taipei, Taiwan. Mr. Yang has over 35 years of accounting experience.

Ms. Fang Yen Ling, aged 44, is a partner of KPMG Peat Marwick, Certified Public Accountants, Taipei, Taiwan. She has 25 years of accounting and auditing experience. She is currently a member of the Taiwan Provincial CPA Association.

SENIOR MANAGEMENT

Mr. Lee Yiu Ming, aged 37, graduated from Hong Kong Polytechnic University and holds a Master's degree in business administration from the Queen's University of Belfast, Northern Ireland. He is an associate member of the Hong Kong Society of Accountants and a fellow member of the Association of Chartered Certified Accountants. Mr. Lee is a Deputy General Manager of the Group and the company secretary of the Company. He is responsible for the financial, accounting and company secretarial functions of the Group. Prior to joining the Group in May 1996, he worked for an international accounting firm for over seven years.

Mr. Cheung Chi Yaun, age 43 is a production manager of Panyu Pegasus. Mr. Cheung joined the Group in 1995 and has 22 years' experience in footwear manufacturing.

Ms. Lin Hui Fan, aged 51, is a senior quality assurance inspector and oversees the quality of uppers. Ms. Lin joined the Group in 1991 and has 26 years' experience in footwear manufacturing. Ms. Lin is responsible for quality control of the Group's footwear products and has extensive experience in training quality control staff.

Mr. Yeh Ming Chieh, aged 45, is a manager of the chemical plant of the Group. He has 32 years' experience in footwear manufacturing and sole unit production. Prior to joining the Group in 1994, Mr. Yeh worked as a technical consultant in Taiwan, Indonesia and the PRC. He is responsible for the production management and research and development.

Mr. Hsieh Hsin Lee, aged 41, is a manager of the Group. Mr. Hsieh joined the Group in 1991 and has 22 years' experience in footwear manufacturing. He is responsible for the Group's production management and quality control process. He is also responsible for staff training.

Mr. Chang Jin Shing, aged 35, obtained a MSc degree in engineering management from the Coventry University, England. Mr. Chang is the director of mold shop of the Group and is in charge of the coordination between mold shop and shoes production department. Prior to joining the Group in 1999, Mr. Chang had worked in Feng Tay Shoes Group for around 3 years. Mr. Chang has experience in shoes manufacturing, specifically in mold area.

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Mr. Wu Chih Kuo, aged 41, is an assistant to the office of General Manager of the Group. Mr. Wu joined the Group in 1991 and has 18 years' experience in footwear manufacturing.

Ms. Angela Lam Wai Man, aged 34, is the accounting manager of the Group. Ms. Lam obtained a bachelor degree in business studies from the City University of Hong Kong. She also holds a Master's degree in business administration and a Master's degree in information systems management from the Hong Kong University of Science and Technology. Ms. Lam is a fellow member of the Association of Chartered Certified Accountants and an associate member of the Hong Kong Society of Accountants. Prior to joining the Group in 1996, Ms. Lam had worked with an international accounting firm for approximately five years.