

Biographical Details of Directors and Senior Management

Biographical details of the directors of the Company and the senior management of the Group are set out as follows:-

EXECUTIVE DIRECTORS

Mr Chang Wen I, aged 53, is the chairman and one of the founders of the Group. Mr Chang is also the Honourable Chairman of the Taiwan Footwear Manufacture Association. Mr Chang is responsible for formulating the Group's corporate strategy and planning. Mr Chang joined the Group since 1988 and has over 26 years of experience in the footwear industry.

Mr Chen Hsien Min, aged 51, is the managing director and one of the founders of the Group. Mr Chen is responsible for the overall corporate planning and day-to-day operations of the Group, including its production, marketing and sales activities. He has a Bachelor's degree in Land Economics from the National Cheng Chi University of Taiwan. Mr Chen joined the Group since 1988 and has over 26 years of experience in the footwear industry. Mr Chen is a brother-in-law of Mr Chang Wen I.

Mr Chen Ying-Chieh, aged 33, is the general manager of the Group's PRC domestic sales department. Mr Chen is responsible for promoting sales and formulating the Group's marketing strategy for the PRC market. Mr Chen has a Bachelor's degree in International Trade Business from University of Zhengyou. He has been working with the Group since 1992. Mr Chen is a nephew of Mr Chang Wen I.

NON-EXECUTIVE DIRECTORS

Mr Kuo Jung-Cheng, aged 52, is a former senator of the Legislative House in Taiwan. He has been serving the communities in Taiwan as senator or representative for over 10 years. Mr Kuo holds a MBA from University of Hawaii.

Mr Huang Shun-Tsai, aged 49, is the Director of six technology companies in Taiwan. He has been active in the technology field for over 10 years.

SENIOR MANAGEMENT

Mr Ip Ching Bun Ben, aged 30, is the Financial Controller and Company Secretary of the Group. Mr Ip is responsible for accounting and company secretarial work of the Group. He has seven years of experience in the field of accounting. Mr Ip has a Bachelor's Degree from Hong Kong Baptist University. Prior to joining the Group in June 2000, he worked for a listed company in Hong Kong.

Mr Chang Chun Wang, aged 50, is the vice general manager of the Group. Mr Chang is responsible for the Group's production activities. Mr Chang has over 20 years of experience in the footwear industry. He has been working with the Group since 1994.

Mr Hsu Szu Che, aged 49, is the senior manager responsible for general administration and management of the Group's sales office and manufacturing facilities in Fuzhou. Mr Hsu has over 20 years of experience in the administration and management of footwear manufacturing facilities. He has been working with the Group since 1994.

Biographical Details of Directors and Senior Management

Madam Lai Tseng Chun Mei, aged 57, is the manager of Shanghai Guang Wei. Madam Lai is responsible for the day-to-day operations of the Shanghai Guang Wei. Madam Lai has over 21 years of experience in the administration and operations of footwear manufacturing facilities. She has been working with the Group since 1994.

Madam Chi Shu Tzu, age 35, is the sales manager of ladies' footwear. She is responsible for sales and marketing of certain overseas customers. Madam Chi has over 18 years of experience in the footwear industry. She has been working with the Group since 1994.

Madam Chen Li Hui, age 37, is the sales manager of sports footwear. She is responsible for sales and marketing of Puma products. Madam Chen has over 17 years of experience in the footwear industry. She has been working with the Group since 1994.

Mr Chou Chang Hsuing, age 55, is the manager of central administration department in the PRC. Mr Chou is in charges of the planning and supervision of resources allocations among the factories and the implementation of cost control program. Mr Chou has over 27 years of experience in the administration and management in the footwear industry. He has been working with the Group since 1994.