

Directors' and Senior Management's Biographies

DIRECTORS

Executive Directors

Mr. KWOK Tat Kwong, aged 47, is the Chairman of the Company. He founded the Group in 1990 and is responsible for the overall strategic planning and formulation of corporate policies of the Group. Mr. Kwok has over 11 years of experience in strategic planning.

Mr. LIAU Leong Pin, aged 38, is the Deputy Chairman of the Company. Mr. Liao is responsible for the sales and market development of the Group's products. He holds a master degree in Business and Administration from Southeastern Louisiana State University, USA. Mr. Liao joined the Group in 1992 and has over 9 years of experience in the sales and market development business.

Mr. CHEUNG Yat Ko, aged 50, is a Director of the Company and is responsible for the operation and business development of the Group. Mr. Cheung joined the Group in 1992 and has over 9 years of experience in business development.

Independent Non-executive Directors

Mr. CHAN Kam Man, aged 38, is a non-executive Director of the Company. Mr. Chan is a qualified practising accountant in Hong Kong and the proprietor of Charles K.M. Chan & Co.. He is a fellow member of the Association of Chartered Certified Accountants and an associate member of Hong Kong Society of Accountants. He has over 16 years of experience in auditing, taxation, financial consultancy and financial systems implementation in Hong Kong and Singapore.

Mr. AU Chun Wai, aged 32, is a non-executive Director of the Company. Mr. Au is a practising solicitor in Hong Kong and the partner of Tsang & Co.. He was admitted as a solicitor of the High Court of Hong Kong in 1996. He has approximately 8 years of experience in handling Hong Kong legal affairs.

SENIOR MANAGEMENT

Mr. FU Wing Kwok Ewing, aged 32, is the Financial Controller and the Company Secretary of the Company. Mr. Fu is responsible for the financial and secretarial affairs of the Group. He is also responsible for the planning and supervising the implementation of the management information system of the Group. Mr. Fu holds a bachelor degree in science with major in accounting from Bemidji State University, USA and is a member of American Institute of Certified Public Accountants. He joined the Group in December, 2000. Before joining the Group, Mr. Fu worked in an international accounting firm. Mr. Fu has over 7 years of experience in auditing and accounting field.

Mr. FENG Hong Ming, aged 47, is the Factory Manager of the Group and is responsible for the general management of the Group's production facilities in the PRC. Mr. Feng joined the Group in 1997 and has over 11 years of experience in management of manufacturing operations.

Mr. LIN Yi Jie, aged 41, is the Production Manager of the Group and is responsible for the production management of the Group's production facilities in the PRC. Mr. Lin holds a bachelor degree in Forestry in Fujian Forestry University (福建林學院). Mr. Lin joined the Group in 1997 and has over 11 years of experience in production management.

SENIOR MANAGEMENT (Continued)

Mr. XU Jia Jun, aged 35, is the Human Resources Manager of the Group and is responsible for the personnel management of the Group's production facilities in the PRC. Mr. Xu holds a bachelor degree in Law in Soochow University (蘇州大學). Mr. Xu joined the Group in 1998 and has over 7 years of experience in human resources management.

Mr. ZHANG Jin Hu, aged 36, is the Chief Engineer of the Group and is responsible for the quality control management of the Group's production facilities in the PRC. Mr. Zhang holds a bachelor degree in Chemical Engineering and Processing in Beijing Institute of Technology (北京理工大學). Mr. Zhang joined the Group in 1997 and has over 11 years of experience in research of PU foam formulation.

Mr. YUNG Yu Xiong, aged 37, is the Senior Engineer of the Group and is responsible for the research and development of PU foam formulation. Mr. Yung holds a bachelor degree in Applied Chemistry in Shan Tou University (汕頭大學). Mr. Yung joined the Group in 1998 and has over 6 years experience in PU foam formulation.