

# BIOGRAPHICAL DATA OF DIRECTORS AND SENIOR MANAGEMENT

## EXECUTIVE DIRECTORS

**TSAI Chi Neng**, aged 55, 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 53, 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 especially focuses on the sales and marketing activities of the Group.

**Edward Y. KU**, aged 60, joined the Group in 1997. Before joining the Group, he was the senior partner of the law firm, Ku & Fong, in Los Angeles and is 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 concurrently serves as the General Counsel of the Group, responsible for legal, organizational, merger and acquisition and certain special projects of the Group.

**KUO Tai Yu**, aged 53, has 27 years of experience in production of footwear in Taiwan. He received a bachelor's degree from Chung Hsing University in Taiwan. He is currently a General Manager in charge of one of the three manufacturing groups.

**LU Chin Chu**, aged 50, has 26 years of experience in manufacturing of footwear and related components in Taiwan. He is a college graduate and is currently a General Manager in charge of one of the three manufacturing groups.

**KUNG Sung Yen**, aged 49, has 27 years of experience in the athletic footwear industry and is currently a General Manager in charge of one of the three manufacturing groups.

**CHAN Lu Min**, aged 48, joined the Group in 2001. Before joining the Group, he had 25 years of finance and accounting experience in Taiwan. Mr. Chan graduated from National Chung Hsing University and is now in charge of finance and accounting for the Group.

**LI I Nan, Steve**, aged 61, 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.



## NON-EXECUTIVE DIRECTORS

**CHOI Kwok Keung**, aged 60, is the Vice Chairman of the Group. He joined the Group in 1988 as a 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 48, joined the Group in 1997. Mr. Shih has over 20 years' experience in the financial services industry. He holds a master degree in law and a master degree in business administration from University of Michigan.

**John J.D. SY**, aged 56, 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's 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 49, 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 22 years of experience as a chemical engineer.

**HSU Huan Chan**, aged 48, 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 52, graduated from National Taiwan University majoring in business administration. He has 21 years of experience in the 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 50, joined the Group in 1991 and is a Senior Executive Manager in charge of certain production management in the Vietnam factories.

# BIOGRAPHICAL DATA OF DIRECTORS AND SENIOR MANAGEMENT

## SENIOR MANAGEMENT (Continued)

**FU Shen Yun**, aged 62, is a Senior Executive 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 46, is a Senior Executive Manager of the Group in charge of certain marketing activities and production operations of the Group in Zhongshan. He has 20 years of experience in the footwear business.

**SHAO Wen Hsien**, aged 52, is a Senior Executive Manager of the Group in charge of certain production operations in Vietnam. He has 25 years of experience in footwear manufacturing.

**TSAI Nai Yun**, aged 47, joined the Group in 1992 and is a Senior Executive Manager in charge of mold production of the Group.

**CHANG Wen Hsiang, John**, aged 52, joined the Group in 1993. He holds a bachelor's and master's degree in accounting from National Cheng Chi University and was accredited CPA from the U.S. He has been in footwear related industries for 24 years and is now a Senior Executive Manager in charge of certain business development projects.

**LIN Cheng Tien, Jerry**, aged 43, joined the Group in 1990 and is a Senior Executive 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 57, graduated from National Chung Hsin University majoring in business administration, has 26 years of experience in footwear operation. He joined the Group in 1993 and now serves as a Senior Executive Manager responsible for certain production in China.

**TSAI Nai Kun**, aged 48, is a Senior Executive Manager of the Group in charge of certain research and development programs. Mr. Tsai is a college graduate and has 25 years of experience in the footwear business.

**LIU Juei Chung**, aged 47, is a Senior Executive Manager of the Group in charge of certain production operations of shoe and component factories. He is a college graduate and has over 22 years of experience in the sports and casual shoes business.

**CHENG Hsin Min**, aged 47, joined the Group in 1980 and is now a Senior Executive Manager engaged in a major brand business. He graduated from Fu Jen Catholic University in Taiwan and has 22 years' footwear experience.



## SENIOR MANAGEMENT (Continued)

**LIN Pin Huang**, aged 46, joined the Group in 1989 and is now a Senior Executive Manager in charge of certain brand customers business in Dongguan and Vietnam. He was graduated from Tung Hai University and has over 10 years of footwear experience.

**HSIU Wen Bin**, aged 46, 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.

**HUANG Wen Hao, Philip**, aged 50, joined the Group in 1999 as an 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.

**WU Yaw Min**, aged 50, joined the Group in 1997. He currently serves as a 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.

**WU Tien Tzu**, aged 47, joined the Group in 1988 and is a Senior Executive Manager in charge of certain athletic shoe production operations in Indonesia.

**CHIU Wing Tak, David**, aged 42, 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 51, graduated from the Chinese University of Hong Kong in 1975, majoring in Economics. He holds a bachelor's degree in Social Science and has 24 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 39, graduated from the Chinese University of Hong Kong. He holds a bachelor's 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 Senior Manager – Finance & Treasury of the Group in Hong Kong, responsible for daily financial management and treasury functions.