

Profiles of Directors and Key Management Personnel

EXECUTIVE DIRECTORS

Brian Cyril Beazer - Executive Chairman

Mr. Beazer, aged 68, was appointed the Executive Chairman of United Pacific Industries on 9th June 2003. He is also Chairman of Beazer Homes USA, Inc., a leading United States homebuilder listed on the New York Stock Exchange with corporate offices in Atlanta, Georgia. Mr. Beazer also serves as a director of U.S. Industries, Inc., Beazer (Japan) Ltd., Electronic Convergence Technology Ltd., Jade Technologies Singapore Ltd., and Sealmint Ltd and is a consultant to Strategic Industries LLC.

Simon N. Hsu - Executive Vice Chairman

Mr. Hsu, aged 43, was appointed the Executive Vice Chairman of United Pacific Industries on 9th June 2003. He is also the Chairman and Chief Executive Officer of e-commerce Logistics Limited (“ECL”), a Greater China focus logistics and supply chain management company headquartered in Hong Kong. He was the Group Managing Director of United Pacific Industries from October 1996 to November 1999. Mr. Hsu has more than 20 years’ experience as a corporate executive in the Asia-Pacific and the United States of America.

Kan Yuk Chuen - Executive Director of United Pacific Industries and Director of Operations of Pantene Industrial Co. Limited (“Pantene”)

Mr. Kan, aged 52, joined the Group in June 1987. He has over 26 years of production, administration and management experience in the electronics industry. He was the CEO of Pin Xin International Limited, the rechargeable battery product division of United Pacific Industries, until 9th June 2003 when he was appointed to oversee the operations of Pantene.

Wong Hei Pui, Andy - Executive Director and Chief Financial Officer of United Pacific Industries

Mr. Wong, aged 32, is responsible for the financial, treasury and information technology matters of the Group. He is a qualified member of both CPA Australia and the Hong Kong Society of Accountants. Mr. Wong also holds a Bachelor of Commerce degree with a major in accounting from the University of Western Sydney. Prior to joining United Pacific Industries in September 1996, he had been with Deloitte Touche Tohmatsu. On 9th June 2003, Mr. Wong was appointed an executive director and the Chief Financial Officer of United Pacific Industries to oversee the overall financial strategy and planning of the Group.

Lawrence Oei - Executive Director and General Counsel of United Pacific Industries

Mr. Oei, aged 42, joined United Pacific Industries as its in-house legal counsel in February 1998, to oversee the Group’s corporate secretarial and legal matters. He is a lawyer by profession with over 10 years of post-qualification experience and earned his LLB (Hons.) degree in 1986. He was admitted as an Advocate and Solicitor in Singapore in March 1989. Mr. Oei was appointed Company Secretary of United Pacific Industries on 1st February 2000 and in March 2000, he was also appointed a non-executive director of Climax International Company Limited. He was appointed an executive director to oversee the overall administration of the Group and as the General Counsel of United Pacific Industries on 9th June 2003.

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NON-EXECUTIVE DIRECTORS

Teo Ek Tor

Mr. Teo, aged 49, is the Managing Partner of PrimePartners Asset Management Pte Ltd which manages private-equity funds. He has over 20 years of experience in investment banking in Asia. Mr. Teo has contributed to and been instrumental in the building up of two major regional investment banking groups - Morgan Grenfell Asia (1980-1993) and BNP Prime Peregrine (between 1994-1999). Mr. Teo is a graduate of the University of Western Ontario, with an honors degree in business administration.

William P. Fong

Mr. Fong, aged 37, joined Investor Growth Capital Asia as Managing Director in June 2002, having previously been with imGO Limited (SEHK 0067), a listed company on the Hong Kong Stock Exchange which focused on technology venture capital investments. Prior to that, he was with Lazard where he specialized in telecommunications media and technology investments for the Lazard's Asian funds.

Mr. Fong has emphasized investments in the telecommunications and technology sector, including wireless service provision and enabling technologies. He currently serves on the Board of Directors for Ness Display Company (an innovative Korean OLED, flat panel display manufacturer) and infoTalk Corporation (a leading Asian language speech recognition company based in Hong Kong). In addition, he serves on the Board of Distacom Communications, a private regional telecommunications holding company with operations in Hong Kong, India, and formerly Japan (Distacom's interest in Tokyo Digital Phone was acquired by Vodafone/AirTouch). He also served on the Boards of Mandarin Communications (now Sunday Communications, Nasdaq: SDAY and SEHK: 866) and Spice Communications.

Mr. Fong holds a B.A. in Computer Science from Columbia University and a J.D. and M.B.A. from the University of Southern California.

Peter F. Reilly

Mr. Reilly, aged 39, is Executive Vice President, Chief Financial Officer and Treasurer of Strategic Industries, LLC ("Strategic"). Prior to joining Strategic, Mr. Reilly served as Treasurer of U.S. Industries, Inc. ("USI"), a publicly listed company on the New York Stock Exchange. Prior to that, he served as Group Controller and Assistant Treasurer at USI. Before joining USI, Mr. Reilly was Assistant Treasurer of Marine Harvest International, Inc., a public company engaged in the farming and distribution of seafood products, and he also served as a financial advisor to Hanson Industries.

Ho Che Kong

Mr. Ho, aged 55, was the Chairman and Group Managing Director until he retired on 9th June 2003. Mr. Ho is also a co-founder of the Group. He has over 30 years of purchasing and management experience in the electronics industry. Until his retirement on 9th June 2003, Mr. Ho was responsible for the overall strategic planning of the Group.

Leung Wai Chuen

Mr. Leung, aged 55, is a co-founder of the Group. He has over 30 years of production management experience in the electronics industry. Until his retirement on 9th June 2003, Mr. Leung was the Deputy Chairman of United Pacific Industries and the CEO of Pantene, a wholly owned subsidiary of United Pacific Industries, whose principal activities include the manufacture of voltage converters, mobile phone battery chargers intermediate frequency transformers and coils, amongst others.

Ramon Sy Pascual

Mr. Pascual, aged 44, is a senior executive of Eton Properties Limited ("Eton"), a real estate development and investment company known for premier residential commercial, retail, and hotel developments in Hong Kong and China. Mr. Pascual also serves as director in real estate, manufacturing and logistics companies with businesses in Hong Kong, China, and the Philippines.

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INDEPENDENT NON-EXECUTIVE DIRECTORS

Wong Ho Ching, Chris

Dr. Wong, aged 55, is the Director of the Industrial Centre of the Hong Kong Polytechnic University. He specializes in Industrial Engineering, Technology Transfer and Corporate Management. He has been a consultant for the United Nations Educational, Scientific and Cultural Organisation and received a Fellow Award from the US Institute of Industrial Engineers for professional leadership and outstanding contributions to Industrial Engineering. Dr. Wong is also a member of the First Hong Kong Special Administrative Region Election Committee.

Ng Ching Wo

Mr. Ng, aged 52, admitted as a barrister and a solicitor in Alberta, Canada in 1981, as a solicitor in the United Kingdom in 1986, and in Hong Kong in 1987, is a senior partner of the Hong Kong-based solicitors firm, Fong & Ng. Mr. Ng graduated from the University of Alberta in 1975 with an M.Sc. degree and in 1980 with an LL.B degree. Prior to 1st May, 1996, Mr. Ng was a partner of a Canada-based multinational law firm, and was stationed in the firm's Hong Kong office from May 1986 to April 1996. His practice currently focuses on cross-border corporate and commercial matters as well as China-related matters.

KEY MANAGEMENT PERSONNEL

Lam Yuen Man, Maria - Financial Controller, United Pacific Industries

Ms. Lam, aged 33, is responsible for the financial and accounting management of the Group. She joined United Pacific Industries in September 1997. She is an associate member of the Hong Kong Society of Accountants, the Association of Chartered Certified Accountants, the Association of International Accountants, and a member of the Association of Accounting Technicians. Ms. Lam also holds a Bachelor's degree in Accountancy from The Hong Kong Polytechnic University. She worked for a major professional accounting firm before joining United Pacific Industries.

Cheung Po Hing - Vice President, Pantene

Mr. Cheung, aged 53, is responsible for the purchasing, inventory control and customer service operations of Pantene. He joined Pantene in May 1988 and has over 16 years of purchasing and administration management experience in the electronics industry. He worked with a large electronics company as an inventory control manager before joining Pantene. He graduated from The Hong Kong Polytechnic University with a certificate in business studies.

Chan Wang Cheung - Vice President (Engineering), Pantene

Mr. Chan, aged 48, is responsible for all engineering aspects of voltage converter product design. He joined Pantene in October 1982. He has over 18 years of experience in the electronics and manufacturing field and worked for an electronic toys company as an electronics engineer before joining Pantene.

Ho Hon Ching, Lewis - Senior Design & Engineering Manager, Pantene

Mr. Ho, aged 42, joined the Group in 1999. He had worked in the manufacturing field for more than 25 years and started out as an apprenticeship in tool and die making. Mr. Ho has over 15 years of experience in the electronics industry.

Martin Rayner - Project Engineering Manager (R&D), Pantene

Mr. Rayner, aged 36, joined Pantene in 1992 and was seconded to PI USA (situated in Chicago, Illinois) to oversee Pantene's North American sales and marketing operations. He has over 12 years of experience in the electronics and manufacturing field and worked as an engineer for a British electronics company prior to joining Pantene.