

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 55, 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 28 years of experience in the footwear industry.

Mr Chen Hsien Min, aged 53, 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 28 years of experience in the footwear industry. Mr Chen is a brother-in-law of Mr Chang Wen I.

Mr Chen Ying-Chieh, aged 35, 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 54, 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 51, is a director of six technology companies in Taiwan. He has been active in the technology field for over 12 years.

SENIOR MANAGEMENT

Mr Cheung Chun Hay, Hayes, aged 30, is the financial controller of the Group. He has over six years of experience in auditing, accounting and financial management in Hong Kong. Prior to joining the Group, he was an audit manager with an international accounting firm. He holds a bachelor's degree from the City University of Hong Kong, and is an associate member of the Hong Kong Society of Accountants and a member of the Association of Chartered Certified Accountants.

Mr Ip Ching Bun Ben, aged 32, is the company secretary of the Group. Mr Ip is responsible for accounting and company secretarial work of the Group. He has nine 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.

Biographical Details of Directors and Senior Management

Mr Chang Chun Wang, aged 52, is the vice general manager of the Group. Mr Chang is responsible for the Group's production activities. Mr Chang has over 22 years of experience in the footwear industry. He has been working with the Group since 1994.

Mr Hsu Szu Che, aged 51, 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 22 years of experience in the administration and management of footwear manufacturing facilities. He has been working with the Group since 1994.

Madam Lai Tseng Chun Mei, aged 59, 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 23 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, aged 37, is the sales manager of ladies' footwear. She is responsible for sales and marketing of certain overseas customers. Madam Chi has over 20 years of experience in the footwear industry. She has been working with the Group since 1994.

Madam Chen Li Hui, aged 39, is the sales manager of sports footwear. She is responsible for sales and marketing of sports products. Madam Chen has over 19 years of experience in the footwear industry. She has been working with the Group since 1994.

Mr Chou Chang Hsuing, aged 57, is the manager of central administration department in the PRC. Mr Chou is in charge of the planning and supervision of resources allocations among the factories and the implementation of cost control program. Mr Chou has over 29 years of experience in the administration and management in the footwear industry. He has been working with the Group since 1994.