



Directors and Senior Management Profiles

The directors' and senior management profiles during the year and up to the date of this report are as follows:

Executive Directors

Brian Cyril Beazer – Executive Chairman

Mr. Beazer, aged 69, was appointed a director of United Pacific Industries Limited in March 1998, and was appointed Executive Chairman on 9th June, 2003. Mr. Beazer is also a director of various Group subsidiaries. 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 Jacuzzi Brands, Inc. (NYSE), Numerex Corp. (Nasdaq), Jade Technologies Singapore Ltd (Singapore Stock Exchange), Beazer (Japan) Ltd, and Sealmint Ltd, and is a consultant to Strategic Industries LLC.

Simon N. Hsu – Executive Vice Chairman

Mr. Hsu, aged 44, was appointed a director of United Pacific Industries Limited in July 1996, and was appointed Executive Vice Chairman on 9th June, 2003. He is also the Chairman and Chief Executive Officer of e-commerce Logistics Group ("ECL"), a Greater China-focused logistics and supply chain management company headquartered in Hong Kong. He is also an Independent Director of ASJ Holdings Limited, a company listed on the Singapore Stock Exchange. 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 region and the United States of America.

Wong Hei Pui, Andy – Executive Director and Chief Financial Officer

Mr. Wong, aged 33, was appointed an executive director and the Chief Financial Officer ("CFO") of United Pacific Industries on 9th June, 2003. He has oversight of the overall financial strategy and planning of the Group, and is responsible for the administration, purchasing and production material control, 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. Mr. Wong is also a director of various Group subsidiaries.

Non-Executive Directors

Ho Che Kong

Mr. Ho, aged 56, 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 management and purchasing experience in the electronics industry. Until his retirement on 9th June, 2003, Mr. Ho was responsible for the overall strategic planning of the Group.

Ramon Sy Pascual

Mr. Pascual, aged 45, was appointed a director of the Company in January 2003. He 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.

Peter F. Reilly

Mr. Reilly, aged 40, has been a director of the Company since December 2001. He 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., public company engaged in the farming and distribution of seafood products, and he also served as a financial advisor to Hanson Industries.

Teo Ek Tor

Mr. Teo, aged 50, was appointed a director of the Company in January 2003. He 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.

Independent Non-Executive Directors

Dr. Wong Ho Ching, Chris

Dr. Wong, aged 56, has been a director of the Company since March 1994. He 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 has been a member of the First Hong Kong Special Administrative Region Election Committee and is now a member of the Hong Kong Special Administration Region Selection Committee.

Ng Ching Wo

Mr. Ng, aged 53, has been a director of the Company since July 1996. He was admitted as barrister and solicitor in Alberta, Canada in 1981, as a solicitor in the United Kingdom in 1986, and in Hong Kong in 1987. Mr. Ng is a 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 forming his own firm, Mr. Ng was a partner of a Canada-based multinational law firm, and was stationed in the firm's Hong Kong office for ten years. His practice currently focuses on cross-border corporate and commercial matters as well as China-related matters.

Senior Management

Cheung Po Hing – Sales and Marketing Director, Pantene Industrial Co Ltd (“Pantene”)

Mr. Cheung, aged 54, 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.

Cheng Fan Leng, Frank – Director of Manufacturing and Engineering, Pantene

Mr. Cheng, aged 53, joined Pantene in August 2003 as Director of Technical Sales. Mr. Cheng holds a B.E (Hons.) 1974 and a M.E 1975 both in Electrical and Electronics Engineering from the University of Canterbury, New Zealand. Mr. Cheng has over 29 years of electronics manufacturing and sales experience and has held senior positions at Texas Instruments, Malaysia; Astec International Hong Kong; Mobile Data International, Canada; Lion America, U.S.A; Powercomp Automation, Malaysia. Beginning July 2004, Mr. Cheng heads Pantene's Manufacturing, Engineering and R&D departments.

Lam Yuen Man, Maria – Financial Controller and Company Secretary, United Pacific Industries

Ms. Lam, aged 34, reporting to the CFO, is responsible for the financial, treasury and information technology of the Group. She joined United Pacific Industries in September 1997. She is a qualified member of the Hong Kong Society of Accountants and the Association of Chartered Certified Accountants. Ms. Lam also holds a Bachelor degree in Accountancy from The Hong Kong Polytechnic University and a Master degree in Management from Macquarie University. She worked for Deloitte Touche Tohmatsu before joining United Pacific Industries. Ms. Lam was appointed Company Secretary of United Pacific Industries on 2nd June, 2004.

Chan Wang Cheung – Vice President (Engineering), Pantene

Mr. Chan, aged 49, 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.



Cheung Kwok Chung – Senior Manager of Production, Pantene

Mr. Cheung, aged 47, joined Pantene in May 1987. He is responsible for production management and customs duties, and has over 1,700 production staff under his charge. Mr. Cheung has over 30 years of manufacturing experience in the field of electrical and electronics products.

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

Mr. Ho, aged 43, joined Pantene in 1999. He had worked in the manufacturing field for more than 25 years and started out as an apprentice in tool and die making. Mr. Ho has over 15 years of experience in the electronics industry.

Wong Chi Kwan, Stanley – PMC Manager, Pantene

Mr. Wong, aged 39, joined Pantene in July 2001. He is responsible for production and material control and warehouse operations. Mr. Wong has over 11 years of experience in manufacturing, including production and PMC. Mr. Wong holds a Bachelor degree in Logistics from RMIT (Australia), and an M. Sc. in Manufacturing from the University of Warwick (UK).

Chan Man Choi, Roy – Marketing Manager, Pantene

Mr. Chan, aged 43, joined Pantene in August 2000, and is responsible for OEM marketing activities. Mr. Chan has over 15 years of experience in the consumer electronics industry, having worked as product development manager with a telephone manufacturing company, and as merchandiser for a large electronics retailer before joining Pantene.

Ho Yiu Sum, Wilson – General Manager, Pin Xin International Ltd (“Pin Xin”)

Mr. Ho, aged 43, joined the Group in September 2003. He was appointed general manager of the Pin Xin Group in May 2004. He has more than 20 years of sales and marketing experience with multi-national corporations in electronics and the high-tech industry, holding a senior position in Australia before joining the Group. Mr. Ho holds a B. Sc. in Business Computing from the University of Winnipeg, Canada.