

EXECUTIVE DIRECTORS

Mr. Ho Ming-Shiann, aged 57, is the chairman of the Company and a founder of the Group. He is responsible for the formulation of the overall business strategies of the Group. Mr. Ho graduated from World College of Journalism in Taiwan, majoring in journalism administration in July 1969. Mr. Ho has more than 33 years of experience in casting industry. He is currently the chairman of Far Hsing Enterprise Co., Ltd. and Unison Cast Material Corp., a committee member of Taiwan Casting Industry Association and a member of Taiwan Foundry Society.

Mr. Tsao Ming-Hong, aged 56, is the vice-chairman of the Company. He is responsible for the supervision of the execution of the overall business strategies of the Group. Mr. Tsao graduated from World College of Journalism in Taiwan, majoring in journalism administration in July 1969. Mr. Tsao has more than 33 years of experience in casting industry.

Mr. Guu Heng-Chang (also known as Stanley Guu), aged 49, is the general manager of the Company. He is responsible for the execution of the overall business strategies and the management of the production operations of the Group. Mr. Guu graduated from National Taipei Institute of Technology, majoring in mechanical engineering in 1975. Mr. Guu has more than 25 years of experience in casting industry. He joined the Group in 1994.

Mr. Wu Cheng-Tao, aged 36. He is responsible for the supervision of the execution of the overall business strategies of the Group. Mr. Wu graduated from National Central University in Taiwan with a bachelor degree in business administration in 1993 and from Troy State University in the US with an executive master degree in business administration in 2002. Mr. Wu worked in China Motor Corporation from June 1993 to March 1995 and in M.A. Cargill Trading Co., Ltd. from July 1995 to October 1999. Mr. Wu joined the Group in October 1999. Mr. Wu is Mr. Ho's son-in-law.

NON-EXECUTIVE DIRECTOR

Mr. Christian Odgaard Pedersen, aged 58, was appointed as the non-executive Director on 8 December 2004. Mr. Pedersen graduated from Commercial College in Aarhus with a diploma in business administration in or around 1973. Mr. Pedersen is currently a director and the general manager of Vald. Birns Jernstøberi A/S and the managing director of The Birn Concern. Mr. Pedersen is a honorary board member of the group companies of The Birn Concern, Jens S. Transmissioner AB and the chairman of Danspin A/S. Mr. Pedersen is also the chairman of the Council of Vestjysk Bank, and a member of the Council of Provinsindustriens Arbejdsgiverforening and Energy Committee of the Danish Association of Industry.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. Wong Tin Yau, Kelvin, aged 44, was appointed as an independent non-executive Director on 8 December 2004. He is currently a deputy managing director of COSCO Pacific Limited, shares of which are listed on the Main Board and is a Hang Seng Index Constituent stock. Mr. Wong is also the chairman of corporate governance committee of the board of directors of COSCO Pacific Limited and the assistant to the president of COSCO (Hong Kong) Group Limited. Mr. Wong is the Deputy Chairman and fellow member of the Hong Kong Institute of Directors, member of the Hong Kong Securities Institute, member of the Chartered Institute of Marketing, member of the National Investor Relations Institute in the US and a council member of the Hong Kong Chinese Orchestra.

Mrs. Chiu Lin Mei-Yu (also known as Mary Lin Chiu), aged 57, was appointed as an independent non-executive Director on 8 December 2004. Mrs. Chiu graduated from National Taiwan University with a bachelor degree of law in 1969 and from University of San Francisco with a master degree of public administration in 1986. Mrs. Chiu is currently the responsible person of Jiu Mau Management Consulting Co., Ltd.. Mrs. Chiu is a licensed realtor in California, the US.

Mr. Hsu Shan-Ko, aged 51, was appointed as an independent non-executive Director on 8 December 2004. Mr. Hsu graduated from National Chiao Tung University with a bachelor degree in management science in 1976 and from National Chengchi University with a master degree in business administration in 1979. He also studied the Wharton Advanced Management Program of the Wharton School of the University of Pennsylvania in May 1989. Mr. Hsu has extensive experience in financial management, securities and investment. He is currently a Chairman of four companies, the shares of which are listed on the Taiwan Stock Exchange Corporation. Mr. Hsu has been accredited with Outstanding Financial Executive by Financial Executive Institute of the Republic of China and awarded Mr. Lu Feng-Chang Management Science Commemoration Medal by Chinese Management Association. Mr. Hsu is a certified securities analyst in Taiwan.

SENIOR MANAGEMENT

Mr. Lin Cheng-Te, aged 36, is the vice president of the casting division of CMT. He is responsible for the management and supervision of the production, R&D and quality control of CMT and construction of new foundry. Mr. Lin graduated from Van Nung Institute of Industry and Commerce in Taiwan, majoring in industrial engineering and management in 1990. Mr. Lin has more than 13 years of experience in casting industry. He joined the Group in 1994 and had held the positions of manager and director of casting division of CMT. He was appointed as the vice president of the casting division of CMT in 2001.

Mr. Pai Neng-Chung, aged 54, is the vice president of CMS. He is responsible for the management and supervision of the production, R&D, quality control of the casting division of CMS and the construction of new foundry. Mr. Pai graduated from Taiwan Changhua Senior Industrial Vocational School in 1968. Mr. Pai has 25 years of experience in casting industry. Mr. Pai joined the Group in 1997 and has since been the vice president of production division of CMS. Prior to joining the Group, Mr. Pai was an engineer of TECO Electric and Machinery Co., Ltd. from 1980 to 1981. Mr. Pai was accredited as a Successful Enterprise Manager by Success Magazine and China Times in January 1995.

Biographical Details of Directors and Senior Management

Mr. Yen Fu-Shan, aged 42, is the director of the administration division of CMT. He is responsible for the administration and supervision of the finance, human resources and purchasing of CMT. Mr. Yen graduated from Shu-tech Junior Technology College in Taiwan, majoring in industrial engineering in 1988. Mr. Yen has more than 15 years of experience in casting industry. Mr. Yen joined the Group in 1996 and had held the position of the manager of the administration division of CMT. He was appointed as the director of the administration division of CMT in 2002.

Mr. Wang Kuo-Nien, aged 33, is the manager of the administration division of CMS. He is responsible for the administration and supervision of the finance, human resources and purchasing of CMS. Mr. Wang graduated from National Taipei Institute of Technology with a diploma in mining and metallurgical engineering in June 1992. Mr. Wang joined the Group in 2000 and had held the position of assistant manager of the administration division of CMT and CMS. He was appointed as the manager of the administration division of CMS in November 2002.

Mr. Chen Hung-Yi, aged 31, is the manager of the sales and marketing division of CMT. He is responsible for the administration and supervision of overall sales and marketing activities of CMT. Mr. Chen graduated from Tunghai University in Taiwan with a bachelor degree in laws in June 1996. Mr. Chen joined the Group in 2003 and had held the position of assistant manager of the sales and marketing division of CMT. He was appointed as the manager of the sales and marketing division of CMT in March 2004.

Mr. Lee Chun-Chang, aged 43, is the manager of the sales and marketing division of CMS. He is responsible for the administration and supervision of overall sales and marketing activities of CMS. Mr. Lee graduated from Chung Yuan Christian University, majoring in mechanical engineering in 1984. Mr. Lee joined the Group in 1998 and had held the position of manager of the sales and marketing division of CMT. He was appointed as the manager of the sales and marketing division of CMS in March 2004.

Mr. Wang Yi-Li, aged 30, is the manager of the casting division of CMT. He is responsible for the administration and supervision of the production, R&D and quality control of the casting division of CMT. Mr. Wang graduated from National Taipei Institute of Technology, majoring in industrial engineering and administration studies. Mr. Wang joined the Group in 1998 and had held the position of assistant manager of the casting division of CMT. He was appointed as the manager of the casting division of CMT in 2003.

Mr. Lee Hsiu-Hu, aged 51, is the manager of the engineering division of CMS. He is responsible for the operations of the engineering division of CMS and participates in the construction and maintenance of new foundry. Mr. Lee graduated from Oriental Institute of Technology, majoring in electrical and mechanical studies in 1975. He has more than 24 years of experience in casting industry. Mr. Lee joined the Group in 1993 and had held the position of manager of the engineering division of CMS. He was appointed as the manager of the engineering division of CMS in 2000.

Mr. Wu Ching-Sung, aged 48, is the director of the machining division of CMT. He is responsible for the administration and supervision of the production and quality control of the machining division of CMT. Mr. Wu graduated from Siao Yang Vocational Senior High School in 1981. Mr. Wu joined the Group in 1997 and had held the position of manager of the machining division of CMT. He was appointed as the director of the machining division of CMT in 2002.

Mr. Lin Shih-Chieh, aged 35, is the manager of the quality assurance division of CMT. He is responsible for the production and quality control of the machining division of CMT. Mr. Lin graduated from National Yunlin Industrial Junior College in Taiwan in 1990. Mr. Lin joined the Group in 2001 and had held the position of assistant manager of the machining division of CMT. He was appointed as the manager of the quality assurance division of CMT in 2003. Mr. Lin obtained the CQDC quality certification issued by Ford in 2004.

Mr. Wu Chin-Hsiu, aged 42, is the manager of the machining division of CMS. He is responsible for the operations of the production and technology R&D of the machining division of CMS. Mr. Wu joined the Group in 1999 and had held the position of assistant manager of the machining division of CMT and CMS. He was appointed as the manager of the machining division of CMS in 2002.

Mr. Lu Jui-Pin, aged 50, is the manager of the casting division of CMS. He is responsible for the administration and supervision of the production, R&D and quality control of the casting division of CMS. Mr. Lu graduated from Oriental Institute of Technology in Taiwan, majoring in industrial management. Mr. Lu has more than 17 years of experience in casting industry. Mr. Lu joined the Group in 2000 and held the position of assistant manager of the casting division of CMT and CMS. He was appointed as the manager of the casting division of CMS in 2002. Mr. Lu is a quality control engineer as certified by Chinese Society for Quality Control.

Ms. Alice Liu, CA, aged 30, is the qualified accountant of the Company. Ms. Liu is responsible for the finance and accounting of the Group. Ms. Liu graduated from Queensland University of Technology with a bachelor degree in business in 1997 and from University of Sydney with a master degree in commerce in 1998. Ms. Liu has more than five years of experience in financial management. Prior to joining the Group, Ms. Liu worked in international accounting firms. Ms. Liu joined the Group in 2004. Ms. Liu is a member of The Institute of Chartered Accountants in Australia.

COMPANY SECRETARY

Mr. Tse Kam Fai, *ACIS, ACS, MHKSI*, aged 41, was appointed as the company secretary of the Company on 8 December 2004. Mr. Tse is an associate member of The Institute of Chartered Secretaries and Administrators and The Hong Kong Institute of Company Secretaries. He is also a member of Hong Kong Securities Institute.