

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 Chen Ying-Chieh, aged 36, is the chairman of the Group. Mr Chen is responsible for promoting sales and formulating the Group's marketing strategy for the PRC market. Mr Chen obtained a bachelor degree in International Trade Business from the University of Zhengyou. He has been working with the Group since 1992. Mr Chen is a nephew of Mr Chen Hsien Min and a cousin of Mr Chang Chih-Kai.

Mr Chen Hsien Min, aged 54, 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 production, marketing and sales activities. He has a bachelor degree in Land Economics from the National Cheng Chi University of Taiwan. Mr Chen joined the Group since 1988 and has over 29 years of experience in the footwear industry. Mr Chen is an uncle of Mr Chen Ying-Chieh and Chang Chih-Kai.

Mr Chang Chih-Kai, aged 24, had studied a bachelor degree of Art in Auckland University after graduated from Pakuranga College in New Zealand. He joined the Company since 2003 with focus on shoe development and sales and marketing. Mr Chang is the son of Chang Wen I, the ex-chairman of the Company and a cousin of Mr Chen Ying-Chieh. He is also a nephew of Mr Chen Hsien Min.

NON-EXECUTIVE DIRECTORS

Mr Hsiao Hsi-Ming, aged 65, is a partner of an accounting firm in Taiwan. He is a member of Taiwan Provincial CPA Association and has over 40 years of experience in auditing and accounting.

Mr Huang Shun-Tsai, aged 52, is a director of six technology companies in Taiwan. He has been active in the technology field for over 13 years.

Mr Kuo Jung-Cheng, aged 55, is a former senator of the Legislative House in Taiwan. He has been serving the community in Taiwan as senator or representative for over 11 years. Mr Kuo holds an MBA degree from the University of Hawaii.



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SENIOR MANAGEMENT

Mr Chang Chun Wang, aged 53, is the vice general manager of the Group. Mr Chang is responsible for the Group's production activities. Mr Chang has over 23 years of experience in the footwear industry. He has been working with the Group since 1994.

Mr Xin Jia Hua, aged 51, is the vice general manager of the Group. Mr Xin is responsible for the sales and marketing and inventory management of the Brand business in the PRC. Mr Xin joined the Group since 1994 and he has over 30 years of experience in the manufacturing and distribution business.

Mr Hsu Szu Che, aged 52, is the senior manager of the general administration and management of the Group's sales office and manufacturing facilities in Fuzhou. Mr Hsu has over 23 years of experience in the administration and management of footwear manufacturing facilities. He has been working with the Group since 1994.

Mr Liao His-Chuan, aged 49, is the manager in charge of a major manufacturing subsidiary of the Group. Mr Liao is responsible for the day-to-day manufacturing operation of both OEM and Brand business. He has over 21 years of experience in the management of footwear production facilities and he has been working with the Group since 1994.

Mr Ip Ching Bun, Ben, aged 33, is the company secretary of the Group. Mr Ip is responsible for company secretarial work and formulation of financial system of the Group. He has 10 years of experience in the field of accounting. Mr Ip holds a bachelor degree from the Hong Kong Baptist University and is an associate member of the Hong Kong Institute of Certified Public Accountants and a member of the Association of Chartered Certified Accountants. Prior to joining the Group in June 2000, he worked in a listed company in Hong Kong.

Ms Chan Oi Chu, aged 28, is the financial controller of the Group. Ms. Chan has over 6 years of experience in auditing, accounting and financial management in Hong Kong. Prior to joining the Group in July 2004, Ms Chan worked in a listed company in Hong Kong and she also has five years of experience in an international accounting firm. She holds a bachelor degree from the Hong Kong University of Science and Technology and is an associate member of the Hong Kong Institute of Certified Public Accountants and a member of the Association of Chartered Certified Accountants.

Ms Chao Huei Chuan, aged 38, is a senior manager of the treasury unit of the Group. Ms Chao is responsible for planning and overseeing the treasury function of the Brand business in the PRC. She was graduated from the Overseas Chinese Institute of Technology with major in International Trade. Ms Chao joined the Group since 1994 and she has over 15 years of experience in finance and accounting.

Ms Cho Ya Lin, aged 40, is a senior manager of the finance department of the Group. Ms Cho is responsible for the planning and supervision of treasury resources for OEM business of the Group. Ms Cho joined the Group since 1994 and she has over 20 years of experience in corporate management.

Ms Chen Pi Er, aged 42, is a senior manager of the finance department of the Group. Ms Chen is responsible for overseeing the financial reporting and customs duties of manufacturing business of the Group. Ms Chen joined the Group since 1994 and she has over 17 years of experience in manufacturing business.

Ms Chan Lai Mei, aged 43, is the financial officer of the Group. Ms. Chan has over 15 years of experience in investment, financial and management. She is responsible for the accounting of the Group. Ms Chan holds a master degree from the University of Wisconsin. She has been working with the Group since 1996.

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Ms Chi Shu Tzu, aged 38, is the sales manager of ladies' footwear. She is responsible for sales and marketing of certain overseas customers. Ms Chi has over 21 years of experience in the footwear industry. She has been working with the Group since 1994.

Ms Chen Li Hui, aged 40, is the sales manager of sports footwear. She is responsible for sales and marketing of sports products. Ms Chen has over 20 years of experience in the footwear industry. She has been working with the Group since 1994.

Mr Chou Chang Hsuing, aged 58, 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 30 years of experience in the administration and management in the footwear industry. He has been working with the Group since 1994.