

Expanding > OUR SCOPE

Sports apparel and
accessories manufacturing

- Achieved growth through existing joint ventures
- Ready to explore new markets through joint ventures





Biographical Data of Directors and Senior Management

Executive Directors

Tsai Chi Neng, aged 58, is Chairman of the Group, responsible for overall management, marketing and production. Mr. Tsai, who joined the Group in 1992, has more than 30 years of experience in the footwear business in Taiwan, Canada and the US. Over the years he has implemented various cost control and staff incentive programs that have allowed the Group to continue to grow.

David N.F. Tsai, aged 56, is the Group's Managing Director. Prior to taking up this position in 1997, he was Chairman of Pou Yuen. Mr. Tsai has more than 30 years' experience in the footwear sector and is well known in the industry. He has worked closely with the top management of leading global athletic and casual footwear brands. In addition to overall management, his responsibilities include sales and marketing activities.

Edward Y. Ku, aged 63, joined the Group in 1997 and serves as General Counsel, responsible for legal, organizational matters, mergers and acquisitions, corporate social responsibility and certain special projects. He was previously the senior partner in the law firm, Ku & Fong, in Los Angeles, and is licensed to practice law in California and Taiwan. He also served as an executive director of First Public Bank in Los Angeles. Mr. Ku holds a Bachelor-in-law degree from the National Taiwan University and a J.D. degree from Washington University in St Louis, in the US.

Kuo Tai Yu, aged 56, is General Manager in charge of one of the three manufacturing groups. He has 29 years of experience in the production of footwear in Taiwan. Mr. Kuo holds a Bachelors from Chung Hsing University in Taiwan.

Lu Chin Chu, aged 53, is General Manager of one of the three manufacturing groups. He has 28 years of experience in the manufacturing of footwear and related components, and is a college graduate.

Kung Sung Yen, aged 52, is General Manager of one of the three manufacturing groups. He has 29 years of experience in the athletic footwear industry.

Chan Lu Min, aged 51, is in charge of finance and accounting for the Group, which he joined in 2001. He has 27 years of finance and accounting experience in Taiwan. Mr. Chan is a graduate of Chung Hsing University in Taiwan.

Li I Nan, Steve, aged 64, is responsible for financial operations, labor practice and environmental matters in China. He joined the Group in 1992, and has many years of experience in the footwear business, including in sourcing and wholesale operations. He holds a Bachelors and a Master of Arts degree from the National Cheng Chi University in Taiwan and the University of Southern California, respectively. He studied corporate finance and budgeting at New York University.

Tsai Pei Chun, Patty, aged 27, graduated from the Wharton School of the University of Pennsylvania in May 2002 with a Bachelors of Science in Economics, concentrated on Finance, and a College Minor in Psychology. She joined the Group in 2002 as a personal assistant to the Group Chairman of Pou Chen. Miss Tsai also serves as a board director of Mega Financial Holding Co., Ltd. and Barits International Securities Co., Ltd.

Non-executive Directors

Choi Kwok Keung, aged 63, is Vice Chairman of the Group, which he joined in 1988 as a Managing Director. Mr. Choi has many years of experience in the banking industry and is familiar with the business environment in Hong Kong, the Mainland and Taiwan. He also has many years of experience in the China trade business and has established strong and extensive connections in the Mainland. Mr. Choi provides assistance and advice on China relations.

John J.D. Sy, aged 59, joined the Group in 1997. He is a partner in the accounting firm, Sy, Lee & Chen, in Los Angeles. He also serves as a director of Pioneer Insurance Company based in the US. Mr. Sy holds a Masters in Accounting from the University of Missouri, a Masters in Taxation from the Gold Gate University in the US and a Bachelors in Public Finance from the National Cheng Chi University in Taiwan.

Independent Non-executive Directors

Shih Hung, aged 51, joined the Group in 1997. Mr. Shih is a managing director of China Renaissance Capital Investment Inc. and has over 20 years' experience in the financial services industry. He holds Master degrees in Law and Business Administration from the University of Michigan in the US.

So Kwan Lok, aged 72, is currently President of EVG Enterprises, Inc. in California and a director of Standard Bank in Los Angeles. He has 18 years of experience in banking, 40 years' experience in real estate and a 15-year association with the University of California, San Diego, as a university foundation trustee and an advisory board member. He holds a Masters in Mechanical Engineering from the Massachusetts Institute of Technology.

Poon Yiu Kin, Samuel, aged 46, is the Chairman of the Governing Board of EdExchange, a registered charitable organization that provides an on-line platform for educational fund raising for non-profit schools in Hong Kong. Mr. Poon was formerly a Managing Director of Merrill Lynch (Asia Pacific) Ltd., where he held various positions including Co-head of Investment Banking and Head of Debt Capital Markets for the Asia Pacific Region, and Head of Corporate Finance for Europe, the Middle East and Africa. Mr. Poon is a member of the Advisory Committee of The Securities and Futures Commission of Hong Kong and of the Joint Committee on Student Finance under the Education and Manpower Bureau. Mr. Poon is also an independent non-executive director of Aluminum Corporation of China Limited. He holds a Masters in Business Administration from the London Business School and a Bachelors in Business Administration from The Chinese University of Hong Kong.

Senior Management

Lee Chung Wen, Allen, aged 52, is a Director of Yue Yuen International Limited as well as an Executive Vice President of the Group, and is responsible for certain manufacturing operations in Dongguan and Indonesia. He joined the Group in 1989. Mr. Lee is a graduate of the National Taiwan University and has more than 24 years' experience as a chemical engineer.

Yang Chun Hui, aged 55, is an Executive Vice President of the Group in charge of certain production projects in Vietnam. Mr. Yang joined the Group in 1992, and has 23 years of experience in the footwear industry. He graduated from the National Taiwan University, where he majored in Business Administration.

Hsu Huan Chan, aged 51, joined the Group in 1990 and is a Director of Yue Yuen International Limited. He is also a Vice President of the Group in charge of certain factory operations in China and Indonesia. Mr. Hsu has more than 18 years of experience in the footwear industry.

Tsai Nai Chi, aged 49, is a Vice President of the Group in charge of certain marketing activities and production operations in Zhongshan. He has 22 years of experience in the footwear business.

Lin Cheng Tien, Jerry, aged 46, joined the Group in 1990 and is a Vice President responsible for the sales and marketing of certain brand customers. He has more than 10 years of experience in sales and marketing of footwear in Taiwan.

Tsai Nai Kun, aged 51, is a Vice President of the Group in charge of certain research and development programs. He is a college graduate and has 27 years of experience in the footwear business.

Liu Juei Chung, aged 50, is a Vice President of the Group in charge of certain production operations at shoe and component factories. He is a college graduate and has more than 24 years of experience in the sports and casual shoes business.

Cheng Hsin Min, aged 50, joined the Group in 1980 and is a Vice President engaged in a major brand business. He graduated from Fu Jen Catholic University in Taiwan and has 24 years of experience in the footwear sector.

Lin Pin Huang, aged 49, joined the Group in 1989 and is a Vice President in charge of certain brand customers' business in Dongguan and Vietnam. He is a graduate of Tung Hai University and has more than 12 years of experience in the footwear business.

Hsiu Wen Bin, aged 49, joined the Group in 1998 and is a Vice President engaged in a brand customer business, specializing in IT and supply chain system development. Mr. Hsiu has many years of footwear manufacturing experience in Thailand.

Chen Shih Chung, aged 50, joined the Group in 1987 and is a Senior Executive Manager in charge of research & development.

Chen Teng, aged 53, joined the Group in 1991 and is a Senior Executive Manager in charge of certain production operations in the Group's Vietnam factories.

Shao Wen Hsien, aged 54, is a Senior Executive Manager in charge of certain production operations in Vietnam. He has 27 years of experience in footwear manufacturing.

Tsai Nai Yun, aged 50, joined the Group in 1992 and is a Senior Executive Manager in charge of mold production.

Hsu Hsi Chang, aged 60, is a Senior Executive Manager responsible for certain production operations in China. He joined the Group in 1993. Mr. Hsu graduated from Chung Hsing University in Taiwan, where he majored in Business Administration. Mr. Hsu has 28 years of experience in the footwear business.

Wu Tien Tzu, aged 50, joined the Group in 1988 and is a Senior Executive Manager in charge of certain athletic shoe production operations in Indonesia.

Wu Chen Chi, aged 50, is a Senior Executive Manager in charge of a joint-venture division in China and Vietnam. He joined the Group in 1982.

Chiu Wing Tak, David, aged 45, is a Director of Yue Yuen Marketing Company Ltd. Mr. Chiu worked for more than eight years in the banking industry prior to joining the Group in 1988. He is primarily responsible for factory customs affairs, shipping and transportation, as well as for liaising with the Mainland authorities.

Chau Chi Ming, Dickens, aged 42, is Senior Manager, Finance & Treasury, responsible for daily financial management and treasury functions. Mr. Chau had seven years of corporate banking experience before joining the Group in 1993. He graduated from The Chinese University of Hong Kong with a Bachelors in Business Administration, majoring in Finance. He is a member of The Hong Kong Society of Accountants and a Fellow of The Association of Chartered Certified Accountants of the UK.

Chow Sai Kin, aged 54, serves as a Senior Accounting Manager overseeing the Group's accounting activities. He graduated from The Chinese University of Hong Kong in 1975, majoring in Economics. Mr. Chow holds a Bachelors in Social Science, and has 25 years of experience in the accounting and auditing fields. Before joining the Group in 1994, he was chief accountant at a financial institution.

Ip Ming Chung, Terry, aged 43, joined the Group in 2003 as Investor Relations Director. He is a graduate of The University of Hong Kong and holds a Bachelors in Social Science. He also holds a Masters in Business Administration from New York University. Mr. Ip is a chartered financial analyst and has many years of experience working in the investment banking sector.