

## EXECUTIVE DIRECTORS

**Mr. Ho Ming-Shiann**, aged 58, 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 34 years of experience in casting industry. He is currently the chairman of China Metal Products Company Limited (“CMP”), the controlling shareholder of the Company, Tian Jin CMT Industry Company Limited (“CMT”), Suzhou CMS Machinery Company Limited (“CMS”), both are wholly-owned subsidiaries of the Company, 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 57, 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 34 years of experience in casting industry. He joined the Group in 1994. He is currently the vice chairman of CMP, CMP (Hong Kong) Industry Company Limited, a wholly-owned subsidiary of the Company, CMT and CMS.

**Mr. Guu Herng-Chang** (also known as Stanley Guu), aged 50, 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 26 years of experience in casting industry. He joined the Group in 1994 and is currently a director and the general manager of both CMT and CMS.

**Mr. Wu Cheng-Tao**, aged 37. 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 and is currently a director of CMP, the chairman of China Metal Automotive International Co., Limited (“CMAI”) and a supervisor of China Metal Japan Co., Ltd. (“CMJ”). Mr. Wu is Mr. Ho’s son-in-law.

## NON-EXECUTIVE DIRECTOR

**Mr. Christian Odgaard Pedersen**, aged 59, 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 45, was appointed as an independent non-executive Director on 8 December 2004. He is also the chairman of the Audit Committee of the Company. He is currently a deputy managing director of COSCO Pacific Limited, the shares of which are listed on the Main Board of the Stock Exchange and is a Hang Seng Index Constituent stock. Mr. Wong is also the chairman of the corporate governance committee and members of the executive committee, investment and strategic planning committee and risk management committee of COSCO Pacific Limited. Mr. Wong is deputy chairman and fellow member of the Hong Kong Institute of Directors, vice chairman and council member of the Hong Kong Chinese Orchestra Limited, a member of the 2005 China Trade Advisory Committee of the Hong Kong Trade Development Council and a member of the Auditing and Assurance Standards Committee of the Hong Kong Institute of Certified Public Accountants. He obtained his Master of Business Administration degree from Andrews University in Michigan, the USA in 1992. He is an associate member of the Chartered Institute of Bankers, a member of the Hong Kong Securities Institute, a member of the Chartered Institute of Marketing and a member of the National Investor Relations Institute in the USA. He has more than 20 years of working experience in management, banking and securities industries.

**Mrs. Chiu Lin Mei-Yu** (also known as Mary Lin Chiu), aged 58, was appointed as an independent non-executive Director on 8 December 2004. She is also the chairman of the Remuneration Committee of the Company. 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 USA.

**Mr. Hsu Shan-Ko**, aged 52, 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

**Ms. Chen Shun-Min** (also known as Emily Chen), aged 46, is the chief financial officer of the Company. Ms. Chen is responsible for the financial planning and supervision of the Group. Ms. Chen graduated from Ming Chuan University in Taiwan, majoring in international business in 1981. Ms. Chen joined the Group in 1994 and still holds position as the special assistant to chairman of the CMP. Ms. Chen was appointed as the chief financial officer of the Company in 2005.

**Mr. Lin Cheng-Te**, aged 37, 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 55, 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 26 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.

**Mr. Yen Fu-Shan**, aged 43, 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 16 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 34, 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 32, 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 44, 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 Yu-Li**, aged 31, 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 52, 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 25 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.

## Biographical Details of Directors and Senior Management

**Mr. Wu Ching-Sung**, aged 49, 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 36, 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 43, 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 51, 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 18 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 31, is the qualified accountant of the Company. Ms. Liu is responsible for the finance and accounting of the Group. She 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 in 2004, she worked in international accounting firms. Ms. Liu is a member of The Institute of Chartered Accountants in Australia.

### COMPANY SECRETARY

**Mr. Tse Kam Fai**, *ACIS, ACS, MHKSI, MHKIoD*, aged 42, 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 and a member of the Hong Kong Institute of Directors. He is currently the company secretary of three other companies whose shares are listed on the Stock Exchange and has more than 10 years' experience in handling listed company secretarial and compliance related matters.