



Biographical Details of Directors and Senior Management

EXECUTIVE DIRECTORS

Mr Chen Ying-Chieh, aged 37, is the Chairman of the Group. Mr Chen is responsible for the overall corporate planning with focus on brand business of the Group. 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 55, 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. Mr Chen 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 30 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 25, has 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 a cousin of Mr Chen Ying-Chieh and a nephew of Mr Chen Hsien Min.

NON-EXECUTIVE DIRECTORS

Mr Hsiao Hsi-Ming, aged 66, is a partner of an accounting firm in Taiwan. He is a member of Taiwan Provincial CPA Association and has over 41 years of experience in auditing and accounting.

Mr Huang Shun-Tsai, aged 53, is a director of six technology companies in Taiwan. He has been active in the technology field for over 14 years.

Mr Kuo Jung-Cheng, aged 56, is a former senator of the Legislative House in Taiwan. He has been serving the community in Taiwan as senator or representative for over 12 years. Mr Kuo holds an MBA degree from the University of Hawaii.

SENIOR MANAGEMENT

Mr Xin Jia Hua, aged 52, is the vice general manager of the Group. Mr Xin is responsible for the day to day operations of brand business of the Group. Mr Xin joined the Group since 1994 and he has over 31 years of experience in the manufacturing and distribution business.

Ms Chao Huei Chuan, aged 39, is a senior manager of general office for the brand business of the Group. Ms Chao is responsible for planning and overseeing the operation of the Brand business in China. Ms Chao was graduated from the Overseas Chinese Institute of Technology with major in International Trade. She joined the Group since 1994 and she has over 16 years of experience in finance, accounting and management.

Mr Chou Chang Hsuing, aged 59, is the manager of central administration department in China. 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 31 years of experience in the administration and management in the footwear industry. He has been working with the Group since 1994.

Mr Chang Chun Wang, aged 54, is the vice general manager of the Group. Mr Chang is responsible for the Group's production activities. Mr Chang has over 24 years of experience in the footwear industry. He has been working with the Group since 1994.



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Mr Liao His-Chuan, aged 50, 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 businesses. He has over 22 years of experience in the management of footwear production facilities and he has been working with the Group since 1994.

Mr Hsu Szu Che, aged 53, 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 24 years of experience in the administration and management of footwear manufacturing facilities. He has been working with the Group since 1994.

Ms Chi Shu Tzu, aged 39, is the sales manager of ladies' footwear. She is responsible for sales and marketing of certain overseas customers. Ms Chi has over 22 years of experience in the footwear industry. She has been working with the Group since 1994.

Ms Chen Li Hui, aged 41, is the sales manager of sports footwear. She is responsible for sales and marketing of sports products. Ms Chen has over 21 years of experience in the footwear industry. She has been working with the Group since 1994.

Ms Chen Pi Er, aged 43, is a senior manager of the finance department of the Group. Ms Chen is responsible for overseeing the financial reporting and customs duties of the manufacturing business of the Group. Ms Chen joined the Group since 1994 and she has over 18 years of experience in manufacturing business.

Ms Chan Oi Chu, aged 29, is the financial controller and company secretary of the Group. Ms Chan has over 7 years of experience in auditing, accounting, financial management and company secretarial 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 over 5 years of experience in an international accounting firm. She holds a bachelor degree in Business Administration (Financial Accounting) from the Hong Kong University of Science and Technology and is an associate member of the Hong Kong Institute of Certified Public Accountants.