

DIRECTORS

Executive Directors

Mr. SHIH Chian Fang, aged 45, was appointed Chairman of the Company in March 2006 and as Executive Director in May 2001. He is also the executive vice general manager of Jiangmen Hua Lien Tannery Co. Ltd. (the “Jiangmen Hua Lien”). Mr. Shih has over 21 years of experience in the tannery business. He joined the Group in October 1992.

Mr. LIAW Yuan Chian, aged 50, is the managing director of the Company and founder of the Group. He is also the general manager of the Group and is responsible for the overall planning and development, corporate policy making and management of the Group. Mr. Liaw has over 26 years of experience in the tannery business. He joined the Group in October 1992.

Ms. Chen Ling, aged 32, was appointed as Executive Director in March 2006. She is also the manager of sales and purchasing department of the Group. Ms. Chen has over 10 years solid experience in sales and purchasing. She joined the Group in October 1995.

Independent non-executive Directors

Mr. FU Heng Yang, aged 52, has been an independent non-executive director since October 1999, is a director of a listed company in Taiwan. He holds a Bachelor of Economics degree from Cultural University, Taiwan. He has over 21 years experience in accounting and finance.

Mr. YU Chi Jui, aged 51, has been an independent non-executive director since May 2001. He has over 16 years experience in sales and marketing in Taiwan and the PRC.

Ms. LI Xiao Wei, aged 34, was appointed as independent non-executive director in September 2004. She has over 5 years experience in sales and marketing in the PRC.

SENIOR MANAGEMENT

Mr. WAN Hok Shing, aged 39, is the financial controller and company secretary of the Group. He is responsible for the overall accounting and financial matters of the Group. Mr. Wan holds a bachelor's degree with honours in hospitality management from the Hong Kong Polytechnic University, a diploma of legal studies with distinction from the University of Hong Kong and a diploma of logistics management from the Institute of Supply Chain Management. He has over 13 years of experience in auditing and accounting. Prior to joining the Group in August 1999, he worked for a listed company in Hong Kong and has over four years of working experience in an international accounting firm. He is a fellow member of the Hong Kong Institute of Certified Public Accountants and the Association of Chartered Certified Accountants, an associate member of the Institute of Chartered Secretaries and Administrators and the Hong Kong Institute of Company Secretaries and a member of the Institute of Supply Chain Management.