

Key Executives



1. Nila Ibrahim



2. William Fletcher



3. Lee Kong Meng

The profiles of the senior management team as at the date of this Report are as follows:

Group Management Team

1. Nila Ibrahim

– *General Counsel, UPI*

Ms Ibrahim, aged 50, has been associated with UPI as legal consultant since July 2003 and was engaged as General Counsel from 1 October 2006. Ms Ibrahim is admitted to the Singapore Bar and the New York Bar. She has over 24 years' experience practising law in Singapore and New York. She left law practice in 2001 to work as a legal consultant with Mr. Beazer. In addition to her work with UPI, she remains a legal consultant with other companies. Ms Ibrahim holds a Bachelor of Laws (Honours) from the National University of Singapore, a Master of Laws (General) from New York University, and a Master of Business Administration from Hull University.

2. William Fletcher

– *C.E.O., Spear & Jackson plc and Bowers plc*

Mr. Fletcher, aged 60, was appointed Acting Chief Executive Officer in April 2004. He had previously been Chief Financial Officer since September 2002. Mr. Fletcher has served in various positions within Spear & Jackson plc since 1970. He was appointed Finance Director of Neill Tools Ltd, the company's principal UK subsidiary in September 1987 and in May he was appointed Group Finance Director. Educated at Sheffield Hallam University, Mr. Fletcher and is a qualified Mathematician. He is currently the Chairman and C.E.O. of Spear & Jackson plc and Bowers plc.

3. Lee Kong Meng

– *Chief Operating Officer, Pantene and Pin Xin*

Mr. Lee, aged 54, joined Pantene in November 2005 as Senior Director of Operation and was appointed COO on 1 June 2006. Prior to joining United Pacific Industries, he worked in various senior management positions in multi-national corporations like Philips (Consumer Electronics), Black & Decker (Power Tools), Potain (Tower Crane), Allied Telesyn (Communication/Network) and Jacuzzi (Bath & Spa). In the last ten years, Mr. Lee had set up and managed new factories in Greater China. He holds a Bachelor's Degree (Honour) in Business Administration from International Management Centre of Buckingham, Advance Diploma in Industrial Management and Diploma in Electrical Engineering from Singapore Polytechnic.



4. Patrick Dyson



5. Poon Yan Wai, Andy



6. Alaina Shone



7. Cheung Po Hing

4. Patrick Dyson

– C.F.O., Spear & Jackson Inc.

Mr. Dyson, aged 50, was appointed Chief Financial Officer of Spear & Jackson, Inc. in October 2004. He qualified as a member of the Institute of Chartered Accountants in England and Wales in 1982 and worked in public practice until joining Spear & Jackson plc in 1991, where he has occupied a number of senior corporate financial roles within the Group. From April 1995 to July 2001 Mr. Dyson was Group Chief Accountant and from August 2001 until his appointment as Chief Financial Officer in October 2004, he was Group Financial Controller. He holds a BA in English and an MA in Linguistics, both from the University of Leeds, England.

5. Poon Yan Wai, Andy

– Financial Controller & Company Secretary, UPI

Mr. Poon, aged 36, joined the Group in May 2005 and is responsible for finance matters. Mr. Poon is a qualified member of the Hong Kong Institute of Certified Public Accountants. He also holds a Bachelor's degree in Accountancy and a Master's Degree in Corporate Finance from The Hong Kong Polytechnic University. He has over 10 years' experiences in the accounting sector and was recently appointed Company Secretary of UPI.

6. Alaina Shone

– Group Financial Controller, Spear & Jackson, Inc.

Ms Shone, aged 43, was appointed Group Financial Controller of Spear & Jackson, Inc. in October 2004. She qualified as a member of the Institute of Chartered Accountants in England and Wales in 1988 and worked in public practice with KPMG until joining the Spear & Jackson Group in November 1990. Ms Shone served as financial accountant in Neill Tools until her appointment as group Finance Manager in July 2000. She holds a BA in History from the University of Sheffield, England.

Contract Manufacturing Division

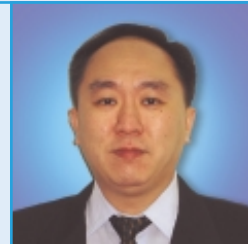
7. Cheung Po Hing

– Senior Director of Sales and Marketing, Pantene

Mr. Cheung, aged 56, is responsible for the customer service operations, sales and marketing of Pantene. He joined Pantene in May 1988 and has over 18 years of purchasing administration, and management experience in the electronics industry. He worked with a large electronics company as an inventory control manager before joining Pantene. He graduated from The Hong Kong Polytechnic University with a Higher certificate in business studies.



8. Chan Wang Cheung



9. Wong Chi Kwan, Stanley



10. Ku Wai Sun, Wilson



11. Cheung Kwok Chung

8. Chan Wang Cheung

– *Senior Director of Engineering, Pantene*

Mr. Chan, aged 51, is responsible for all engineering aspects of voltage converter product design. He joined Pantene in October 1982. He has over 20 years of experience in the electronics and manufacturing field and worked for an electronic toys company as an electronics engineer before joining Pantene.

9. Wong Chi Kwan, Stanley

– *Senior Director of Supply Chain, Pantene*

Mr. Wong, aged 41, joined Pantene in July 2001. He is responsible for logistics and purchasing in the Pantene Group. Mr. Wong has over 15 years of experience in manufacturing, including production and production and material control. Mr. Wong holds a Bachelor's degree in Logistics from RMIT (Australia), and a M. Sc. in Manufacturing from the University of Warwick (UK). He also holds a Higher Diploma in Production and Industrial Engineering from The Hong Kong Polytechnic University.

10. Ku Wai Sun, Wilson

– *General Manager (Europe), Pantene*

Mr. Ku, aged 45, joined Pantene in March 2006 as General Manager for Europe. He has more than 15 years of business development, sales marketing and operation experience in Europe with Lenovo, an international technology company, in senior position before joining the Group. Mr. Ku holds a M.Sc. in Electronic Engineering from the University of Kent in England.

11. Cheung Kwok Chung

– *Senior Manager of Production, Pantene*

Mr. Cheung, aged 49, joined Pantene in May 1987. He is responsible for production management and customs duties, and has over 2,000 production staff under his charge. Mr. Cheung has over 30 years' of manufacturing experience in the field of electrical and electronics products.



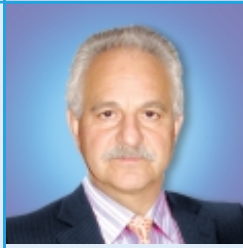
12. Fok Bun, Ben



13. Lui Siu Wan, Sharon



14. Ho Hon Ching, Lewis



15. Paul Dachdjian

12. Fok Bun, Ben

– *Quality Assurance Manager, Pantene*

Mr. Fok, aged 43, joined Pantene in September 2004. He is responsible for Quality Assurance in Pantene. He graduated from Coventry University, United Kingdom, in 1994 with a Bachelor's Degree in Manufacturing System Engineering. He has several years' experience in management position including as production engineer manager and quality assurance manager before joining Pantene.

13. Lui Siu Wan, Sharon

– *Director of Business System Application, UPI*

Ms Lui, aged 37, joined UPI in Jan 2006. She is responsible for all information technology matters including the implementation and operation support of the Company's ERP system using SAP. She has a track record of successful regional SAP implementations before joining the Company. Her work experience has a balanced portfolio of business operations, process improvement, and project management. Ms. Lui received her MBA degree from Hong Kong Polytechnic University and her double Bachelor degrees in Business from Ohio University. She is also a certified Project Management Professional from Professional Management Institute.

14. Ho Hon Ching, Lewis

– *Director and General Manager, Pantene Electronics (Hongzhou) Co. Ltd.*

Mr. Ho, aged 45, joined Pantene in 1999. Mr. Ho holds an Associate diploma in Mechanical Engineering and an Associate diploma in Electrical/electronic engineering. He has worked in the manufacturing field for more than 27 years, of which 17 years was spent in the electronics industry. He has special expertise in tool and die making.

15. Paul Dachdjian

– *Vice President and General Manager, Pantene Electronics North America, Inc.*

Mr. Dachdjian, aged 57, joined Pantene in February 2002. He has over 30 years experience in the electronics & aerospace industry and held positions in engineering, manufacturing, product development, and program management – with Emerson Electric Co, Bourns, Inc. (CAI/Recon-Optical Division), and International Components Corporation (ICC). He received his Bachelor's degree from Indiana State University in Electronics



16. Lee Jason Wells



17. John Dargavel



18. Stephen P. White



19. Stuart Millington

Magnetics Division

16. Lee Jason Wells

– *Managing Director, Neill Tools Ltd & Eclipse Magnetics Ltd*

Mr. Wells, aged 37, has worked within the Spear & Jackson group for 16 years. He was appointed as the Managing Director of two subsidiaries; in 2002 as the Managing Director for Eclipse Magnetics Ltd and in 2006 he was also appointed as Managing Director of Neill Tools Ltd. Prior to his appointment in 2002, Mr. Wells served as Commercial Director and Financial Controller for Eclipse Magnetics Ltd and before that, held various finance roles within the Spear & Jackson group.

17. John Dargavel

– *Sales and Marketing Director, Eclipse Magnetics Limited*

Mr. Dargavel, aged 50, joined Eclipse Magnetics in April 1994 as the Technical Sales Manager for Electro Permanent Workholding in the Engineered Products Division. After moving into export and general sales management he was appointed Sales Director for the Magnetics business in 2001. Mr. Dargavel has over 30 years engineering and sales experience in a wide range of manufacturing sectors in both the UK and Australia.

Metrology/Measurement Division

18. Stephen P. White

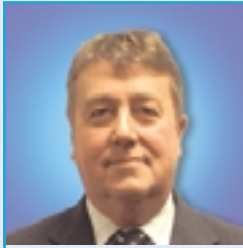
– *Managing Director, Bowers Group plc*

Mr. White, aged 40, was appointed Managing Director of the Bowers Group plc in April 2002. He has overall responsibility for the metrology businesses within Spear & Jackson, which includes facilities in the UK, Netherlands and P.R. China. Mr. White commenced employment with the main UK distributor of the Bowers Group in 1986, with this business being acquired by Bowers in 1994. He was appointed a Director at that time and has held various technical, sales and marketing roles within the Group. He has extensive experience in dealing with international markets in Europe, North America and the Asia-Pacific region.

19. Stuart Millington

– *Sales Director, Bowers Metrology UK Ltd*

Mr. Millington joined the Bowers Group of companies in 1991 as the Southern Area Sales Manager, progressing within the company as Technical Manager, Sales Manager, and General Manager and then appointed Sales Director of Bowers Metrology UK Ltd in 2001.



20. Graham Keefe



21. Michael Denton



23. Ian Archer



24. Alexander (Sandy) Boyd

20. Graham Keefe

– *Managing Director, Bowers Metrology Bradford*

Mr. Keefe was appointed Managing Director of Bowers Metrology in 2005 after many years in manufacturing management with the Company which he joined in 1986 after previously working for Renold Power Transmission.

21. Michael Denton

– *Design & Development Director, Bowers Metrology Bradford*

Mr. Denton was appointed Design & Development Director of Bowers Metrology in 2002. Prior to this appointment, he held the position of Design Manager with the Company, which he joined in 1992 after previously working in Research & Development for York Trailer Company.

Tools Division

22. Lee J Wells

– *Managing Director, Neill Tools Ltd & Eclipse Magnetics Ltd*

(see under "Magnetics Division" above)

23. Ian Archer

– *Export Director, Neill Tools Limited*

Mr. Archer, aged 38, was appointed Export Director of Neill Tools Limited in January 2004. Mr. Archer had previously headed the export department at Facom UK, a manufacturer of precision hand tools primarily serving the automotive after-market. Prior to this, over an 11-year period commencing in 1991, Mr. Archer worked within Neill Tools and progressed through the organisation holding roles within the UK & Export sales team.

24. Alexander (Sandy) Boyd

– *Managing Director, Spear & Jackson Australia Pty Ltd and Managing Director, Spear & Jackson New Zealand Ltd*

Mr. Boyd, aged 53, was appointed Managing Director of Spear & Jackson's Australian and New Zealand business units on the 3 November 2003 and a qualified member of the Institute of Chartered Secretaries and Administrators (1981). He has over 35 years business experience in national and multinational companies having held executive positions in Finance, Sales, Marketing, Manufacturing and Distribution.



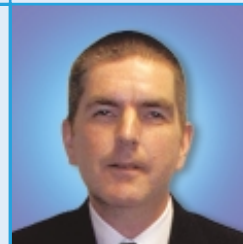
25. Richard Mark Carr



26. Gilles Champain



27. Peter Gill



28. Andrew S Isaacs

25. Richard M. Carr

– Sales & Marketing Director, Neill Tools Limited UK

Mr. Carr, aged 36, was appointed a director of Neill Tools Limited in April 2005. Prior to this appointment Mr. Carr held senior management positions within the company controlling all sales activities on a national level to all the UK's key customers.

26. Gilles Champain

– Managing Director, Spear & Jackson France

Mr. Champain, aged 48, was appointed a Managing Director of S&J's French subsidiary company in November 2000, after being the Sales and Marketing Manager for 8 years. Previously, Mr. Champain had worked for Laurenty SA, a garden products business, for approximately 10 years prior to its acquisition by Spear & Jackson Plc in 1990. As Managing Director his duties include the day to day management of the business and its future strategy and development.

27. Peter Gill

– Managing Director, Robert Sorby

Mr. Gill, aged 55, holds an honours degree from the University of Sheffield in modern languages. He joined S&J as a graduate trainee in 1973 and has subsequently held a number of international sales and marketing positions both within the group and externally. He was appointed general manager of Robert Sorby in 1991 and thereafter a director of Robert Sorby in 1993.

28. Andrew S Isaacs

– Logistics & Planning Director, Neill Tools Limited

Mr. Isaacs, aged 42, was appointed a director of Neill Tools Ltd in April 2006 having been a designate director since January 2005. Prior to his appointment as director designate, Mr. Isaacs held senior positions with Smith & Nephew & DHL Express and has a background of logistics and warehousing covering 22 years. Mr. Isaacs holds the qualification, a Certificate of Professional Competence, allowing the company to hold an Operator's License in the UK.



29. Carl Jones



30. Terry Kelly



31. Kevin Martin

29. Carl Jones

– Operations Director, Neill Tools Limited

Mr. Jones, aged 43, is an experienced engineer and holds a Higher National Certificate in mechanical and production engineering. He was appointed as Operations Director of Neill Tools Limited in January 2003. At this time he was responsible for the running of the Wednesbury site including the manufacturing of garden and contractors tools and warehousing and distribution for the group. In October 2005 he was given responsibility for the manufacturing of hand and engineers tools at Sheffield and retained responsibility for manufacturing at Wednesbury. The Wednesbury site closed at the end of November 2006 as production was outsourced.

30. Terry Kelly

– Quality Director, Neill Tools Limited

Mr. Kelly, aged 57, was appointed Quality Director of Neill Tools in July 2007. He has worked for Neill Tools for 37 years. Initially employed as Technical Superintendent in the Magnet Division, he was promoted to Quality Manager and then Production Manager. He was Manufacturing Director at Eclipse Magnetics for 10 years before his recent appointment.

31. Kevin Martin

– Director of Purchasing, Neill Tools Limited

Kevin Martin, aged 47, joined Neill Tools in 1976 as an Engineering Apprentice. He transferred into Magnetics Engineering in 1984 and was instrumental in setting up the AMS division of Magnetics. He was Director of Engineering for the Magnetics Division for a number of years before focusing his efforts on sourcing Magnetic Products. He was appointed as Director of Purchasing for the Neill Tools in 2006 whilst continuing his duties within the Magnetics Division.