



MOVING
FORWARD

Sports Apparel and Accessories Manufacturing

Double-digit growth in these areas reflected our success in a highly competitive market.



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 effective management projects 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 and strategic planning, his responsibilities include sales and marketing activities.

Edward Y. KU, aged 64, 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 30 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 29 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 30 years of experience in the athletic footwear industry.

CHAN Lu Min, aged 52, is in charge of finance and accounting for the Group, which he joined in 2001. He has 28 years of finance and accounting experience in Taiwan. Mr. Chan is a graduate of Chung Hsing University in Taiwan.

LI I Nan, Steve, aged 65, is responsible for financial operations of the Group. 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 Chengchi 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 Bachelor of Science in Economics with a concentration in Finance and a College Minor in Psychology. She joined the Group in 2002 as a special assistant to the Group Chairman of Pou Chen. Miss Tsai also serves as a board director of Mega Financial Holding Co., Ltd.

NON-EXECUTIVE DIRECTOR

John, J. D. SY, aged 60, 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 Gold Gate University in the US and a Bachelors in Public Finance from the National Cheng Chi University in Taiwan.

INDEPENDENT NON-EXECUTIVE DIRECTORS

SO Kwan Lok, aged 73, is currently President of EVG Enterprises, Inc. in California. He has 19 years of experience in banking, 40 years of experience in real estate and a 16-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 47, is the Chairman of the Governing Board of EdExchange, a registered charitable organization that provides an online platform for educational fund-raising for non-profit schools in Hong Kong. Mr. Poon was formerly a Managing Director of Merrill Lynch, where he held various positions including Co-head of Investment Banking, 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, Vice Chairman of the Joint Committee on Student Finance under the Education and Manpower Bureau, and Honorary Treasurer of the English Schools Foundation. He is also an independent non-executive director of Aluminum Corporation of China Limited. He holds a Masters degree in Business Administration from London Business School and a Masters Degree in Education and a Bachelors degree in Business Administration from The Chinese University of Hong Kong.

LIU Len Yu, aged 46, is a law professor in the Department of Law at National Chengchi University, a director of the Securities and Futures Investors Protection Center, and an advisory member of the Public Interest Fund for Studying the New Trend of Economic and Financial Law, all in Taiwan. Dr. Liu was formerly a commissioner at the Taiwan Fair Trade Commission, Taiwan listing review committee for the Taiwan Stock Exchange and Gre Tai Securities Market (the OTC Market) respectively. He is currently an independent director of Global Brands Manufacture Limited, a company listed on the Gretai Securities Market in Taiwan and a 54.15%-owned associate of Pou Chen Corporation. Dr. Liu holds a Doctor of Laws degree from Stanford Law School, Master of Laws degrees from Harvard Law School and National Chung Hsing University, and a Bachelor of Laws degree from National Chung Hsing University.

SENIOR MANAGEMENT

LEE Chung Wen, Allen, aged 53, is a Director of Yue Yuen International Limited as well as an Executive Vice President of the Group responsible for certain major brands manufacturing operations in China, Vietnam and Indonesia. He joined the Group in 1989. Mr. Lee is a graduate of the National Taiwan University and has more than 25 years' experience as a chemical engineer.

YANG Chun Hui, aged 56, is an Executive Vice President of the Group in charge of certain production projects in China and Vietnam. Mr. Yang joined the Group in 1992, and has 24 years of experience in the footwear industry. He graduated from the National Taiwan University, where he majored in Business Administration.

HSIU Wen Bin, aged 50, joined the Group in 1998 and is an Executive Vice President engaged in various footwear and apparel brand customer on businesses. He is also specialized in IT and supply chain system development. Mr. Hsiu has many years of footwear manufacturing experience in Thailand before joining the Group.

HSU Huan Chan, aged 52, 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 19 years of experience in the footwear industry.

TSAI Nai Chi, aged 50, is a Vice President of the Group in charge of certain marketing activities and production operations in Zhongshan, China. He has 23 years of experience in the footwear business.

LIN Cheng Tien, Jerry, aged 47, joined the Group in 1990 and is a Vice President responsible for the sales and marketing of certain brand customers. He has more than 11 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 28 years of experience in the footwear business.

LIU Juei Chung, aged 51, 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 over 25 years of experience in the sports and casual shoes business.

CHENG Hsin Min, aged 51, 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 25 years of experience in the footwear sector.

LIN Pin Huang, aged 50, joined the Group in 1989 and is a Vice President in charge of certain brand customers' business in China, Vietnam and Indonesia. He is a graduate of Tung Hai University and has over 13 years of experience in the footwear business.

SHAO Wen Hsien, aged 55, is a Vice President in charge of certain production operations in Vietnam. He has 28 years of experience in footwear manufacturing.

CHEN Teng, aged 54, joined the Group in 1991 and is a Senior Executive Manager in charge of certain production operations in the Group's Vietnam factories.

TSAI Nai Yun, aged 51, joined the Group in 1992 and is a Senior Executive Manager in charge of mold production.

HSU Hsi Chang, aged 61, 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 29 years of experience in the footwear business.

WU Tien Tzu, aged 51, 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 51, is a Senior Executive Manager in charge of certain joint-venture projects in China and Vietnam. He joined the Group in 1982.

WU Yaw Min, aged 54, joined the Group in 1997. He currently serves as Senior Executive Manager in charge of the Group's general administration in China. Mr. Wu graduated from National Taiwan University and holds a Bachelor of Science in Mechanical Engineering. Mr. Wu is also specialized in power facility planning and management. Before joining the group, Mr. Wu had served in managerial position in Formosa Plastic Corporation in Taiwan for more than 11 years.

LAI Chang Li, aged 47, joined the Group in 1993, and now is a Senior Executive Manager in charge of business and production operation in Zhuhai, China. Mr. Lai graduated from National Chengchi University in Taiwan and holds a Bachelor of Business Administration.

CHAO Chih Wen, aged 51, joined the Group in 1984, and now is a Senior Executive Manager in charge of production operation in China.

CHIN Te Shan, aged 50, joined the Group in 1992, and now is a Senior Executive Manager in charge of a key product design and development centre. Mr. Chin graduated from Arizona State University and holds a Master degree in Journalism.

CHEN Hsin Chien, aged 50, joined the Group in 1984, and now is a Senior Executive Manager in charge of production operation of a key account customer in China.

HSU Yung Hung, aged 46, joined the Group in 1990, and now is a Senior Executive Manager in charge of a key product design and development centre in China.

HSIAO Tsai Yuan, aged 47, joined the Group in 1981, and now is a Senior Executive Manager in charge of certain plants operation in Vietnam.

HUNG Shih Chang, aged 57, joined the Group in 2002, and now is a Senior Executive Manager in charge of management of leather plants in China. Mr. Hung graduated from Cheng Shiu Institute of Technology in Taiwan and holds a degree of Chemical Engineering.

CHIU Wing Tak, David, aged 46, is a Director of Yue Yuen Marketing Company Limited. Mr. Chiu worked for more than nine 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 43, is Senior Manager, Finance & Treasury, responsible for daily financial management and treasury functions. Mr. Chau had eight 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 Institute of Certified Public Accountants and a Fellow of The Association of Chartered Certified Accountants of the UK.

CHOW Sai Kin, aged 55, 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 26 years of work 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 44, 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.