

BIOGRAPHICAL DETAILS OF DIRECTORS AND SENIOR MANAGEMENT

DIRECTORS

Ang Guan Seng

Mr Ang (age 68) is the Managing Director of Petaling Garden Berhad, a major housing developer in Malaysia and Singapore. He is a director of several listed companies, including Malaysian United Industries Berhad, PBB Group Berhad and Petaling Garden Berhad (companies listed in Malaysia). He is also the Non-Executive Chairman of the Company. He joined the Company in 1995.

Goh Nan Kioh

Mr Goh (age 54) is a graduate of the University of Malaya with a Bachelor of Economics (Honours) degree. He has wide and varied business investments in many countries. He is a Non-Executive Director and Deputy Chairman of the Company. He joined the Company in 1995.

Goh Nan Yang

Mr Goh (age 44) is a graduate from the University of Toledo with a Bachelor of Science (Engineering) (Honours) degree. He has wide and varied experience in property development and manufacturing activities in Melbourne, Australia. He was appointed to the Board of Directors of the Company on 20 January 2004 as an Executive Director and took on the position of Chief Executive Officer with effect from 5 March 2004.

Sandy Chim Chun Kwan

Mr Chim (age 51) is a Chartered Accountant, qualified in Canada and Hong Kong, and practising as a public accountant and management consultant. He has over 26 years' experience in the accounting and corporate finance areas involving various jurisdictions including the United Kingdom, Australia, Canada, Hong Kong and China. He is also a director of Prosperity Minerals Holding Limited, a public company listed on AIM in London. He joined the Company in 1995.

Lim Thian Soo

Dr Lim (age 44) is a graduate of Edinburgh University Medical School and worked for 6 years as a doctor in the United Kingdom. He obtained his Masters of Business Administration at City University Business School in London before joining Pacific Union Pte Ltd in 1994. He joined the Company in 1995.

Lim Loi Heng

Mr Lim (age 56) is a UK qualified Chartered Accountant. He is an independent non-executive Director of the Company who has wide experience in financial and corporate management. He joined the Company in 1995 and is the Chairman of its Audit Committee.

Helen Zee

Ms Zee (age 39) has over 10 years' experience in corporate finance. She is presently Managing Director of First Shanghai Capital Limited, a local corporate finance house in Hong Kong. She holds a bachelor degree from University of California, Berkeley and a LLB (Hons) degree from University of Wolverhampton, United Kingdom. She is a member of the American Institute of Certified Public Accountants. She was appointed as an independent non-executive director of the Company on 2 July 2003.

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DIRECTORS *(Continued)*

Lim Chong Puang

Mr Lim (age 48) holds a bachelor's degree (honours) majoring in economics and accountancy from University of Kent, United Kingdom and has over 20 years of experience in the automobile industry, property development and plantations. Mr Lim is one of the pioneer retailers of the Shell oils in the north-east region of China. Between 1993 to 1997, Mr Lim managed a spare parts distribution and vehicle repair workshop in Dalian, China, which marketed passenger and commercial vehicles parts in the north-east region of China. He was appointed as an independent non-executive director and member of Audit Committee of the Company on 17 September 2005.

Yeoh Eng Khoon

Mr Yeoh (age 60), holds a degree of Bachelor's of Arts in Economics (Honours) majoring in Business Administration from the University of Malaya and is a Barrister-at-law from Lincoln's Inn, United Kingdom. He has 39 years of experience in the banking, manufacturing and the retail sectors. He was appointed as a non-executive director of the Company with effect from 28 September 2005.

Lim Boon Seh

Mr Lim (age 53), has completed his secondary school education and had wide knowledge in rubber-based businesses. He also has more than 20 years' experience in latex thread production. He was appointed as a non-executive director of the Company with effect from 29 May 2006.

SENIOR MANAGEMENT

Chan Keng Kiong (age 38), is the General Manager of the Joint Venture. He is responsible for the operations of the Joint Venture. He graduated from the National University of Malaya with a Bachelor's Degree in Economics (Hon.). He has experience in managing and developing distribution networks in the auto parts trade in both domestic and international markets. He joined the Group in 1995.

Sim Cheih Eng (age 40), is the Financial Controller of the Joint Venture and is responsible for overseeing the accounting and financial operations of the Joint Venture. She is an Associate of the Chartered Institute of Management Accountants and a member of the Malaysian Institute of Accountants. She has financial and accounting experience in several Malaysian manufacturing concerns. She is stationed in Guangzhou and is responsible for overseeing the accounting and financial operations of the Joint Venture. She joined the Joint Venture in 2005.

Lui Soek Kuen (age 35), is the Qualified Accountant of the Company. She obtained a Bachelor of Science (Economics) (Honours) from the London School of Economics and Political Science in 1995 and is a member of the Malaysian Institute of Accountants and a Qualified Chartered Accountant registered with the Institute of Chartered Accountants in England and Wales. She started out as an auditor with Simmons Gainsford, UK from 1996 to 1998. Subsequently, she returned to Malaysia and joined PricewaterhouseCoopers as senior auditor for a year and then moved on to work with Colgate Palmolive Malaysia Sdn Bhd as a Brand Analyst from 2000 to 2001.

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SENIOR MANAGEMENT *(Continued)*

Chen Xu Ming (age 49), is a graduate of the Statistics Institute of China. He joined Guangzhou Rubber Tyre Factory in 1984 and was assigned to the Personnel Department whereby he contributed to the setting up of a scientific human resources allocation and payroll system. He was a Personnel Supervisor since 1998 before his latest promotion to Deputy General Manager responsible for the Purchasing and Logistic Department and the Personnel Department in 2004. He joined the Joint Venture in 1994.

Tang Xi Niu (age 44), is a graduate of Guangzhou Rubber Technology High School. He joined Guangzhou Rubber Tyre Factory in 1983 and was assigned to the Production Department. He was promoted to Assistant Workshop Supervisor in 1991 in charge of the rubber mixing workshop and later the tyre building workshop. In 2000, he was transferred to the Sales Department and promoted to Area Sales Manager. His latest promotion to Deputy General Manager responsible for the Production Department came in 2004. He joined the Joint Venture in 1994.

Goh King Kok (age 40), is the Deputy General Manager in charge of Marketing. He is a member of the Institute of Chartered Secretaries and Administrators (ICSA). He specialised in sales and marketing while attached to a listed company in the packaging industry. He has experience in managing and developing the distribution network in both domestic and international markets. He joined the Group in 1998.