
DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

DIRECTORS

Our Board is responsible for, and has general powers for, the management and conduct of the business of our Group. Our Board consists of six Directors including three executive Directors and three independent non-executive Directors. The table below sets out certain information in respect of the members of our Board:

Name	Age	Position	Date of Appointment
Mr. Chum Tung Hang (覃通衡)	72	Chairman and executive Director	9 June 2010
Mr. Chum Hon Sing (覃漢昇)	32	Chief executive officer and executive Director	9 June 2010
Ms. Lei Sao Cheng (李秀清)	60	Executive Director	9 June 2010
Mr. Lee Thomas Tuan-Tong (李端棠)	58	Independent non- executive Director	17 December 2010
Mr. Chow Tsu-Yin (周祖蔭)	54	Independent non- executive Director	17 December 2010
Mr. Chan Bing Chung (陳秉中)	41	Independent non- executive Director	17 December 2010

Executive Directors

Mr. Chum Tung Hang (覃通衡), aged 72, is the founder of our Group and Chairman of our Company. Mr. Chum was appointed as Director on 9 June 2010 and re-designated as an executive Director on 12 July 2010. He is primarily responsible for providing general guidance on the overall strategies, planning and business development of our Group. Mr. Chum acted as the director of Tary from 13 May 1986 to 15 December 2006 and was re-appointed on 21 May 2008. Mr. Chum also acted as the director of Ramber, Two-Two-Free, Nupoly and Huizhou Junyang since 6 December 2002, 5 February 2004, 25 March 2010 and 24 October 2000, respectively. Mr. Chum also heads our research and development department and was the registered owner of 18 patents which are in force in different production technologies and product designs before assigning them all to our Group pursuant to the Patent Assignments. Since the establishment of our Group, Mr. Chum has been focusing on improving our production technologies as well as developing new products which have been well-received by our customers which we believe are key to our success. Mr. Chum has many years of experience in the manufacture of plastic and plastic machinery businesses which has accumulated since his establishment of High Den in 1985 and his subsequent establishment of Huizhou Junyang in October 2000. Mr. Chum,

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

together with Mrs. Chum, founded High Den in 1985 which has ceased operations since April 2006 and the entire issued share capital of which were subsequently sold to two Independent Third Parties on 26 May 2010.

Mr. Chum Hon Sing (覃漢昇), aged 32, joined our Group in September 1999 and is the chief executive officer of our Company. He graduated from University Hill Secondary School in British Columbia, Canada in 1996. Mr. Desmond Chum was appointed as Director on 9 June 2010 and re-designated as an executive Director on 12 July 2010. Mr. Desmond Chum is the son of Mr. Chum and Mrs. Chum and is primarily responsible for devising our business development strategies and overseeing their due execution. Mr. Desmond Chum acted as the director of Ramber since 6 February 2003 and was also the chairman of Huizhou Junyang from its establishment in 24 October 2000 to 18 March 2009. Mr. Desmond Chum is also responsible for overseeing the manufacturing and sales functions as well as the daily operations of our Group. Since his joining of our Group in 1999, Mr. Desmond Chum has taken up roles in different functions within our Group. Prior to assuming his current position as the chief executive officer of our Company, Mr. Desmond Chum worked as the production manager, purchasing manager and sales manager of our Group where he was responsible for overseeing the production and design of our products, purchase of raw materials and machinery as well as expansion of our overseas markets. Since joining our Group, Mr. Desmond Chum has successfully led our Group to become an exporter of clinical and household hygienic disposables with innovative designs which include products made with oxo-biodegradable materials, and secured and maintained stable business relationships with various well-established European and US customers.

Ms. Lei Sao Cheng (李秀清), aged 60, is the spouse of Mr. Chum and, together with Mr. Chum, founded our Group. Mrs. Chum was appointed as Director on 9 June 2010 and was re-designated as an executive Director on 12 July 2010. Mrs. Chum is primarily responsible for overseeing the production, human resources and administrative affairs of our Group. Prior to the establishment of Huizhou Junyang in October 2000, Mrs. Chum, together with Mr. Chum, founded High Den in 1985 where Mrs. Chum accumulated substantial operational management experience in the plastic business environment. Mrs. Chum acted as the director of Tary from 13 May 1986 to 15 December 2006 and was re-appointed on 2 November 2009. Mrs. Chum also acted as the director of Ramber, Two-Two-Free and Nupoly since 6 February 2003, 5 February 2004 and 18 June 2010, respectively. Mrs. Chum was appointed as a director of Huizhou Junyang since its establishment on 24 October 2000 and since 18 March 2009 became the chairman on 18 March 2009.

Independent non-executive Directors

Mr. Lee Thomas Tuan-Tong (李端棠), aged 58, was appointed as an independent non-executive Director on 17 December 2010. Mr. Lee graduated from School of Medicine, Taipei Medical University in June 1978. From 1979 to 1996, he was licensed by the Michigan Board of Medicine, Department of Licensing and Regulation of the State of

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Michigan, to practise as a medical doctor. Mr. Lee is licensed as a physician and surgeon under the Medical Board of California since 21 August 1981 and currently remains practising as such.

Mr. Chow Tsu-Yin (周祖蔭), aged 54, was appointed as an independent non-executive Director on 17 December 2010. Mr. Chow obtained a bachelor of arts degree in English language in Soochow University, Taiwan, in June 1979, and further received a master of arts degree in communication arts and science from the University of Southern California, the USA in May 1983.

Mr. Chow has been the president of Allied Poly International, Inc., since 1992, a company which is engaged in the importing, exporting and manufacture of plastic related products in the US. Mr. Chow acted as the operations manager in Pan Pacific Manufacturing, Inc., a company engaged in the manufacture of plastic packaging in Northern California, the US, from 1988 to 1992.

Mr. Chan Bing Chung (陳秉中), aged 41, was appointed as an independent non-executive Director on 17 December 2010. Mr. Chan graduated from City Polytechnic of Hong Kong with a bachelor's degree in arts in 1993. Mr. Chan is a member of the Hong Kong Institute of Certified Public Accountants and a fellow member of the Association of Chartered Certified Accountants. For the period from July 1993 to July 1994, he worked in the audit department of Messrs. C.C. Chan, Wong & Company, Certified Public Accountants. From July 1994 to August 1996, he joined Messrs. Fan, Mitchell & Co., Certified Public Accountants, as an audit semi-senior. In January 1997, he joined Messrs. Kwan Wong Tan & Fong, Certified Public Accountants as a staff accountant in its audit department. He continued to work as staff accountant in Deloitte after the merger of the two firms, until 1 June 1998. For the period of 1 October 2000 to 5 January 2002, Mr. Chan worked at Messrs. Simon Chiu & Co, Certified Public Accountants, as an audit supervisor. He also worked as audit manager at Messrs. Johnny Chan & Co. Limited, Certified Public Accountants, from April 2002 to October 2006. Since January 2007, Mr. Chan has been a director of Messrs. K.M. Choi & Au Yeung Limited (蔡國文歐陽會計師事務所有限公司.) Mr. Chan is a founder of JP Union & Co., an accounting firm in Hong Kong and has been a director of such firm since 1 January 2008. Mr. Chan was the company secretary and qualified accountant of Hidili Industry International Development Limited (stock code: 1393), the shares of which are listed on the Main Board of the Stock Exchange, from July 2007 to September 2008. Mr. Chan has approximately 17 years of experience in financial auditing, internal control reporting and compliance advisory with various local and international audit firms.

Save as disclosed, each of the Directors confirms with respect to him/her that: (i) he/she has not held any directorships in the last three years in any public companies the securities of which are listed on any securities market in Hong Kong or overseas; (ii) he/she does not have any relationship with any other Directors, senior management or substantial shareholders or Controlling Shareholders; (iii) he/she does not hold any positions in our Company or other members of our Group; (iv) he/she does not have any interests in the Shares within the meaning of Part XV of SFO; (v) there is no other information that should

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

be disclosed for him/her pursuant to the requirements under Rules 13.51(2)(h) to 13.51(2)(v) of the Listing Rules; and (vi) there are no other matters that need to be brought to the attention of holders of securities of our Company.

BOARD COMMITTEES

Audit committee

We have established an audit committee on 17 December 2010 with written terms of reference in compliance with the Listing Rules. The primary duties of the audit committee are to review and supervise the preparation of annual reports and accounts, the interim reports of our Company and to provide advice and comments to the Board. In doing so, members of the audit committee will communicate with the Board, the senior management and the auditors of our Company. The audit committee will also consider whether there are any material or general matters which are, or may be, necessary to be reflected in such reports and accounts, and will consider matters raised by our auditors. Members of the audit committee are also responsible for reviewing the financial reporting process and internal control systems of our Company and overseeing the relationship with the external auditors.

The audit committee comprises our three independent non-executive Directors, namely Mr. Chan Bing Chung, Mr. Chow Tsu-Yin and Mr. Lee Thomas Tuan-Tong. Mr. Chan Bing Chung is the chairman of our audit committee.

Remuneration committee

We have established a remuneration committee on 17 December 2010 with written terms of reference in compliance with the Listing Rules. The remuneration committee is responsible for considering and making recommendation to our Board the remuneration and other benefits paid by us to our Directors and senior management. The remuneration of all our Directors and senior management is subject to regular monitoring by the remuneration committee to ensure that levels of their remuneration and compensation are appropriate. The remuneration committee comprises three members namely, Mr. Chan Bing Chung, Mr. Chow Tsu-Yin and Mr. Lee Thomas Tuan-Tong. Mr. Chow Tsu-Yin is the chairman of the remuneration committee.

Nomination Committee

We have established a nomination committee on 17 December 2010 with written terms of reference in compliance with the Listing Rules. The nomination committee is responsible for considering and making recommendation to the Board on appointment of Directors and management of the succession of the Board. The nomination committee comprises three members namely, Mr. Chan Bing Chung, Mr. Chow Tsu-Yin and Mr. Lee Thomas Tuan-Tong. Mr. Lee Thomas Tuan-Tong is the chairman of the nomination committee.

SENIOR MANAGEMENT AND COMPANY SECRETARY

Ms. Chum Wing Sze (覃詠思), aged 30, is the sales manager of our Company and daughter of Mr. Chum and Mrs. Chum. Ms. Shirley Chum has been appointed as a director of Tary and Huizhou Junyang since 15 December 2006 and 18 March 2009, respectively. Ms. Shirley Chum graduated from The University of British Columbia with a Bachelor of Arts degree in 2005. Ms. Shirley Chum has joined our Group since 2005 and is responsible for developing and maintaining customer relationships and managing our sales and marketing team.

Mr. Chan Shiu Yuen Sammy (陳紹源), aged 46, has joined our Group since December 2009 and is the chief financial officer and company secretary of our Company. Mr. Chan graduated from Dalhousie University, Canada with a Bachelor of Commerce degree in May 1992 and is a member of the Association of Chartered Certified Accountants and Hong Kong Institute of Certified Public Accountants. Mr. Chan has over 16 years of experience in auditing, accounting, taxation, business consultancy and financial management. Mr. Chan worked as an accountant in the audit department of Messrs. Kwan Wong Tan & Wong, Certified Public Accountants from November 1993 until the merger of that firm and Deloitte on 1 August 1997. After the merger of the two firms, he was redesignated as a semi-senior accountant within the assurance and advisory department of Deloitte and was subsequently promoted as senior accountant. Mr. Chan worked with Deloitte until September 2001. Mr. Chan was the company secretary and qualified accountant during the period between May 2005 and May 2007 and has since December 2009 become an independent non-executive director of Powerleader Science & Technology Group Limited (stock code: 8236), the shares of which are listed on the Growth Enterprise Market of the Stock Exchange. During the period from July 2007 to February 2009, Mr. Chan worked as the deputy general manager of China Fibretech Limited (company registration no: 40381), a company listed on the main board of the Singapore Stock Exchange Limited. In addition Mr. Chan is a shareholder and director of Brilliant Consultancy Limited (卓見商業顧問有限公司) which was owned as to 50% by Mr. Chan since 3 January 2002.

Mr. Liang Han Zhao (梁漢釗), aged 38, has joined our Group since April 2003 and is the production manager of our Company responsible for overseeing the production process of our Group. Mr. Liang obtained a diploma in foreign trade and economics (對外經濟貿易專業) from Wuxi Institute of Light Industry* (江蘇省無錫輕工業學院) (now known as Jiangnan University (江南大學)) in Jiangsu Province, the PRC in 1994 and a graduation certificate in administration management (行政管理專業畢業證書 (專科)) upon completing the distance learning courses offered by China Central Radio and TV University (中央廣播電視大學) in 2008. Mr. Liang has approximately seven years of experience in managing production work.

Ms. Li Wei Zhen (李偉珍), aged 44, has joined our Group since November 2001 and is the administration and human resources manager of our Company responsible for overseeing the administration and human resources departments of our Group. Ms. Li obtained a graduation certificate in finance and accounting (財務會計專業) from

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Guangdong Province Adult Secondary School of Accounting* (廣東省會計函授成人中等專業學校) in 1999. Ms. Li has about eight years of experience in human resources and administrative work.

Mr. Li Zhi Yong (黎志勇), aged 32, has joined our Group since October 2001 and is the customs declaration and logistic manager of our Company responsible for managing the export and import declarations of our products and overseeing our overall logistic operations. Mr. Li received qualification of tertiary vocational training in applied computer science (計算機及應用) from the part-time division of Foshan University* (佛山科學技術學院) in July 2002 and obtained the qualification of a customs declaration officer (報關員) in September 2000. From September 2000 to September 2001, Mr. Li worked at Huizhou Maiketemagi Motorcycles Co., Ltd* (麥科特瑪琪摩托車有限公司) where he was responsible for marketing and promotion of products.

Mr. Sun Xi Tao (孫熙濤), aged 42, has joined our Group since April 2010 and is the co-head of our sales department for clinical hygienic disposable products. Mr. Sun graduated from Anhui Medical University* (安徽醫科大學成人教育學院) in 1997. He has about seven years of experience in medical technology industry. From 2003 to 2004, he acted as the general manager of Greater China region for Quick Diagnosis, Inc. LTD. From 2006 to 2009, Mr. Sun also acted as the deputy general manager of Daqing Sunway Technology Co., Ltd* (大慶三維科技有限責任公司) which is deemed to be controlled by Sunway Global Inc. (stock code: SUWG) as a variable interest entity, Sunway Global Inc. is a company listed on The NASDAQ Stock Market, Inc.. In addition to his current position with our Group, Mr. Sun has been the vice-chairman and secretary general of China Pneumatic Logistics of Transmission Society* (中國氣動物流傳輸學會) since July 2009 and the general manager of Beijing Sanwei Xindongli Medical Technology Company Limited* (北京三維新動力醫療科技有限公司) since September 2007.

Mr. Zong Hao (宗昊), aged 27, has joined our Group since April 2010 and is the co-head of our sales department for clinical hygienic disposable products. Mr. Zong graduated from Beijing College of Finance and Commerce (北京財貿職業學院) with a bachelor's degree in finance in 2005. In addition to his current position with our Group, Mr. Zong was the executive manager of Beijing Zu'er Fengshang Media and Culture Company Limited* (北京卓爾風尚傳媒文化有限公司) from July 2008 to August 2010 where he was responsible for their overall management.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

EMPLOYEES

As at 30 September 2010, we had a total of 235 full-time employees. The following table sets forth the number of our full-time employees by their functions as at 30 September 2010:

	Number of Employees
Management	4
Finance	6
Administration	15
Research and development	3
Production	176
Logistic	5
Sales and marketing	6
Purchase	3
Quality control	<u>17</u>
Total	<u><u>235</u></u>

We offer our employees staff benefits including the provision of staff quarters and canteen services and various training programs in order to attract and retain our employees. For our PRC employees, we have made statutory social securities contributions (including pension insurance, unemployment insurance, medical insurance, work injury insurance, and child birth insurance) in accordance with applicable PRC laws and regulations.

In accordance with the relevant PRC laws and regulations, Huizhou Junyang shall, within 30 days from its establishment, complete the corresponding housing fund payment and deposit registration procedures and then contribute the housing fund for its employees according to such PRC laws and regulations. However, Huizhou Junyang had not registered and contributed housing fund (住房公積金) for its employees until 26 April 2010. Huizhou Junyang may be ordered to pay up the outstanding housing fund within a prescriptive time limit due to such non-compliance. The Group estimates the maximum liabilities as result of the above-mentioned non-compliance would be approximately RMB285,000, including the outstanding housing fund payments which should be paid before the establishment of the housing fund account. Based on the confirmation issued by the Huizhou City Housing Fund Management Centre* (惠州市住房公積金管理中心) on 9 June 2010 (“**Management Centre Confirmation**”), Huizhou Junyang on 26 April 2010 opened housing fund accounts for all of its urban employees (城鎮職工) and has since then made full payment of housing fund for all of its urban employees in accordance with the relevant PRC laws and regulations. It is confirmed in the Management Centre Confirmation that according to relevant regulations and policies, the Huizhou City Housing Fund Management Centre would not at present require enterprises located in Huizhou City including Huizhou Junyang to make any housing fund contributions for its agricultural employees (農業戶口職工). The Huizhou City Housing Fund Management Centre further confirmed that: (i) until so notified by the Huizhou City Housing Fund Management Centre in the future, Huizhou Junyang is not required to make housing fund contributions for its agricultural employees; and (ii) Huizhou Junyang will not be subject to any penalties or required to pay for the

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

overdue housing funds for either its agricultural employees or its urban employees. As advised by the PRC Legal Advisers, the Huizhou City Housing Fund Management Centre* (惠州市住房公積金管理中心) has the power to issue the Management Centre Confirmation and based on such Management Centre Confirmation, the possibility for Huizhou Junyang to be ordered to pay for the overdue housing funds for its relevant employees by the Huizhou City Housing Fund Management Centre* (惠州市住房公積金管理中心) is low.

We have not experienced any significant labor disputes nor significant shortage of labour which had materially and adversely affected our operations during the Track Record Period. We believe that we maintain a good working relationship with our employees.

During the Track Record Period, we had been facing significant competition for the services of workers of other provinces in the PRC. As the wages and benefits provided to the workers by our Group are competitive as compared to other similar operations in Huizhou, we do not anticipate that we would experience any significant difficulty in recruiting new workers and retaining existing workers.

Newly enacted PRC employment contract law may increase labour costs. Our Group is subject to various labour laws and regulations in the PRC, including the PRC Labour Contract Law as set out in the sub-section headed “Newly enacted PRC employment contract law may increase our labour costs” in the section headed “Risk factors” in the prospectus. To the best knowledge of the Directors, there has been no material operational and financial impact on our Group during the Track Record Period relating to the implementation of such law. Our Group will seek legal advice where required to facilitate implementation of such law going forward.

Retirement Benefit Plans

During the Track Record Period, the Group operated a Mandatory Provident Fund Scheme (“**MPF Scheme**”) for all qualifying employees in Hong Kong under the Mandatory Provident Fund Schemes Ordinance. The assets of the MPF Scheme were held separately from those of the Group in funds under the control of an independent trustee. Under the rule of the MPF Scheme, the employer and its employees were each required to make contributions to the scheme at rate specified in the rules.

The employees employed in the PRC are members of the state-managed retirement benefit schemes operated by the PRC government. The PRC subsidiary is required to contribute a certain percentage of their payroll to the retirement benefit schemes to fund the benefits. During the Track Record Period, no relevant contribution in respect of such retirement benefit scheme was required to be made for the Directors in the PRC.

Two-Two-Free has operated a social security fund for all its qualifying employees in Macau under 18 October — Decree Law No. 58/93/M (approval of social security regime). Two-Two-Free is required to participate and contribute monthly MOP\$45 for each employee of their payroll to the social security fund to fund the benefit. During the Track Record Period, no relevant contribution was required to be made for the Directors in Macau.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

Our remuneration policies are formulated based on qualifications, years of experiences and the performance of individual employees and are reviewed regularly. The same policies will be adopted after the Listing Date.

The aggregate amount of remuneration (including any salaries, fees, other benefits and allowances and pension scheme contributions) paid by us to the Directors during the three years ended 31 March 2008, 2009 and 2010 and the three months ended 30 June 2010, were approximately HK\$2,068,000, HK\$136,000, HK\$136,000 and HK\$34,000, respectively.

Our five highest paid individuals for the three years ended 31 March 2008, 2009 and 2010 and the three months ended 30 June 2010 included two Directors for the year ended 31 March 2008 and one Director for the two years ended 31 March 2010 and the three months ended 30 June 2010 and the total remuneration of the five highest paid individuals was approximately HK\$2,817,000, HK\$1,100,000, HK\$922,000 and HK\$211,000, respectively for the three years ended 31 March 2008, 2009 and 2010 and the three months ended 30 June 2010.

Save as disclosed above, no other amounts have been paid or were payable by us to the Directors and members of the senior management for the three years ended 31 March 2008, 2009 and 2010 and the three months ended 30 June 2010.

COMPLIANCE ADVISER

We have appointed Guotai Junan Capital Limited as our compliance adviser pursuant to Rule 3A.19 of the Listing Rules. Pursuant to the terms of the engagement letter entered into between our Company and the compliance adviser and Rule 3A.23 of the Listing Rules, the compliance adviser will advise our Company, among others, on the following matters:

- (i) the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be of a notifiable or connected transaction, is contemplated including but not limited to share issues and share repurchases;
- (iii) where we propose to use the proceeds from the Global Offering in a manner different from that detailed in this prospectus or where the business activities, developments or results of our Company deviate from any forecast, estimate, or other information in this prospectus; and
- (iv) where the Stock Exchange makes an inquiry of our Company regarding unusual movement in the price or trading volume of our Company.

The term of the appointment shall commence on the Listing Date and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the Listing Date.