

# Directors and Senior Management

## DIRECTORS

### Executive Directors

**Mr. Ding Shui Po (丁水波)**, aged 40, is the founder, chairman and chief executive officer of the Group. He has over 22 years of experience in the sportswear industry and is primarily responsible for the overall corporate strategies, planning and business development of the Group. Mr. Ding founded the Group in 1999 and is currently also the chairman of the Board of Directors and president of various subsidiaries of the Group.

Mr. Ding personally obtained the following awards:

Year	Awards
2002	Outstanding Young Entrepreneur in Quanzhou
2003	Top 100 Individuals in PRC's Economic Development
2004	Top 10 Most Influential Entrepreneurs in China
2005	Fujian Young Entrepreneurs Achievement Award
2007	Fujian May 4th Youth Medal
2008	CAPITAL Leaders of Excellence in China 2008
2008	Outstanding Young Entrepreneur in Fujian
2009	Ernst & Young Entrepreneur of the Year China 2009
2009	May 1st Labor Medal
2009	Top Ten Eminent Young Entrepreneurs of Fujian
2010	Chinese Brands Awards – People of the Year
2010	Chinese Textile and Apparel Industry – Top 10 People of the Year

Mr. Ding held the following public offices:

Year	Public Offices
2003	Committee Member of the 9th Fujian Provincial Committee of the Political Consultative Conference
2006	Chairman of the 3rd Executive Committee Quanzhou Footwear Chamber
2008	Committee Member of the 10th Fujian Provincial Committee of the Political Consultative Conference
2009	Honorary Chairman of Fujian Footwear Industry Association
2010	Chairman of the 5th Board of China Young Entrepreneurs Association – Young Chamber of Commerce in Quanzhou
2010	Committee Member of National Youth Committee

Mr. Ding participated in entrepreneurship programs offered by Peking University (北京大學) and Tsinghua University (清華大學) in 2004 and 2006, respectively. He is currently enrolled in an EMBA program offered by Xiamen University (廈門大學), and China Country Managers program and Finance MBA program by Cheung Kong Graduate School of Business (長江商學院). He is the son of Mr. Ding Jin Chao (one of our controlling shareholders), a brother of Ms. Ding Mei Qing and Mr. Ding Ming Zhong and a brother-in-law of Mr. Lin Zhang Li.

**Ms. Ding Mei Qing (丁美清)**, aged 38, is our executive Director and a vice president of the Company. Ms. Ding has over 12 years of experience in the sportswear industry and is primarily responsible for the management of footwear operation of the Group. She is also responsible for the design and technology development of the Group and has led our design team to create a number of special collections of footwear under our Xtep brand that successfully appeal to the trendy and youthful mass market segment. Ms. Ding joined the Group in 1999 and is currently also a deputy general manager, a director and a vice president of various subsidiaries of the Group. Ms. Ding participated in an entrepreneurship program offered by Tsinghua University (清華大學) in 2006. She is the daughter of Mr. Ding Jin Chao, the sister of Mr. Ding Shui Po and Mr. Ding Ming Zhong and the wife of Mr. Lin Zhang Li.

**Mr. Lin Zhang Li (林章利)**, aged 39, is our executive Director and a vice president of the Company. Mr. Lin has over 12 years of experience in the sportswear industry and is primarily responsible for the management of apparel business of the Group. Mr. Lin joined the Group in 1999 and is currently also a vice president of Xtep (China). He participated in an entrepreneurship program offered by Tsinghua University (清華大學) in 2006. He is the husband of Ms. Ding Mei Qing, the son-in-law of Mr. Ding Jin Chao, a brother-in-law of Mr. Ding Shui Po and Mr. Ding Ming Zhong.

**Mr. Ding Ming Zhong (丁明忠)**, aged 34, is our executive Director and a vice president of the Company. He has over 12 years of experience in the sportswear industry and is primarily responsible for the management of accessories business of the Group. Mr. Ding joined the Group in 1999 and is currently also a deputy general manager and a vice president of various subsidiaries of the Group. He participated in entrepreneurship programs offered by Peking University (北京大學) and Tsinghua University (清華大學) in 2004 and 2006, respectively. He is the son of Mr. Ding Jin Chao, a brother of Mr. Ding Shui Po and Ms. Ding Mei Qing and a brother-in-law of Mr. Lin Zhang Li.

**Mr. Ye Qi (葉齊)**, aged 53, is our executive Director and a vice president of Xtep (China). Joining the Group in 2004, Mr. Ye has over 18 years of experience in sales and marketing and is primarily responsible for the overall sales and marketing business of the Group. He also assists our chairman with the overall corporate strategies planning and business development of the Group. He graduated from South West University (西南大學) with a bachelor's degree in chemical science in 1982. He obtained a master's degree in philosophical science from East China Normal University (華東師範大學) in 1988 and a master's degree in business administration from China Europe International Business School (中歐國際工商學院) in 2003.

**Mr. Ho Yui Pok, Eleutherius (何睿博)**, aged 45, was appointed as an executive Director of the Company on 29 March 2010. Mr. Ho is also the chief financial officer, investor relations spokesperson and authorized representative of the Company. He is also the company secretary of the Company. He has over 21 years of experience in auditing, accounting and financial management and is primarily responsible for the Group's overall financial and accounting affairs and investor relations. Mr. Ho graduated from University of Kent at Canterbury, England with a bachelor's degree in accounting in 1987 and a master's degree in management science in 1989. Prior to joining the Group in 2007, he was a chief financial officer, company secretary and authorized representative of GST Holdings Limited from 2005 to 2007 and a financial controller of EC-Founder (Holdings) Co., Ltd. from 2000 to 2005, a company listed on the Main Board of the Hong Kong Stock Exchange. In addition, he worked for an international accounting firm as a manager from 1994 to 1996. He was a fellow member of the Institute of Chartered Accountants in England and Wales, a fellow member of the Hong Kong Institute of Certified Public Accountants, and an associate member of the Hong Kong Institute of Directors.

#### **Non-Executive Director**

**Mr. Xiao Feng (肖楓)**, aged 38, was appointed as a Director of the Company in 2007 and re-designated as a non-executive Director of the Company in 2008. Mr. Xiao is a managing director of Carlyle Investment Fund focused on growth capital investments in China. Prior to joining Carlyle, he was a vice president at China International Capital Corporation, a leading investment bank in China, where he had involved in the restructuring and listing of a number of leading Chinese companies. He received his MBA from China Europe International Business School (中歐國際工商學院). He holds a B.E. in computer science and a B.A. in English from Tsinghua University (清華大學). He also holds a Lawyer's Qualification Certificate in China since June 1997.

**Mr. Tan Wee Seng (陳偉成)**, aged 55, was appointed as a non-executive Director of the Company on 29 March 2010. Mr. Tan is a professional in value and business management consultancy. He is a non-executive director of Sa Sa International Holdings Limited whose shares are listed on the Main Board of The Stock Exchange of Hong Kong Limited, an independent director of ReneSola Ltd whose shares are listed on the New York Stock Exchange and on the Alternative Investment Market (AIM) of the London Stock Exchange, an independent director of 7 Days Group Holdings Limited whose shares are listed on the New York Stock Exchange, a board member of Beijing City International School and a director of Landgent Group Company Limited. From 2003 to 2008, he was an executive director, chief financial officer and company secretary of Li Ning Company Limited, the shares of which are listed on the Main Board of The Stock Exchange of Hong Kong Limited. Mr. Tan has over 30 years of financial, operation and business management experience and has also held various senior management positions in a number of multi-national corporations. From 1999 to 2002, he was the senior vice president of Reuters for the China, Mongolia and North Korea regions, and the chief representative of Reuters in China. Prior to that, he had served as the managing director of AFE Computer Services Limited, a Reuters subsidiary in Hong Kong which was a major domestic equity and financial information services company, and as director of Infocast Pty Limited, a Reuters subsidiary in Australia, and as the regional finance manager of Reuters East Asia. Mr. Tan is a fellow member of the Chartered Institute of Management Accountants, United Kingdom, and a fellow member of the Hong Kong Institute of Directors.

### Independent Non-Executive Directors

**Mr. Sin Ka Man (冼家敏)**, aged 43, was appointed as our independent non-executive Director on 24 January 2008. Mr. Sin has over 18 years of professional experience in auditing, accounting and financial management for both private and listed corporations. He is an associate member of the HKICPA, a fellow member of the Association of Chartered Certified Accountants and a CPA of the CPA Australia. He is currently a vice president of the Huayu Expressway Group Limited, a company listed on the Main Board of the Hong Kong Stock Exchange mainly engaged in toll road business in the PRC, and is responsible for the accounting and financial management of the Group. He holds a bachelor degree in Social Sciences from the University of Hong Kong, a master degree in Finance from the University of Strathclyde, the United Kingdom and a master degree in accounting from Curtin University of Technology, Australia.

Mr. Sin is an independent non-executive director of PNG Resources Holdings Limited (formerly known as LeRoI Holdings Limited), Chinese People Holdings Company Limited and China Motion Telecom International Limited (these companies are listed on the Main Board of the Hong Kong Stock Exchange) and Sino Haijing Holdings Limited (a company listed on the Growth Enterprise Market ("GEM Board") of the Hong Kong Stock Exchange). He was previously an independent non-executive director of Shine Software (Holdings) Limited (a company listed on the GEM Board).

**Mr. Xu Peng Xiang (許鵬翔)**, aged 63, was appointed as our independent non-executive Director on 24 January 2008. Mr. Xu has over 12 years of industry experience in footwear and apparel industries. He has been the Standing vice chairman of Quanzhou General Chambers of Commerce (泉州市總商會) since 1997 and is responsible for, among others, footwear and apparel industries. He was the Head of Enterprise Department at the Quanzhou Economy Committee (泉州市經濟委員會) from 1991 to 1996, responsible for enterprise re-structuring, capital re-structuring and state-owned enterprises pre-listing matters. He was also responsible for financial and statistical planning in Quanzhou Economy Committee. He graduated from Fuzhou University.

**Dr. Gao Xian Feng (高賢峰)**, aged 48, was appointed as our independent non-executive Director on 24 January 2008. Dr. Gao is currently the executive officer of Human Resources Management Research Centre at the Peking University (北京大學人本管理研究中心) and a guest professor of entrepreneurship programs at Peking University (北京大學) Tsinghua University (清華大學), Party School of the Central Committee of Communist Party of China (中央黨校) and Fudan University (復旦大學). Dr. Gao previously served as an associate professor at Shandong Economic University (山東經濟學院). He holds a bachelor degree in enterprise management from Shandong Economic University (山東經濟學院) and a doctor of law degree from the Peking University (北京大學).

## SENIOR MANAGEMENT

---

**Mr. Wang Jia Ye (王家業)**, aged 35, is a vice president of Xtep (China). He has over 12 years of experience in the apparel industry and is primarily responsible for design, research and development and manufacturing of apparel products in the Group. He joined the Group as a general director of apparel business centre in 2004 and was promoted to be a vice president of Xtep (China) in 2008. Prior to joining the Group, he worked for a domestic apparel company Guangzhou Menten Sports Co., Ltd. (廣州麥特體育用品有限公司). He graduated from Tianjin Polytechnic University (天津工業大學), previously known as Tianjin Textile Industry College (天津紡織工學院) with a bachelor's degree in apparel in 1996.

**Mr. Yu Shi Yong (余世勇)**, aged 47, is a vice president of Xtep (China). He has over 28 years of experiences in finance and accounting and is primarily responsible for financial and capital management of the Group's PRC subsidiary companies. Prior to joining the Group in May 2010, he was the chief financial officer for Fujian Mingdong Electric Power Company Limited and Shandong Chenming Paper Holdings Limited. Shares of both companies are listed on the Shenzhen Stock Exchange. Mr. Yu was also the vice president of financial securities in Fangda Group. Mr. Yu obtained MBA from University of Hertfordshire in September 2005, and the certificate of advanced financial management in University of Cambridge in January 2007. For the past years, he has achieved numerous awards including the China Top CFO Award in 2005, China Top 10 Outstanding CFO in 2006, and China Top 10 Uprising CFO in 2007.

**Dr. Wu Lian Yin (吳聯銀)**, aged 36, is a vice president of Xtep (China). He has over 10 years of experience in providing consulting services to enterprises of information technology management and is primarily responsible for building up and managing our overall enterprise information resources. Prior to joining the Group in 2007, he worked for a consulting group as a senior manager from 2003 to 2007 with participation in several projects to provide consulting and training services to a number of PRC companies involving information technology management. He worked for HAND Enterprise Solutions Company Ltd. (上海全富漢得軟件技術有限公司) as an Oracle CRM senior consultant from 2001 to 2003. Dr. Wu won the "Outstanding Management Consulting Award" (傑出管理諮詢獎) in 2007. He graduated from Xi'an Jiaotong University (西安交通大學) with a bachelor's degree in engineering in 1996 and a doctor's degree in engineering in 2001. In 2009, he was granted the China TOP 50 CIO Award by IT Manager World Magazine and named the "Outstanding Entrepreneur of the Year" (年度貢獻人物獎) by vsharing.com.

**Mr. Liu Qing Xian (劉慶先)**, aged 43, is a vice president of Xtep (China). Joining the Group in 2005, Mr. Liu has over 19 years of experience in human resources management and is primarily responsible for the overall human resources management of the Group. He is currently a director of the Young Entrepreneurs Association of Fujian Province (福建省青年企業家協會), a standing director of the Young Politician Association of Quanzhou City (泉州市青年政治家協會) and the Youth Chamber of Commerce of Quanzhou City (泉州市青年商會), respectively. Mr. Liu graduated from Capital University of Economics and Business (首都對外經濟貿易大學) with a bachelor's degree in international trade. He also obtained a master's degree in human resources management from Peking University (北京大學) in 2006. He participated in an entrepreneurship program offered by Tsinghua University (清華大學) in 2006. He is the advisor of the Human Resources Association of Huaqiao University and the chair professor at Xiamen University and Fujian Normal University as well as guest professor at a number of academic institutions including Wuhan University of Science and Engineering. He is currently enrolled as a PHD student in strategic planning and human resource program offered by School of Economics Peking University (北大經濟學院), and China Country Managers program and Finance MBA program by Cheung Kong Graduate School of Business (長江商學院).

**Mr. Huang Hai Qing (黃海清)**, aged 52, is a vice president of Xtep (China). He has over 20 years of experience in administrative management and is primarily responsible for our overall administrative management. He joined as a vice president of a subsidiary company of the Group in 1999 and was appointed as a vice president of Xtep (China) in 2002.

#### COMPANY SECRETARY

**Mr. Ho Yui Pok, Eleutherius (何睿博)**, aged 45, is the company secretary as well as the chief financial officer, investor relations spokesperson and authorized representative of the Company. His biographical details are set out above under the paragraph headed "Directors".