

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

BOARD OF DIRECTORS

Our Board consists of ten Directors, comprising four executive Directors, two non-executive Directors and four independent non-executive Directors.

Our Board is responsible and has general powers for the management and conduct of our business. The following table sets forth certain information regarding our Directors:

<u>Name</u>	<u>Age</u>	<u>Position</u>	<u>Date of Appointment as Director</u>	<u>Key Role</u>
Se Hok Pan (余學彬)	51	Executive Director, Chairman and President	July 27, 2007	Overall strategic planning, business development and management of our Group
Un Son I (袁順意)	45	Executive Director, Vice President and General Manager of the Supply Chain Management Department	July 27, 2007	Procurement control and logistics management of our Group
She Jian Bin (余建彬)	54	Executive Director, Vice President and General Manager of the Sales and Distribution Department	May 8, 2008	Overall management of the sales and distribution network of our Group
Chow Chi Keung, Savio (周志強)	48	Executive Director and General Manager of the International Sales and Distribution Department	May 8, 2008	Managing overseas sales and distribution network of our Group
Homer Sun (孫弘)	40	Non-executive Director	May 8, 2008	Overseeing our Group's management and strategic development
Eddy Huang (黃翊)	36	Non-executive Director	May 8, 2008	Overseeing our Group's management and strategic development
Li Kwok Cheung, Arthur (李國章)	66	Independent Non-executive Director	May 4, 2011	Overseeing our Group's management and strategic development
Zhang Sen Lin (張森林)	64	Independent Non-executive Director	May 4, 2011	Overseeing our Group's management and strategic development
Chan Siu Wing, Raymond (陳兆榮)	46	Independent Non-executive Director	May 4, 2011	Overseeing our Group's management and strategic development
Ho King Fung, Eric (何敬豐)	34	Independent Non-executive Director	May 4, 2011	Overseeing our Group's management and strategic development

Executive Directors

Mr. Se Hok Pan (余學彬), age 51, is the Chairman and President of our Company and was appointed a Director on July 27, 2007. Mr. Se is a co-founder of our Group. Mr. Se is responsible for formulating overall strategies, planning and business development of our Company, managing and

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supervising the financial management functions, human resources and sales and marketing of the Company and is instrumental to our growth and business expansion since our establishment in 2004. Mr. Se began his career in the flooring products industry in 1995 and has approximately 16 years of experience in the flooring products industry. Mr. Se holds important positions in influential industry associations. He is currently the vice president of China Forestry Industry Association (中國林業產業協會), and one of the drafters of the China National Standards for Solid Wood Flooring (中國實木地板國家標準) which came into effect in 2009. Mr. Se is also a member of the Gansu Provincial Committee of Chinese People's Political Consultative Conference (中國人民政治協商會議甘肅省委員會) and the vice president of the Industry and Commerce Association of Macau (澳門工商聯會). From 1995 to 2001, Mr. Se served as a general manager at Shunde Daliang Yingbin Wood Furniture Mall (順德市大良區盈彬木器傢俬城). From July 2001 to September 2004, Mr. Se served as a president at Guangdong Yingbin-Nature Wood Industry Co., Ltd. (廣東盈彬大自然木業有限公司). Mr. Se has received numerous high profile awards such as the "Robert A. Mundell World Executive Awards (2004)," "China Forestry Industry Annual Person (2009)" (中國林業產業年度人物) as recognized by China National Forest Products Association (中國林產工業協會) and China Forestry Industry Association (中國林業產業協會) and "The Most Influential Figures in the 15-Year Development of China's Flooring Industry (2010)" (中國地板行業輝煌十五年最具影響力人物獎). Mr. Se is the spouse of Ms. Un Son I.

Ms. Un Son I (袁順意), age 45, is a Vice President of our Company and the General Manager of the Supply Chain Management Department of our Group. Ms. Un was appointed a Director on July 27, 2007. Ms. Un is a co-founder of our Group. Ms. Un is responsible for networking and development of relationship with suppliers, procurement control, logistics management and asset management and control to ensure the supply chain operates efficiently. Ms. Un has approximately 16 years of experience in the flooring products industry. Ms. Un is a member of China-ASEAN Organization (中國東盟協會) and vice president of the Industry and Commerce Association of Macau (澳門工商聯會). From 1995 to 2001, Ms. Un served as a deputy general manager and a procurement manager at Shunde Daliang Yingbin Wood Furniture Mall (順德市大良區盈彬木器傢俬城). From July 2001 to September 2004, Ms. Un was a director of president office, a director of human resources and a director of the procurement center at Guangdong Yingbin-Nature Wood Industry Co., Ltd. (廣東盈彬大自然木業有限公司). Ms. Un was awarded as one of the "100 Outstanding Female Entrepreneurs of China" (中國百名傑出女企業家). Ms. Un is the spouse of Mr. Se Hok Pan.

Mr. She Jian Bin (佘建彬), age 54, is a Vice President of our Company and the General Manager of the Sales and Distribution Department of our Group. Mr. She was appointed a Director on May 8, 2008. Mr. She is responsible for the overall management of the sales and distribution network of the Group, devising and overseeing the execution of our brand building and sales and marketing strategies, analyzing market trends and development, and managing and supervising daily operations of distributors and The Sales and Distribution Department. Mr. She has approximately 23 years of experience in the timber industry and the flooring products industry. Mr. She was a purchasing manager of wood at P.T. Sumber Laris Jaya Manufacturer Timber Industry from 1988 to 1994 and worked at Shunde Daliang Yingbin Wood Furniture Mall (順德市大良區盈彬木器傢俬城) for its production, sales and distribution management from 1995 to 2001. During the period between July 2001 and September 2004, Mr. She served as a director of the sales center at Guangdong Yingbin-Nature Wood Industry Co., Ltd. (廣東盈彬大自然木業有限公司). Mr. She has received "15 Prosperous Years of the China Flooring Industry — Promotion of Industry Development Award" (中國地板行業輝煌十五年傑出行業建設推動獎) in 2010. Mr. She joined our Group in 2004 and has since

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held various managerial positions in sales and distribution. Mr. She is the elder brother of Mr. Se Hok Pan.

Mr. Chow Chi Keung Savio (周志強), age 48, is the General Manager of the International Sales and Distribution Department of our Group. Mr. Chow was appointed a Director on May 8, 2008. Mr. Chow is responsible for managing the overseas sales and distribution network of our Group, including management of overseas distributors, supermarkets and retail stores, supervising the development of business strategies according to the local market conditions, marketing and advertising of our products. Mr. Chow has approximately ten years of experience in the flooring products industry. Mr. Chow joined our Group in 2004 and has since held various managerial positions in the areas of manufacturing, quality control and sales and distribution. Mr. Chow qualified for a Bachelor of Science program and obtained a Bachelor of Engineering (Electrical and Electronic) degree from the University of Adelaide in 1987 and 1988, respectively. Mr. Chow is the brother-in-law of Mr. Se Hok Pan and Ms. Un Son I.

Non-executive Directors

Mr. Homer Sun (孫弘), age 40, joined the Board on May 8, 2008. Mr. Sun is currently a managing director of Morgan Stanley Asia Limited and leads Morgan Stanley Private Equity Asia's China investments. He is currently a non-executive director of Sihuan Pharmaceutical Holdings Group Ltd., a company listed on the Hong Kong Stock Exchange (Stock Code: 460) and China Shanshui Cement Group Limited, a company listed on the Hong Kong Stock Exchange (Stock Code: 691). Mr. Sun has been with the Morgan Stanley group of companies since April 2000 and worked on a wide range of mergers and acquisitions in Greater China in the Investment Banking Division of Morgan Stanley Asia Limited prior to joining Morgan Stanley Private Equity Asia. From September 1996 to March 2000, he was a corporate attorney specializing in mergers and acquisitions with Simpson Thacher & Bartlett in New York and Hong Kong. Mr. Sun received a Bachelor of Science in Engineering degree in Chemical Engineering, *magna cum laude*, from the University of Michigan in 1993 and a J.D., *cum laude*, from the University of Michigan Law School in 1996.

Mr. Eddy Huang (黃翊), age 36, joined the Board on May 8, 2008. Mr. Huang is currently a managing director of Morgan Stanley Asia Limited and a senior member of Morgan Stanley Private Equity Asia focusing on China investments. Mr. Eddy Huang has been with Morgan Stanley Asia Limited since 2003 and advised on a broad range of technology, media and telecommunications transactions across Greater China for Morgan Stanley Asia Limited's Investment Banking Division prior to joining Morgan Stanley Private Equity Asia. Prior to joining Morgan Stanley Asia Limited, Mr. Huang was previously with Morgan Stanley's Investment Banking Division in New York. Mr. Huang is currently a non-executive director of Sihuan Pharmaceutical Holdings Group Ltd., a company listed on the Hong Kong Stock Exchange (Stock Code: 460). He is also a director of CIMIC Industrial Group Ltd. and its subsidiary, Shanghai CIMIC Tiles Co., Ltd., which is a Shenzhen-listed company (Stock Code: 002162). Mr. Huang received a Bachelor of Liberal Arts degree from Yale University in 1997 and a Master of Business Administration degree from Harvard Business School in 2002.

Independent Non-executive Directors

Professor Li Kwok Cheung, Arthur (李國章), age 66, was appointed as an independent non-executive Director with effect from May 4, 2011. Professor Li is currently the deputy chairman of

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The Bank of East Asia, Limited (Stock Code: 23) and an independent non-executive director of Shangri-La Asia Limited (Stock Code: 69), both being companies listed on the Hong Kong Stock Exchange, a non-executive director of AFFIN Holdings Berhad in Malaysia and BioDiem Ltd. in Australia. Professor Li is also a member of the National Committee of the Chinese People's Political Consultative Conference (中國人民政治協商會議全國委員會). Professor Li served as Professor of Surgery (Founding Chair) in the Department of Surgery of The Chinese University of Hong Kong from 1982 to 2005. In addition, Professor Li was the Dean of the Faculty of Medicine of The Chinese University of Hong Kong from 1992 to 1996 and the Vice-Chancellor of the university from 1996 to 2002. Professor Li was a non-executive director of Glaxo Wellcome plc. from 1997 to 2000. In 2002, Professor Li became Secretary for Education and Manpower as well as a member of the Executive Council of the Hong Kong Special Administrative Region Government and his term ended in June 2007. Prior to 2002, Professor Li was a non-executive director of The Bank of East Asia Limited, China Mobile Limited, Henderson Cyber Limited and The Wharf (Holdings) Limited. During the same period of time, Professor Li was also the non-executive chairman of Corus and Regal Hotels plc. Professor Li resigned from all these positions in 2002 when he assumed his role as Secretary for Education and Manpower in Hong Kong. Professor Li obtained his medical degree from University of Cambridge in 1969. Professor Li has confirmed that he has not, by himself or through any firms, provided profession services to the Company during the Track Record Period.

Mr. Zhang Sen Lin (張森林), age 64, was appointed as an independent non-executive Director with effect from May 4, 2011. Mr. Zhang is currently an independent director of Guangdong Weihua Corporation (廣東威華股份有限公司), a company listed on the Shenzhen Stock Exchange (Stock Code: 002240), an independent director of Sichuan Shengda Forestry Industry Co., Ltd. (四川升達林業產業股份有限公司) (Stock Code: 002259), a company listed on the Shenzhen Stock Exchange and the consultant to the Chinese National Forest Group Corporation (中國林產工業協會). Mr. Zhang has over 20 years of experience in forestry. Mr. Zhang was previously the president of Chinese National Forest Products Industry Association (中國林產工業協會), an independent director of Guangdong Yihua Timber Industry Co., Ltd. (廣東宜華木業股份有限公司), a company listed on the Shanghai Stock Exchange (Stock Code: 600978) and a director of China Jilin Forest Industry Group Co., Ltd. (中國吉林森林工業集團有限責任公司). Mr. Zhang also served as the deputy factory manager and acting factory manager of Jiangxi Timber Mill (江西木材廠) and manager of Jiangxi Province Forestry Industry Company (江西省林業工業公司). Mr. Zhang graduated from Nanjing Forestry University (南京林業大學), majoring in forestry industry and qualified as a professor level senior engineer. Mr. Zhang also studied pulp and paper-making technology and management in Georgia Institute of Technology and modern business management from University of Houston in the United States. Mr. Zhang has confirmed that he has not, by himself or through any firms, provided profession services to the Company during the Track Record Period.

Mr. Chan Siu Wing, Raymond (陳兆榮), age 46, was appointed as an independent non-executive Director with effect from May 4, 2011. Mr. Chan is currently an executive director of ENM Holdings Limited, a company listed on the Main Board of the Hong Kong Stock Exchange (Stock Code: 128). Mr. Chan also holds the position of independent non-executive director of Phoenitron Holdings Limited (formerly known as Cardlink Technology Group Limited) (Stock Code: 8066), a company listed on the Growth Enterprise Market of the Hong Kong Stock Exchange. Mr. Chan has over 20 years of experience in the field of accounting, taxation, finance and trust. Mr. Chan holds a Bachelor of Economics degree from the University of Sydney. Mr. Chan is a

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certified public accountant of the Hong Kong Institute of Certified Public Accountants, a certified practicing accountant of the Australian Society of Certified Practising Accountants, and a founding member of the Macau Society of Certified Practising Accountants. For the period from September 28, 2004 to December 22, 2009, Mr. Chan was an independent non-executive director of Prosperity Investment Holdings Limited (formerly known as GR Investment International Limited) (Stock Code: 310). For the period from April 2, 2009 to April 7, 2010, Mr. Chan was an independent non-executive director of Karce International Holdings Company Limited (Stock Code: 1159). Both Prosperity Investment Holdings Limited and Karce International Holdings Company Limited are companies listed on the Main Board of the Hong Kong Stock Exchange. For the period from September 1, 2008 to November 30, 2010, Mr. Chan was an independent non-executive director of Pan Asia Mining Limited (formerly known as Intelli-Media Group (Holdings) Limited) (Stock Code: 8173), a company listed on the Growth Enterprise Market of the Hong Kong Stock Exchange. Mr. Chan has confirmed that he has not, by himself or through any firms, provided profession services to the Company during the Track Record Period.

Mr. Ho King Fung, Eric (何敬豐), age 34, was appointed as an independent non-executive Director with effect from May 4, 2011. Mr. Ho is a solicitor of the Hong Kong Special Administrative Region and the chairman and executive director of Ample Hope Limited. Mr. Ho is currently a non-executive director of United Energy Group Limited (Stock Code: 467), a company listed on the Hong Kong Stock Exchange. In Macau, Mr. Ho is also the chairman of P&W Money Changer Limited and Jing Yang Company Limited, and an executive director of Mascargo (Macau) Company Limited. Mr. Ho joined JP Morgan in 2000 as an analyst and worked as a trainee solicitor at Linklaters between 2003 and 2005 and as an associate between 2005 and 2006. Between 2007 and 2010, Mr. Ho worked at Deutsche Bank AG, Hong Kong Branch and his last position held was vice president and head of Hong Kong and Macau Origination. He is a committee member of the Chinese People's Political Consultative Conference of Beijing (中國人民政治協商會議北京市委員會) and the president of Money Exchangers' Association of Macao. Mr. Ho was also awarded China's Top 10 Economic Talents (十大中華經濟英才) in 2009. Mr. Ho graduated from the University of New South Wales, Australia with Bachelor of Commerce (Finance) and Bachelor of Laws degrees. Mr. Ho has confirmed that he has not, by himself or through any firms, provided profession services to the Company during the Track Record Period.

Please refer to the paragraph headed "Appendix IX — Statutory and General Information — Further Information about Directors and Substantial Shareholders" in this prospectus for details of the Directors' interests in the Shares (within the meaning of Part XV of the SFO), particulars of Directors' service agreements and Directors' remuneration.

Save as disclosed above, each of our Directors has confirmed that he/she has not held any other directorships in listed companies during the three years immediately prior to the date of this prospectus and that there are no other matters relating to his/her appointment as a Director that need to be brought to the attention of the shareholders of our Company and there is no other information in relation to his/her appointment which is required to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

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SENIOR MANAGEMENT

The following table sets forth certain information concerning our other senior management members:

<u>Name</u>	<u>Age</u>	<u>Position</u>	<u>Date of Appointment to Position</u>	<u>Key Role</u>
Teoh Chun Ming (張振明)	41	Chief Financial Officer	September 1, 2008	Financial and company secretarial matters of our Group
Liang Zhihua (梁志華) ...	47	Company Secretary General Manager of the Production Department	March 26, 2009 July 1, 2009	Overall management of the production plants and manufacturing facilities of our Group
Meng Qingyan (孟慶焰)	44	Director of the Planning and Management Department	January 1, 2010	Developing, executing and monitoring strategic plans of our Group
Lin Hao (林皓)	40	Executive Deputy General Manager of the Sales and Distribution Department	January 1, 2010	Assisting the General Manager of the Sales and Distribution Department in the overall management of the sales and distribution network of our Company
Shen Naiqiang (沈乃強)	48	Director of the Quality Assurance Centre	February 14, 2006	Overall quality assurance functions of our Group
Li Zhengliang (李正亮) ..	45	General Manager of the Jiangxi Shangrao Project (江西上饒項目)	October 1, 2007	Overall production operation and management of the Jiangxi Shangrao Project
Yang Shulin (楊樹林) ...	55	General Manager of the South America Department	February 1, 2008	Overall business operations of our Group in Peru
Rao Haiqing (饒海清) ...	37	Assistant to the General Manager of the Sales and Distribution Department Director of the Channel Department	January 1, 2010 January 1, 2009	Assisting the General Manager of the Sales and Distribution Department in the overall management of the sales and distribution network of our Company; overall management of sales channels

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Mr. Teoh Chun Ming (張振明), age 41, is the Chief Financial Officer of our Group and Company Secretary of our Company. Mr. Teoh joined our Group in 2008 and was appointed as the Chief Financial Officer and the Company Secretary on September 1, 2008 and March 26, 2009, respectively. Mr. Teoh is responsible for developing the financial strategy for our Group, participating in formulating major investment plans of our Group, providing financial advice for management decision making and overseeing our Group's company secretarial matters. Mr. Teoh has 20 years of accounting and finance experience. Prior to joining our Group, Mr. Teoh held senior positions in accounting and finance in various companies listed on the Hong Kong Stock Exchange. Mr. Teoh is a fellow member of the Hong Kong Institute of Certified Public Accountants, a fellow member of the Association of Chartered Certified Accountants and a member of the Institute of Chartered Accountants in England and Wales. Mr. Teoh obtained a master's degree in professional accounting from the Hong Kong Polytechnic University in 2005.

Mr. Liang Zhihua (梁志華), age 47, is the General Manager of the Production Department of our Group. Mr. Liang was appointed to the current position on July 1, 2009 and is responsible for the overall management of the production plants and manufacturing facilities of our Group, such as overseeing the execution of management policies and processes of the production plants of our Group, coordinating the sharing of facilities, raw materials and other resources between production plants, organizing regular plant safety inspections, and development and production of new products. He has five years of experience in the flooring products industry. Mr. Liang joined our Group in 2006 and has since held various managerial positions in the general affairs, human resources and production departments as well as the President's Office of our Group. Mr. Liang is the brother-in-law of Mr. She Jian Bin and Mr. Se Hok Pan.

Ms. Meng Qingyan (孟慶焰), age 44, is the director of the Planning and Management Department of our Group. Ms. Meng was appointed to the current position on January 1, 2010 and is responsible for developing, executing and monitoring our Group's strategic plans by collecting relevant market information and establishing key business processes. Ms. Meng has over 13 years of experience in the wood flooring industry. Ms. Meng joined our Group in 2008 and has held managerial positions in the solid wood business department, product centre and planning and management department since joining our Group. From May 1997 to June 2001, Ms. Meng was a warehouse keeper, a warehouse supervisor, head of statistics and an order manager of Shunde Daliang Yingbin Wood Furniture Mall (順德市大良區盈彬木器傢俬城) and during the period between July 2001 and December 2007, Ms. Meng was an order manager of the business department, director of the business center and a general manager of solid wood business department of Guangdong Yingbin-Nature Wood Industry Co., Ltd. (廣東盈彬大自然木業有限公司). Ms. Meng obtained a bachelor's degree in wood processing from Northeast Forestry University (東北林業大學) in 1989 and qualified as a wood processing engineer in 1995.

Mr. Lin Hao (林皓), age 40, is the Executive Deputy General Manager of the Sales and Distribution Department of our Group. Mr. Lin was appointed to the current position on January 1, 2010 and is responsible for assisting the General Manager of the Sales and Distribution Department in the overall management of the sales and distribution network of our Company, namely achieving the Company's target on sales, profits and sales distribution of the Sales and Distribution Department, planning and management of orders from the Sales and Distribution Centre, analyzing market trends and development and management of distributors and the Operations Department. Mr. Lin has

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approximately ten years of experience in sales and marketing. Mr. Lin joined our Group in 2008 and had served as the assistant to the Chairman and director of brand management centre of our Group. Before joining our Group, Mr. Lin was a director of the brand center, a director of the sales center and a vice president of the brand committee of Guangdong Yingbin-Nature Wood Industry Co., Ltd. (廣東盈彬大自然木業有限公司) from August 2001 to December 2007. Mr. Lin was awarded an “Outstanding Manager” as Elite of the Flooring Industry by the Chinese Flooring Committee of Chinese National Forest Products Industry Association (中國林產工業協會中國地板專業委員會) in 2004, the Fifth Golden Tripod Award of Chinese Marketing Excellence (第五屆中國傑出營銷人金鼎獎) by the Golden Tripod Award of Chinese Marketing Excellence Committee (中國傑出營銷人金鼎獎評委會) in 2007, and was awarded the “15 Prosperous Years of the China Flooring Industry — Outstanding Manager Award” (中國地板行業輝煌十五年傑出經理人獎) in 2010. Mr. Lin graduated from the Faculty of Chinese of the Jiangnan University (江漢大學) in 1992.

Mr. Shen Naiqiang (沈乃強), age 48, is the director of the Quality Assurance Centre of our Group. Mr. Shen was appointed to the current position on February 14, 2006 and is responsible for the overall quality assurance functions of our Group, namely developing the quality objectives, quality policy and quality management system of our Group, developing and codifying internal product standards, participating in national and industry product standards review, and quality arbitration of our Group’s marketed products. Mr. Shen joined our Group in 2006 and serves in our quality assurance centre. Mr. Shen has 14 years of experience in the flooring products industry. Prior to joining our Group, Mr. Shen held senior managerial positions in timber and flooring products companies. Mr. Shen was a plant manager and deputy general manager of Foshen Nanhai Jingcheng Woodwork Co., Ltd. (佛山市南海精誠木業有限公司) from January 1997 to May 2004 and was a production director of Zhejiang Shiyou Timber Co., Ltd. (浙江世友木業有限公司) from June 2004 to February 2006.

Mr. Li Zhengliang (李正亮), age 45, is the General Manager of the Jiangxi Shangrao Project of our Group. Jiangxi Shangrao Project was the basis for the establishment of Jiangxi Yingran and our flooring factory in Shangrao, Jiangxi Province, PRC. Mr. Li was appointed to the current position on October 1, 2007 and is responsible for the overall production operation and management of the Jiangxi Shangrao Project. Mr. Li has approximately 14 years of experience in the management of wood based panels plants. Prior to joining our Group in 2007, Mr. Li held senior managerial positions in various timber and flooring products companies. Mr. Li served as a deputy plant manager at Jiangxi Yichun Medium Density Fiberboard Factory (江西宜春中密度纖維板廠) from August 1997 to September 2001, a chief engineer at Huomanneite Co., Ltd. (霍曼內特有限公司) from October 2001 to June 2003 and a deputy general manager and general manager at Daya Wood (Maoming) Co., Ltd. (大亞木業(茂名)有限公司) from July 2003 to October 2005. Mr. Li was also a senior management of Asia Dekor (Huizhou) Woods Co., Ltd. (亞洲創建(惠州)木業有限公司) from November 2005 to March 2006 and a general manager of Krono (Jiangsu) Wood/Flooring Co., Ltd. (柯諾(江蘇)木業/地板有限公司) from March 2006 to September 2007. Mr. Li graduated from Nanjing University of Aeronautics and Astronautics (南京航空航天大學) and was qualified as a senior engineer in 2001 and as a senior professional manager and certified assets manager in 2009.

Mr. Yang Shulin (楊樹林), age 55, is the General Manager of the South America Department of our Group. Mr. Yang was appointed to the current position on February 1, 2008 and is responsible for the overall business operations of our Group in Peru, such as raw material purchases, wood processing

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and export sales. Mr. Yang joined our Group in 2007 and previously served as the general manager of Kunshan Nature. Mr. Yang has over three years of experience in management of wood business. Mr. Yang was a part-time professor at the College of Material Science and Technology of Beijing Forestry University (北京林業大學) from January 2007 to December 2009. Mr. Yang graduated from Tsinghua University (清華大學) in 1982 and was qualified as a senior engineer in forestry in 1996. Mr. Yang also pursued the master of business administration program at University of International Business and Economics (對外經濟貿易大學) from 2002 to 2004.

Mr. Rao Haiqing (饒海清), age 37, is the Assistant to the General Manager of the Sales and Distribution Department, and director of the Channel Department of our Group. Mr. Rao was appointed as the Assistant to General Manager of the Sales and Distribution Department and Director of the Channel Department on January 1, 2010 and January 1, 2009, respectively. Mr. Rao is responsible for assisting the General Manager of the Sales and Distribution Department in the overall management of the sales and distribution network of our Company, namely analyzing market information and sales data, assisting the General Manager in public relations and in making major decisions in relation to market risks, assisting in coordinating inter-departmental conflicts and overall management of distributors, supermarket, sales to property development companies and retail outlets operations. Mr. Rao has approximately 10 years of experience in flooring products industry. Mr. Rao joined our Group in 2004 and has since held positions in various departments, namely the sales and distribution, supermarket, after-sales services and channel departments. Mr. Rao graduated from Zhanjiang Ocean University (湛江海洋大學), now known as Guangdong Ocean University (廣東海洋大學).

COMPANY SECRETARY

Mr. Teoh Chun Ming (張振明), a member of our senior management, was appointed as the Company Secretary of our Company on March 26, 2009. Biographical information of Mr. Teoh Chun Ming is set out in the paragraph headed “Senior Management” above.

BOARD COMMITTEES

Audit Committee

Our Directors have approved on May 3, 2011 the establishment of an audit committee with effect from Listing, with written terms of reference in compliance with Rule 3.21 of the Listing Rules and paragraph C.3 of the Code on Corporate Governance Practices, as set out in Appendix 14 to the Listing Rules. The audit committee consists of three independent non-executive Directors, namely Mr. Chan Siu Wing, Raymond, Mr. Zhang Sen Lin, and Mr. Ho King Fung, Eric. Mr. Chan Siu Wing, Raymond, an independent non-executive Director with the appropriate professional qualifications, has been appointed as chairman of the audit committee.

The primary duties of the audit committee are to assist our Board in providing an independent view of the effectiveness of our financial reporting process, internal control and risk management system, to oversee the audit process and to perform other duties and responsibilities as assigned by our Board.

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Remuneration Committee

Our Directors have approved on May 3, 2011 the establishment of a remuneration committee with effect from Listing with written terms of reference in compliance with paragraph B.1 of the Code on Corporate Governance Practices, as set out in Appendix 14 to the Listing Rules. The remuneration committee consists of three independent non-executive Directors, namely Professor Li Kwok Cheung, Arthur, Mr. Zhang Sen Lin, and Mr. Ho King Fung, Eric. Professor Li Kwok Cheung, Arthur has been appointed as the chairman of the remuneration committee.

The primary duties of the remuneration committee include (i) making recommendations to our Board on our policy and structure for all remuneration of Directors and senior management and on the establishment of a formal and transparent procedure for developing the policy on such remuneration; (ii) determining the specific remuneration packages of all executive Directors and senior management and making recommendations to our Board of the remuneration of the non-executive Directors; and (iii) reviewing and approving performance-based remuneration by reference to corporate goals and objectives resolved by our Board from time to time.

Executive Committee

Our Directors have approved on May 3, 2011 the establishment of an executive committee with effect from Listing with written terms of reference approved by the Directors. The executive committee consists of two executive Directors, namely Mr. Se Hok Pan and Ms. Un Son I. Mr. Se Hok Pan has been appointed as the chairman of the executive committee.

The primary duties of the executive committee include, among other things, (i) implementing the business plan and company strategies as approved by the Board and developing specific implementation plan; and (ii) monitoring and overseeing the implementation of the budget as approved by the Board.

COMPLIANCE ADVISOR

We have, in compliance with Rule 3A.19 of the Listing Rules, appointed Guangdong Securities Limited as our compliance advisor who will assist and advise our Company in connection with the Listing Rules and guidelines. Specifically, pursuant to Rule 3A.23 of the Listing Rules, our compliance advisor will also advise us on the following circumstances:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be considered as a notifiable or connected transaction, is contemplated, including share issues and share repurchases;
- where we propose to use the proceeds of the Global Offering in a manner different from that detailed in this prospectus or where our business activities, developments or results deviated from any forecast, estimate or other information in this prospectus; and
- where the Hong Kong Stock Exchange makes an inquiry of us regarding unusual movements in the price or trading volume of our Shares.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

The terms of the appointment shall commence on the Listing Date and end on the date which we distribute our annual report in respect of our financial results for the first full financial year commencing after the Listing Date and such appointment may be subject to extension by mutual agreement.

REMUNERATION OF DIRECTORS AND SENIOR MANAGEMENT

Our Directors and senior management receive compensation in the form of fees, salaries, allowances, benefits in kind and/or discretionary bonuses relating to the performance of our Group. We also reimburse our Directors and senior management for expenses which are necessarily and reasonably incurred for providing services to us or discharging their duties in relation to our operations. When reviewing and determining the specific remuneration packages for our executive Directors and senior management, our remuneration committee takes into consideration factors such as salaries paid by comparable companies, time commitment and responsibilities of our Directors, employment elsewhere in our Group and desirability of performance-based remuneration.

The aggregate amounts of remuneration (including directors' fees, salaries, allowances, discretionary bonus and other benefits in kind, including equity settled share-based payment expenses) paid to our Directors for the years ended December 31, 2008, 2009 and 2010 were approximately RMB7.4 million, RMB6.3 million and RMB6.3 million, respectively.

The aggregate amounts of remuneration (including salaries and other emoluments, including equity settled share-based payment expenses) paid to the five highest paid individuals of our Company who included five Directors for the year ended December 31, 2008 and three Directors for the years ended December 31, 2009 and 2010 were approximately RMB7.4 million, RMB8.5 million and RMB8.8 million, respectively.

We have not paid any remuneration to our Directors or the five highest paid individuals as an inducement to join or upon joining us or as a compensation for loss of office in respect of the years ended December 31, 2008, 2009 and 2010. Further, none of our Directors have waived any remuneration during the same period.

Save as disclosed above, no other payments have been paid or are payable, in respect of the years ended December 31, 2008, 2009 and 2010, by us or any of our subsidiaries to our Directors.

Under the arrangements currently in force, the aggregate amount of remuneration (excluding any discretionary bonus which may be paid) and benefits in kind (including the retirement benefit contribution) payable by us to our Directors for the year ending December 31, 2011 is estimated to be approximately RMB7.0 million.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

EMPLOYEES

As of December 31, 2010, our Group had a total of 1,837 full-time employees. Set out below is a breakdown of the number of our full-time employees by functions:

<u>Functions</u>	<u>Number of Employees</u>
Finance	69
Management	104
Production, Technical Support and Quality Control	949
Sales and Marketing	378
Logistics and Purchasing	165
Administration and Human Resources	117
Product Development	55
Total	<u>1,837</u>

We recruit our personnel from the open market. We offer competitive remuneration packages to our employees, including salaries and bonuses to qualified employees. We provide technical as well as operational training to all new employees and on-going training for all employees. Since our Group was established, we have not experienced any significant turnover of staff nor any disruption to our business operations due to labor disputes. Our Directors consider that our Group has maintained a good relationship with our employees.

For the three years ended December 31, 2010, we have complied, in all material respects, with relevant PRC labor laws and regulations in all material respects, including contributing to employee retirement benefit schemes, medical and social security insurance schemes and housing provident fund. In Hong Kong, our Group has participated in a mandatory provident fund scheme for our employees in Hong Kong in accordance with the applicable Hong Kong laws and regulations.