

# Biographical Details of Directors and Senior Management

Biographical details of the directors of the Company and the senior management of the Group are set out as follows:-

## EXECUTIVE DIRECTORS

**Mr Chang Wen I**, aged 52, is the chairman and one of the founders of the Group. Mr Chang is also the Chairman of the Taiwan Footwear Manufacture Association and a Senator of the Legislative House in Taiwan. Mr Chang is responsible for formulating the Group's corporate strategy and planning. Mr Chang joined the Group since 1988 and has over 25 years of experience in the footwear industry.

**Mr Chen Hsien Min**, aged 50, is the managing director and one of the founders of the Group. Mr Chen is responsible for the overall corporate planning and day-to-day operations of the Group, including its production, marketing and sales activities. He has a Bachelor's degree in Land Economics from the National Cheng Chi University of Taiwan. Mr Chen joined the Group since 1988 and has over 25 years of experience in the footwear industry. Mr Chen is a brother-in-law of Mr Chang Wen I.

**Mr Chen Ying Chieh**, aged 32, is the general manager of the Group's PRC domestic sales department. Mr Chen is responsible for promoting sales and formulating the Group's marketing strategy for the PRC market. Mr Chen has a Bachelor's degree in International Trade Business from University of Zhengyou. He has been working with the Group since 1992.

**Madam Chang Li Pi Hsia**, aged 48, is the operational director of the Group. Madam Chang is responsible for the operation functions of the Group. Madam Chang has a Bachelor's degree in statistic from a university in Taiwan. Prior to her joining the Group in August 2000, she has over 20 years experience in the accounting field. Madam Chang is the wife of Mr. Chang Wen I.

## NON-EXECUTIVE DIRECTORS

**Mr Lee Hau Kit, Alex**, aged 66, is the President of Eco-Pacific Corporation, Taiwan International Tobacco Corporation and Mandarin Enterprises Corporation in Taiwan. Mr Lee holds a Bachelor's degree in Agricultural Economics from the National Chung Hsin University, Taiwan. He is a member of a number of trade and business organizations in Taiwan including Taipei Tong Cheng Lions Club and the Chinese National Association of Industry and Commerce.

**Mr Chen Si An**, aged 57, is a Director of the Central Daily News in Taiwan. Mr Chen is also a director of several educational institutions and the Chairman of the National Development Foundation in Taiwan. Mr Chen holds a Bachelor's degree in Pharmacy from the Taipei Medicine College.

## ***Biographical Details of Directors and Senior Management (continued)***

### SENIOR MANAGEMENT

**Mr Chung Chin Keung**, aged 33, is the financial controller of the Group. Mr Chung is responsible for accounting and finance of the Group. He has 11 years of experience in accounting and finance. Prior to joining the Group in September 1997, he worked for a listed company in Hong Kong.

**Mr Ip Ching Bun Ben**, aged 29, is the Company Secretary of the Group. Mr Ip is responsible for accounting and company secretarial work of the Group. He has six years of experience in the field of accounting. Mr Ip has a Bachelor's Degree from Hong Kong Baptist University. Prior to joining the Group in June 2000, he worked for a listed Company in Hong Kong.

**Mr Chang Chun Wang**, aged 49, is the vice general manager of the Group. Mr Chang is responsible for the Group's production activities. Mr Chang has over 19 years of experience in the footwear industry. He has been working with the Group since 1994.

**Mr Hsu Szu Che**, aged 48, is the senior manager responsible for general administration and management of the Group's sales office and manufacturing facilities in Fuzhou. Mr Hsu has over 19 years of experience in the administration and management of footwear manufacturing facilities. He has been working with the Group since 1994.

**Madam Lai Tseng Chun Mei**, aged 56, is the manager of Shanghai Guang Wei. Madam Lai is responsible for the day-to-day operations of the Shanghai Guang Wei. Madam Lai has over 20 years of experience in the administration and operations of footwear manufacturing facilities. She has been working with the Group since 1994.

**Madam Chi Shu Tzu**, age 34, is the sales manager of ladies footwear. She is responsible for sales and marketing of certain overseas customers. Madam Chi has over 17 years of experience in the footwear industry. She has been working with the Group since 1994.

**Madam Chen Li Hui**, age 36, is the sales manager of sports footwear. She is responsible for sales and marketing of Puma products. Madam Chen has over 16 years of experience in the footwear industry. She has been working with the Group since 1994.

**Mr Chou Chang Hsuing**, age 54, is the manager of central administration department in the PRC. Mr Chou is in charges of the planning and supervision of resources allocations among the factories and the implementation of cost control program. Mr Chou has over 26 years of experience in the administration and management in the footwear industry. He has been working with the Group since 1994.

**Mr Tsai Ko Chung**, age 43, is the senior manager of the Group's PRC domestic sales department. Mr Tsai is in charge of various research and development program. Mr Tsai assists Mr Chen Ying Chieh, the general manager of the Group's PRC domestic sales department, in product development in the PRC domestic footwear market. Mr Tsai has more than 21 years of experience in the footwear industry. He has been working with the Group since 1995.