

## Directors and Senior Management Profile

### Executive Directors

Mr. Hsu Chen Shen, aged 48, is the chairman and the founder of the Group. Mr. Hsu has over 28 years of experience in the lighting industry. Mr. Hsu is responsible for the strategic planning, corporate policy and overall management and marketing aspects of the Group. In 1989, Mr. Hsu had been the committee member of Taiwan Lighting Fixture Export Association for a term of three years. In 1998, Mr. Hsu was appointed as a consultant to 廣東台商照明聯誼會 (Taiwan Lighting Businessmen's Association). In 1999, Mr. Hsu was appointed as the director of the third general assembly for 台商協會 (Taiwan Businessmen's Association) Hu Men District of Dongguan.

Mr. Hsu Shui Sheng, aged 59, has been with the Group since its establishment. He is the brother of Mr. Hsu Chen Shen and Mr. Hsu Chin Liang. He has over 28 years of experience in the lighting industry. Mr. Hsu Shui Sheng is the vice-chairman of the Group and is responsible for the production department of the Group.

Mr. Pak Ping Chun, aged 65, joined the Group in October 1991. He has over 26 years of experience in the lighting industry. Mr. Pak is the sales director of the Group and is responsible for the sales functions of the Group. Before entering the lighting industry, Mr. Pak had worked in an U.S. international bank for over 20 years and had gained experience in international trade and corporate treasury.

Mr. Yang Hsien Lin, aged 44, has been with the Group since its establishment. Mr. Yang has over 24 years of experience in the lighting industry and is the production director of the Group and is directly responsible for the Group's production as well as purchasing and materials control functions.

Mrs. Hsu Wei Jui Yun, aged 44, has been with the Group since its establishment. She is the wife of Mr. Hsu Chen Shen. She has over 23 years of experience in the lighting industry. Mrs. Hsu is the administration director of the Group and is responsible for the customer relation functions as well as for the management and administration functions of the Group.

Mr. Hsu Chin Liang, aged 55, is the product development director of the Group and is responsible for providing advice on production techniques of lighting products manufactured by the Group. He has over 22 years of experience in the lighting industry. He joined the Group in October 1991 and is a brother of Mr. Hsu Chen Shen and Mr. Hsu Shui Sheng.

Mr. Hsu Chiang Lung, aged 38, is a senior manager and responsible for the quality control and assurance process of the production. He has over 18 years of experience in the lighting industry. He joined the Group in October 1991. He is the nephew of Mr. Hsu Chen Shen, Mr. Hsu Shui Sheng and Mr. Hsu Chin Liang.



### Independent Non-executive Directors

Mr. Leung Hok Lim, CPA (Aust.), CPA (Macau), FHKSA, CPA, aged 72, has been an independent non-executive director of the Company since 1999. He is the founding and senior partner of PKF (formerly known as H. L. Leung & Co.), Certified Public Accountants. Mr. Leung obtained his fellowship with Hong Kong Society of Accountants (now known as The Hong Kong Institute of Certified Public Accountants) in 1973. He is the vice chairman of the Business Enterprise Management Centre of the Hong Kong Management Association, a non-executive director of Beijing Hong Kong Exchange of Personnel Centre Limited. Mr. Leung is a member of the Chinese People's Political Consultative Commission of Hainan Province of People's Republic of China since 1993. In the business sector, Mr. Leung is a director or non-executive director respectively of a number of private and listed companies.

Mr. Chan Nien Po, aged 71, has been an independent non-executive director of the Company since 1999. He has over 21 years of experience in trading business in Taiwan. In 1995, he became a life member of Junior Chamber International. In 1996, he was appointed as Chairman to Taiwan Lighting Fixture Export Association for a term of three years.

Dr. Hsiao Horng Ching, aged 52, has been an independent non-executive director of the Company since 2004. He is the professor of the Electrical Engineering Faculty at the Taiwan Technology University (台灣科技大學) currently. Dr. Hsiao holds a doctoral degree from the Taiwan Technology University and an electrical engineer's professional licence. Dr. Hsiao Horng Ching has over 28 years of experience in electrical engineering and lighting industry. Since 1994, he has been the director of the Taiwan Lighting Council (台灣照明學會) and the consultant of the Taiwan Region Lighting and Lighting Products Export Industry Society (台灣區照明燈具輸出業同業公會). Furthermore, Dr. Hsiao acted as the consultant and convener at many departments in Taiwan government, such as Environmental Protection Bureau, Energy Ministry and the Investigation Commission and Special Case Team.

### Company Secretary and Qualified Accountant

Mr. Tsang Yuk Yan, Nicol, aged 33, is an Associate Member of The Hong Kong Institute of Certified Public Accountants and a Member of The Association of Chartered Certified Accountants. Mr. Tsang graduated from The Hong Kong Polytechnic University with a Bachelor of Arts in Accountancy. He is the Group financial controller and responsible for all the finance and company secretarial matters of the Group. Prior to joining the Group in February 2002, Mr. Tsang had five years of experience in an international accounting and auditing firm in Hong Kong.

### Senior Management

Mr. Lin Hua-Yin, Alex, aged 46, is the Chief Financial Officer and the personal assistant to the chairman of the Group. Mr. Lin joined the Group in February 2002 and is responsible for the overall administration, corporate development and financial management of the Group. Mr. Lin graduated from Soochow University in Taiwan with a Bachelor of commerce degree in Accounting. He obtained his Master of Business Administration degree from Drexel University in Philadelphia, U.S.A. Prior to joining the Group, he was a senior management of a number of listed companies in Taiwan.

Mr. Nugraha Soemampauw, aged 37, was appointed as a Vice President in 2004 and is responsible for the sales and marketing of the Group. He has over 16 years of experience in the lighting industry. He joined the Group in 1994.

## Directors and Senior Management Profile

### Senior Management (continued)

Mr. Yu Wing Kin, Anthony, aged 37, is the financial controller of the Group and is responsible for the overall financial management and corporate finance and investors relations of the Group. Mr. Yu graduated from the University of Abertay Dundee in Scotland with a Bachelor of Arts degree in Accountancy. He also holds a Master of Science degree in Financial Management from the University of London. Mr. Yu joined the Group in December 1998. Prior to joining the Group, Mr. Yu held a senior auditing position with an international accounting firm. He was involved in flotation and audit assignments of a wide variety of businesses.

Mr. Chung Shao Hung, aged 39, is a senior manager of research and development department of the Group. He joined the Group in October 1992. He has over 13 years of experience in the lighting industry.