

Directors' and Senior Management's Profiles

DIRECTORS

Executive Directors

Mr. Cheng Kwok Woo, aged 50, is the Chairman of the Group. He joined the Group in 1990 and is responsible for strategic planning, business development and Board issues of the Group. He has over 20 years of experience in the trading and manufacturing of abrasive products. Mr. K.W. Cheng is the brother of Mr. Cheng Kwong Cheong and Ms. Cheng Wai Ying.

Mr. Cheng Kwong Cheong, aged 46, is the Vice-Chairman and Chief Executive Officer of the Group. He joined the Group in 1990 and is responsible for overall operations and development of the Group. He has over 20 years of experience in the trading and manufacturing of abrasive products. Mr. K.C. Cheng is the brother of Mr. Cheng Kwok Woo and Ms. Cheng Wai Ying.

Mr. Chow Yin Kwang, aged 68, joined the Group in 1995. He is responsible for the project development and quality management of the Group. He has over 10 years of experience in the Group's project development, operation and quality management. Before joining the Group, Mr. Chow had more than 30 years of experience in operation management.

Ms. Cheng Wai Ying, aged 48, joined the Group in 1990. She is responsible for the financial management of the Group. She has over 20 years of experience in financial management and business operation management. Ms. Cheng is the sister of Mr. Cheng Kwok Woo and Mr. Cheng Kwong Cheong.

Ms. Chan Yim Fan, aged 56, joined the Group in 1990. She is responsible for the logistics of the Group including product supply, delivery, storage, and raw materials as well as trading product procurement. She has over 20 years of experience in logistics management.

Non-executive Director

Mr. Zheng Jin Hong, aged 43, joined the Group in 2002. He is a certified public accountant and certified tax accountant in the PRC. He is a director of the Dongguan Accounting Society and an executive director of the Dongguan Association of Certified Public Accountants.

Independent Non-executive Directors

Mr. Anthony Francis Martin Conway, aged 67, was appointed as an independent non-executive director in May 2003. He has over 40 years of experience in information technology and telecommunications, having held director and senior management positions in various renowned telecoms and information technology companies. He is currently the chairman of I.Tel (Holdings) Limited, and a fellow member of the Hong Kong Institute of Directors, the Hong Kong Management Association, the British Computer Society and the Hong Kong Institution of Engineers. Mr. Conway is also an independent non-executive director of Armitage Technologies Holding Limited, Polytec Asset Holdings Limited and Wing On Company International Limited, all are listed on the Stock Exchange.

Mr. Leung Yuen Wing, aged 40, was appointed as an independent non-executive director in September 2004. He had held managerial positions in various renowned accounting firms and an investment bank. He is currently the Financial Controller and Company Secretary of iMerchants Limited, and a certified public accountant of the Hong Kong Institute of Certified Public Accountants and a fellow member of the Association of Chartered Certified Accountants.

Directors' and Senior Management's Profiles (Continued)

Mr. Lam Hon Ming Edward, aged 37, was appointed as an independent non-executive director in September 2004. He has over 10 years experience in corporate finance and management sector and is a specialist in compliance auditing for financial institutions in Greater China. He is currently a director of Benchmark Corporate Consultants (HK) Company Limited, an associate member of the Institute of Chartered Secretaries and Administrators and the Hong Kong Institute of Chartered Secretaries and a fellow member of the Taxation Institute of Hong Kong.

SENIOR MANAGEMENT

Mr. Fong Siu Chung, aged 45, is the marketing development manager of the Group. He joined the Group in 1996 and is responsible for market and product development of the Group. Mr. Fong holds a Bachelor degree from National Chengchi University of Taiwan.

Mr. Tam Kwok Kuen, aged 43, is the sales administration manager of the Group. He joined the Group in 2003 and is responsible for the sales services affairs of the Group. He holds a Master of Business Administration degree from Royal Melbourne Institute of Technology University, Australia. Before joining the Group, Mr. Tam had worked in HSBC Group. He has more than 17 years experience in the field of international trade.

Mr. Wong Wai Hung, aged 49, is the production manager of the Group. He joined the Group in 1998 and is responsible for the production and factory management of the Group. Mr. Wong graduated from the Hong Kong Polytechnic. He has over 20 years experience in the manufacturing industry.

Mr. Tsang Lok Chuen, aged 58, is the logistics manager of the Group. He joined the Group in 1990 and is responsible for product delivery and transportation of the Group. Mr. Tsang has more than 20 years experience in logistics management.

Mr. Lee Kam Wing, aged 41, is the information technology manager of the Group. He joined the Group in 1992 and is responsible for the management of system operations and network infrastructure of the Group. Mr. Lee holds a Bachelor of Science in Computing and Networking degree from The Open University of Hong Kong. Before joining the Group, Mr. Lee had worked in the information technology sector of various listed companies in Hong Kong for 10 years.

Ms. Hon Wing Yin, aged 31, is the administration and personnel manager of the Group. She joined the Group in 1995 and is responsible for the general administration and human resource management of the Group. Ms. Hon holds a Bachelor of Business (Business Administration) degree from Royal Melbourne Institute of Technology University, Australia.

Ms. Yip Chui Ling, aged 31, is the corporate planning analyst of the Group. She joined the Group in 2003 and is responsible for corporate planning and compliance affairs of the Group. She is a certified public accountant of the Hong Kong Institute of Certified Public Accountants and a fellow member of the Association of Chartered Certified Accountants. Ms. Yip holds a Master of Business Administration degree from The Chinese University of Hong Kong.