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執行董事

蔣泉龍先生，48歲，本集團創辦者及主席。蔣先生在稀土及耐火材料行業擁有逾二十年經驗。蔣先生負責制訂本集團整體業務發展政策及監督集團日常運作。於創辦本集團之前，蔣先生曾擔任某耐火材料製造廠的經理及某玻璃陶瓷製造公司的營業經理。蔣先生為本集團副主席錢元英女士之丈夫。

錢元英女士，41歲，本集團創辦者及副主席兼任宜興新威利成耐火材料有限公司總經理。蔣太太在稀土及耐火材料行業方面擁有逾十年經驗。蔣太太協助主席進行本集團整體管理工作及專責本集團業務的市場推廣工作。於創辦本集團之前，蔣太太曾任職學校教師。蔣太太為本集團主席蔣先生之妻子。

范亞軍先生，33歲，於一九八八年加入本集團。范先生為本集團行政總裁，並負責本集團整體行政工作及監督本集團稀土業務的運作。

Executive Directors

Mr Jiang Quanlong, aged 48, is a founding member and the chairman of the Group. Mr Jiang has over 20 years of experience in the rare earth and refractory materials industry. Mr Jiang is responsible for the formulation of the Group's overall business development policies and oversees the daily operations of the Group. Prior to the founding of the Group, Mr Jiang had been a factory manager of a refractory materials production plant and a sales manager of a glass and ceramics manufacturing company. Mr Jiang is the husband of Ms Qian Yuanying, the deputy chairman of the Group.

Ms Qian Yuanying, aged 41, is a founding member and the deputy chairman of the Group, she is also the general manager of Yixing Xinwei Leeshing Refractory Materials Company Limited. Mrs Jiang has over 10 years of experience in the rare earth and refractory materials industry. Mrs Jiang assists the chairman in the overall management of the Group and has particular responsibility for the marketing aspect of the Group's business. Prior to the founding of the Group, Mrs Jiang was a high school teacher. Mrs Jiang is the wife of Mr Jiang, the chairman of the Group.

Mr Fan Yajun, aged 33, joined the Group in 1988. Mr Fan is the chief executive officer of the Group and is responsible for the overall administration of the Group and oversees the operations of rare earth business of the Group.

杜小梅女士，37歲，本集團負責銷售及海外公司之副總經理。負責集團香港公司的整體管理工作和海外業務。杜女士於一九九九年加入本集團，彼在稀土及金屬行業，已有逾十六年的經驗。

獨立非執行董事

劉余九先生，67歲，自一九九九年擔任本集團之獨立非執行董事。劉先生為國家計委稀土專家組應用開發組組長及中國稀土學會常務理事。劉先生亦為中國稀土學報副主編。劉先生於一九九二年十二月至一九九七年十二月期間擔任為中國稀土開發公司總工程師。

黃春華先生，36歲，自二零零一年二月起擔任本集團之獨立非執行董事。黃先生是本港一家上市公司的執行董事兼財務總監，黃先生擁有英國斯特克萊大學工商管理碩士和市場學博士學位，歷任匯豐證券(亞洲)中國分析員和里昂證券公司中國研究部高級分析員及市場策略分析員。

公司秘書

羅納德先生，31歲，於一九九九年加入本集團，為本公司財務總監及公司秘書。羅先生畢業於香港並取得工商管理學士學位，為香港會計師公會及英國特許公認會計師公會會員。羅先生原任職於某大會計師行，擁有逾七年經驗。

高級管理層

樓吉翔先生，49歲，於二零零零年加入本集團，在宜興新威利成稀土有限公司任總經理一職。樓先生原是一家著名稀土廠的副總經理，在稀土和金屬行業擁有逾二十年的經驗。

俞正明先生，65歲，於一九九九年加入本集團，擔任宜興新威利成稀土有限公司的總工程師兼技術顧問。俞先生原是一家著名稀土廠的廠長及總工程師，是稀土及金屬行業的資深專家。

Ms To Siu Mui, Annie, aged 37, is the deputy general manager of the Group's overseas office. She is responsible for the overall management of the Group's Hong Kong office. Ms To joined the Group in 1999. Ms To has over 16 years of experience in the industry of rare earth and metal products.

Independent Non-executive Directors

Mr Liu Yujiu, aged 67, joined the Group in 1999 as an independent non-executive director. Mr Liu is the head of the Rare-Earth Experts Group, Applications and Development Section under the State Planning Commission. Mr Liu is also the executive of China Rare Earth Science Society and deputy editor-in-chief of China Rare Earth Journal. Mr Liu was appointed as chief engineer of China Rare Earth Development Corporation for the period between December 1992 to December 1997.

Mr Huang Chunhua, Charles, aged 36, joined the Group in February 2001 as an independent non-executive director of the Company. Mr Huang is the executive director and financial controller of a listed company in Hong Kong. Mr Huang is Ph.D of Marketing and MBA of University of Strthelyde. Mr Huang was previously a senior investment analyst, China Research of CLSA Emerging Markets and China analyst of HSBC Securities Asia Ltd.

Company Secretary

Mr Law Lap Tak, Desmond, aged 31, joined the Group in 1999. Mr Law is the financial controller and company secretary of the Company. Mr Law graduated in Hong Kong with a degree of bachelor of business administration. Mr Law is a member of The Hong Kong Society of Accountants and The Association of Chartered Certified Accountants. Prior to joining the Group, Mr Law was with an international accounting firm in Hong Kong for over 7 years.

Senior Management

Mr Lou Jixiang, aged 49, joined the Group in 2000. Mr Lou is the general manager of Yixing Xinwei Leeshing Rare Earth Company Limited. Prior to joining the Group, Mr Lou was the deputy general manager of a renowned rare earth factory. Mr Lou has over 20 years of experience in the rare earth and non-ferrous metals industry.

Mr Yu Zhengming, aged 65, joined the Group in 1999. Mr Yu is the chief engineer and technical consultant of Yixing Xinwei Leeshing Rare Earth Company Limited. Prior to joining the Group, Mr Yu was the factory general manager and chief engineer of a renowned rare earth factory. Mr Yu is an expert in rare earth and non-ferrous metals industry.

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許盤鳳女士，36歲，於一九八七年加入本集團，出任宜興新威利成稀土有限公司副總經理兼銷售部長，許女士在稀土產品的生產和營銷上擁有豐富的工作經驗。

徐建文先生，32歲，於一九九八年加入本集團。現任職宜興新威利成稀土有限公司生產事業部主管。徐先生在稀土行業擁有逾十年的經驗。

趙建文先生，34歲，於一九八七年加入本集團。現任職宜興新威利成稀土有限公司生產事業部副主管。趙先生在稀土行業擁有逾十年的經驗。

朱盤軍先生，40歲，於一九八六年加入本集團。現任職宜興新威利成稀土有限公司設備主管。朱先生在稀土行業擁有逾十年的經驗。

蔣才南先生，42歲，於一九八六年加入本集團。現任職宜興新威利成耐火材料有限公司副總經理。蔣先生在耐火行業擁有逾二十年的豐富經驗。

吳益平先生，39歲，於一九八八年加入本集團，現出任宜興新威利成耐火材料有限公司一分廠廠長，吳先生在耐火材料的生產和管理上經驗豐富。

陳良平先生，53歲，於一九九五年加入本集團。現出任宜興新威利成耐火材料有限公司副總經理。陳先生在耐火行業擁有多年經驗。

桑原禮次郎先生，58歲，於二零零一年三月加入本集團，出任宜興新威利成耐火材料有限公司總工程師，桑原先生原是日本一家著名跨國公司海外事業部技術總監，擁有非常豐富的耐火材料生產與管理經驗。

白彬小姐，49歲，於二零零零年加入本集團。現任職宜興新威利成耐火材料有限公司技術開發部主管兼工程師。白小姐在耐火行業擁有逾二十年的經驗。

Ms Xu Panfeng, aged 36, joined the Group in 1987. She is the assistant general manager and sales manager of Yixing Xinwei Leeshing Rare Earth Company Limited and has years of experience in production and marketing of rare earth industry.

Mr Xu Jianwen, aged 32, joined the Group in 1998. Mr Xu is the head of production department of Yixing Xinwei Leeshing Rare Earth Company Limited. Mr Xu has over 10 years of experience in rare earth industry.

Mr Zhao Jianwen, aged 34, joined the Group in 1987. Mr Zhao is the deputy head of production department of Yixing Xinwei Leeshing Rare Earth Company Limited. Mr Zhao has over 10 years of experience in rare earth industry.

Mr Zhu Panjun, aged 40, joined the Group in 1986. Mr Zhu is the head of facility department of Yixing Xinwei Leeshing Rare Earth Company Limited. Mr Zhu has over 10 years of experience in rare earth industry.

Mr Jiang Caina, aged 42, joined the Group in 1986. Mr Jiang is the head of production of the sub-workshop of Yixing Xinwei Leeshing Refractory Materials Company Limited. Mr Jiang has over 20 years of experience in refractory materials industry.

Mr Wu Yiping, aged 39, joined the Group in 1988. He is the head of No. 1 sub-workshop of Yixing Xinwei Leeshing Refractory Materials Company Limited and has years of experience in production and administration of refractory materials.

Mr Chen Liangping, aged 53, joined the Group in 1995. Mr Chen is the deputy general manager of Yixing Xinwei Leeshing Refractory Materials Company Limited. Mr Chen has years of experience in refractory materials industry.

Mr Reijiro Kuwahara, aged 58, joined the Group in March 2001. He is the chief engineer of Yixing Xinwei Leeshing Refractory Materials Company Limited. Prior to joining the Group, he was the technical supervisor of Overseas Division of a famous international company in Japan and has years of experience in production and administration of refractory materials.

Ms Bai Bin, aged 49, joined the Group in 2000. Ms Bai is the head of technology development department and engineer of Yixing Xinwei Leeshing Refractory Materials Company Limited. Ms Bai has over 20 years of experience in refractory materials industry.