

# DIRECTORS AND SENIOR MANAGEMENT PROFILES

## DIRECTORS

### Executive Directors



**Mr. Sze Man Bok**, aged 54, is the Chairman of the Group. He is responsible for the Group's overall corporate direction and business strategy. Mr. Sze is one of the founding shareholders of the Company.



**Mr. Hui Chi Lin**, aged 50, is the Deputy Chairman and the Chief Executive Officer of the Group. He is responsible for strategic planning, human resources and the overall management of the Group. Mr. Hui is one of the founding shareholders of the

Company. Mr. Hui has the title of senior economist in the PRC and is a member of the National Committee of the Chinese People's Political Consultative Conference (the "NCCPPCC") and a standing committee member of All-China Federation Of Industry and Commerce. He is also the deputy chairman of Fujian Province Industry and Trade Association and the chairman of Quanzhou City Trade Association.



**Mr. Yeung Wing Chun**, aged 55, is the Chief Operating Officer of the Group responsible for monitoring daily operations and production technology of the Group. Mr. Yeung graduated from Fuzhou University and has the title of engineer in the PRC. Mr.

Yeung is one of the founding shareholders of Company.



**Mr. Zhang Shi Pao**, aged 60, is responsible for the Group's new product development. Prior to joining the Group in 1990, Mr. Zhang served as a Vice Governor in Fujian Jinjiang Anhai Town Government for over 10 years and was responsible for supervising

local enterprises in Anhai Town.



**Mr. Hung Ching Shan**, aged 54, is the Director of Supply Chain Management of the Group. He is responsible for the overall Strategy relating to Group's planning and purchasing of raw materials and logistic management. He has over 25 years of

experience in raw materials procurement as well as in import and export trading. Mr. Hung is one of the founding shareholders of the Company.



**Mr. Poon Fuk Chuen**, aged 42, is the Chief Financial Officer of the Group and is also the Company Secretary. Before joining the Group in April 2000, Mr. Poon spent 13 years in the auditing profession with an

international firm of accountants in Hong Kong. He has substantial experience in assurance and business advisory work, company listing and merger and acquisition work in both Hong Kong and the PRC. Mr. Poon graduated with a joint honour bachelor degree in Accounting and Statistics from the United Kingdom and is an associate member of the Hong Kong Society of Accountants and a fellow member of the Association of Chartered Certified Accountants.



**Mr. Xu Da Zuo**, aged 37, is the Group's Deputy Director of Finance and is responsible for overseeing and monitoring the accounting and finance functions of the Group. Joined the Group in 1985, Mr. Xu has over 19 years of experience in

accounting and internal audit. He is a university graduate and has the title of senior accountant in the PRC. Mr. Xu is the vice-chairman of the Youth Trade Association and a standing member of an audit institution in the PRC.



**Mr. Xu Chun Man**, aged 29, is the General Manager of Hengan (Shaanxi) Hygiene Products Co., Ltd, a subsidiary in Shaanxi Province. He is responsible for the overall management, business development and operations of the said subsidiary. He joined

the Group after graduating from Fujian Jinjiang Vocational Institute in 1991. Mr. Xu has over 11 years of experience in business development and customer service management.

### Independent Non-Executive Directors

**Mr. Chan, Henry**, aged 38, is an Independent Non-executive Director of the Company appointed in October 1998 and a member of the Audit Committee. Mr. Chan has over 17 years of experience in the financial market and he is the managing director of Sanfull Securities Limited. Mr. Chan served as a director of the Council of The Stock Exchange of Hong Kong Limited from 1994 to 2000, and also served as a director of Hong Kong Securities Clearing Co., Ltd. for a number of years. Mr. Chan is currently the chairman of the Hong Kong Stockbrokers Association Limited and a non-executive director of another listed (GEM board) company.

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**Mr. Chu Cheng Chung**, aged 59, is an Independent Non-executive Director and a member of the Audit Committee of the Company appointed in June 2002. Presently, he is a chief business consultant. He has over 25 years of experience working in US corporations and 10 years of which were with the Coca Cola Company Group in the US and China. Mr. Chu joined the Thomas Group as general manager in 2001 and later as the chief operating officer for Media Partners International Holdings Inc., an outdoor media company in Shanghai.

Mr. Chu obtained his Master of Science degree from Tuskegee Institute in Chemistry and MBA from Chicago Lake Forest Management Graduate School. During his time in Shanghai, he was twice awarded the Magnolia Award by the Shanghai Municipal Government.

**Ms. Guan Tao**, aged 70, is an Independent Non-executive Director of the Company appointed in October 1998, and a member of the Audit Committee. Currently she is the vice-chairman of the Chinese Family Cultural Association and a consultant of the Feminine Legal Study and Service Centre of Beijing University. Ms. Guan was a member of the Seventh NCCPPCC and a member of the Standing Committee of the Eighth NCCPPCC. Ms. Guan was also a former member of the Secretariat of All-China Women's Federation.

**Ms. Ada Ying Kay Wong**, JP, aged 44, is an independent Non-executive Director of the Company appointed in October 1998 and a member of the Audit Committee.

Ms. Wong, a practising solicitor, is a partner of Philip K. H. Wong, Kennedy Y. H. Wong & Co., Solicitors & Notaries. She is currently the Chairman of the Wan Chai District Council and an elected Councillor for Wan Chai's Broadwood Constituency. She was an elected member of the Urban Council from 1995 to 2000. Ms. Wong also participates actively in other public and community services.

### Senior Management

**Mr. Chen Xun Sheng**, aged 42, is the General Manager of the Group's Internal Audit Department. Prior to joining the Group in December 1998, he was an asset valuer and certified accountant of a public accounting firm. He is a member of The Chinese Institute of Certified Public Accountants (CICPA) and Certified Public Valuer (CPV). He has over 16 years of experience in finance and audit.

**Mr. Cheng Yong**, aged 40, is the Director of production. He joined the Group in November 2002 and is responsible for the Group's production, operation facility and quality control management. He has over 15 years of experience in production management and quality control.

Mr. Cheng graduated with a bachelor degree in automation-control from the Harbin Engineering University and received a MBA from the Xiamen University. He has the title of electrical engineer in the PRC.

**Mr. Zhong De Rong**, aged 34, is the Deputy Director of Sales and responsible for the sales and business development of the Group. Mr. Zhong joined the Group in 1993 and has over 11 years of experience in sales and promotion of fast moving consumer products. He graduated from HuaQiao University and has a MBA from the Southwest Jiao Tong University in the PRC.

**Mr. Huang Liang Zhen**, aged 54, is the General Manager of the Marketing Department and also the acting Marketing Director. He is responsible for the formulation of the Group's marketing strategy and day-to-day operations of the Marketing Department. Mr. Huang joined the Group in 1985 and has over 19 years of experience in marketing and promotion.

**Ms. Liu Ying**, aged 36, is the General Manager of the Human Resources Department and responsible for the Group's human resources management. Joined the Group in March 1995, Ms. Liu is a graduate from Heilongjiang Labourer College and has accumulated over 17 years of experiences in human resources management and administration. She has the title of economist in the PRC.

**Mr. Wang Xiang Yang**, aged 35, is the Deputy Director of Supply Chain Management responsible for the Group's raw material planning and procurement, and logistics management. Prior to joining the Group in 1999, he was a manager of the international business department at Jinjiang branch of the Construction Bank of China. Mr. Wang graduated from HuaQiao University with a degree in science. He holds the title of financial economist in the PRC.

**Mr. Xu Lian Pi**, aged 43, is the Director of Administration. He is responsible for the Group's administration matters. Mr. Xu joined the Group in 1985 and has over 19 years of experience in marketing and sales of fast moving consumer products. He has the title of economist in the PRC.

**Mr. Yang Zhen Yang**, aged 52, is the General Manager of the Group's Research and Development Department. He is responsible for the research and development of the Group's product and production technology. Before joining the Group in May 1996, Mr. Yang worked as an electrical engineer in a number of manufacturing companies. Mr. Yang graduated as an electrical engineer from Fuzhou University and has over 25 years of experience in technical research and development.

**Mr. Zhang Han Lai**, aged 50, is the Director of Sales. He is responsible for the development and implementation of the Group's sales strategy and business operation. Before joining the Group in March 1997, Mr. Zhang was the general manager of two large department stores in the PRC. Mr. Zhang has over 25 years of experience in management and marketing and sales of consumer products.