

DIRECTORS**Mr. YANG Yirong***Chairman and President*

Mr. Yang, aged 43, is the founder of the Group. He is responsible for strategic planning and formulation of overall corporate development policy for the Group. Mr. Yang holds a bachelor degree in science, majoring in chemistry from Huaqiao University (華僑大學) in 1982. Prior to founding the Group in 1994, Mr. Yang has extensive experience in the fine chemicals manufacturing and trading and has more than 10 years of experience in natural organic chemistry research.

Mr. GONG Xionghui*Executive Director and Vice President of Operations*

Mr. Gong, aged 41, is responsible for general manufacturing operations and research and development functions for the Group. He oversees the research and development department and other operational departments including the production department, quality management department and logistic centre of the Group. Mr. Gong holds a master degree in chemical engineering from Xiamen University (廈門大學) and has accumulated over 17 years of experience in fine chemicals industry and qualified as an ISO 9000 auditor in the PRC in 1998. He joined the Group in September 1999.

Ms. LU Jiahua*Executive Director and Vice President of Corporate Control*

Ms. Lu, aged 38, oversees the finance and accounting and human resources functions for the Group in the PRC. She has over 15 years of experience in accounting, financial management, administration management and internal auditing in a number of pharmaceutical and fine chemical manufacturing enterprises. Ms. Lu holds a bachelor degree and a master degree in economics and corporate management from Xiamen University (廈門大學). She joined the Group in April 2002.

Mr. LIN Zhigang*Executive Director*

Mr. Lin, aged 34, is the head of sales and marketing department and is responsible for overseas and domestic sales and the marketing management of the Group. He holds a bachelor degree in economics obtained from Xiamen University (廈門大學). Prior to joining the Group in June 1996, he worked in a foreign investment enterprise and has concrete experience in sales and marketing management, business development and production management.

Mr. HO Wan Ming*Executive Director*

Mr. Ho, aged 45, is responsible for the overseas affairs of the Group. He graduated from Huaqiao University (華僑大學) majoring in chemistry and chemical engineering. He accumulated over 21 years of extensive experience in international trading, plant management, corporate management and public relations management from a various types of sectors including petrochemicals, cosmetic and beverage. Mr. Ho joined the Group in June 2002.

Mr. YANG Chiming #*Non-executive Director*

Mr. Yang, aged 53, is an entrepreneur who stations in Taiwan and is the cousin of Mr. Yang Yirong. He has extensive experience in business management and manufacturing operation at manufacturing industries. He also assisted the Group in providing opinions with respect to management of investments projects and operations. Mr. Yang joined the Group in May 2002 and was appointed as a director in October 2003 and was then appointed as a non-executive director in February 2004.

Mr. YAU Fook Chuen Δ#*Independent Non-executive Director*

Mr. Yau, aged 47, is a practising accountant and has over 15 years of experience in public accountancy practice which covers company secretarial service, accountancy, auditing and taxation. He is a member of the Association of Chartered Certified Accountants and the Hong Kong Institute of Certified Public Accountants. Mr. Yau is currently the proprietor of Yau & Wong, Certified Public Accountants in Hong Kong. He was appointed as an independent non-executive director in February 2004.

Mr. WONG Yik Chung, John Δ#*Independent Non-executive Director*

Mr. Wong, aged 38, is a qualified accountant and has over 13 years of public accounting and financial consulting experience in the PRC, Hong Kong, Australia and Southeast Asia. He is a member of Australian Society of Certified Practising Accountants and the Hong Kong Institute of Certified Public Accountants. Mr. Wong graduated from the Flinders University of South Australia with a master degree in applied finance and is currently engaging in a range of financial consulting services stationing in the PRC. He was appointed as an independent non-executive director in February 2004.

Dr. ZHENG Lansun Δ#*Independent Non-executive Director*

Dr. Zheng, aged 50, is a member of the National Committee of the 10th Chinese People's Political Consultative Conference (中國人民政治協商會議第十屆全國委員會), representing the technology sector. He is also a qualified academician (院士) of the Chinese Academy of Sciences (中國科學院). Dr. Zheng received a doctoral degree in philosophy from Rice University in the United States of America and has engaged in chemistry related research activities at Xiamen University. He was appointed as an independent non-executive director in February 2004.

Δ *Audit committee member*

Remuneration committee member

SENIOR MANAGEMENT**Mr. YE Qiben**

Mr. Ye, aged 60, is the chief representative of the Group's shanghai office. He is responsible for the Group's operations in Shanghai. Mr. Ye graduated from University of Shanghai for Science and Technology (former known as Shanghai Chemical Technology Institute (上海化工學院)). He has worked in several organizations, including government authority and international fine chemicals manufacturer. He has over 30 years operation management experience in pharmaceutical and intermediates industry. Mr. Ye joined the Group in July 2004.

Mr. LIN Like

Mr. Lin, aged 43, operation manager of aroma and natural products. He is responsible for the management of the Group's operation in aroma and natural products. Mr. Lin graduated from the Chemistry Department of Huaqiao University (華僑大學) with a bachelor degree in science and graduated from the Guangzhou Institute of Chemistry, Academic Sinica (中國科學院廣州化學研究所) with a master degree in science. He worked as a assistant researcher and senior engineer in the chemistry industry for years. He served Guangzhou Institute of Chemistry, Academic Sinica as a senior engineer, and was the management of several state-owned chemicals company in Guangzhou. Mr. Lin joined the Group in August 2004.

Ms. CHEN Hua

Ms. Chen, aged 33, oversees the investment management department and is responsible for coordinating and monitoring the execution of investment projects of the Group. Ms. Chen graduated from the University of Shanghai for Science and Technology (formerly known as Shanghai Institute of Mechanics (上海機械學院)) and has more than nine years of experience in sales and marketing, public relation administration and corporate management. She joined the Group in March 1995.

Mr. YIN Xiande

Mr. Yin, aged 64, is the head of research & development department and is directing the research and development projects in products and technologies. Mr. Yin graduated from the Wuhan University (武漢大學) with a chemistry degree major in organic synthesis. He has served at the Chinese Academy of Sciences (中國科學院) for research projects in the areas of organic chemistry, fine chemistry, catalytic science and material science for more than 20 years and obtained senior engineer qualification specialised in fine chemicals. Mr. Yin has been entitled to receive an extraordinary grant from the State Council (國務院) of the PRC Government. He joined the Group in July 2001.

Mr. XU Bin

Mr. Xu, aged 35, is the head of the accounting department. He is responsible for the accounting of the Group's business in the PRC. Mr. Xu obtained a bachelor degree from Fuzhou University (福州大學), with major in accounting. He also obtained the professional qualification of corporation accountant from Ministry of Finance in the PRC (中國財務部). Mr. Xu worked for a number of local and overseas enterprises, and has over 10 years experience in finance and accounting. Mr. Xu joined the Group in November 2004.

Mr. ZHENG Jinzhuan

Mr. Zheng, aged 34, is the head of the logistics centre and is responsible for procuring, inventory and logistics management of the Group. Mr. Zheng graduated in chemical engineering faculty from Fuzhou University (福州大學) and he is a qualified chemical engineer. Prior to joining the Group in January 2000, Mr. Zheng worked in a number of multinational fine chemicals companies and has extensive experience in fine chemicals industry.

Mr. LI Xiaoliang

Mr. Li, aged 30, is the head of corporate development department. Mr. Li graduated from Jiangxi University of Traditional Chinese Medicine (江西中醫學院) in pharmacy and holds a master degree of business administration from Xiamen University (廈門大學). He joined the Group in March 2001.

Mr. ZHANG Yonglai

Mr. Zhang, aged 62, is the head of production department and is responsible for the Group's production functions. Mr. Zhang graduated from the Chemical Engineering Academy of Beijing (北京化工學院 presently known as Beijing University of Chemical Technology (北京化工大學)) with an organic chemistry degree major in organic synthesis. He has extensive experience in constructing as well as managing large-scale chemical production facilities and he also received chemical engineering awards for achievements in development of new advance coal gas production technology. Mr. Zhang joined the Group in March 1999.

Mr. LAM Kwok Kin

Mr. Lam, aged 31, is the financial controller and company secretary of the Company. He holds a bachelor degree in accountancy and is an associate member of the Association of Chartered Certified Accountants and the Hong Kong Institute of Certified Public Accountants. Prior to joining the Group in October 2003, he worked with an international accounting firm for seven years and was the financial controller and company secretary of a company listed on the Stock Exchange. Mr. Lam has extensive experience in auditing, accounting, budgeting and company secretarial works.