

DIRECTORS AND SENIOR MANAGEMENT

EXECUTIVE DIRECTORS

Mr. Lau Jin Wei, Jim, aged 32, is the Chairman of the Company and a co-founder of the Group. He holds a bachelors of arts and science degree in economic studies from the University of York in Canada. Throughout the years, Mr. Lau is responsible for the overall strategic planning and business development of the group as well as the overall management of the Group's operations. He successfully led the Group to expand the business from industrial surfactants to home and personal care products.

Mr. Choi Woon Man, aged 48, is a co-founder of the Group and an Executive Director. He is responsible for the overall management and formulation of corporate policies and strategy of the Group, and liaising with various local government authorities in the PRC. Mr. Choi has over 25 years of operational and management experience in the chemical industry in Hong Kong and the PRC.

Mr. Li Kwong Mo, Peter, aged 47, is an Executive Director and is responsible for the day-to-day operations of the Group in respect of production, devising marketing strategy and overall management of sales activities. Mr. Li graduated from the Baptist College and worked as a civil servant for over 19 years before joining the Group on 19 June 2000.

Ms. Wong Wai Kwan, Connie, aged 52, is an Executive Director and the Vice President of the cosmetics division of the Group. Ms. Wong has over 30 years of experience in the cosmetics industry. Before joining the Group on 16 April 2000, she has worked for various major international brands and was responsible for regions including Hong Kong, Taiwan, China, Indonesia. During the past 12 years, Ms. Wong had worked in different senior managerial positions.

Mr. Hui Man, Herman, aged 46, is the Managing Director of the Company and is responsible for the management of day-to-day operations of the Group. Mr. Hui also assists the Chairman in the formulation of corporate strategy and the development of the Group's expansion plans. Mr. Hui holds a honor bachelor degree from the University of Windsor, Canada with a major in business administration and is a member of the Society of Certified Management Accountant in Canada. He has over 20 years of experience in accounting, finance and management. Prior to joining the Group on 13 March 2000, he has worked as the Vice President and General Manager for various listed companies in the United States and Hong Kong for about 15 years. He resigned on 31 January 2002.

DIRECTORS AND SENIOR MANAGEMENT *(cont'd)*

NON-EXECUTIVE DIRECTOR

Professor Ouyang Fan, aged 61, was appointed as a non-executive Director in October 2000. He holds a bachelor of science degree in Chemical Engineering from the Tsinghua University, the PRC and holds a master degree in Chemical Engineering from the Institute of Chemical Metallurgy of the Chinese Academy of Sciences. He also studied Chemistry in Ohio State University in the U.S. Professor Ouyang had contributed to the setting up of the (National Key Laboratory of Biochemical Engineering) and National Research Center for Biotechnology in 1998 and 1996 respectively and has acted as the head of in-charge until now. He is presently a researcher in the Institute of Chemical Metallurgy of the Chinese Academy of Sciences and a professor of 北京化工大學 (Peking University of Chemical Industry), 南京化工大學 (Nanjing University of Chemical Industry) and 煙台大學 (Yantai University). Currently, he also assists various universities in PRC to set up research center for biotechnology. Professor Ouyang has extensive teaching and research experience in chemical engineering and biochemical engineering and has published more than 300 papers and research reports in these areas.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. Ou Ying Ji, aged 61, was appointed as an independent non-executive Director in October 2000. He holds a bachelor of science degree in electronics from the Tsinghua University, the PRC. Mr. Ou has extensive experience in the research and development in the computer industry. He also worked as the Chief Engineer for the communication section of 廣東省公安廳 (Ministry of Public Security Guangdong Province) from 1986 to 1999 and has contributed to the development of computerized identification system for the PRC customs in Shenzhen which was recognized by the relevant authorities in the PRC as one of the nationally distinguished research and development projects.

Mr. Yip Wai Leung, Jerry, aged 44, was appointed as an independent non-executive Director in October 2000. He is one of the founding partners of J. Chan, Yip, So & Partner, a firm of solicitors in Hong Kong. Mr. Yip graduated from the University of London with a bachelor degree in laws. He is admitted to practice laws in Hong Kong and England and has over 10 years of legal experience in the areas of commercial, property, finance and litigation.

DIRECTORS AND SENIOR MANAGEMENT *(cont'd)*

SENIOR MANAGEMENT

Mr. Chan Bing Kwong, Henry, aged 54, is the Financial Controller and Company Secretary of the Group. He is responsible for the overall financial planning and management of the Group. Mr. Chan holds a master of science degree in data processing from the University of Ulster in the United Kingdom and is a fellow member of the Hong Kong Society of Accountants. He has over 30 years of experience in finance and administration. Before joining the Group in July 2000, he has worked for a number of multinational companies and companies listed on the Stock Exchange.

Mr. Chow Kai Ming, aged 36, is the Accounting Manager of the Group. He is responsible for Group's finance and accounting in Hong Kong. Mr. Chow holds a bachelor degree in business administration from the Hong Kong Baptist University and is a fellow member of the Hong Kong Society of Accountants. He has over 12 years of experience in finance and administration. He joined the Group in December 2001.

Mr. Liang Jin Feng, aged 30, is the Deputy General Manager of the home and personal care division of the Group. He is responsible for the sales and marketing activities of the Group. He has over 10 years of experience in the home and personal care product industry. Prior to joining the Group in June 1999, he has worked for various companies and was responsible for implementing sales and marketing strategies as well as product development.

Mr. Li Wang Jin, aged 34, is the General Manager of the research and development department of the Group and is responsible for the product research and development and quality control of the Group. He holds a master of science degree in chemistry from the Peking University. He has over 8 years of experience in the chemical industry. Prior to joining the Group in February 1997, he has worked for various chemical companies in the PRC responsible for the product research and development.

Dr. Tang Yu, aged 33, is the Deputy General Manager of the research and development of the Group and is responsible for the product research and development and quality control of the Group. He graduated from the Nan Kai University with a Doctorate degree in chemistry. Prior to joining the Group in 1998, Dr. Tang was a professor in the Jinan University, Guangzhou, the PRC.

Mr. Zeng Fan Nian, aged 32, is the PRC Accounting Manager of the Group. He is responsible for the Group's finance and accounting activities in the PRC. He holds a bachelor degree in accounting from the Wuhan University, the PRC. He has over 8 years of experience in finance and accounting. He joined the Group in November 1995.

DIRECTORS AND SENIOR MANAGEMENT *(cont'd)*

Mr. Tian Yun, aged 34, is the Factory Manager of the Group. He is responsible for the management, technical support and production of the Group. He holds a bachelor degree in Chemical Engineering from the Tianjin Light Industry College. He has about 10 years of experience in the factory management in the PRC. He joined the Group in April 1998.

Mr. Ko Sik Fong, aged 34, is the Sales Manager of the industrial surfactant division of the Group. He is responsible for the sales and marketing activities of the Group. He has over 10 years of experience in chemical industry in Hong Kong. He joined the Group in July 1995.

Dr. Chen Zhirei, aged 28, joined the Company in 2001 as Chief Research and Development Engineer. Dr. Chen holds a bachelor of science degree with honor in chemistry and a PhD degree in chemistry both from the Hong Kong University of Science and Technology. He is also a post-doctorate fellow in biotechnology, Bioprocess Engineering of the Technical University of Berlin. He has published many research papers in subjects of biotechnology in congresses and journals in the last five years.

Mr. Liu Jun, aged 34, is Project Manager and Senior Engineer of the Company. He has over 10 years experience in the industry of biochemical pharmacology before he joined the Company in 2001. He was awarded scholar of science major in biochemistry by the Beijing University in 1989.

Mr. He Yin Ke, aged 30, joined the Group as Engineer and Supervisor in the Research and Development Department of Dongguan Proamine Chemicals Co., Limited in 1997. Mr. He graduated from the Nanchang University with a bachelor of arts degree and has over 8 years experience in the research work in the field of biochemistry.

Mr. Hu Wei Qiang, aged 29, holds a bachelor of arts degree from the Dalian Technology University. He joined the Group as Engineer and Supervisor in the Research and Development Department of Dongguan Proamine Chemicals Co., Limited in 2000. He has over 5 years experience in the chemical engineering industry.

Mr. Liang Cheng, aged 26, joined the Group in 2002 and is now Supervisor – Biochemical Engineering with Dongguan Proamine Chemicals Co., Limited. He holds a master degree in engineering and has four years experience in sewage management in the food and beverage industry.