# **Management Profile**

## **Biographical Details of Directors and Senior Management**

## **Executive Directors**

Dr. Mao Yu Min Ph.D. (Aged 50)

Chairman

Dr. Mao, Chairman of the Company. Dr. Mao is also the Chairman and one of the founders of United Gene Holdings Limited, a member of Fudan University Management Committee, Dean and a professor of School of Life Science in Fudan University. Dr Mao's main area of research focuses on biological and genetic engineering. Dr. Mao has accumulated extensive successful experiences in operations in the genomic research based industry. He is responsible for the strategic planning and development of the Group. Dr. Mao was elected as Chairman of the Company on 22 April 2002.

#### Mr. Ho Chin Hou (Aged 64)

Executive Director

Mr. Ho has been with the Group since 1993 and previously held Chairman position for the Group until 22 April 2002. He was responsible for the sourcing of strategic corporate partners for the Group and overseeing major investment development progress. Mr. Ho has more than 11 years of the PRC and Asia business investment experience. He is also the managing director of John Master Industries Berhad, a company listed in the Kuala Lumpur Stock Exchange. He has over twenty years' experience in the manufacture and distribution of apparel products, insurance broking and general trading business.

# Mr. Ho Yu Ling (Aged 48)

Executive Director

Mr. Ho is one of the founders of the Group. He has actively participated in the pharmaceutical business since 1983 and has established good relationship and extensive contacts with overseas suppliers and customers in the PRC and Hong Kong SAR. With more than 18 years of experience, Mr. Ho is well-acquainted with the medical, pharmaceutical business and administration in both the PRC and Hong Kong SAR. Mr. Ho is also responsible for identifying key investments opportunities.

## Mr. Li Qiang (Aged 48)

Executive Director

Mr. Li has more than 18 years of experience in the pharmaceutical field. He joined the Group as senior salesman in 1985, and was then promoted to sales manager in 1988. He was further promoted to national marketing manager in 1990 and became the sales and marketing director of the Group in 1996. Apart from being familiar with the sales and marketing business of the Group, Mr. Li is also familiar with the drug management and administration policies in the PRC pharmaceutical industry.

## Mr. Yu Ying Zhou (Aged 49)

Executive Director

Mr. Yu is the General Manager of Changchun Extrawell Pharmaceutical Co., Ltd. ("CEP"). He joined CEP in 1992. Mr. Yu is responsible for the overall activities of CEP such as ensuring its compliance with budget, forecast, legislative requirements and formulation of strategies. He graduated from the North East Education University with a bachelor's degree in Han language and literature. Mr. Yu has over 23 years of experience in the pharmaceutical industry. Prior to joining CEP, he was the general manager of a state-owned pharmaceutical enterprise in the PRC. Mr. Yu oversees the Group's operational interests in Changchun, Jilin Province, the PRC.



#### Dr. Xie Yi Ph.D. (Aged 39)

Executive Director

Dr. Xie, the Vice Chairman and Chief Executive Officer of United Gene Holdings, Limited, a director of United Gene Research Institute, a professor of School of Life Science in Fudan University. Dr. Xie is one of the founders of United Gene group of companies in the PRC. Being a scientist with significant breakthroughs in human genome research, Dr. Xie is currently responsible for research and development and the day-to-day management of United Gene group of companies.

#### Mr. Zhang Xiao Qing (Aged 50)

Executive Director

Mr. Zhang was graduated from the Medical Science Faculty of Shanghai Second Military Medical University in the PRC in 1983. Mr. Zhang has been engaged in biological technology industry since the mid Eighties. He was one of the first batch intellectuals who joined the United Gene group of companies. He is currently a director and the president of the United Gene Holdings, Limited, overseeing investments and related matters.

## Dr. Wen Ming (Aged 41)

Executive Director

Dr. Wen oversees the regulatory affairs of the Group's products. He joined the Group in 1992. He is responsible for the submission of clinical data for the development of the Group's products. Dr. Wen graduated with a bachelor's degree in medical science from the Guangzhou Medical College and obtained a master degree in medical science from Sun Yat Sen University of Medical Science. Prior to joining the Group, Dr. Wen had been working in a hospital as the chief physician for ten years. Dr. Wen Ming has resigned as executive director of the Company on 29 June 2001.

## Mr. Ho Yu Pan (Aged 46)

Executive Director

Mr. Ho joined the Group since its establishment in 1985. He is the brother of Mr. Ho Yu Ling. Mr. Ho has been in the pharmaceutical trading business in the PRC since 1985. He is familiar with statutory administrative matters in the PRC. Mr. Ho has developed good cordial relationships with statutory administration departments in the PRC. Mr. Ho is currently responsible for all the administration and general affairs of the Group in the PRC. Mr. Ho has been resigned as executive director of the Company on 2 August 2001.

## Mr. Ho Yeong Fan (Aged 37)

Executive Director

Mr. Ho is responsible for the corporate activities of the Group. He is the son of Mr. Ho Chin Hou and joined the Group in 1996. Mr. Ho is a registered accountant in Malaysia and an associate member of the Institute of Chartered Accountants in England and Wales. Prior to joining the Group, Mr. Ho had worked with several international leading public accounting firms in England and Malaysia for five years. Mr. Ho has been resigned as executive director of the Company on 2 August 2001.

### **Independent Non-Executive Directors**

## Mr. Fang Lin Hu (Aged 64)

Independent Non-Executive Director

Mr. Fang is a professor in Fudan University, ex-vice chancellor of the Fudan University, overseeing technology industrialisation and utilization matters. Mr. Fang was a member of National Information Technology Education and Electronic Education Advisory Committee and vice faculty head of the Physics Faculty of Fudan University, dean of the Electronic Engineering Faculty, the director of Micro-electronic Research Institute, Mr. Fang has performed research in the area of microwave theory and technology. He is a well recognized scientist who has extensive experience in scientific research and management.

#### Mr. Xue Jing Lun (Aged 68)

Independent Non-Executive Director

Mr. Xue is the Chief Professor of Fudan University, a guest professor of the Second Military Medical University of China, Tongji Medical University and Shantou University, Chairman of Chinese Environmental Mutagen Association, a director of International Environmental Mutagen Association, and a committee member of the China Genetic Engineering Society. The research team led by Mr. Xue has gained international recognition in the area of gene therapy and transgenic animal research. Mr. Xue has been granted a number of national awards for in merits scientific research and is an internationally recognised genetic scientist.

#### Mr. Lo Yiu Wai, Eddie (Aged 57)

Independent Non-Executive Director

Mr. Lo studied architecture in the University of Hong Kong and graduated with a Bachelor of Architecture degree in 1973. Mr. Lo qualified as an Architect in 1975 and was admitted to the Hong Kong Institute of Architects as a full member. He is also a full corporate member of the Royal Institute of British Architects and a member of the Chartered Institute of Arbitrators in the United Kingdom. Mr. Lo has 29 years of experience in building and real estate development work. He currently practices as a Registered Architect and has his own Architecture firm concentrating on providing consultant services on architecture designs, laws of Architecture and construction management services. Mr. Lo has been resigned as independent non-executive director of the Company on 27 June 2001.

## Mr. Ong Cheng Heang (Aged 37)

Independent Non-Executive Director

Mr. Ong joined OUB Finance (M) Bhd in 1995. He is currently the assistant vice president of Overseas Union Bank (Malaysia) Berhad. Prior to joining OUB Finance (M) Bhd in 1995, he was a senior manager of the credit and marketing division of Hong Leong Finance (M) Bhd. Mr. Ong graduated from Monash University, Melbourne, Australia with a bachelor's degree in banking and finance in 1988 and obtained a master degree in business administration majoring in banking and finance in 1990 from Bradford University, England. Mr. Ong has been resigned as independent non-executive director of the Company on 2 August 2001.



#### **Senior Management**

Ms. Chuah Meng Meng, aged 35, Group Financial Controller. She is responsible for the management of the Group's investment and overall financial matters. She graduated from Murdoch University, Australia with a Bachelor's degree in Commerce. She is an Associate with the Hong Kong Society of Accountants, a Certified Public Accountant with the Australian Society of CPAs and a Chartered Accountant in Malaysia. Miss Chuah has more than 11 years of professional financial experience. Out of which 7 years were spent directly in pharmaceutical related companies. Prior to joining the Group, she was with the pharmaceutical multinational, GlaxoWellcome Group in Malaysia.

**Dr.** Alex Man Ph.D., aged 46, Group Deputy General Manager is responsible for the Group's overall organization development, marketing research approaches, human resource training and management. Dr. Man received a Ph.D. from University of Otago, New Zealand in 1996, an MBA from Chinese University of Hong Kong in 1990 and a Bachelor of Arts (Honours) from University of Malaysia in 1978. Prior to joining the Group, he has led application and analytical techniques to marketing problems particularly in the area of market segmentation, product positioning, survey research methods and evaluation of corporate enterprises. He has consulted to several multinational and local companies. He has published widely in the journals of Universities and is the author of three marketing and management related books.

Dr. Liu Xian, aged 45, Head of National Sales and Marketing of South Asia Pharmaceutical (China) Limited ("SAP") joined the Group in 1993. Dr. Liu is responsible for overseeing the imported pharmaceutical sales and marketing activities of SAP in the PRC. Dr. Liu graduated from the medical unit of the Guangzhou Medical University. He has 18 years of experience in the pharmaceutical field. Prior to joining the Group, Dr. Liu worked in the Guangzhou Thoracic Hospital as a doctor and worked for the Glaxo group of companies in the PRC.

Mr. Zhen Lu, aged 32, is National Sales Manager of SAP. Mr Zhen joined SAP as Product Marketing Manager in 2000. He is responsible for the formulation of marketing strategies for the Group's imported pharmaceutical business in the PRC. He graduated from Beijing Medical University majoring in Biology. Prior to joining SAP, he was Product Manager for Guangdong Huajian Medical Co. Ltd. and Guangdong Weiteman Medical Co. Ltd., as the medical equipment manager in 1998.

**Dr. Lin Guang Xiang**, aged 35, is the Product Development Manager of SAP. Dr. Lin has been with SAP since 1995. He graduated from Zhongsan University majoring in Medical Science. Dr. Lin is responsible for imported pharmaceutical product marketing and promotional activities. Prior to joining SAP, he was a resident physician in Guangzhou No. 2 People's Hospital and has worked in United Kingdom pharmaceutical company, Wellcome group in the PRC.

Ms. Guan Yue Qiu, aged 59, the factory manager of CEP, joined CEP in 1993. Ms. Guan is responsible for overseeing the production operations of CEP, and ensuring products are in compliance with the quality control procedures adopted by relevant legislative authority in the PRC. Ms. Guan has 33 years of experience in the pharmaceutical industry. Prior to joining CEP, she was a deputy factory manager in a state-owned pharmaceutical enterprise in the PRC.

**Mr. Chan Lian Bang,** aged 47, is the marketing manager of CEP. He joined CEP in 1992. Mr. Chan is responsible for the formulation of marketing policy and strategy for CEP. Mr. Chan has over 24 years of experience in the pharmaceutical industry. Prior to joining CEP, he worked with a state-owned pharmaceutical enterprise as a factory manager in the PRC.

Mr. Chin Yon Fei, aged 32, Finance Manager oversees the formulation of budget, forcast, compliance and procedures of management accounts for the two manufacturing joint ventures in Changchun, Province of Jilin, the PRC. He holds a Bachelor of Accounting with University of Malaya. He is a Chartered Public Accountant with Malaysian Association of CPAs and a Public Accountant in Malaysia. Prior to joining the Group. He was Finance Manager for a Malaysian company with joint venture interests in the PRC and was with international accounting firm, Arthur Andersen & Co.