

PROFILE OF DIRECTORS AND SENIOR MANAGEMENT



Photos of part of the directors

(from left: Ms. Huang Yue Qin, Executive Director
Mr. Yang Xin Min, Chairman
Mr. Zhou Quan, Executive Director)

Executive Directors

Mr. Yang Xin Min (楊新民), aged 53, is the founding Chairman, Managing Director and controlling shareholder of the Company. Mr. Yang graduated from the Beijing Economics Correspondence College. Since August 1977, Mr. Yang has been the General Manager of all predecessor entities of the Group. Mr. Yang has more than 20 years of experience in the research, production management and international market development of zirconium chemicals. Mr. Yang is responsible for the formulation of the Group's overall business strategies and overseeing the daily operations of the Group. Mr. Yang is the husband of Ms. Bao Xi Mei, the Deputy General Manager of the Group.

Ms. Huang Yue Qin (黃月琴), aged 34, is the manager of the sales, purchasing and marketing departments of the Group. Ms. Huang joined the Group in 1991 and has accumulated more than 10 years of import and export experience in the zirconium chemicals industry. Ms. Huang has frequently visited clients in the USA, Japan and Europe, and maintained very good relationship with the Group's overseas customers.

Mr. Zhou Quan (周全), aged 44, joined the Group in 1993. Mr. Zhou is the assistant to the General Manager of the Group, assisting the Chairman in the overall management of the Group. Mr. Zhou has extensive experience in the production supervision of zirconium products and business administration.

Mr. Guo Lu Cun (郭露村), aged 45, is the Chief Engineer of the Group. Mr. Guo graduated from Nanjing University of Chemistry. He obtained a doctoral degree in zirconium materials engineering after furthering his study and working in Japan for 7 years. Prior to joining the Group in 2000, Mr. Guo was the research director and senior engineer for Jiangsu Ceramics Research Institute. He was also a professor and the director of the research institute for Nanjing University of Chemistry, engaging in the research and development and application of zirconium-based electronic products. After joining the Group, Mr. Guo has been in charge of the development of zirconium products for application in ceramic semiconductors.

Independent non-executive Directors

Mr. Gary Cheng Faat Ting (鄭發丁), aged 34, was appointed as an independent non-executive Director of the Company in November 2001. Mr. Cheng is a professional accountant in both Hong Kong and the USA. Mr. Cheng received his Bachelor's degree in Business Administration (Honours) and Master's degree of Business Administration from Southern Illinois University at Carbondale, the USA, in 1992 and 1994 respectively. Mr. Cheng has worked at the international accounting firm, PricewaterhouseCoopers and has extensive experience in auditing and accounting, in particular, in financial institutions. He is currently a partner of Cheng Pang & Co., C.P.A.

Mr. Guo Jing Mao (郭靖茂), aged 63, was appointed as an independent non-executive Director of the Company in October 2000. Mr. Guo is a retired first-generation expert in zirconium elements. Mr. Guo graduated from Beijing Science and Technology University and specialised in the research on zirconium and other alloy. Mr. Guo has been a senior engineer at the Nonferrous Metals Society of China for 13 years before his retirement in 1999.

Senior Management

Ms. Audrey Wong Hoi Yan (黃凱欣), aged 33, is the Financial Controller and Company Secretary of the Group. Ms. Wong received her Master's degree in Hong Kong. Prior to joining the Group, Ms. Wong worked in an international accounting firm and a securities house for many years. She is a member of the American Institute of Certified Public Accountants and the Hong Kong Society of Accountants.

Mr. He You Gen (何由根), aged 61, is the senior consultant and the head of the production department of the Group. Mr. He stated to work as a freelance consultant of the Group in 1978. Prior to joining the Group, Mr. He was a deputy general manager of the production of one of the first zirconium alloy manufacturers in Shanghai. Mr. He has more than 30 years' experience in the production and management of zirconium chemicals. Mr. He joined the Group as a full-time member of staff in 1991.

Ms. Bao Xi Mei (鮑夕妹), aged 50, is the Deputy General Manager of the Company and is responsible for the administration and investment functions. Ms. Bao graduated from the Jiangsu Television University majoring in accounting and finance. Ms. Bao has over 20 years of experience in financial management and business administration. In particular, Ms. Bao is very familiar with management in the zirconium industry. Ms. Bao joined the Group in August 1977 as the chief accountant. Ms. Bao is the wife of the Chairman of the Group.

Mr. Li Fu Ping (李福平), aged 33, is the assistant to the General Manager of the Group. Mr. Li graduated from the Jiangsu Institution of Chemistry, where he majored in business administration, and was the chairman of the student union of the university. Since joining the Group in 1992, he has engaged in business administration and has been the secretary to the general manager of the Group for 10 years. As such, Mr. Li has accumulated extensive experience in business administration. He is a key member of the Group's internal audit committee for ISO9002 quality assurance accreditation and is in charge of the ISO14001 environmental management systems.

Senior Management *(Cont'd)*

Mr. Shen Hui (沈輝), aged 35, graduated from Nanjing University majoring in chemistry. He was previously involved in zirconium research and development at the Jiangsu Ceramics Research Institute. Mr. Shen joined the Group in 1998 and is currently the director and chief engineer of the nanomaterials research centre of the Group. He is in charge of the Company's project for the research and development of nanometer grade zirconium oxides, one of the projects under Jiangsu Province's "Ninth Five-year Plan". Mr. Shen has extensive experience in the research and development of new products, and has produced significant research results in the application of zirconium in ceramics during his tenure in the Jiangsu Ceramics Research Institute.

Ms. Sun Hong Di (孫紅娣), aged 35, is the head of the technology and quality control department of the Group. Ms. Sun joined the Group in 1990 and has been responsible for quality control, analysis and monitoring of zirconium chemicals. Ms. Sun has been involved in devising the national quality standards for zirconium chemical products with the former Ministry of Chemical Industry of the PRC. Ms. Sun was one of the leaders of the Group's working team for the ISO9002 accreditation.

Ms. Wu Xi Wei (吳夕瑋), aged 34, graduated from Jiangsu Television University majoring in international trade and economics. Since joining the Group in 1991, Ms. Wu has been responsible for the financial function of the Group, and is currently the finance manager of Yixing Zirconium. She has extensive experience in financial management and has maintained good relationships with local and national tax authorities, customs departments, commodity inspection authorities, foreign exchange control authorities and various banks.

Mr. Yuan Jian Rong (袁建榮), aged 48, is the head of the work safety and environmental protection department of the Group. Since joining the Group in 1986, Mr. Yuan has participated in various training functions in respect of environmental protection laws and regulations. For a number of years, he has been engaged in work safety and environmental protection and has helped the Company in maintaining high standards of work safety and environmental protection. The Company was therefore accredited on several occasions by the environmental protection authorities under the central government. He is also the deputy head of the working team responsible for the ISO14001 environmental management systems.

Ms. Jiang Jiao Ping (蔣皎萍), aged 34, is the deputy head of the international business department of the Company. Since joining the Group in 1991, Ms. Jiang has been engaged in the international trading business of the Group. She has extensive experience in international trading and has maintained good relationships with international customers.

Mr. Wu Hai Jun (吳海軍), aged 26, graduated from Nanjing University with a degree in economics and majored in international trading. He joined the Group in 1999 and is currently the secretary of the Chairman of the board of directors.