

DIRECTORS AND SENIOR MANAGEMENT

1

EXECUTIVE DIRECTORS

Mr. Lau Jin Wei, Jim, aged 33, 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 49, 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 48, 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 53, 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 13 years, Ms. Wong had worked in different senior managerial positions.

NON-EXECUTIVE DIRECTOR

Professor Ouyang Fan, aged 62, 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 62, 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 45, 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.

SENIOR MANAGEMENT

Mr. Chan Bing Kwong, Henry, aged 55, is the Financial Controller and Co-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 37, is the Assistant Financial Controller and Co-Company Secretary of the Group. He is responsible for Group's finance and company secretarial matters. 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 13 years of experience in finance and administration. He joined the Group in December 2001.

Mr. Liang Jin Feng, aged 31, 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.

DIRECTORS AND SENIOR MANAGEMENT *(cont'd)*

Mr. Li Wang Jin, aged 35, 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 9 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 34, 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 33, 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 9 years of experience in finance and accounting. He joined the Group in November 1995.

Ms. Tan Jie, aged 42, is the Factory Manager of the Group. She is responsible for the management, technical support and production of the Group. She holds a bachelor degree in Chemical Engineering from the Tianjin Light Industry University. She has about 10 years of experience in the factory management in the PRC. She joined the Group in April 1998.

Mr. Ko Sik Fong, aged 35, 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 29, 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 35, 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.

DIRECTORS AND SENIOR MANAGEMENT *(cont'd)*

Mr. Han Wei Yue, aged 35, is Director of the Group's Biotechnology Centre. He is a licensed pharmacist dedicates in recombinant protein in the PRC and was awarded Assistant Research Scientist by the Chinese Science Academy in 1996. He graduated from the Pharmacy Faculty of Shanghai Medical University in 1991 and has over ten years experience in research work. He was vice-general manager and chief technical officer of Southwest China Biotech Pilot Base Company Limited before he joined the Group in 2002.

Mr. Liu She Ji, aged 36, is Associate Director of the Group's Biotechnology Centre. He graduated from the Human University with a bachelor degree in chemistry in 1999. He also holds a master degree in bio-chemistry from the Chungking University. He is specialized in fermentation and was senior engineer of Chengdu Di'ao Pharmaceutical Company before he joined the Group in March 2002.

Dr. Lo Chun Lip, aged 38, joined the Group as Senior Research Scientist in July 2002. He holds a Doctorate degree from MIT in the United States and was Senior Engineer of the Guangzhou Environmental Protection Department responsible for environmental assessment.

Dr. Si Wing Wa, aged 56, is General Manager of the Group's Biotechnology Centre. He was award a PhD degree and a Post Doctoral Degree from the University of Newbrunswick respectively in 1978 and 1980. He has over twenty years experience in research work in Canada and the PRC and was Chief Engineer of a pharmaceutical factory in Shantung in the PRC before he joined the Group in March 2002.

Professor Lin, Jian, aged 68, joined the Group in November 2002 as Senior Research Scientist. He was Vice-President of Jinan University and Director of the Institute of Bioengineering of Jinan University. He graduated from Peking University in 1960 and was visiting scholar of the University of Washington in the United States.

Mr. Zhou Yao Ming, aged 68, is Senior Research Scientist of the Group. He graduated from Zhongshan University in 1958 and was President of Jinan University from 1991 until he joined the Group in 2002.

Mr. Hu Wei Qiang, aged 30, holds a bachelor of arts degree from the Dalian Technology University. He joined the Group as Engineer and Supervisor of Research and Development in 2000. He has over 6 years experience in the chemical engineering industry.

DIRECTORS AND SENIOR MANAGEMENT *(cont'd)*

Mr. Huang Shu Lin, aged 51, joined the Group in late 2002 as Senior Research Scientist. He is a professor and mentor to doctorate students. During 1980 and 1987, he studied the master course and worked at the Medical Department of Wuhan University, specializing in virology and molecular biology. During 1987 and 1993, he worked at the Guangdong Medical College, involving with the teaching and research of microbiology and immunology (as a director). During 1993 and 1995, he worked at the Medical Department of the Maryland University in America, involving with the research of virology and immunology (as a post-doctorate). During 1996 and 2002, he became director of the research institute under the Guangdong College of Biopharmaceutics.

Mr. Luo Jin Xian, aged 68, joined the Group in 2002 as Senior Research Scientist. Graduated from the Zhongshan University in 1963. During 1980 and 1982, he was sponsored to the Johns Hopkins University in America, studying molecular biology and genetic engineering. In 1985, he went to France and was engaged by a university in Paris as an associate professor, specializing in research of molecular biology for six months. In 1993, an academic qualification committee under the Department of State accredited him to be a mentor to doctorate students.