

EXECUTIVE DIRECTORS

Mr. Lau Jin Wei, Jim, aged 35, 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 51, is a co-founder of the Group and an Executive Director. He is responsible for the overall management and formulation of corporate policies and strategies of the Group, and liaising with various local government authorities in mainland China. Mr. Choi has over 27 years of operational and management experience in the chemical industry in Hong Kong and mainland China. He resigned his office as Executive Director of the Company on 30 September 2004.

Mr. Li Kwong Mo, Peter, aged 50, 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 20 years before joining the Group on 19 June 2000. He resigned his office as Executive Director of the Company on 31 December 2004.

Ms. Wong Wai Kwan, Connie, aged 55, 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 15 years, Ms. Wong had worked in different senior managerial positions.

Mr. Wong Ying Yin, aged 43, joined the Group in April 2001 and appointed as Executive Director on 31 December 2004. Mr. Wong was responsible for the home and personal care division of the Group. Before joining the Group, Mr. Wong had over 20 years of experience in sales industry.

Directors and Senior Management



NON-EXECUTIVE DIRECTORS

Professor Ouyang Fan, aged 64, was appointed as a non-executive Director in October 2000. He holds a bachelor of science degree in Chemical Engineering from the Tsinghua University, mainland China 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 mainland China 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. He resigned his office as non-executive Director on 30 September 2004.

Mr. Yip Wai Leung, Jerry, aged 47, 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 11 years of legal experience in the areas of commercial, property, finance and litigation. On 30 September 2004, Mr. Yip was re-designated from the office of independent non-executive Director to non-executive Director.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. Ou Ying Ji, aged 65, was appointed as an independent non-executive Director in October 2000. He holds a bachelor of science degree in electronics from the Tsinghua University, mainland China. 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 mainland China customs in Shenzhen which was recognized by the relevant authorities in mainland China as one of the nationally distinguished research and development projects.



Directors and Senior Management

Mr. Lin Jian, aged 69, joined the Group as an independent non-executive Director in September 2004. Before joining the Group, Mr. Lin was a professor in Biological Engineering at Jinan University (暨南大學) in Guangzhou, mainland China. He had also held various local social offices including Committee Member of the Technology Consultancy Committee of the Government of the Guangdong Province (廣東省政府科技技術諮詢委員會) and the Managing Director of the Biological Engineering Society of the Guangdong Province (廣東省生物工程學會理事長).

Mr. Lee Pak Chung, aged 40, was appointed as an independent non-executive Director in September 2004. Mr. Lee obtained a Master degree in Business Administration from the Hong Kong University of Science and Technology. He is a Member of the Association of Chartered Certified Accountants, the Hong Kong Institute of Certified Public Accountants and is a Certified Public Accountant practising in Hong Kong. Mr. Lee has over 15 years of professional and commercial experience in accounting, auditing, taxation and corporate finance. Since August 2002, Mr. Lee has been an independent non-executive Director of Ming Fung Jewellery Group Limited, a company listed on the main board of The Stock Exchange of Hong Kong Limited ("Stock Exchange"). Mr. Lee is also a director of a number of subsidiaries of MAXX Bioscience Holdings Limited, a company listed on the main board of the Stock Exchange.

SENIOR MANAGEMENT

Mr. Chow Kai Ming, aged 39, is the Financial Controller and 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 Institute of Certified Public Accountants. He has over 15 years of experience in finance and administration. He joined the Group in December 2001.

Mr. Liang Jin Feng, aged 33, 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



Mr. Zeng Fan Nian, aged 35, is Accounting Manager of the Group in mainland China. He is responsible for the Group's finance and accounting activities in mainland China. He holds a bachelor degree in accounting from the Wuhan University, mainland China. He has over 11 years of experience in finance and accounting. He joined the Group in November 1995.

Ms. Tan Jie, aged 44, 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 11 years of experience in the factory management in mainland China. She joined the Group in April 1998.

Mr. Ko Sik Fong, aged 37, 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 12 years of experience in chemical industry in Hong Kong. He joined the Group in July 1995.

Mr. Liu Jun, aged 37, is Project Manager and Senior Engineer of the Company. He has over 12 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. Han Wei Yue, aged 37, is Director of the Group's Biotechnology Centre. He is a licensed pharmacist dedicates in recombinant protein in mainland China 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 38, 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.



Directors and Senior Management

Mr. Siu Chu Sin, Vincent, aged 45, is an Senior Research Scientist of the Group and responsible for molecular biology. He obtained his PhD in 1997 from Maharishi International University in USA. Before he joined the Group, he had worked as a postdoctoral research associate, research assistant and molecular biologist in University of Mississippi, University of Hong Kong and genetic engineering company respectively. He joined the Group in February 2004.

Mr. Shao Kaifeng, aged 32, is an Senior Research Scientist of the Group and responsible for genetic engineering. He obtained his PhD in 2000 from Chongqing University, major in Genetic Engineering and Protein Chemistry. He joined the Group in July 2003.

Mr. Hu Wei Qiang, aged 32, holds a bachelor of arts degree from Dalian Technology University. He joined the Group as Engineer and Supervisor of Research and Development in 2000. He has over 7 years experience in the chemical engineering industry.