

Directors and Senior Management

EXECUTIVE DIRECTORS

Mr. Lau Jin Wei, Jim, aged 36, 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.

Ms. Wong Wai Kwan, Connie, aged 56, 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 16 years, Ms. Wong had worked in different senior managerial positions.

Mr. Wong Ying Yin, aged 44, 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 21 years of experience in sales industry.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. Ou Ying Ji, aged 66, 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.

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Mr. Lin Jian, aged 70, 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, the PRC. 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 41, 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 16 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 40, 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 Society of Accountants. He has over 16 years of experience in finance and administration. He joined the Group in December 2001.

Mr. Liang Jin Feng, aged 34, 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 11 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.

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Mr. Zeng Fan Nian, aged 36, 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 12 years of experience in finance and accounting. He joined the Group in November 1995.

Ms. Tan Jie, aged 45, 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 12 years of experience in the factory management in the PRC. She joined the Group in April 1998.

Mr. Ko Sik Fong, aged 38, 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 13 years of experience in chemical industry in Hong Kong. He joined the Group in July 1995.

Mr. Liu Jun, aged 38, is Project Manager and Senior Engineer of the Company. He has over 13 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 38, 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 39, 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.

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Mr. Siu Chu Sin, Vincent, aged 46, 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. Hu Wei Qiang, aged 33, 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 8 years experience in the chemical engineering industry.

Mr. Bang Young Bae, aged 45, is currently the head of the fine chemicals and cosmetics products division of the Group. Mr. Bang holds a bachelor of science degree in biochemistry from the Hanyang University, Seoul, Korea. He has extensive experience in research and development in the cosmetics industry. Before joining the Group in 2003, Mr. Bang worked in well-known cosmetics-manufacturing companies in Korea where he obtained useful management and technological knowledge and skills.