

EXECUTIVE DIRECTORS

Mr. YIP Kim Po (葉劍波), aged 44, is the chairman and an executive Director of the Company. Mr. Yip has over 12 years of experience in business administration in the Group. Since the incorporation of Kenlap in 1991, Mr. Yip has been responsible for the overall strategic planning and policy setting for the Group. Mr. Yip has a master's degree in construction economics and management and is named an honorary professor at Harbin Construction University in the PRC. Mr. Yip is also the chairman and executive director of OGHL. Mr. Yip joined the Group in January 1991. Mr. Yip is the honorary president of the Hong Kong Industrial Districts Industry and Commerce Associations Limited.

Mr. HUI Ho Ming, Herbert (許浩明), aged 45, is the deputy chairman and an executive Director of the Company and is also the executive director, deputy chairman and vice chairman of OGHL. Mr. Hui was appointed as an executive Director of the Company in 2003 and is responsible for corporate development and future corporate banking and planning. He has a background in merchant banking, securities, regulations as well as extensive commercial and corporate experience. Mr. Hui holds a number of public positions. He is a member of the Operations Review Committee of the ICAC, the deputy chairman of the Hong Kong Institute of Directors Ltd., a member of the Hong Kong Society of Accountants' Ethics Committee, a director of the Hong Kong Science and Technology Parks Corporation, a director of the Hong Kong Cyberport Management Company Limited and the vice chairman of the Hong Kong Council for Academic Accreditation. Mr. Hui is also a committee member of the Small & Medium Sized Enterprises Corporation and a committee member of the Community Chest of Hong Kong. Mr. Hui also serves on the boards of a number of public and private companies. Mr. Hui joined the Group in September 2002.

Mr. YAO Zongren (姚宗仁), aged 56, is the founder and executive Director of the Company. Before joining the Group, Mr. Yao had been engaged in chemical engineering work in the PRC and Hong Kong for over 30 years. Mr. Yao is responsible for the overall strategic planning and policy making, as well as the business development and overall supervision of the Group. Mr. Yao joined the Group in June 1993. Mr. Yao has a bachelor's degree in heavy organic chemical engineering from East China Institute of Chemical Technology in the PRC.

Mr. LAU Ping (劉平), aged 30, is an executive Director of the Company. Mr. Lau is responsible for the administrative functions and human resources management of the Group's operations in the PRC. Mr. Lau joined OGHL and the Group in 1995 and August 1996 respectively.

DIRECTORS, AUDIT COMMITTEE, SENIOR MANAGEMENT AND STAFF

NON-EXECUTIVE DIRECTOR

Mr. LIN Jianping (林建平), aged 47, is a non-executive Director of the Company with effect from 20 May 2003. Mr. Lin has a bachelor of laws degree from Southwest China Institute of Political Science and Law and a master's degree in 貨幣銀行學 from Jinan University both in the PRC. Mr. Lin obtained the Chinese economist professional qualification from the Bank of China in the PRC in 1990. Mr. Lin has over 10 years of experience in banking business. Mr. Lin worked in the Bank of China at the Foshan branch and was appointed as an economist and a part-time teacher. Mr. Lin was the deputy director of the Treasury and Finance Committee of the Foshan municipal government and was also appointed as a consultant of the People's Insurance Company Limited at the Foshan branch. Mr. Lin was the deputy governor of the sub-branch of the CITIC Industrial Bank in Foshan and he also appointed as a consultant of a securities company in Foshan at the PRC for 3 years from 1999 to 2002.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Dr. LO Wing Yan, William (盧永仁), J.P., aged 42, is an executive director and the vice-president of China Unicom Ltd.. Dr. Lo has a degree of master of philosophy and a degree of doctor of philosophy both from Cambridge University in the United Kingdom and is a board member of the Hong Kong Applied Science and Technology Research Institute Company Limited, the Hong Kong Jockey Club Institute of Chinese Medicine Ltd. and is a council member of the Open University of Hong Kong. Dr. Lo is also a non-executive director of a number of listed companies in Hong Kong. Dr. Lo was appointed as an independent non-executive Director of the Company on 20 May 2003.

Mr. YE H V-nee (葉維義) B.A., J.D., American Attorney-at-law, aged 44, graduated from the school of law at Columbia University in the United States and was admitted as an attorney and counsellor at law of the State Bar of California in 1985. He was a co-founder of Value Partners Limited and VP Private Equity Limited, a committee member of the derivatives market consultative panel as well as the compensation and GEM listing subsidiaries of the Stock Exchange, a member of the listing committee of the Stock Exchange as well as the China Securities Regulatory Commission and a member of Takeovers & Mergers Panel and the Takeovers Appeals Committee of the Securities and Futures Commission. He is also the chairman of Hsin Chong Construction Group Limited and a non-executive director of a number of listed companies in Hong Kong. Mr. Yeh was appointed as an independent non-executive Director on 20 May 2003.

DIRECTORS, AUDIT COMMITTEE, SENIOR MANAGEMENT AND STAFF

AUDIT COMMITTEE

The Company has established an audit committee on 10 June 2003 with written terms of reference in compliance with the Code of Best Practice as set out in the Listing Rules. The primary duties of the audit committee are to review and supervise the financial reporting process and internal control system of the Group.

The audit committee of the Company consists of 2 independent non-executive Directors, namely, Dr. Lo Wing Yan, William and Mr. Yeh V-nee, and 1 non-executive Director, namely, Mr. Lin Jianping.

COMPANY SECRETARY

Ms. CHAN Chik Ching, Olivia (陳則菁) is the company secretary of the Company. Please refer to the paragraph headed “Senior Management” in this section below for further details regarding her background.

SENIOR MANAGEMENT

Mr. TAM Ping Kuen, Daniel (譚炳權), aged 39, is the financial controller of the Company who oversees the accounting of the Company. Mr. Tam holds a master’s degree in financial economics from the University of London in the United Kingdom and is an associate of the Hong Kong Society of Accountants. Mr. Tam had several years of working experience as an auditor in an international accountant’s firm and was a financial controller of certain prestigious financial groups for 10 years. Mr. Tam joined the Group in September 2002.

Ms. CHAN Chik Ching, Olivia (陳則菁), aged 35, is the company secretary of the Company with over 13 years of experience in company secretarial work. She joined the Group in September 2002, and is responsible for handling company secretarial and administrative matters. Prior to joining the OGHL Group, she worked for an international accounting firm for 5 years and an international investment bank for 7 years. She is an associate of the Institute of Chartered Secretaries and Administrators, and holds a bachelor degree’s of arts in accountancy with honours from City Polytechnic of Hong Kong, a bachelor’s degree of laws from the Manchester Metropolitan University in the United Kingdom and a master’s degree of science in finance from City University of Hong Kong.

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Mr. LEUNG Sau Yan Michael (梁守恩), aged 42, is the assistant general manager of Kenlap Chemicals. Prior to joining the Group in September 2002, Mr. Leung has over 18 years of experience in overseeing sales and marketing of Electroplating Chemicals in Hong Kong, the PRC and South East Asia. Mr. Leung holds a bachelor's degree in business administration from Shenzhen University in the PRC.

Mr. Li Tun Xin (李統生), aged 57, is the chief engineer of Kenlap Chemicals. Mr. Li joined the Group in August 2002 and is responsible for supervision of the Zhuhai Plant's operation. He holds a diploma of Chemistry from 華南工學院 and a certificate of 廠長經理職業安全衛生管理資格 from 廣州市勞動局. Mr. Li was also qualified as 化工工藝高級工程師 from 廣東省科學技術幹部局 in 1993.

STAFF**Number of employees**

As at the Latest Practicable Date, the Group had a total of 76 employees in the PRC and Hong Kong. They are classified by functional posts and geographical locations as follows:

	PRC	HK	Total
Production and quality control	34	6	40
Sales and marketing	1	5	6
Administration and management	18	8	26
Research and development	4	–	4
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Total	<u>57</u>	<u>19</u>	<u>76</u>

Selection of staff and training facilities

As the production process involved the use of precious metals, toxic chemicals and complicated chemical reaction, production staff must have relevant qualifications in chemical engineering and are supervised by a production manager who has at least 10 years of relevant working experience.

Marketing and sales personnel must have an understanding of and experience in electroplating, production and technical development, etc.

The Group also provides on-the-job training for all staff members.

Relationship between the Company and its employees

The Group has never experienced any disruption of business due to labour dispute since its establishment nor has it experienced any difficulties in the recruitment and retention of experienced staff. The Directors consider that the Group maintains good relations with its employees.

Staff welfare

The Group operates a medical scheme and a defined contribution mandatory provident fund scheme (the “MPF Scheme”) under the Mandatory Provident Fund Schemes Ordinance for all of its employees in Hong Kong. The MPF Scheme became effective from 1 December 2000. Contributions are made based on a percentage of the employees’ basic salaries and are charged to the profit and loss account as they become payable in accordance with the rules of the MPF Scheme. The assets of the MPF Scheme are held separately from those of the Group in an independent administered fund. The Group’s employer contributions vest fully with the employees when contributed the MPF Scheme.

Staff in the Company’s subsidiary operating in the PRC, namely Kenlap Zhuhai, are members of a social insurance scheme operated by the local municipal government in Zhuhai, the PRC. Kenlap Zhuhai is required to contribute 10% of their payroll to fund the basic endowment insurance (基本養老保險). Kenlap Zhuhai is also required to contribute 1% of its total payroll to fund the work-related injury insurance (工傷保險), and 0.5% of the payroll for the female employees to fund the child-bearing insurance (生育保險), 1% to fund the unemployment insurance (失業保險) and 7% to fund the basic hospitalisation insurance (基本醫療保險). The obligation of Kenlap Zhuhai with respect to the social insurance is to meet the required contributions under the relevant PRC laws and regulations. The contributions are recognised as expenses as they become payable in accordance with the relevant PRC laws and regulations.