

## DIRECTORS, SENIOR MANAGEMENT AND STAFF

### DIRECTORS

#### Executive Directors

**Mr. WONG Ming Bun** (王明均), aged 47, is the chairman of the Company and one of the founders of the Group. Mr. Wong has approximately 20 years of corporate management and administration experience in the flavour and fragrance industry. Mr. Wong is responsible for formulating the overall corporate strategy of the Group. Mr. Wong is an entrepreneur with an extensive experience for corporate management of enterprises engaged in a variety of industries, which include flavours and fragrances, food, electronic, biotechnology and packaging. Mr. Wong Ming Bun is the brother of Mr. Wang Ming Qing, Mr. Wang Ming Fan and Mr. Wang Ming You. Mr. Wong was appointed as an executive director in April 2005. Mr. Wong joined the Group since March 1991.

**Mr. WANG Ming Fan** (王明凡), aged 39, is an executive director and chief executive officer responsible for the daily operation of the Group. Mr. Wang has approximately 20 years of corporate management experience in the flavour and fragrance industry. Mr. Wang joined the Group in 1996 as a general manager. Mr. Wang Ming Fan is the brother of Mr. Wang Ming Qing, Mr. Wong Ming Bun and Mr. Wang Ming You. He is now a member of 中國人民政治協商會議廣東省深圳市委員會 (the Standing of Committee of Chinese People's Political Consultative Conference of Shenzhen), the vice chairman of the fifth executive committee of 中國香精香料化妝品工業協會 (China Association of Flavours and Fragrances Cosmetic Industry) and the vice chairman of 中國食品添加劑生產應用工業協會 (China Food Additive Production Application Industry Association). Prior to joining the Group, he was the deputy general manager of 深圳聯海化工有限公司 (Shenzhen Lianhai Chemical Industrial Co., Ltd.) for approximately 10 years. Mr. Wang was accredited as one of the "Ten Outstanding Young People in the Nanshan District of Shenzhen" by 中共深圳市南山區委員會 (Nanshan District Committee, Shenzhen of China Communist) and 深圳市南山區政府 (Nanshan District Government, Shenzhen) in 2004 and the "Chinese Distinguished Private Technology Entrepreneur" by 中華全國工商業聯合會 (Federation of Industry and Commerce) and 中國民營科技實業家協會 (China Private Technology Entrepreneur Association) in 2004. He was the vice chairman of Shenzhen Federation of Youth Entrepreneurs in March 2005 and was accredited as an Outstanding Entrepreneur by Guangdong Food Profession Association. Mr. Wang was appointed as an executive director in April 2005.

**Mr. LI Qing Long** (李慶龍), aged 45, is an executive director. Mr. Li has more than 20 years of R&D and production experience in the flavour and fragrance industry. Mr. Li joined the Group in March 1991 and served as the deputy general administration manager. Mr. Li is responsible for the R&D and production of flavours and fragrances of the Group. He graduated from 上海輕工業專科學校 (Shanghai Light Industry Professional School) in 1982 with a major in 有機合成工藝 (organic synthesis process). Prior to joining the Group, he worked in 上海日用香精廠 (Shanghai Flavor and Fragrance Factory) for approximately 8 years. Mr. Li was appointed as an executive director in April 2005.

## Independent non-executive Directors

**Mr. GOH Gen Cheung (葛根祥)**, aged 59, is an independent non-executive director and the chairman of the Audit Committee. Mr. Goh has over 30 years of experience in the field of treasury, finance and banking in Hong Kong and the Asia Pacific region. Mr. Goh had been serving the treasury department of the Standard Chartered Bank (Hong Kong) Limited for more than 30 years. Mr. Goh is an associate member of the Institute of Bankers and obtained a master's degree in business administration from the University of East Asia in Macau in 1987. Apart from the Group, Mr. Goh also serves as an independent non-executive director and a member of the audit committee of four other listed companies in Hong Kong, namely, Shinhint Acoustic Link Holdings Limited, Peaktop International Holdings Limited, Karce International Holdings Company Limited and CEC International Holdings Limited. Shinhint Acoustic Link Holdings Limited is a vertically integrated manufacturing services provider for some leading consumer electronics brands. Peaktop International Holdings Limited is principally engaged in the design, manufacture and sale of home, garden and plastic decorative products. Karce International Holdings Company Limited is principally engaged in the manufacture and trading of electronic products, conductive silicon rubber keypads, printed circuit boards and telecommunication products whereas CEC International Holdings Limited is principally engaged in the design and manufacture of coils, ferrite materials, inductors, transformers, line fitters and capacitors. Mr. Goh was an independent non-executive director of Wah Lee Resources Holdings Limited (now known as Guo Xin Group Limited) ("Wah Lee") from August 1996 to October 2000. Wah Lee had been put into provisional liquidation for a period of six months from April 2000 to October 2000. He resigned from the post of independent non-executive director of Wah Lee with effect from the date on which the restructuring of Wah Lee was successfully completed in October 2000. He was not involved in any investigation by the Stock Exchange, Securities and Futures Commission, the provisional liquidators or any of the other regulators. Mr. Goh was appointed as an independent non-executive director in November 2005.

Mr. Goh does not have any relationship with any directors, senior management, substantial shareholders (as defined in the Listing Rules), or controlling Shareholders (as defined in the Listing Rules) of the Group. Save as aforesaid, Mr. Goh did not hold other directorship in any public listed companies in the last 3 years.

Mr. Goh has a 2 years contract with the Company, commencing from 9 December 2005 and will receive an annual director's fee of HK\$150,000. Save and except for the director's fee, Mr. Goh will not be entitled to any other remuneration for holding his office as an independent non-executive director of the Company.

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**Mr. LEUNG Wai Man, Roger (梁偉民)**, aged 49, is an independent non-executive director and a member of the Audit Committee. Mr. Leung obtained a bachelor's degree of laws from The University of Hong Kong in 1981. Mr. Leung also obtained a bachelor's degree of laws from The University of Western Ontario, Canada in 1990. He has been a practising solicitor in Hong Kong since 1984 and is now a partner of a law firm. Mr. Leung is admitted as a solicitor in England and Wales and Ontario, Canada. Mr. Leung has over 20 years of working experience in the legal field. He has been serving as a member of the Board of Review (Inland Revenue Ordinance) from 1997 to 2005 and as an appointed Attesting Officer in the PRC since January 2003. Mr. Leung is currently an independent non-executive director and a member of the audit committee of Hi Sun Technology (China) Limited, the shares of which are listed on the Stock Exchange. Hi Sun Technology (China) Limited is principally engaged in the sale of designated information technology products, provision of information system consultancy, and integration services, and information technology value-added services. Mr. Leung was an independent non-executive director of Plus Holdings Limited from 19 June 2000 to 30 September 2004. Two petitions for winding up were filed against Plus Holdings Limited in May 2003 and January 2004 respectively, which were dismissed in August 2003 and withdrawn in February 2004 respectively. Mr. Leung was not involved in any investigation in relation to the winding up proceedings save and except for a disciplinary hearing held in May 2001 in which the Listing Committee of the Stock Exchange determined that Mr. Leung had not breached any obligations under the Listing Rules and no sanction was imposed on him. Mr. Leung was appointed as an independent non-executive director in November 2005.

Mr. Leung does not have any relationship with any directors, senior management, substantial shareholders (as defined in the Listing Rules), or controlling Shareholders (as defined in the Listing Rules) of the Group. Save as aforesaid, Mr. Leung did not hold other directorship in any public listed companies in the last 3 years.

Mr. Leung has a 2 years contract with the Company, commencing from 9 December 2005 and will receive an annual director's fee of HK\$150,000. Save and except for the director's fee, Mr. Leung will not be entitled to any other remuneration for holding his office as an independent non-executive director of the Company.

**Mr. ZHOU Xiao Xiong (周小雄)**, aged 45, is an independent non-executive director and a member of the Audit Committee. Mr. Zhou obtained a bachelor's degree in 經濟信息管理系 (Economic Information Management) and a master's degree in 世界經濟 (World Economics) from the 中國人民大學 (Renmin University of China) in 1983 and 1998, respectively. Mr. Zhou had worked as a senior management in a number of financial institutions in the PRC including 廣東證券有限公司 (Guangdong Securities Company Limited), 中國銀行股份有限公司 (Bank of China Limited) and 中山證券有限責任有限公司 (Zhongshan Securities Company Limited), and had approximately 20 years of experience in the fields of financial services and investment banking. Mr. Zhou was appointed as an independent non-executive director in November, 2005.

Mr. Zhou does not have any relationship with any directors, senior management, substantial shareholders (as defined in the Listing Rules), or controlling Shareholders (as defined in the Listing Rules) of the Group. Save as aforesaid, Mr. Zhou did not hold other directorship in any public listed companies in the last 3 years.

Mr. Zhou has a 2 years contract with the Company, commencing from 9 December 2005 and will receive an annual director's fee of HK\$150,000. Save and except for the director's fee, Mr. Zhou will not be entitled to any other remuneration for holding his office as an independent non-executive director of the Company.

## SENIOR MANAGEMENT

**Mr. QIAN Wu (錢武)**, aged 41, is the deputy general manager of Guanlida Boton. He joined the Group in October 1998 and is the chief supervisor of the Group's applied technology and promotion center for food flavours. He graduated from 中國安徽機電學院 (Anhui Institute of Mechanical and Electrical Engineering) in 1990, with a major in industrial corporate management. Mr. Qian has approximately 20 years of R&D experience in the flavour and fragrance industry. Prior to joining the Group, Mr. Qian had worked in Wuhu Tobacco Factory for 12 years.

**Mr. XUE You Hui (薛有輝)**, aged 45, is the assistant to the general manager and sales director of Guanlida Boton and is the chief supervisor for sales and marketing of the Group's food flavours. He obtained a tertiary qualification from 中國北京商學院 (Beijing College of Commerce) in 1990, with a major in corporate management. Mr. Xue has approximately 20 years of sales and marketing experience in the flavour and fragrance industry. Prior to joining the Group, Mr. Xue had worked in (Sugar Wine Company of Shaodong County) in Hunan Province for 15 years. Mr. Xue joined the Group in October 1993.

**Mr. QIU Jing (邱京)**, aged 29, is the head of sales and marketing department for fine fragrances in Guanlida Boton. He joined the Group in October 2002. He graduated from 中國武漢大學 (Wuhan University of the PRC) in 1998, with a major in law of economics. Mr. Qiu has approximately 5 years of sales and marketing experience in the flavour and fragrance industry. Prior to joining the Group, Mr. Qiu had worked in Shell Company for 4 years.

**Mr. LAM Chi Ming, Francis (林志明)**, aged 47, is the financial controller of the Group. He is responsible for the Group's overall financial planning and management of the Group. He is a qualified accountant and a member of both the Hong Kong Institute of Certified Public Accountants and Association of Certified Public Accountants. He obtained a bachelor's degree of arts in economic and social studies from the University of Manchester in the United Kingdom in 1982. Mr. Lam has over 20 years of experience in the field of accounting and financial management, as well as about one year of experience in the flavour and fragrance industry. He worked with the Group since March 2004.

**Mr. MA Man Wai (馬文威)**, aged 37, is the company secretary of the Company. Mr. Ma obtained a bachelor's degree in business (accountancy) from Queensland University of Technology, Australia in 1993. He is a member of the Hong Kong Institute of Certified Public Accountants and a certified practising accountant of CPA Australia. Before working with the Group in September 2005, Mr. Ma has over 11 years of accounting related experience from accounting firms and international companies.

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**Ms. XU Jing Fang (徐靜芳)**, aged 64, is the assistant to the general manager of Shenzhen Guanlida Boton Spice Co., Ltd. ("Guanlida Boton"). Ms. Xu is the head of quality control department and is responsible for the management of various production processes and quality testing of the Group. She obtained a tertiary qualification from 上海輕工業專科學校 (Shanghai Light Industry Professional School) in 1962, with a major in organic synthesis. Ms. Xu has approximately 40 years of quality control experience in the flavour and fragrance industry. She joined the Group in April 1993. Prior to joining the Group, Ms. Xu had worked in 孔雀香精香料有限公司 (Kongque Flavours and Fragrances Company Limited) for more than 34 years.

**Mr. XU Zhong Wei (徐仲偉)**, aged 41, is the chief technology officer of food flavour products of Guanlida Boton. He joined the Group in March 2001 and is responsible for marketing and promotion of the Group's applied technology and service for product technology. He obtained a master's degree from 中國西南農業大學 (Southwest Agricultural University of the PRC) in 1988, with a major in agriculture. Mr. Xu has 18 years of technology development experience in the food industry. He is now the council member of 中國飲料工業協會 (China Beverage Industry Association) and the council member of 中國食品添加劑協會 (China Food Additive Association). Prior to joining the Group, Mr. Xu had worked as chief engineer of 紳耒新產業投資有限公司 (Shenzhen New Industry Investment Company Limited) under 國家計劃委員會 (the State Planning Commission) for 8 years. He received the Science Technology Second Class Award from the 中國人民共和國農業部 (Agricultural Department of the PRC) in 1990, the Advanced Worker Award from 中國甜菊協會 (the China Stevia Association) in 1999 and the "Four New" Distinguished Product Achievement Award from 廣東省輕工業廳 (the Light Industry Department of Guangdong Province) in 1994.

**Mr. XIAO You Jian (肖友檢)**, aged 63, is the senior engineer of food flavour products of Guanlida Boton. He joined the Group in March 2002 and he is the chief technology researcher who is responsible for technology development of the Group's food flavours. He graduated from the 中國湖南大學 (Hunan University of the PRC) in 1965, with a major in chemistry. Mr. Xiao has over 40 years of engineering experience in the flavour and fragrance industry. Prior to joining the Group, Mr. Xiao had worked in 國家輕工業部香料工業科研究所 (Research Institute of Fragrance & Flavour Industry of the State's Light Industry Ministry) for 37 years. He received the National Technology Progress Second Class Award from 中國國家科學技術工業委員會 (the State Commission of Science, Technology and Industry of the PRC) in 1986, the Technology Progress Second Class Award from 國家輕工業部 (the State's Light Industry Ministry) in 1985.

**Mr. HE Han Ping (何漢平)**, aged 34, is the head of R&D centre of Guanlida Boton. Mr. He is responsible for management of R&D in the R&D centre. Mr. He obtained a doctorate degree from the University of Hong Kong in 2003, with a major in philosophy. He has over 10 years of experience in the flavours and fragrances industry. Prior to joining the Group, Mr. He had worked as a research assistant for 華東理工大學 (East China University of Science and Technology) and 浙江大學 (Zhejiang University) for 8 years. He joined the Group in October 2003.