

### DIRECTORS

#### Executive Directors

**Mr. Tse Ping** (謝炳先生), aged 50, is the Chairman and President of the Company. Mr. Tse is responsible for formulating the overall business strategy and plans of the Group. Mr. Tse has about 10 years' experience in the investment and management of pharmaceutical enterprises in the PRC. He began his investment and management of CTF and CTT in September 1994 and April 1997 respectively. The other enterprises in which he had invested and managed include 999 Pharmaceutical Joint-Stock Co., Limited (a company with A Shares listed on the stock exchange in the PRC), Hainan Pharmaceutical Industrial Joint-Stock Co., Limited (a company with A Shares listed on the stock exchange in the PRC) and CTQ (a subsidiary of SIIC Medical Science and Technology (Group) Limited, a company listed on GEM). He is the chairman of Xi'an Chia Tai Pharmaceutical Co., Limited and ABH Nature's Products Inc., executive chairman of the board of directors of TM International Bank Ltd., vice-chairman of Hong Kong Fortune Ltd., a property investment company listed on the Stock Exchange, and a committee member of the Association of Pharmaceutical Biotechnology of China. Mr. Tse is also a member of the 9th Chinese People's Political Consultative Conference of the PRC.

**Mr. Wang Jinyu** (王金宇先生), aged 30, joined the Group in March 1999. Mr. Wang graduated from Beijing Normal University in 1992 and California State University at San Francisco in 1996. Mr. Wang is responsible for the business development of the Group. Mr. Wang worked in the corporate finance division of BNP Prime Peregrine Capital Limited prior to his joining the Company. Mr. Wang has extensive experience in corporate finance, investment management, development and promotion of new and high technology. He is also the joint chairman and general manager of Dic Network Company Limited.

**Mr. Ling Peixue** (凌沛學先生), aged 37, joined the Group in October 1994 and is a director and general manager of CTF, responsible for the business development of CTF. Mr. Ling graduated from Shandong University of Medicine with a master degree. Mr. Ling has over 20 years' experience in pharmaceutical research and development. Mr. Ling is a guest professor of Shenyang University of Pharmacy and a visiting professor of Shandong University of Medicine. Mr. Ling has done in-depth research on sodium hyaluronan and has more than 30 publications in relation to such research. He received numerous awards from the State Council, SDA and the State Science and Technology Committee and was conferred the title of Outstanding Young Person of Shandong Province. Mr. Ling is also a deputy chairman of the Biochem Pharmaceutical Professional Committee of the Association of Chinese Medicine, a deputy head of the Industrial Biochemistry Professional Committee of the Association of Biochemistry and Molecular Biology of China, an executive director of the Association of Biochem Pharmaceutical Manufacture of China and a member of the editorial committee of the Chinese Medicine Magazine and Chinese Biochem Pharmaceutical Magazine.

**Mr. Tao Huiqi** (陶惠啟先生), aged 51, joined the Group in May 1997 and is the vice-chairman and president of CTT, responsible for the business development of CTT. Mr. Tao has a university professional certificate and is a senior economist. Mr. Tao has extensive experience in the management of pharmaceutical production enterprises. He has been awarded "The Best Entrepreneur" by China Pharmaceutical Association, China Chinese Medicine Association, Jiangsu Economic Planning Commission and Jiangsu Pharmaceutical Administration respectively.

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## DIRECTORS, SENIOR MANAGEMENT AND STAFF

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### Independent non-executive Directors

**Dr. Patrick Ho Chi Ping JP.** (何志平太平紳士), aged 50, was appointed independent non-executive Director on 14 September, 2000. He is a medical specialist in eye disease and surgery in Hong Kong. He further sub-specialises in the disease and surgery of the retina and vitreous, especially in the treatment of diabetic eye complications. He was a professor of surgery (Ophthalmology) at the Chinese University of Hong Kong before he began his private clinical practice in eye disease and surgery in 1994. He has published more than 100 scientific articles in scientific journal on eye disease and surgery and many more others on medical and health policies in newspaper columns and periodicals. Dr. Ho is also a honorary professor and advisor to more than 15 universities and hospitals in the PRC, including Clinical Professor of the Eye Hospital of China Academy of Traditional Chinese Medicine, and honorary director of International Exchange Center of the Ministry of Health of China. Dr. Ho was a past president of the Hong Kong Ophthalmological Society, a founding president of the Hong Kong Surgical Laser Society, a past honorary deputy secretary of the Hong Kong Medical Association. Dr. Ho is presently the director of the Hong Kong Eye Centre (Canossa Hospital-Caritas), chairman of the Hong Kong Eye Foundation (Charity), a vice chairman of the Lions Hong Kong Eye Bank, a vice president of the Hong Kong Federation of Societies for the Prevention of Blindness, a member of the Human Organ Transplant Board of the Hong Kong Government, a member of the Chinese Medicines Board of Chinese Medicine Council of Hong Kong. Internationally, Dr. Ho is a vice president of the Asia Pacific Academy of Ophthalmology, a co-chairman of the Western Pacific Region of International Agency for the Prevention of Blindness, and a SightFirst technical adviser of the Lions Club International Foundation. Dr. Ho was a member of the Hong Kong SAR Preparatory Committee. Dr. Ho is a member of the 8th and 9th Chinese People's Political Consultative Conference.

**Mr. Hu Xi Ming** (胡熙明先生), aged 67, was appointed independent non-executive Director on 14 September, 2000. He is a member of the Chinese Peoples's Political Consultive Conference, editor-in-chief of Chinese Traditional Medicine Magazine of China, president of China Acupuncture Society, vice president of Chinese Traditional Medical and Pharmaceutical Society of China and president of Association for Medical, Pharmaceutical and Public Health Exchanges Between the Two Sides of the Taiwan Straits. Mr. Hu had served more than 30 years in MPH. Mr. Hu had assumed a number of titles, including deputy head of Traditional Medicine Research Academy, director of SATCM, vice minister of MPH, vice chairman of the State Committee for Combating Narcotics.

### SENIOR MANAGEMENT

**Ms. Zhao Yanping** (趙艷萍女士), aged 37, is the vice president of the Company. Ms. Zhao graduated from Shenyang Pharmaceutical Institute with a bachelor's degree in science. She joined the Group in 1992. Ms. Zhao was a general manager of the research and development department of the Group, an executive director of CTF and a visiting professor of Shenyang University of Medicine. Ms. Zhao is one of the editors of the "1998 National Development Guide for New Chemical Medicine" (the "1998國家級化學醫藥新產品開發指南"). Ms. Zhao has 17 years' experience in the pharmaceutical industry.

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## DIRECTORS, SENIOR MANAGEMENT AND STAFF

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**Mr. Stephen Tse Hsin** (謝忻先生), aged 31, is a vice president of the Company and is in charge of the Group's audit division. Mr. Tse graduated from the University of Hong Kong with a bachelor's degree in engineering. He joined the Group in 1995 as an assistant to the executive vice president of the Group. He has also served as a managing director of Xian C. P. Pharmaceutical Co., Ltd. Mr. Tse Hsin is a cousin of Mr. Tse Ping.

**Mr. Yee Foo Hei** (余富熙), aged 37, is the secretary of the Company. Mr. Yee joined the Company in February 2000. Mr. Yee is an associate member of The Hong Kong Institute of Company Secretaries and is also a holder of a bachelor degree in law. Mr. Yee has more than 10 years' experience in company secretarial works.

**Mr. Zhang Baowen** (張寶文先生), aged 43, is an assistant to the president of the Company. Mr. Zhang graduated from Shenyang University of Medicine with a bachelor's degree in science. Mr. Zhang joined the Group in 1995 and was manager of the investment division and the general manager of the corporate management division. Mr. Zhang is a committee member of the Association of Chinese Medicine of China. Mr. Zhang has nearly 20 years' experience in the pharmaceutical industry.

**Ms. Wong Pui Shan** (黃佩珊女士), aged 29, is the financial controller of the Company. Ms. Wong graduated from the Hong Kong Polytechnic University with a bachelor's degree in accountancy. She is an associate member of the Hong Kong Society of Accountants and the Chartered Association of Certified Accountants. Ms. Wong worked in PricewaterhouseCoopers prior to joining the Company in August 2000.

**Ms. Chen Xiaofung** (陳曉楓女士), aged 46, is the deputy financial controller of the Company. Ms. Chen joined the Group in 1993 and was a manager of the investment division, deputy controller of the accounting division, officer of the audit division and controller of the finance and accounting division. Ms. Chen is a certified accountant in the PRC and has 20 years' experience in accounting and finance.

### AUDIT COMMITTEE

The Company has established an audit committee with written terms of reference in compliance with Rules 5.23, 5.24 and 5.25 of the GEM Listing Rules. The primary duties of the audit committee are to review the Company's annual report and accounts, half-year reports and quarterly reports and to provide advice and comments thereon to the board of Directors. The audit committee will also be responsible for reviewing the financial reporting process and internal control system of the Group.

The audit committee has two members comprising the two independent non-executive Directors, Dr. Patrick C. P. Ho and Mr. Hu Xi Ming.

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## DIRECTORS, SENIOR MANAGEMENT AND STAFF

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### STAFF

As at the Latest Practicable Date, the Group had a workforce of 1,776 staff engaged in the following operations of the Group:—

Production	600
Quality management and control	71
Sales and marketing	734
Research and development	44
Purchasing	14
Administration and management	<u>313</u>
	<u><u>1,776</u></u>

### COMPANY'S RELATIONSHIP WITH STAFF

The Group has not experienced any disruption of its operations due to labour disputes in the past. The Directors consider that the Group has good relationship with its employees.

The Company has conditionally adopted the Share Option Scheme pursuant to which employees and executive Directors may be granted options to subscribe for the Shares. A summary of the principal terms of the Share Option Scheme is set forth in Appendix V to this prospectus.

The Group provides employees benefits scheme including pension contribution scheme to their employees, details of which are set out in Appendix I to this prospectus. The Company will provide employee benefits including pension fund pursuant to a defined contribution scheme and medical insurance scheme for its staff in Hong Kong. The Company will provide the pension fund scheme for its qualified employees and the amount of contributions payable by the Group will depend on the employees' seniority and positions held. The Company will follow the regulations in Hong Kong in respect of employees in Hong Kong once the Mandatory Provident Fund Schemes are required to be implemented in Hong Kong.