

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP

7.1 PROMOTERS AND SUBSTANTIAL SHAREHOLDERS

7.1.1 Promoters' shareholdings

The direct and indirect interests of the Promoters of Y.S.P.SAH in the Shares after the IPO are as follows:

Promoter	Country of Incorporation / Nationality	←---Direct---→		←---Indirect---→	
		No. of Shares	%	No. of Shares	%
YSP(INV)	BVI	23,184,300	42.2	-	-
Lee Tien-Te	Taiwanese	553,055	1.0	27,158,693(a)	49.4
Dr. Lee Fang-Yu	Taiwanese	526,052	1.0	27,185,696(b)	49.4
Dr. Lee Fang Hsin	Taiwanese	1,620,160	2.9	26,091,588(c)	47.4

Notes:

- (a) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (b) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (c) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).

YSP(INV) is a wholly-owned subsidiary of YSP International, which is in turn a wholly-owned subsidiary of YSP(TW).

YSP(TW) was founded by Mr Lee Tien-Te in 1965 as a trading company supplying a wide range of pharmaceutical products in Taiwan. In 1974, YSP(TW) launched its first injectable to the market and its first overseas subsidiary was established in Hong Kong to directly market its pharmaceutical products to the world market. YSP(TW)'s first GMP pharmaceutical plant was completed in 1986. In 1988, YSP(TW) had established an export-based business unit in Malaysia as a ground to further expand its market reach to the ASEAN countries.

From the year 1989 to 1992, there was a rapid growth in YSP(TW)'s export of pharmaceutical products to overseas markets, including East Asia, USA as well as South Africa. YSP(TW) was listed on the Taiwan Stock Exchange in May 1993. To date, YSP(TW) has an extensive portfolio of more than 500 products, including human drugs, veterinary products, cosmetics, healthcare products, bulk materials and chemical products.

Further details on YSP(INV), YSP International and YSP(TW) are set out in Section 7.1.2 of this Prospectus.

Mr Lee Tien-Te, Dr. Lee Fang-Yu and Dr. Lee Fang Hsin have extensive knowledge and experience in the pharmaceuticals field particularly in the manufacturing, trading and distribution of pharmaceutical products. The detailed profiles of Mr Lee Tien-Te, Dr. Lee Fang-Yu and Dr. Lee Fang Hsin are as set out in Section 7.2.2 of this Prospectus.

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP (Cont'd)

7.1.2 Substantial shareholders' shareholdings

The direct and indirect interests of the substantial shareholders in the Shares after the IPO are as follows:

Substantial shareholder	Country of incorporation / Nationality	←-----Direct-----→		←-----Indirect-----→	
		No. of Shares	%	No. of Shares	%
YSP(INV)#	BVI	23,184,300	42.2	-	-
Lee Tien-Tc	Taiwanese	553,055	1.0	27,158,693(a)	49.4
Dr. Lee Fang-Yu	Taiwanese	526,052	1.0	27,185,696(b)	49.4
Dr. Lee Fang-Hsin	Taiwanese	1,620,160	2.9	26,091,588(c)	47.4
Dr. Lee Fang-Chen @ Lee Fang-Chuan	Taiwanese	421,042	0.8	27,290,706(d)	49.6
Dr. Lee Fang-Jen	Taiwanese	403,040	0.7	27,308,708(e)	49.7
Lee Ling-Chin	Taiwanese	314,031	0.6	27,397,717(f)	49.8
Lee Ling-Fen	Taiwanese	230,023	0.4	27,481,725(g)	50.0
Lee-Chang Yu-Ying	Taiwanese	460,045	0.8	27,251,703(h)	49.6
Lembaga Tabung Haji	Malaysia	8,250,000@	15.0	-	-
Permodalan Nasional Berhad	Malaysia	4,000,000@	7.3	-	-
YSP International^	BVI	-	-	23,184,300(i)	42.2
YSP(TW)*	Taiwan, R.O.C.	-	-	23,184,300(j)	42.2

Notes:

- (a) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (b) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (c) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (d) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (e) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (f) Deemed interested by virtue of her family members' direct shareholding in Y.S.P.SAH and by virtue of her own together with her family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (g) Deemed interested by virtue of her family members' direct shareholding in Y.S.P.SAH and by virtue of her own together with her family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (h) Deemed interested by virtue of her family members' direct shareholding in Y.S.P.SAH and by virtue of her own together with her family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (i) Deemed interested by virtue of Section 6A of the Act, through its 100% interest in YSP(INV).

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP
(Cont'd)

(j) Deemed interested by virtue of Section 6A of the Act, through its 100% interest in YSP International which in turn wholly owns YSP(INV).

@ Represent the number of Shares allocated to Lembaga Tabung Haji and Permodalan Nasional Berhad pursuant to the Offer for Sale, and assuming that they subscribe in full for the respective number of Shares allocated to them.

YSP(INV) was incorporated in the BVI under the International Business Companies Act, Cap. 291 on 28 June 2001 and is an investment holding company. YSP(INV) has an authorised share capital of USD10,000,000 comprising 10,000,000 ordinary shares of USD1.00 each, of which 9,134,400 ordinary shares of USD1.00 each have been issued and fully paid-up. Set out below is the information relating to YSP(INV) as at 10 December 2003, as provided by the management of YSP(INV).

Directors	Shareholder	Shareholding
Dr. Lee Fang-Yu Dr. Lee Fang Hsin Hung Shih Li	YSP International	100%

^ YSP International was incorporated in the BVI under the International Business Companies Act, Cap. 291 on 28 June 2001 and is an investment holding company. YSP International has an authorised share capital of USD70,000,000 comprising 70,000,000 ordinary shares of USD1.00 each, of which 39,859,140 ordinary shares of USD1.00 each have been issued and fully paid-up. Set out below is the information relating to YSP International as at 10 December 2003, as provided by the management of YSP International.

Directors	Shareholder	Shareholding
Lee Tien-Tc Dr. Lee Fang-Yu Lin Min-Ju	YSP(TW)	100%

* YSP(TW) was incorporated in Taiwan, R.O.C on 26 August 1965 and is an investment holding company. YSP(TW) has an authorised share capital of NTD3,100,000,000 and a paid-up capital of NTD2,416,535,000. YSP(TW) is listed on the Taiwan Stock Exchange. Set out below is the information relating to YSP(TW) as at 10 December 2003, as provided by the management of YSP(TW).

Directors	Substantial Shareholders	Shareholding (%)	
		Direct	Indirect
Lee Tien-Te	Postal Remittance & Savings Bank	5.0	-
Dr. Lee Fang-Yu	Lee Tien-Te	6.3	23.5*
Lee I-Hsiung	Dr. Lee Fang-Yu	2.7	27.1*
Lin Wen-Fu	Dr. Lee Fang Hsin	4.2	25.6*
Hung Shih-Li	Dr. Lee Fang-Chen @ Lee Fang-Chuan	3.4	26.4*
Chen Shan-Chiung	Lee Ling Chin	4.1	25.7*
	Lee Ling-Fen	2.7	27.0*
	Dr. Lee Fang-Jen	4.2	25.5*
	Lee-Chang Yu-Ying	2.1	27.6*

Note:

* Deemed interested through their family members' direct shareholding in YSP(TW).

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP
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7.1.3 Directorships and substantial shareholdings in all other public corporations for the past two years

Based on the declaration by the Promoters and substantial shareholders, save as disclosed below, none of the Promoters or substantial shareholders of Y.S.P.SAH have any directorships and/or substantial shareholdings in any other public corporation for the past two years preceding 10 December 2003:

Promoter / substantial shareholder	Name of company	Date of appointment as Director	Shareholdings		Principal activities
			Direct %	Indirect %	
Lee Tien-Te	YSP(TW)	8 November 2001	6.3	23.5*	Investment holding
	Yung Zip Chemical Ind. Co. Ltd.	7 June 2001	4.8	9.4^	Manufacturer and distributor of chemicals
Dr. Lee Fang Hsin	YSP(TW)	-	4.2	25.6*	Investment holding
	Yung Zip Chemical Ind. Co. Ltd.	-	0.6	13.5^	Manufacturer and distributor of chemicals
Dr. Lee Fang-Yu	YSP(TW)	8 November 2001	2.7	27.1*	Investment holding
	Yung Zip Chemical Ind. Co. Ltd.	7 June 2001	2.8	11.3^	Manufacturer and distributor of chemicals
Dr. Lee Fang-Chen (@ Lee Fang-Chuan	YSP(TW)	-	3.4	26.4*	Investment holding
	Yung Zip Chemical Ind. Co. Ltd.	7 June 2001	3.0	11.1^	Manufacturer and distributor of chemicals
Dr. Lee Fang-Jen	YSP(TW)	-	4.2	25.5*	Investment holding
	Yung Zip Chemical Ind. Co. Ltd.	-	Negligible	14.1^	Manufacturer and distributor of chemicals
Lee Ling-Chin	YSP(TW)	-	4.1	25.7*	Investment holding
	Yung Zip Chemical Ind. Co. Ltd.	-	3.0	11.1^	Manufacturer and distributor of chemicals
Lee Ling-Fen	YSP(TW)	-	2.7	27.0*	Investment holding
	Yung Zip Chemical Ind. Co. Ltd.	-	Negligible	14.1^	Manufacturer and distributor of chemicals
Lee-Chang Yu-Ying	YSP(TW)	-	2.1	27.6*	Investment holding
	Yung Zip Chemical Ind. Co. Ltd.	-	-	14.1^	Manufacturer and distributor of chemicals

Notes:

* Deemed interested by virtue of their family members' direct shareholdings in YSP(TW).

^ Deemed interested by virtue of their family members' direct shareholdings in Yung Zip Chemical Ind. Co. Ltd.

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP
(Cont'd)

7.1.4 Changes in promoters' and substantial shareholders' shareholdings in Y.S.P.SAH for the past three years

The changes in the direct shareholdings of the Promoters and substantial shareholders in Y.S.P.SAH since incorporation are as follows:

Promoter/substantial shareholder	Date interest acquired /disposed	No. of Shares held before acquisition	Total no. of Shares acquired /(disposed)	Cumulative no. of Shares held after acquisition/disposal	
				No. of Shares	%
Dr. Lee Fang Hsin	10.07.2001	-	1	1	50.0
	30.11.2001	1	(1)	-	-
	30.09.2003	-	2,503,077	2,503,077	5.4
	15.11.2003	2,503,077	160	2,503,237	5.4
Datuk Dr. Anis bin Ahmad	30.11.2001	-	300	300	30.0
Lee Tien-Te	10.07.2001	-	1	1	50.0
	30.11.2001	1	(1)	-	-
	30.09.2003	-	854,040	854,040	1.8
	15.11.2003	854,040	55	854,095	1.8
Tu Shu Yao	30.11.2001	-	700	700	70.0
	15.11.2003	700	(700)	-	-
Dr. Lee Fang-Yu	30.09.2003	-	813,448	813,448	1.7
	15.11.2003	813,448	52	813,500	1.7
Dr. Lee Fang-Chen @ Lee Fang Chuan	30.09.2003	-	650,020	650,020	1.5
	15.11.2003	650,020	42	650,062	1.4
Dr. Lee Fang-Jen	30.09.2003	-	623,660	623,660	1.3
	15.11.2003	623,660	40	623,700	1.3
Lee Ling-Chin	30.09.2003	-	486,592	486,592	1.0
	15.11.2003	486,592	31	486,623	1.0
Lee Ling-Fen	30.09.2003	-	355,850	355,850	0.8
	15.11.2003	355,850	23	355,873	0.8
Lee-Chang Yu-Ying	30.09.2003	-	711,700	711,700	1.5
	15.11.2003	711,700	45	711,745	1.5
YSP(INV)	30.09.2003	-	35,830,411	35,830,411	6.6

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP
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7.2 DIRECTORS

7.2.1 Directors' shareholdings

The direct and indirect interests of the Directors of Y.S.P.SAH in the Shares after the IPO are as follows:

Director	Designation	←-----Direct-----→		←-----Indirect-----→	
		No. of Shares	%	No. of Shares	%
Datuk Dr Anis bin Ahmad	Chairman	2,555,000	4.6	-	-
Dr. Lee Fang Hsin	President/ Group Managing Director	1,620,160	2.9	26,091,588(a)	47.4
Lee Tien-Tc	Non-Independent Non-Executive Director	553,055	1.0	27,158,693(b)	49.4
Dr. Lee Fang-Yu	Non-Independent Non-Executive Director	526,052	1.0	27,185,588(c)	49.4
Dato' Koay Soon Eng	Independent Non- Executive Director	-	-	-	-
Tu Shu Yao	Independent Non- Executive Director	-	-	-	-

Notes:

- (a) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (b) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).
- (c) Deemed interested by virtue of his family members' direct shareholding in Y.S.P.SAH and by virtue of his own together with his family members' shareholding of more than 15% in YSP(TW) which wholly owns YSP International which in turn wholly owns YSP(INV).

Mr Lee Tien-Tc and Dr Lee Fang Yu are representatives of YSP(TW).

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7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP (Cont'd)

7.2.2 Profiles

The profiles of the Board of Directors of Y.S.P.SAH are as follows:

Datuk Dr. Anis bin Ahmad, aged 57, was appointed to the Board of Directors of Y.S.P.SAH as the Independent Non-Executive Director on 16 September 2002 and subsequently as the Chairman on 17 November 2003. Datuk Dr. Anis graduated with a Bachelor of Pharmacy from the University of Singapore, a Master of Science in Pharmaceutical Technology from the University of London and a Ph.D. in Pharmacology from the University of Bath, United Kingdom. In 1968, Datuk Dr. Anis started his career as a Pharmaceutical Officer/Pharmacist with the MoH for 6 years. He continued his career as a Lecturer and Head of the Department of Pharmacology in University Kebangsaan Malaysia from 1975 to 1979. By his extensive experience in pharmacy, he served as the Deputy Director of NPCB from 1983 to 1987, and was promoted to Director of NPCB in 1988 and served in that capacity until 1990. He was also the Secretary of the DCA from 1985 to 1990. In 1991, he held the position of Deputy Director of Health (Pharmacy) for the Department of Health, Johor before he was promoted to Director of Pharmacy of MoH in 1996 where he was attached for 5 years until 2001. Datuk Dr. Anis was awarded the Pingat Jasa Negara that carries the title "Datuk" by Seri Paduka Baginda Yang Di-Pertuan Agong in 2001.

Dr. Lee Fang Hsin, a Taiwanese and a permanent resident of Malaysia, aged 43, was appointed to the Board of Directors of Y.S.P.SAH as President/Group Managing Director on 17 November 2003. Dr. Lee currently sits on the boards of several private limited companies in Malaysia including subsidiary companies of Y.S.P.SAH in Malaysia. He possesses a graduate diploma in Finance and Taxation from Tamsui Oxford College, a Masters in Business Administration and a PhD from Pacific Western University, USA.

Dr. Lee started his career in 1985 with YSP(TW), as a Marketing Executive. In the same year, he was transferred to Japan to conduct marketing surveys for YSP(TW) until 1987. In 1985, Dr. Lee was also appointed as the Representative in charge of YSP(TW)'s branch in Malaysia, which eventually resulted in the establishment of KYSP.

Dr. Lee has been honoured with the following titles and awards:

- "Darjah Seri Melaka" by the Governor of Malacca in 1998
- the Asia-Pacific Distinguished General Manager Award in the Second Annual Professional Manager Award for Enterprise in Taiwan, R.O.C. in 1998
- the Model from Overseas Chinese Young Entrepreneur in Taiwan, R.O.C. in 1998
- the Global Overseas Professional Manager Award in Taiwan, R.O.C. in 2000
- the Third National Award of Overseas Taiwanese Enterprises in 2001

Dr. Lee is currently the National President of Taipei Investors' Association in Malaysia.

Lee Tien-Te, a Taiwanese, aged 81, was appointed to the Board of Directors of Y.S.P.SAH as a Non-Independent Non-Executive Director on 17 November 2003. He is the Founder, Chairman and a major shareholder of YSP(TW) and has more than 50 years experience in the pharmaceuticals field. He graduated from Japan Osaka Business School in Japan as a Business Specialist. He began his career with the Tachia Town Administrator council in Tachia, Taiwan, R.O.C. in health management. In 1952, he set up Yung Shin Pharmacy in Taiwan, R.O.C. as a distributor of pharmaceuticals. In 1965, he established YSP(TW) to manufacture and distribute pharmaceuticals, which subsequently expanded to investing in overseas markets. YSP(TW) was listed on the Main Board of the Taiwan Stock Exchange in 1993. His vision, foresight and wealth of expertise in the pharmaceutical industry has propelled YSP(TW) to great heights over the years. Mr Lee actively supports various charitable causes and is also the Chairman of the Yung Shin Social Welfare Foundation.

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP
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Dr. Lee Fang-Yu, a Taiwanese, aged 51, was appointed to the Board of Directors of Y.S.P.SAH as a Non-Independent Non-Executive Director on 17 November 2003. He is currently the President and a substantial shareholder of YSP(TW). He graduated with a Bachelor of Science in Pharmacy from China Medical College, Taiwan, R.O.C. in 1980. Dr. Lee subsequently obtained a Master of Science and a Ph.D from the China Medical College in 1990 and 1997 respectively. He is also the Chairman of Yung Zip Chemical Ind. Co. Ltd., Taiwan, R.O.C. and is a member of the Industry Pharmacy Committee, The Pharmaceutical Society of the Taiwan, R.O.C.. He is a Clinical Professor in the School of Pharmacy, National Defence Centre and Assistant Professor in China Medical College.

Dr. Lee began his career as an Assistant Technician in 1972 at YSP(TW)'s R&D Section, responsible for drug analysis approaches. In 1974, he was transferred to the Production Division where he was responsible for the approaches to the analysis of drugs and bulk materials. Promoted in the same year, Dr. Lee was the Administrator of YSP(TW)'s R&D Section responsible for the analysis of drugs, bulk materials and formulation. In 1977, he was promoted as Manager for YSP(TW)'s Production Division where he dealt with production management. Dr. Lee was promoted to Manager of the R&D Division in 1978, as Vice President of the R&D Division and the Production Division in 1979 and 1982 respectively. In 1987, Dr. Lee was appointed Executive Vice President of YSP(TW), followed by the position of President in 1991.

He led YSP(TW) to 2 Excellence in Biotechnological Development Awards and established YSP(TW) as the largest supplier of pharmaceutical products in Taiwan, R.O.C. in 1996. As President, he also finished the design and construction of YSP(TW)'s GMP plants in the USA and China to complete the YSP(TW) global production system in 2000.

Dr. Lee is a member of the Polymeric Biomaterials Science Association, Taiwan, R.O.C. and has contributed substantially to the pharmaceutical industry. One of his many accomplishments includes the production of YC-1, a chemical which functions as an important and unique tool for cardiovascular pharmacological studies.

Dr. Lee currently sits on the board of several private limited companies in Taiwan, R.O.C. and the subsidiary companies of Y.S.P.SAH in Malaysia.

Dato' Koay Soon Eng, aged 56, was appointed to the Board of Directors of Y.S.P.SAH as an Independent Non-Executive Director and Chairman of the Audit Committee of Y.S.P.SAH on 16 September 2002 and 17 November 2003 respectively. He holds a Bachelor of Commerce from the University of Queensland and is an Accountant by profession, being a Chartered Accountant of the Malaysian Institute of Accountants. Dato' Koay is also a Fellow of the Institute of Chartered Accountants in Australia and a Certified Practising Accountant of the Society of Certified Practising Accountants, Australia.

Being in public practice for 30 years since 1973 as an Accountant, Auditor, Tax Agent and Business Consultant, Dato' Koay is currently the Executive Chairman of the Moores Rowland Group, a Malaysian firm of an international practice of accountants and consultants.

Tu Shu Yao, aged 53, was appointed to the Board of Directors of Y.S.P.SAH as an Independent Non-Executive Director and a member of the Audit Committee of Y.S.P.SAH on 17 November 2003. Graduated with a diploma in Mining & Metallurgical Engineering from the University of National Taipei Technology in 1971, he embarked on his career in the metal and gas industry in Nigeria, Africa where he served in various capacities. He was involved in similar metal and gas industry in Taiwan from 1986 to 1989.

Mr Tu is presently the Chairman and Managing Director of Region group of companies ("RGC") in Malaysia, a position which he holds since 1989. In RGC, Mr Tu is involved in, amongst others, overseeing the business operations, devising strategic plans and business direction as well as responsible for the overall performance of the group. As the President of the Chinese Taipei School (Kuala Lumpur) and President of the Taipei Investors' Association in Malaysia, Mr Tu is also active in providing business advices and guidance to other associations and social organisations.

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP (Cont'd)

7.2.3 Directors' remuneration and benefits

No remuneration or fees have been paid to the Directors of Y.S.P.SAH for services rendered to the Group for the FYE 31 December 2002. For the FYE 31 December 2003 and FYE 31 December 2004, the estimated remuneration and benefits payable to the Director of Y.S.P.SAH for services rendered to the Group are estimated/forecast as follows:

FYE 31 December	2003 (Estimate)		2004 (Forecast)	
	<----Number of Directors---->		<----Number of Directors---->	
Remuneration band:	Executive	Non-Executive	Executive	Non-Executive
Below RM100,000	-	-	-	5
RM100,000 to RM200,000	1	-	1	-

7.2.4 Directorships and substantial shareholdings in all other public corporations for the past two years

Based on the declaration by the Directors, save as disclosed below and in Section 7.1.4 of this Prospectus, none of the other Directors have any directorships and/or substantial shareholdings in any other public corporation for the past two years preceding 10 December 2003:

Director	Name of company	Date of appointment as Director	<----Direct---->		<----Indirect---->		Principal activities
			No. of shares	%	No. of shares	%	
Dr. Lee Fang Hsin	YSP(TW)	-	10,172,907	4.2	61,753,386	25.6*	Investment holding company
	Yung Zip Chemical Ind. Co., Ltd.	-	203,365	0.6	4,458,967	13.5^	Manufacturer and distributor of chemicals
Datuk Dr Anis bin Ahmad	Duopharma Biotech Berhad	22 May 2002#	10,000	0.1	-	-	Investment holding company
	New Hoong Fatt Holdings Berhad	2 December 2002	-	-	-	-	Manufacturing of automotive replacement parts
Lee Tien-Te	YSP(TW)	8 November 2001	15,245,541	6.3	56,680,752	23.5*	Investment holding company
	Yung Zip Chemical Ind. Co., Ltd.	7 June 2001	1,569,552	4.8	3,092,780	9.4^	Manufacturer and distributor of chemicals
Dr. Lee Fang-Yu	YSP(TW)	8 November 2001	6,459,438	2.7	65,466,855	27.1*	Investment holding company
	Yung Zip Chemical Ind. Co., Ltd.	7 June 2001	923,311	2.8	3,739,021	11.3^	Manufacturer and distributor of chemicals

Notes:

Datuk Dr Anis bin Ahmad has resigned from his position as a director of Duopharma Biotech Bhd on 6 October 2003.

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP (Cont'd)

* Deemed interested by virtue of their family members' direct shareholdings in YSP(TW).

^ Deemed interested by virtue of their family members' direct shareholdings in Yung Zip Chemical Ind. Co., Ltd.

7.2.5 Involvement of Executive Director in other businesses or corporations

As at the date of this Prospectus, save as disclosed in Sections 7.2.4 and 9.1 of this Prospectus, Dr. Lee Fang Hsin (the sole executive Director of Y.S.P.SAH) is not involved in the operations of other businesses/corporation, save and except for the operations of the Group.

7.3 KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL

7.3.1 Key management's and key technical personnel's shareholdings

As at 10 December 2003, none of the key management and key technical personnel has any direct or indirect interests in the Y.S.P.SAH Group. The details of the key management and key technical personnel and their respective direct and indirect interests in the Y.S.P.SAH Group after the IPO are as follows:

Key management and key technical personnel	Designation	Direct %	Indirect %
Yap Yen Mee	Vice President (Production and Services)	0.29*	-
Sia Pik Nee	Senior Manager (Business Development)	0.27*	-
Chin Yoke Ching	Senior Manager (Marketing)	0.27*	-
Yap Li Chen	Senior Manager (Production) cum Special Assistant to the President/Group Managing Director	0.27*	-
Chu Hong Lian	Manager (Accounts, Finance and Credit Control, Service Division 1)	0.27*	-
Ong Heng	Manager (Marketing for YSP(S))	-	-
Chan You Tak	Area Manager (Veterinary) cum Veterinary Export Manager	0.05*	-
Yap Sze Shong	Administrator (R&D Division)	0.02*	-
Ananda Prakash a/l Ulaganathan	Assistant Manager (Production)	0.05*	-
Lai Chen Chun	Manager (Marketing Division 2)	0.20*	-
Law Wogi Jian	Assistant Manager (Marketing Division 1)	0.05*	-

Note:

* Represent the percentage of the enlarged issued and paid-up share capital of Y.S.P.SAH to be held by the key management and key technical personnel after taking into account the pink form allocations, assuming that they subscribe in full for the respective number of Shares allocated to them.

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP
(Cont'd)

7.3.2 Profiles

Yap Yen Mee, aged 37, is the Vice President (Production and Services) of YSPI. Madam Yap graduated from National Taiwan University in 1989 with a Bachelor of Science in Pharmacy and she is a Registered Pharmacist in Malaysia. She joined YSPI in 1990 as a Project Executive to set up YSPI's manufacturing plant in Bangi. She has been with the Group for the past 13 years, having held positions as Head of Manufacturing Section and Assistant Factory Manager prior to her present position of Vice President of Production and Services Department. She currently oversees the entire Bangi plant, which includes the implementation of the QC system, manufacturing processes, warehouse system as well as R&D workflow. Her responsibilities also include supervising the Finance and Accounts Section, Human Resource Section, Credit Control Section and Material Section of Services Department.

Madam Yap is presently a council member of the Malaysian Organisation of Pharmaceutical Industries (MOPI) as well as a member of the Pharmaceutical Society of Malaysia.

Sia Pik Nee, aged 38, is the Senior Manager (Business Development) of YSPI. He graduated with Honours in Bachelor of Pharmacy from University Sains Malaysia in April 1989 and was subsequently attached to the Sarawak General Hospital, Kuching, as a Pupil Pharmacist. Upon completion of his pupillage, he joined YSPI in 1990 as a Pharmacist in the East Malaysia Office in Kuching. He was promoted in 1992 as the Branch Office Administrator, being in charge of sales and collection for all pharmaceutical and veterinary products in Sabah and Sarawak. In 1993, he was promoted to Assistant Area Manager responsible for the marketing and sales operation in East Malaysia. From 1994 to 2000, he held the post of Area Manager and expanded YSPI's business into Brunei. He was appointed Marketing Manager in 2000 and subsequently transferred to the Kuala Lumpur head office to head the marketing and sales team of YSPI in Malaysia. Mr Sia is also responsible for the operations of the Group's subsidiary companies in Singapore, the Philippines, Myanmar, Thailand, Cambodia and the resident representative office in Vietnam.

Chin Yoke Ching, aged 40, is the Senior Manager (Marketing) of YSPI. She graduated from National Taiwan University, Taiwan, R.O.C. with a Bachelor of Arts in Economics in 1987. Upon graduation, she was attached to Eli Lilly & Co (Taiwan) Inc., as a Purchasing Officer in 1988 and was promoted to Assistant Treasurer in 1989. In April 1991, she joined YSPI as Purchasing Executive and has held several positions prior to being promoted to her current position of Senior Manager (Marketing) in July 2001. Madam Chin is responsible for marketing planning, product development and product forecast for the Y.S.P.SAH Group.

Yap Li Chen, aged 35, is the Senior Manager (Production) cum Special Assistant to the President/Group Managing Director of Y.S.P.SAH. She joined YSPI in 1991 upon graduating from National Taiwan University with a Bachelor of Science majoring in Pharmacy. She is a registered pharmacist in Malaysia. She has been with the Group for 12 years and first joined YSPI as a Purchasing Executive in 1991 and was promoted to Special Assistant to the President/Group Managing Director in 1995 and Administrator for Marketing/R&D in 1996. She helped to set up the Group's overseas branches in Thailand, Vietnam, Myanmar, Philippines and Cambodia. Prior to her promotion to Senior Manager of Services Department, she has held the posts of Senior Administrator of Business Development Section from 1997 to 2000 and Senior Administrator of the Material Section cum Business Development Section in 2001. She is currently supervising the activities of Production Department in ensuring adherence of the QA implementation procedures and continuous compliance to GMP and PICs.

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP
(Cont'd)

Chu Hong Lian, aged 42, is the Accounts and Finance Manager cum Service Division I Manager of YSPI. She started her career in 1984 with Ho Hup Siab Joint Venture, a local and Swedish construction company as an Assistant Accountant. In 1989, she continued her career in Epic Trading (Aust) Pty Ltd in Sydney as a Credit Control Officer. She joined Hongkong and Shanghai Banking Corporation Ltd., Singapore, Corporate Banking Department as a Credit Officer in 1991 before joining ERM Travel Services (S) Pte Ltd, Singapore in 1997 as Accountant. Through her working experience, she has gained management expertise in various areas including human resource management, business and corporate planning, accounting and finance management and planning. She joined YSPI in 1998. Prior to her promotion to the current position, she held the post of Administrator and was promoted to Senior Administrator in 2000. Her principal responsibilities encompass the corporate, accounts and finance functions of the various companies in the Group.

Ong Heng, a Singaporean, aged 59, is the Marketing Manager of YSP(S). He has a Bachelor of Pharmacy from University of Singapore. Upon graduation, he was attached to the Singapore General Hospital and Government Laboratory as a Pupil Pharmacist. He later joined Abbot Laboratories (S) Pte Ltd in 1976 as Sales Manager and was with the company for 10 years before joining The Borneo Company Pte Ltd as a Marketing Manager, where he served for more than 10 years. In 1991, Mr. Ong joined YSP(S) as Marketing Manager and supervises the marketing team of YSP(S).

Chan You Tak, aged 40, is the Area Manager (Veterinary) cum Veterinary Export Manager for YSPI. He is in charge of business development in local and overseas market for veterinary products, particularly in Vietnam and the Philippines. He joined YSPI in 1988 as Veterinary Sales Representative and assumed his current position in November 2001. Prior to joining YSPI, he was a Sales Representative for Overseas Life Insurance Berhad from 1984 to 1986. Mr. Chan obtained his Diploma in Business Administration from the Society of Business Practitioners, England in 2001 and has attended various regional conferences, including the Regional Conference on the Latest Advances in Diagnosis and Control of Newcastle Disease in Poultry by the Veterinary Association of Malaysia in 2001. He also completed his Masters in Business Administration from West Coast Institute Management Technology, Australia in 2002.

Yap Sze Shong, aged 35, is the R&D Administrator of YSPI. He graduated from University Kebangsaan Malaysia with a Bachelor of Science (Honours) in 1993. He joined Yeo Hiap Seng (M) Berhad after graduation as a Food Technologist. In 1995, he joined Chemopharm (M) Sendirian Berhad as a Sales Executive for 1 year before joining YSPI in 1996 as QC Executive. In 1998, he was promoted to R&D Executive, where he was responsible for developing new testing specifications and new veterinary products. He assumed his present designation as R&D Administrator in 2002, and oversees new product development and registration.

Ananda Prakash A/L Ulaganathen, aged 32, is the Assistant Manager (Production Division) of YSPI. Upon graduating from University Sains Malaysia with a Bachelor in Pharmacy, he joined the public service in May 1995 as a Pharmacist in the Ipoh General Hospital, where he was involved in all aspects of clinical pharmacy including drug monitoring, in-house manufacturing and drugs information systems. He is a Registered Pharmacist with the Malaysian Pharmaceutical Society. He joined YSPI as Production Pharmacist in 1996 and was later promoted to Administrator of Manufacturing prior to being appointed Assistant Manager (Production Division) in May 2002, a post he still currently holds. Mr. Ananda is responsible for guiding and leading the manufacturing section's operations, and ensuring they adhere to GMP and other required operating standards.

Lai Chen Chun, aged 40, is the Manager (Marketing Division 2) of YSPI. He deals with OTC product brand management, OTC product portfolio management, new product development and marketing team management. Mr. Lai obtained his Bachelor in Business Management from the Waki University, Japan in 1988. After graduation, he joined Munshin Co. Ltd. as an Administrator in the Ladies and Store Department and was later promoted the Head of Division in the clothing department, specialising in brand management, marketing and sales planning and the handling of imports. He joined YSPI in 1999 as Senior Marketing Executive and was promoted to his present position in 2003.

7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP
(Cont'd)

Law Wogi Jian, aged 40, is the Assistant Manager (Marketing Division I) of YSPI. He graduated with a Bachelor of Pharmacy from the University of Nagpur, India and was attached to the Kuala Lumpur General Hospital as a Trainee Pharmacist after graduation. Mr. Law joined YSPI as a Pharmacist (Marketing Planning Section) in 1993. He was transferred to the Sales Section after a year to provide technical support to the Pharmaceutical Sale Team. He was promoted to the position of Administrator in 1999, where he was responsible in setting up the new marketing subsection, "Hospital Section". He assumed his present designation as Assistant Manager (Marketing Division I) in 2003.

7.3.3 Directorships and substantial shareholdings in all other public corporations for the past two years

As at the date of this Prospectus, none of the key management of the Y.S.P.SAH Group has any directorships and/or substantial shareholdings in any other public corporation for the past two years.

7.3.4 Involvement of key management and key technical personnel in other businesses or corporations

As at the date of this Prospectus, all key management and key technical personnel are full-time employees of the Y.S.P.SAH Group and none of the key management and/or key technical personnel is involved in the operations of other businesses or corporations.

7.4 DECLARATIONS FROM THE DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL

None of the Directors, key management or key technical personnel is or has been involved in any of the following events (whether in or outside Malaysia):

- (a) A petition under any bankruptcy or insolvency laws was filed (and not struck out) against such person or any partnership in which he was a partner or any company of which he was a director or key personnel;
- (b) Conviction in a criminal proceeding or is a named subject of a pending criminal proceeding; and
- (c) The subject of any order, judgement or ruling of any court of competent jurisdiction, tribunal or government body permanently or temporarily enjoining him from acting as an investment adviser, dealer in securities, director or employee of a financial institution and engaging in any type of business practice or activity.

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7. INFORMATION ON THE SHAREHOLDERS, PROMOTERS, DIRECTORS, KEY MANAGEMENT AND KEY TECHNICAL PERSONNEL OF THE Y.S.P.SAH GROUP (Cont'd)

7.5 AUDIT COMMITTEE

The composition of the Audit Committee is as follows:

Name	Designation	Directorship
Dato' Koay Soon Eng	Chairman	Independent Non-Executive Director
Tu Shu Yao	Member	Independent Non-Executive Director
Dr. Lee Fang Hsin	Member	President/Group Managing Director

The Audit Committee is responsible for the recommendation to the Board of Directors regarding the selection of the external auditors, reviewing the results and scope of the audit and other services provided by the Group's external auditors and reviews and evaluates the Group's internal audit and control functions. The Audit Committee is also responsible for the assessment of financial risk and matters relating to related party transactions and conflict of interests. The Audit Committee may obtain advice from independent parties and other professionals in the performance of its duties.

7.6 FAMILY RELATIONSHIPS

Save as disclosed below, there are no family relationships between/amongst the Directors, promoters, substantial shareholders, key management and key technical personnel of the Y.S.P.SAH Group:

Lee Tien-Te, a Director, promoter and substantial shareholder, is the spouse of Lee-Chang Yu-Ying and is the father of Dr. Lee Fang-Yu, Dr. Lee Fang-Chen @ Lee Fang-Chuan, Lee Ling-Chin, Lee Ling-Fen, Dr. Lee Fang-Jen and Dr. Lee Fang Hsin.

7.7 SERVICE AGREEMENTS

There are no existing or proposed service contracts between the Directors or key management and the Y.S.P.SAH Group.

7.8 MANAGEMENT SUCCESSION PLAN

The Group acknowledges the importance of its key management towards maintaining its competitive advantage by continuously providing training to its key management and employees. In this respect, the Group's human resource policies include, amongst others, the provision of management development programmes for the key management as well as training and career development programme for all the employees of the Y.S.P.SAH Group. Along with the continuous upgrading of knowledge, skills, competency and guidance from the key management, these employees are expected to progressively take up the responsibilities from the key management of the Group.

Having a group of highly skilled and well-trained employees and in view of the listing of the Company, the Directors of Y.S.P.SAH believe that the Group would have an additional advantage in attracting, retaining and motivating its key management and employees to continue their invaluable services with the Group.