

## Directors and Senior Management

### Directors

#### **Mr. LIU De Shu – Non-Executive Director and Chairman of the Board**

**Mr. LIU De Shu**, aged 54, joined the Company as the Chairman of the Board of Directors in April 2004. Mr. Liu graduated from Tsinghua University in the PRC in April 1979 and from China Europe International Business School with an EMBA in 1998. In March 1998 Mr. Liu became the President and Chief Executive Officer of Sinochem Corporation. He was once the deputy general manager, the general manager and the chairman of China National Machinery & Equipment Import & Export Corporation. Mr. Liu holds other senior positions in several subsidiaries and joint venture companies of Sinochem Corporation, namely the vice chairman of Dalian West Pacific Petrochemical Co., Ltd., the chairman of Lion Fund Management Ltd. and the director of Manulife-Sinochem Life Insurance Co. Ltd. and China World Trade Center, respectively.

Mr. Liu has over 22 years of extensive corporate management experience in large enterprises and has profound and yet pragmatic experiences in corporate strategic development, operation and internal control. Thanks to the outstanding performance of Sinochem Corporation under his leadership, in 2004 Mr. Liu was named by China Management Central Media Association and Phoenix TV as one of the “Top 10 Most Valuable Managers” in China. Mr. Liu is a member of the 10th National Committee of the Chinese People’s Political Consultative Conference and a director of IAM.

#### **Mr. SONG Yu Qing – Deputy Chairman and Non-Executive Director**

**Mr. SONG Yu Qing**, aged 58, joined the Company in August 2001 and is the Deputy Chairman of the Board of Directors and a Non-executive Director. Before he joined Sinochem Corporation in 1987, Mr. Song was an official in MOFTEC (Ministry of Foreign Trade and Economic Cooperation). In Sinochem Corporation, he was in charge of the human resources and was promoted as the Vice President of Sinochem Corporation in May 1993. In November 1995, Mr. Song was transferred to work as the Deputy General Manager of Shanghai Foreign Trade Center which was responsible for the construction of Jinmao Tower in Shanghai. From January 1999 till now, Mr. Song has been a director and the Managing Director of Sinochem Hong Kong (Group) Company Limited.

#### **Mr. DU Ke Ping – Executive Director and Chief Executive Officer**

**Mr. DU Ke Ping**, aged 45, is an Executive Director and Chief Executive Officer of the Company. He graduated from the accounting department of Shandong Economic Institute with a Bachelor’s degree in 1983, and obtained an MBA degree from the University of International Business and Economics in 1997. Before joining the Sinochem Corporation, Mr. Du was an official of the Ministry of Foreign Trade and Economic Cooperation (the predecessor of the Ministry of Commerce), and once served at KPMG. During his 18-year service term at Sinochem Corporation, he held a number of senior positions as financial manager of America West Pacific Refinery Co., deputy general manager of Sinochem Rubber Co., deputy general manager of Sinofert, general manager of Sinochem Yu Hua Loong Trading SDN. BHD., general manager of Sinochem International Rubber Co. and assistant president of Sinochem Corporation. He was appointed as the general manager of Sinofert in 1999 and was later promoted to Vice President of Sinochem Corporation in charge of the overall management of the fertilizer business. Since 14 February 2006, Mr. Du no longer held the position of Vice President of Sinochem Corporation so as to devote the whole of his time to lead the management and operations of the Company. Mr. Du has a profound understanding of corporate management and business operations with a keen insight on financial management and international strategic alliances.

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### Mr. Harry YANG – Executive Director and Deputy General Manager

**Mr. Harry YANG**, aged 44, is currently an Executive Director and Deputy General Manager of the Company. Mr. Yang graduated from Shandong Normal University in 1983 with a Bachelor's degree and from the University of International Business and Economics in 1989 with a Master's degree in Economics. Mr. Yang joined Sinochem Corporation in 1989 and served successively as the general manager of Sinochem (USA) Inc. and Sinochem International London Oil Co. Ltd. and other positions. In 2002 Mr. Yang was appointed as the deputy general manager of fertilizer group and director and general manager of the US Agrichemicals Corp, and was promoted to the present position in March 2006. Mr. Yang possesses years of experiences in international trade and fertilizer business with a deep understanding of the international fertilizer market. Mr. Yang is responsible for the management of the Company's investor's relations and property operations. Mr. Yang had served at Sinochem Corporation for over 18 years.

### Dr. CHEN Guo Gang – Non-executive Director

**Dr. CHEN Guo Gang**, aged 47, is currently a Non-executive Director of the Company. Dr. Chen graduated from the accounting department of Xiamen University with a Doctorate degree in 1988 and is a Senior Accountant in the PRC. Dr. Chen joined Sinochem Corporation in 1991 and served successively as the deputy general manager of Financial Department, vice president of China United Petrochemical Co., and general manager of Financial Department of Sinochem Corporation. Dr. Chen now serves as the Chief Financial Officer of Sinochem Corporation responsible for finance, risk management and insurance of Sinochem Corporation. Dr. Chen has a profound understanding on finance management, international financing, capital management and risk control. He is also a director of Sinochem International Corp (listed on the Shanghai Stock Exchange).

### Dr. Stephen Francis DOWDLE – Non-executive Director

**Dr. Stephen Francis DOWDLE**, aged 56, is a Non-executive Director of the Company. He is currently the Senior Vice President of Fertilizer Sales for PCS Sales (USA) Inc., which is a wholly-owned subsidiary of Potash Corporation of Saskatchewan Inc. ("PotashCorp"). He is also a board member of Phosphate Chemicals Export Association, Inc., an export marketing association composed of several phosphate fertilizer companies through which member companies market and sell phosphate fertilizers, of which PotashCorp is a member. Dr. Dowdle obtained a Bachelor of Arts degree from Brown University and a Ph.D. in Agronomy and Soil Science from the University of Hawaii. While completing his Ph.D., Dr. Dowdle lived in China and did advance field research at Central China Agricultural University, Wuhan, China. Dr. Dowdle has over 21 years experience in the fertilizer business, and has considerable experience in China and Asia, having lived and worked in the region for over 15 years.

### Mr. Wade FETZER III – Non-executive Director

**Mr. Wade Fetzer III**, aged 69, is a Non-executive Director of the Company. He graduated from the University of Wisconsin with a bachelor's degree in economics in 1959 and from the Northwestern University with a Master of Business Administration degree in 1961. Mr. Fetzer is experienced in the areas of finance. After 10 years in the fields of investment banking and management consultancy, Mr. Fetzer became a general partner of Goldman Sachs & Co. in 1986 heading up its investment banking for the 16 states midwest region of the United States of America. He became a limited partner of the same firm in 1994 and is now a retired partner. Mr. Fetzer is currently a director of the University of Wisconsin Foundation and the Kellogg Alumni Advisory Board and a trustee of the Rush Medical Center. He is also a director of PotashCorp.

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### **Mr. KO Ming Tung, Edward – Independent Non-executive Director and Chairman of the Nomination Committee**

**Mr. KO Ming Tung, Edward**, aged 46, joined the Company in April 2000 as an Independent Non-executive Director and is presently the Chairman of the Nomination Committee. He obtained a Bachelor of Laws Degree in August 1986 and is a member of The Law Society of Hong Kong. Mr. Ko is the principal of Messrs. Edward Ko & Company and has been practising as a solicitor in Hong Kong for more than 16 years. He was appointed as Deputy Presiding Officer of the Labour Tribunal and is presently a Member of the Panel of Adjudicators of the Obscene Articles Tribunal, Solicitors Disciplinary Tribunal Panel and Employment Law Committee of The Law Society of Hong Kong. Mr. Ko was appointed as tribunal Chairman of the Appeal Tribunal Panel under the Buildings Ordinance. He is currently a Manager of Chiu Chow Association Secondary School. Mr. Ko is also an independent non-executive director of Guo Xin Group Limited, and was an independent non-executive director of INNOMAXX Biotechnology Group Limited, New Smart Holdings Limited (now known as New Smart Energy Group Limited) and Thiz Technology Group Limited, all of which are companies whose shares are listed on The Stock Exchange of Hong Kong Limited.

### **Dr. LI Ka Cheung, Eric – Independent Non-executive Director and Chairman of the Audit Committee**

**Dr. LI Ka Cheung, Eric**, GBS, OBE, JP, FCPA, LLD, DSocSc., B.A., aged 53, joined the Company in September 2004 as an Independent Non-executive Director and is currently the Chairman of the Audit Committee. Dr. Li obtained a Bachelor of Arts (Economics) Hon. degree from the University of Manchester in 1975 and is the Senior Partner of Li, Tang, Chen & Co., a firm of Certified Public Accountants (Practising). He has over 31 years of experience in the accounting field and is currently an independent non-executive director of Transport International Holdings Limited, SmarTone Telecommunications Holdings Limited, Wong's International (Holdings) Limited, CATIC International Holdings Limited, Hang Seng Bank Limited, China Resources Enterprise, Limited, RoadShow Holdings Limited, Bank of Communications Co., Ltd. and Meadville Holdings Limited and a non-executive director of Sun Hung Kai Properties Limited, all of which are companies whose shares are listed on the Stock Exchange. Dr. Li was a director of China Vanke Company Limited, a company listed on The Shenzhen Stock Exchange and he was also a director of SIIC Medical Science & Technology (Group) Limited, which was then a company listed on the Stock Exchange. Between the period from 1991 to 2004, Dr. Li was a member of the Legislative Council, and between 1995 to 2004, the Chairman of the Public Accounts Committee of the Legislative Council of Hong Kong. He was formerly the president of the Hong Kong Institute of Certified Public Accountants and is currently a fellow member of The Institute of Chartered Accountants in England & Wales, the Hong Kong Institute of Certified Public Accountants, The Institute of Chartered Secretaries and Administrators, the United Kingdom, and The Hong Kong Institute of Chartered Secretaries (formerly known as the Hong Kong Institute of Company Secretaries). Dr. Li is a member of The 10th National Committee of the Chinese People's Political Consultative Conference.

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### **Dr. TANG Tin Sek – Independent Non-executive Director and Chairman of the Remuneration Committee**

**Dr. TANG Tin Sek**, aged 48, joined the company in April 2000 as an Independent Non-executive Director. Dr Tang is a Certified Public Accountant and a partner of Terence Tang & Partners. He is also an independent non-executive director of CEC International Holdings Limited, New Smart Energy Group Limited, China Mining Resources Group Limited, Frankie Dominion International Limited and Interchina Holdings Company Limited, all of which are companies whose shares are listed on the Stock Exchange. He obtained a Bachelor of Science degree from the University of Hong Kong in 1980, a Master of Business Administration degree from the University of Sydney, Australia in 1990 and a Doctor of Accountancy Degree from the Hong Kong Polytechnic University in 2004. He has over 25 years' experience in corporate finance, business advisory, financial management and auditing. He is also a member of the Chinese Institute of Certified Public Accountants, the Institute of Chartered Accountants in Australia and the Chartered Association of Certified Accountants in the United Kingdom.

### **Senior Management**

#### **Mr. ZHANG Bao Hong – Chief Financial Officer**

**Mr. ZHANG Bao Hong**, aged 40, is the Chief Financial Officer of the Company. He graduated from the Guangdong University of Foreign Studies in 1988 majoring in corporate finance management, with a bachelor's degree in economics. Mr. Zhang obtained an EMBA degree from Guanghua School of Management of Peking University. Mr. Zhang joined Sinochem Corporation in 1988 and once served as the financial director of Sinochem Japan Co. Ltd. Mr. Zhang was appointed as general manager of the Financial Department of Sinofert in June 1999, and then promoted to deputy general manager of the fertilizer group in August 2000. Mr. Zhang was promoted to the present position in August 2005, and had acted as an important member in the work of the Fertilizer Group's capital reorganization and reverse takeover and re-listing.

#### **Mr. LI Qiu Bing – Chief Operation Officer**

**Mr. LI Qiu Bing**, aged 39, is the Chief Operation Officer of the Company. Mr. Li graduated from Beijing Industrial University in 1990 with a bachelor's degree in economics, majoring in foreign economics and trade, and in 2004 obtained an FMBA degree jointly granted by Tsinghua University and the Chinese University of Hong Kong. In 1990 Mr. Li joined China National Agricultural Means and Production Company (CNAMPGC), and joined Sinofert in February 2003. Mr. Li was promoted to deputy general manager of Sinofert in November 2003, and appointed the present position in December 2005.

#### **Mr. WANG Tie Lin – Deputy General Manager**

**Mr. WANG Tie Lin**, aged 40, is Deputy General Manager of the Company. Mr. Wang graduated from Department of Mechanical Engineering of Tsinghua University with a Bachelor's degree in 1990, and Master's degree in 1994. Mr. Wang joined China Industrial Machinery Import and Export Corp in 1994, and in 2003 joined Lion Fund Management Co., Ltd, of which Sinochem Corporation, the ultimate controlling shareholder of the Company, is a shareholder. Mr. Wang joined Sinofert and was promoted to the present position in May 2006.



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### **Mr. SHEN Qi – Deputy General Manager**

**Mr. SHEN Qi**, aged 34, is Deputy General Manager of the Company. Mr. Shen graduated from Peking University in 1995 majoring in domestic economics management with a bachelor's degree in economics, and is now pursuing an EMBA degree in Cheung Kong Graduate School of Business. He first joined Sinochem Corporation in 1995, and then Sinofert in 1997 as department general manager. In November 2003, Mr. Shen was appointed deputy general manager of Sinofert, and was promoted to the present position in August 2005.

### **Ms. CHEN Yi Qing – Director of Human Resources**

**Ms. CHEN Yi Qing**, aged 35, is Director of Human Resources of the Company. Ms. Chen graduated from Beijing Economics Institute with a bachelor's degree in economics in 1993, majoring in trade and economics, and from the Capital University of Economics and Business with a Master's degree in human resources management in 2000. Ms. Chen worked for China Packaging Import and Export Corp since 1993, and joined Sinofert in March 2001. Ms. Chen was appointed general manager of the Human Resources Department of Sinofert in November 2003, and promoted to the present position in August 2005.

### **Ms. TSE Yin Hung, Bonnie – Financial Controller**

**Ms. TSE Yin Hung, Bonnie**, aged 45, joined the Company in July 1997 and is the Financial Controller and qualified accountant of the Company, responsible for the Company's finance, accounting and corporate administration. Ms. Tse graduated from the University of Technology, Sydney in 1988 and is a holder of a Bachelor of Business Degree, majoring in Accounting. She is a member of the Hong Kong Institute of Certified Public Accountants and a Certified Practising Accountant of the Australian Society of Certified Practising Accountants and has over 18 years' working experience in accounting, finance and related field.



