

# DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

## 1. Information on the Directors, Supervisors and Senior Management

### (1) Directors

Information on the current Directors is set out below:

Name	Gender	Age	Position	Term	Remuneration received from the Company in 2007 (RMB'000)	Whether received remuneration from offices held in CNPC	Number of Shares held in the Company	
							As at December 31, 2006	As at December 31, 2007
Jiang Jiemin <sup>(1)</sup>	M	52	Chairman and President	2007.05-2010.05	916	No	0	0
Duan Wende <sup>(1)</sup>	M	56	Executive Director and Senior Vice President	2007.05-2010.05	824	No	0	0
Zheng Hu	M	61	Non-Executive Director	2006.05-2009.05	-	Yes	0	0
Zhou Jiping	M	55	Non-Executive Director	2007.05-2010.05	-	Yes	0	0
Wang Yilin	M	51	Non-Executive Director	2005.11-2008.11	-	Yes	0	0
Zeng Yukang	M	57	Non-Executive Director	2005.11-2008.11	-	Yes	0	0
Gong Huazhang	M	61	Non-Executive Director	2005.11-2008.11	-	Yes	0	0
Jiang Fan	M	44	Non-Executive Director	2005.11-2008.11	499	No	0	0
Chee-Chen Tung	M	65	Independent Non-Executive Director	2005.11-2008.11	264	No	0	0
Liu Hongru	M	77	Independent Non-Executive Director	2005.11-2008.11	349	No	0	0
Franco Bernabè	M	59	Independent Non-Executive Director	2006.05-2009.05	257	No	0	0

Note 1: Remuneration excludes the deferred payment paid by the Company to the relevant Directors and senior management of the Company in respect of their salaries from 2004 to 2006 in the aggregate amount of RMB3,740,000 pursuant to the relevant provisions of the PRC Government.

## Brief biography of Directors:

- Chairman

**Jiang Jiemin:** aged 52, is the Chairman and President of the Company and the General Manager of CNPC. Mr Jiang is a senior economist and has been awarded with post-graduate qualification. Mr Jiang has over 30 years of working experience in China's oil and gas industry. He was made Deputy Director of the Shengli Petroleum Administration Bureau in March 1993, Senior Executive of the Qinghai Petroleum Administration Bureau in June 1994 and Director of Qinghai Petroleum Administration Bureau in November 1994, Assistant to the General Manager and Team Leader for the Restructuring and Listing Preparatory Team of CNPC in February 1999, and a Director and Vice President of the Company from November 1999 to June 2000. Mr Jiang was appointed Deputy Provincial Governor of Qinghai Province since June 2000, was made a member of the provincial party committee of the Qinghai Province and Deputy Provincial Governor of Qinghai Province since November 2000, and the deputy secretary of the provincial party committee of Qinghai Province and Deputy Provincial Governor of Qinghai Province since June 2003. Mr Jiang became the Deputy General Manager of CNPC since April 2004 and was appointed the Vice Chairman and President of the Company in May 2004 and the General Manager of CNPC since November 2006. Mr Jiang became the Chairman of the Company since May 2007.

- Executive Director

**Duan Wende:** aged 56, is a Director and Senior Vice President of the Company, and a Deputy General Manager of CNPC. He is a professor-level senior engineer and has been awarded with post-graduate qualification. He has over 35 years of working experience in China's petrochemical industry. From April 1975 to May 1997, Mr Duan was the Deputy Factory Manager of Fushun Chemical Fibres Factory, the Commander of the Fushun Ethylene Project Command Division, Deputy Factory Manager of the ethylene factory, the Factory Manager of the acrylic fibres factory and the detergent factory. Mr Duan has been the Deputy Manager of Fushun Petrochemical Corporation since May 1997 and the Manager of Fushun Petrochemical Corporation since May 1999. He has been appointed as the General Manager of Fushun Petrochemical Branch Company since October 1999. He has been the Assistant to the General Manager of CNPC since August 2001. He has been a Vice President of the Company since March 2002. Mr Duan became the Deputy General Manager of CNPC since December 2003. He has been appointed as a Director and Vice President of the Company since May 2004. Mr Duan has been appointed as a Senior Vice President of the Company since November 2005.

- Non-executive Directors

**Zheng Hu:** aged 61, is a Director of the Company. Mr Zheng is a professor-level senior engineer and holds a college degree. He has nearly 40 years of working experience in China's oil and gas industry. From May 1990 to July 1992, Mr Zheng was the Vice Chancellor of Beijing Petroleum Managers Training Institute. From July 1992 to September 1994, Mr Zheng worked as Deputy General Manager of China Petroleum Materials and Equipment (Group) Corporation and China Petroleum Technology Development Corporation, and from September 1994 as General Manager of China Petroleum Materials and Equipment (Group) Corporation and China Petroleum Technology Development Corporation. From September 1999, he worked as director of Personnel and Labour Department of CNPC. He was appointed as a Deputy General Manager of CNPC from August 2000 to February 2007. Mr Zheng has been appointed as Counsellor of the State Council since February 2006. He has been appointed as a Director of the Company since June 2000.

**Zhou Jiping:** aged 55, is a Director of the Company and a Deputy General Manager of CNPC. Mr Zhou is a professor-level senior engineer and holds a master's degree. He has over 35 years of working experience in China's oil and gas industry. In November 1996, he was the Deputy Director of the International Exploration and Development Co-operation Bureau of China National Petroleum Company and Deputy General Manager of China National Oil & Gas Exploration and Development Corporation. In December 1997, he was appointed as General Manager of China National Oil and Gas Exploration and Development

Corporation and Deputy Director of the International Exploration and Development Co-operation Bureau of China National Petroleum Company. Since August 2001, he was the Assistant to the General Manager of CNPC and General Manager of China National Oil & Gas Exploration and Development Corporation. Since December 2003, Mr Zhou has been a Deputy General Manager of CNPC. Mr Zhou has been appointed as a Director of the Company in May 2004.

**Wang Yilin:** aged 51, is a Director of the Company and a Deputy General Manager of CNPC. Mr Wang is a professor-level senior engineer and holds a doctorate degree. He has nearly 25 years of working experience in China's oil and gas industry. Mr Wang had been the Deputy Director and Chief Exploration Geologist of Xinjiang Petroleum Administration Bureau since June 1996. He was appointed as the General Manager of PetroChina Xinjiang Oilfield Company since September 1999. He had been the Senior Executive of Xinjiang Petroleum Administration Bureau and the General Manager of PetroChina Xinjiang Oilfield Company since June 2001. From July 2003 onwards, he was appointed as the Assistant to General Manager of CNPC, Senior Executive of Xinjiang Petroleum Administration Bureau and the General Manager of PetroChina Xinjiang Oilfield Company concurrently. In December 2003, he was appointed as the Deputy General Manager of CNPC and Senior Executive of Xinjiang Petroleum Administration Bureau and the General Manager of PetroChina Xinjiang Oilfield Company concurrently. In May 2004, he ceased to be the Senior Executive of Xinjiang Petroleum Administration Bureau and the General Manager of PetroChina Xinjiang

Oilfield Company. From July 2004 to July 2007, he also worked as the Safety Director of CNPC. He has been appointed as a Director of the Company since November 2005.

**Zeng Yukang:** aged 57, is a Director of the Company and a Deputy General Manager of CNPC. Mr Zeng is a professor-level senior economist and holds a college degree. He has nearly 40 years of working experience in China's oil and gas industry. Mr Zeng had been the Senior Executive of the Exploration and Development Institute of Daqing Petroleum Administration Bureau since December 1996. From February 2000 onwards, he was appointed as the Standing Deputy Director of Daqing Petroleum Administration Bureau. Since March 2001, he was appointed as the Director of Daqing Petroleum Administration Bureau. Since November 2002, he was the Assistant to the General Manager of CNPC. From September 2005 onwards, he has been a Deputy General Manager of CNPC. He has been appointed as a Director of the Company since November 2005.

**Gong Huazhang:** aged 61, is a Director of the Company. Mr Gong is a professor-level senior accountant and has over 40 years of working experience in China's oil and gas industry. Mr Gong worked as the Chief Accountant, deputy director and director of the Finance Bureau of China National Petroleum Company since 1991. He was the director of Finance and Assets Department of CNPC since October 1998 and has been the Chief Accountant of CNPC from February 1999 to February 2007. He has been

appointed as a director of China Yangtze Power Co., Ltd. since September 2002 and an independent non-executive director of China Southern Airlines Company Limited since June 2007 and China Railway Group Limited since August 2007. Mr Gong has been appointed as a Director of the Company since November 1999.

**Jiang Fan:** aged 44, is a Director of the Company and the President of PetroChina Dalian Petrochemical Company. Mr Jiang is a professor-level senior engineer and holder of a master's degree. He has over 20 years of working experience in China's petrochemical industry. Mr Jiang was appointed as the Deputy Manager of PetroChina Dalian Petrochemical Company since December 1996. In September 1999, he was appointed as the Deputy General Manager of PetroChina Dalian Petrochemical Company. In February 2002, he became the General Manager of PetroChina Dalian Petrochemical Company. Mr Jiang has been appointed as a Director of the Company since November 2005.

- Independent Non-executive Directors

**Chee-Chen Tung:** aged 65, is an independent non-executive Director of the Company. Mr Tung is the Chairman and Chief Executive Officer of Orient Overseas (International) Limited and was educated at the University of Liverpool, England, where he received his Bachelor of Science degree. He later acquired a Master's degree in Mechanical Engineering at the Massachusetts Institute of Technology in the United States. He served as Chairman of the Hong

Kong Shipowners' Association between 1993 and 1995. From 1999 to 2001, he was the Chairman of the Hong Kong General Chamber of Commerce. He is an independent non-executive director of Zhejiang Expressway Co. Ltd., BOC Hong Kong (Holdings) Limited, Wing Hang Bank, Limited, Sing Tao News Corporation Limited, Cathay Pacific Airways Limited and U-Ming Marine Transport Corporation, and a member of the Hong Kong Port Development Board. Mr Tung is also the Chairman of the Institute for Shipboard Education Foundation, the Chairman of the Advisory Council and member of Council of the Hong Kong Polytechnic University, and is a member of the Board of Trustees of the International Academic Centre of the University of Pittsburgh and the School of Foreign Service of Georgetown University. Mr Tung has been appointed as an independent non-executive Director of the Company since November 1999.

**Liu Hongru:** aged 77, is an independent non-executive Director of the Company. Mr Liu is a professor and holds a doctorate degree. He graduated from the Faculty of Economics of the University of Moscow in 1959 with an associate doctorate degree. Mr Liu worked as Vice-Governor of the Agricultural Bank of China, Vice-Governor of the People's Bank of China, Deputy Director of the State Economic Restructuring Committee, and the Chairman of the China Securities Regulatory Commission. Mr Liu is currently the Vice Chairman of the Subcommittee for Economic Affairs of the National Committee of the Chinese People's Political Consultative Conference, the Vice President of the China Society for Finance and Banking, the Vice President of the National Debt Association of China and President of the Shanghai Institute of Finance and Law. Mr Liu is also a professor at the Peking University, the Postgraduate School of the People's Bank of China and the City University of Hong Kong. Mr Liu serves as a non-

executive director of OP Financial Investments Limited and as an independent non-executive director of CITIC 21CN Company Limited and Minmetals Resources Limited, and possesses the accounting or financial management qualification required under the Listing Rules. Mr Liu was appointed as an independent Supervisor of the Company in December 1999. Upon his resignation from this post, Mr Liu has been appointed as an independent non-executive Director of the Company since November 19, 2002.

**Franco Bernabè:** aged 59, is an independent non-executive Director of the Company. Mr Bernabè holds a doctorate degree in political economics and is the Chairman of the Franco Bernabè Group, the Vice Chairman of H3G, the Vice Chairman of Rothschild Europe, a non-executive director of Pininfarina Spa and an independent non-executive director of Areoportidi Bologna. He was a former Chief Executive Officer of ENI and Telecom Italia. He has also served as a special representative of the Italian government for the reconstruction of the Balkan region. Mr Bernabè joined ENI in 1983 to become an assistant to the chairman; in 1986 he became director for development, planning and control; and between 1992 and 1998 was the Chief Executive Officer of ENI. Mr Bernabè led the restructuring program of the ENI Group, making it one of the world's most profitable oil companies. Between 1998 and 1999, Mr Bernabè was the Chief Executive Officer of Telecom Italia. Prior to his joining ENI, Mr Bernabè was the head of economic studies at FIAT. Mr Bernabè was a senior economist at the OECD Department of Economics and Statistics in Paris. Prior to that, he was a professor of economic politics at the School of Industrial Administration, Turin University. Mr Bernabè has been appointed as an independent non-executive Director of the Company since June 2000.

## (2) Supervisors

Information on the current Supervisors is set out below:

Name	Gender	Age	Position	Term	Remuneration received from the Company in 2007 (RMB'000)	Whether received remuneration from offices held in CNPC	Number of Shares held in the Company	
							As at December 31, 2006	As at December 31, 2007
Wang Fucheng	M	57	Chairman of Supervisory Committee	2005.11-2008.11	-	Yes	0	0
Wen Qingshan	M	49	Supervisor	2005.11-2008.11	-	Yes	0	0
Sun Xianfeng	M	55	Supervisor	2007.05-2010.05	-	Yes	0	0
Zhang Jinzhu	M	59	Supervisor	2007.05-2010.05	333	No	0	0
Qin Gang	M	54	Supervisor appointed by employees' representatives	2005.11-2008.11	469	No	0	0
Li Yongwu	M	63	Independent Supervisor	2005.11-2008.11	315	No	0	0
Wu Zhipan	M	51	Independent Supervisor	2005.11-2008.11	319	No	0	0

Brief biography of the Supervisors:

- Chairman

**Wang Fucheng:** aged 57, is the Chairman of the Supervisory Committee of the Company and the Deputy General Manager of CNPC. Mr Wang is a professor-level senior economist and holds a bachelor's degree. Mr Wang has over 40 years of working experience in China's oil and gas industry. From August 1986 to December 1992, Mr Wang worked as Senior Executive of the Shengli Petroleum Administration Bureau. Since December 1992, Mr Wang worked as Senior Executive of the Liaohe Oil Exploration Bureau. Since November 1997, Mr Wang worked as Director of the Liaohe Oil Exploration Bureau. Since October 1999,

Mr Wang was the General Manager of PetroChina Liaohe Oilfield Company. Mr Wang was appointed as a Director of the Company in June 2000 and was appointed as the Vice President of the Company in July 2000. Mr Wang has been appointed as the Chairman of the Supervisory Committee of the Company since November 2005. Prior to the appointment as Supervisor of the Company, Mr Wang has resigned from his office as Director of the Company. Mr Wang became the Deputy General Manager of CNPC since September 2007.

- Supervisors

**Wen Qingshan:** aged 49, is a Supervisor of the Company, the Deputy Chief Accountant of CNPC and the Director of the Finance and Assets Department of CNPC. Mr Wen is a professor-level senior accountant and holder of a bachelor's degree. He was the Deputy Chief Accountant of the Finance and Assets Department of CNPC from November 1998, Deputy Director of the Finance and Assets Department of CNPC from May 1999 and Director of the Finance and Assets Department of CNPC from May 2002. He has been a Supervisor of the Company since November 2002. Mr Wen has been appointed as the Deputy Chief Accountant of CNPC since November 2007.

**Sun Xianfeng:** aged 55, is a Supervisor and the General Manager of the Audit Department of the Company and the Director of the Audit Department and the Audit Services Centre of CNPC. Mr Sun holds a college degree and is a senior economist. Mr Sun worked as Deputy Director of the Supervisory Bureau of China National Petroleum Company from November 1996, before being transferred to the Eighth Office of the State Council Compliance Inspectors' General Office (Supervisory Committee of Central Enterprises Working Commission) as its temporary person-in-charge in June 1998. He has been the Deputy Director of the Audit Department of CNPC from October 2000, and as the Director of the Audit Services Centre since December 2000. He has been the Director of the Audit Department of CNPC and the Director of the Audit Services Centre since April 2004. He has been a Supervisor of the Company since May 2004. Mr Sun has been the General Manager of the Audit Department of the Company since July 2007.

**Zhang Jinzhu:** aged 59, is a Supervisor of the Company and the Head of the Office of the Supervisory Committee of the Company. Mr Zhang is a senior accountant and holder of bachelor's degree. Mr Zhang

worked as the Deputy Director-General of the Bureau of Finance and Equipment of The Supreme Court of the PRC since May 1995, Deputy Executive of the Petroleum Economic and Information Research Institute of CNPC since June 1999, Deputy General Manager of the Finance Department of the Company since August 2000 and the Head of the Office of the Supervisory Committee of the Company since November 2005. He has been a Supervisor of the Company since May 2007.

**Qin Gang:** aged 54, is an employee representative of the Company's Supervisory Committee and a Senior Executive of the PetroChina West-East Gas Pipeline Company. Mr Qin is a senior engineer and has nearly 35 years of experience in China's oil and gas industry. Mr Qin has acted as a Deputy Commander of Tarim Petroleum Exploration and Development Headquarters since November 1997 and a Deputy General Manager of PetroChina Tarim Oilfield Company since September 1999. From June 2000, Mr Qin worked as the Senior Executive of Tarim Southwest Company concurrently. Since July 2002, Mr Qin has worked as an Executive and the Chairman of Labour Union of PetroChina Tarim Oilfield Company. Mr Qin became the Senior Executive and the Chairman of the Labour Union of Petrochina West-East Gas Pipeline Company. Mr Qin was appointed as a Supervisor of the Company in November 2005.

- Independent Supervisors

**Li Yongwu:** aged 63, is an independent Supervisor of the Company. Mr Li is a senior engineer and holder of a bachelor's degree. Since June 1991, Mr Li was appointed as the Director of Tianjin Chemicals Bureau. Since July 1993, he was appointed as the Director of Tianjin Economic Committee. He became the Deputy Minister of the Chemical Industry Ministry since April 1995. He became Director of the State's Petroleum and Chemical Industry Bureau since March 1998. Since April 2001, he was appointed

as a Deputy Director of the Liaison Office of the Central Government at the Special Administrative Region of Macau. Since December 2004, he was appointed as the Vice President of China Petroleum and Petrochemical Industry Association. Since May 2005, he became the President of China Petroleum and Petrochemical Industry Association. Mr Li has been an Independent Supervisor of the Company since November 2005. In 2003, he was elected as a standing member of the Tenth Chinese People's Consultative Conference.

**Wu Zhipan:** aged 51, is an independent Supervisor of the Company. Mr Wu is a holder of doctorate degree. He is a professor, a LL.D. Supervisor, Standing Vice Chairman of

Peking University Council and Chief Legal Advisor of Peking University, Dean of the Asia-Pacific Research Institute of Peking University and Director of Financial Law Institute of Peking University. He is also an expert consultant of the Supreme People's Court of the PRC, an arbitrator of the Arbitration Panel of China International Economic and Trade Arbitration Commission and President of the China Economic Law Research Societies. Mr Wu was appointed as an independent non-executive director of Air China Limited, Fortune SGAM Fund Management Co., Ltd. and China Minsheng Banking Corp., Ltd. Mr Wu has been an independent Supervisor of the Company since December 1999.

### (3) Other members of the Senior Management

Information on other current members of the Senior Management is set out below:

Name	Gender	Age	Position	Term	Remuneration received from the Company in 2007 (RMB'000)	Whether received remuneration from offices held in CNPC	Number of Shares held in the Company	
							As at December 31, 2006	As at December 31, 2007
Liao Yongyuan <sup>(1)</sup>	M	45	Vice President	2005.11-	712	No	0	0
Jia Chengzao <sup>(1)</sup>	M	59	Vice President	2005.11-	667	No	0	0
Hu Wenrui <sup>(1)</sup>	M	58	Vice President	2005.11-	667	No	0	0
Sun Longde	M	45	Vice President	2007.06-	493	No	0	0
Shen Diancheng	M	48	Vice President	2007.06-	457	No	0	0
Liu Hongbin	M	44	Vice President	2007.06-	269	No	0	0
Zhou Mingchun	M	40	Chief Financial Officer	2007.06-	425	No	0	0
Li Hualin	M	45	Vice President	2007.11-	-	No	0	0
Lin Aiguo	M	49	Chief Engineer	2007.06-	422	No	0	0
Li Huaiqi <sup>(1)</sup>	M	58	Secretary to the Board of Directors	2001.08-	667	No	0	0

Note 1: Remuneration excludes the deferred payment paid by the Company to the relevant Directors and senior management of the Company in respect of their salaries from 2004 to 2006 in the aggregate amount of RMB3,740,000 pursuant to the relevant provisions of the PRC Government.



### Brief Biography of the Senior Management

**Liao Yongyuan:** aged 45, is a Vice President of the Company and a Deputy General Manager and Safety Director of CNPC. Mr Liao is a master's degree holder and a professor-level senior engineer. He has 25 years of working experience in China's oil and gas industry. He was the Deputy Director of the New Zone Exploration and Development Department of China National Petroleum Company from June to November 1996, the Standing Deputy Commander and then Commander of Tarim Petroleum Exploration and Development Headquarters from November 1996 to September 1999. He was the General Manager of PetroChina Tarim Oilfield Company from September 1999 to October 2001, and also Deputy Director of Gansu Provincial Economic and Trade Committee from October 2001 to January 2004. He has worked as the Assistant to the General Manager of CNPC since January 2004. He has been concurrently the Head of Coordination Team for Oil Enterprises in Sichuan and Chongqing and Director of the Sichuan Petroleum Administration since April 2004. Mr Liao was appointed as a Deputy General Manager of CNPC since February 2007 and as the Safety Director since July 2007. He has been a Vice President of the Company since November 2005.

**Jia Chengzao:** aged 59, is a Vice President of the Company. Mr Jia is a professor-level senior engineer, a doctorate degree holder and a fellow of the Chinese Academy of Sciences. He has over 25 years of working experience in China's oil and geological industry. From August 1994, Mr Jia has worked as the Deputy Chief Geologist of the Tarim Oil Exploration and Exploitation Headquarters and the Chief Geologist and Deputy Commander of the Tarim Oil Exploration and Exploitation

Headquarters. From September 1999, Mr Jia worked as the Deputy General Manager of PetroChina Tarim Oilfield Company whilst during February 1998 to July 2000, he was also a Vice President of the China Oil Exploration and Exploitation Scientific Research Institute of CNPC. He has been the Chief Geologist of the Company from July 2000. Mr Jia has also served as the President of the China Oil Exploration and Exploitation Research Institute from December 2002 to October 2006. Mr Jia has been a Vice President of the Company since November 2005.

**Hu Wenrui:** aged 58, is a Vice President of the Company. Mr Hu is a professor-level senior engineer and has over 35 years of working experience in China's oil and gas industry. From April 1984, Mr Hu was the Manager of Changqing Oilfield No. 2 Oil Extraction Plant. He was the Deputy Director of Changqing Petroleum Exploration Bureau since April 1989, Standing Deputy Director since November 1996, and eventually Director of Changqing Petroleum Exploration Bureau since April 1999. From September 1999 to December 2002, he was the General Manager of PetroChina Changqing Oilfield Company. He has been the President of the Company's Exploration and Production Company since December 2002. Mr Hu has been a Vice President of the Company since November 2005.

**Sun Longde:** aged 45, is a Vice President of the Company. Mr Sun is a professor-level senior engineer and holds a doctorate's degree. He has nearly 25 years of working experience in China's oil and geological industry. Mr Sun has been the Deputy Chief Geologist of Xianhe Oil Extraction Plant and Deputy Manager of Dongxin Oil Extraction Plant of Shengli Petroleum Administration Bureau from January 1994, Chief Deputy Director-General of Exploration Business Department of Shengli Petroleum

Administration Bureau from April 1997, the Manager of Exploration & Development Company of Shengli Petroleum Administration Bureau from September 1997, Chief Geologist of Tarim Petroleum Exploration & Development Headquarters from November 1997, Deputy General Manager of PetroChina Tarim Oilfield Company from September 1999 and the General Manager of PetroChina Tarim Oilfield Company from July 2002. Mr Sun was appointed as Vice President of the Company since June 2007.

**Shen Diancheng:** aged 48, is the Vice President of the Company and concurrently the General Manager of Chemical & Marketing Company of the Company. Mr Shen is a professor-level senior engineer and holds a college degree. He has nearly 25 years of working experience in China's oil and petrochemical industry. Mr Shen has been the Deputy Manager of the Chemical Agent Plant of Daqing Oilfield from June 1994, the Deputy Manager, Standing Deputy Director and acting Manager of the Chemical Headquarters Plant of Daqing Oilfield from January 1997, the Standing Deputy General Manager of PetroChina Daqing Refining & Chemical Company from October 2000, the General Manager of PetroChina Liaoyang Petrochemical Company from April 2002, and the General Manager of PetroChina Jilin Petrochemical Company from December 2005. Mr Shen was appointed as the Vice President of the Company and General Manager of Chemical & Marketing Company since June 2007.

**Liu Hongbin:** aged 44, is the Vice President of the Company. Mr Liu is a senior engineer and holds a college degree. He has nearly 25 years of working experience in China's oil and gas industry. Mr Liu has been the Vice President of Exploration & Development Research Institute

of Yumen Petroleum Administration Bureau since May 1991, the Director of the Development Division of Tuha Petroleum Exploration & Development Headquarters from October 1994, the Chief Engineer of Tuha Petroleum Exploration & Development Headquarters from June 1995, the Deputy General Manager of PetroChina Tuha Oilfield Company from July 1999, the Commander of Tuha Petroleum Exploration & Development Headquarters from July 2000, the General Manager of the Planning Department of the Company from March 2002 and the Director of the Planning Department of CNPC from September 2005. Mr Liu was appointed as Vice President of the Company since June 2007.

**Zhou Mingchun:** aged 40, is the Chief Financial Officer of the Company. Mr Zhou is a professor-level senior accountant and holds a master's degree. He has nearly 20 years of working experience in China's oil and gas industry. Mr Zhou has been concurrently the Director of the Finance Division and the Director-General of Financial Settlement Centre of Daqing Petroleum Administration Bureau from October 1998, the Executive of the Finance & Assets Division of Daqing Oilfield Company from September 1999, the director and Deputy Chief Accountant of Daqing Oilfield Company Limited from January 2000, the director and Chief Accountant of Daqing Oilfield Company Limited from October 2000, and the General Manager of the Finance Department of the Company from March 2002. Mr Zhou has been appointed as the Chief Financial Officer of the Company since June 2007.

**Li Hualin:** aged 45, is the Vice President of the Company. Mr Li holds a master's degree and is a senior engineer. Mr Li has nearly 25 years of experience in the oil and gas industry in China. Since March 1993, Mr Li became the Deputy Director-General of the Houston Office

of China National Petroleum Company. Since May 1995, he was appointed as the director and General Manager of China National Oil and Gas Corporation (Canada). Since December 1997, Mr Li became the Deputy General Manager of the China National Oil and Gas Exploration Development Corporation and the Chairman and General Manager of CNPC International (Canada) Ltd. Since September 1999, Mr Li became the General Manager of CNPC International (Kazakhstan) Ltd. whilst remaining as the Deputy General Manager of the China National Oil and Gas Exploration Development Corporation. Since January 2001, Mr Li became the Deputy General Manager of China Petroleum Hongkong (Holding) Limited and since December 2001, he also became the Chairman of Shenzhen Petroleum Industrial Co., Ltd. Since July 2006, Mr Li became the Vice-Chairman and General Manager of China Petroleum Hongkong (Holding) Limited, whilst remaining as the Chairman of Shenzhen Petroleum Industrial Co., Ltd. Mr Li has been appointed as the Vice President of the Company and the Vice-Chairman and General Manager of China Petroleum Hongkong (Holding) Limited since November 2007.

**Lin Aiguo:** aged 49, is the Chief Engineer of the Company. Mr Lin is a professor-level senior engineer and holds a college degree. He has over 30 years of working experience in China's oil and petrochemical industry. Mr Lin has been the Deputy Manager and the Standing Deputy Manager of Shengli Refinery of Qilu Petrochemical Company from July 1993, the Deputy General Manager of Dalian West Pacific Petrochemical Co. Ltd. from May 1996, the General

Manager of Dalian West Pacific Petrochemical Co. Ltd. from August 1998. Mr Lin became the General Manager of Refining & Marketing Company of the Company since December 2002. Mr Lin has been appointed as the Chief Engineer of the Company since June 2007.

**Li Huaiqi:** aged 58, is the Secretary to the Board of Directors. Mr Li is a senior economist. He has over 35 years of working experience in China's oil and gas industry. Mr Li once worked in the Daqing Oilfield, the Liaohe Oilfield and the Huabei Oilfield and in the Nanhai Petroleum Company. From June 1992 to October 1998, Mr Li worked as the Deputy Director and Director of the Foreign Affairs Bureau of China National Petroleum Company. From October 1998, Mr Li was appointed as Director of the International Co-operation Department (Foreign Affairs Bureau) of CNPC. Mr Li has been the Secretary to the Board of Directors since August 2001.

## 2. Election or Retirement of Directors and Supervisors and the Appointment and Removal of Senior Management

The term of office of four Directors (namely, Mr Chen Geng, Mr Jiang Jiemin, Mr Zhou Jiping and Mr Duan Wende) expired on May 17, 2007. According to Article 89 and Article 51 (13) of the Company's Articles of Association, each of Mr Jiang Jiemin, Mr Zhou Jiping and Mr Duan Wende were re-elected as Directors at the annual general meeting

for 2006. Mr Chen Geng notified the Board that he would retire from his office and would not seek for re-election.

On May 20, 2007, an extraordinary meeting of the Board of Directors was convened to consider and appoint Mr Jiang Jiemin as the chairman of the Board of Directors.

On June 19, 2007, at the seventh meeting of the Third Session of the Board of Directors, the Company appointed each of Mr Sun Longde, Mr Shen Diancheng and Mr Liu Hongbin as Vice President, Mr Zhou Mingchun as the Chief Financial Officer and Mr Lin Aiguo as the Chief Engineer of the Company. On November 20, 2007, at the ninth meeting of the Third Session of the Board of Directors, the Company appointed Mr Li Hualin as Vice President of the Company.

The term of office of two Supervisors (namely, Mr Sun Xianfeng and Mr Xu Fengli) expired on May 17, 2007. According to Article 51 (3) and (13) of the Company's Articles of Association, Mr Sun Xianfeng and Mr Zhang Jinzhu were re-elected and elected as Supervisors respectively at the annual general meeting for 2006. Mr Xu Fengli notified the Board that he would retire from his office and would not seek for re-election.

### 3. Interests of Directors and Supervisors in the Share Capital of the Company

As at December 31, 2007, none of the Directors or

Supervisors had any interest and short positions in any shares, underlying shares or debentures of the Company or any associated corporation within the meaning of Part XV of the SFO required to be recorded in the register mentioned under Section 352 of the SFO or as otherwise notifiable to the Company and the HKSE by the Directors and Supervisors pursuant to the Model Code for Securities Transactions by Directors of Listed Issuers (the "Model Code").

### 4. Service Contracts of Directors and Supervisors

No service contract existed or has been proposed between the Company or any of its subsidiaries with any of the above Directors or Supervisors. No Director or Supervisor has entered into any service contract with the Company which is not terminable by the Company within one year without payment of compensation other than statutory compensation.

### 5. Interests of Directors and Supervisors in Contracts

None of the Directors or Supervisors had any material personal interest, either directly or indirectly, in any contract of significance to which the Company or any of its subsidiaries was a party to during the year.

## 6. Remuneration of Directors, Supervisors and Senior Management

Each member of the senior management of the Company (including the executive Directors and Supervisors) has entered into a performance appraisal agreement with the Company. The Company's senior management remuneration policy links financial interests of the senior management with the Group's operating results and the

performance of its shares in the market. For further details on remunerations, please refer to the tables set out in the "Directors, Supervisors and Senior Management" section.

## 7. Employees of the Group

As at December 31, 2007, the Group had 466,502 employees (excluding temporary staff) and 48,007 retired members of staff.

The number of employees by business segment is set out below:

	Number of Employees	Percentage of total no. of employees (%)
Exploration and Production	261,802	56.12
Refining and Marketing	122,593	26.28
Chemicals and Marketing	61,635	13.21
Natural Gas and Pipeline	15,706	3.37
Other*	4,766	1.02
Total	466,502	100

\* includes staff of the Company's headquarters, specialised subsidiaries, Exploration & Development Research Institute, Planning & Engineering Institute, Petrochemical Research Institute and other units.

The employee structure by profession as of December 31, 2007 is set out below:

	Number of Employees	Percentage of total no. of employees (%)
Production	286,066	61.32
Sales	20,731	4.45
Technology	48,570	10.41
Finance	8,308	1.78
Administration	77,993	16.72
Others	24,834	5.32
Total	466,502	100.00

The education levels of employees as of December 31, 2007 is set out below:

	Number of employees	Percentage of total no. of employees (%)
Master and above	7,616	1.63
University	78,667	16.86
Polytechnic college	96,737	20.74
Technical secondary school	47,132	10.10
Senior middle school, secondary vocational school or below	236,350	50.67
Total	466,502	100.00

## 8. Employee Welfare Plans

Details on employee welfare plans of the Company are set out in note 34 to the financial statements prepared in accordance with IFRS in this annual report.

