

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

DIRECTORS

Our Board currently consists of nine Directors, comprising four executive Directors, two non-executive Directors and three independent non-executive Directors. The Board is responsible for and has general powers over the management and conduct of our business. The table below shows certain information in respect of the members of our Board:

Name	Age	Position
Zhang Kaijun (張凱鈞)	47	Chairman and Executive Director
Huang Cheng (黃澄)	46	Executive Director and Chief Executive Officer
Lu Wei (盧偉)	47	Executive Director
Wong Yee Shuen Wilson (黃以信)	43	Executive Director, Chief Financial Officer and Company Secretary
Qin Kebo (秦克波)	37	Non-executive Director
Wu Chi Chiu (胡志釗)	47	Non-executive Director
Chan Ngai Sang Kenny (陳毅生)	45	Independent Non-executive Director
Guo Tianyong (郭田勇)	41	Independent Non-executive Director
Lee Kwan Hung (李均雄)	45	Independent Non-executive Director

Executive Directors

Zhang Kaijun (張凱鈞) (formerly known as Zhang Ke (張克)), aged 47, is an executive Director, the chairman of our Board and the founder of our Group. He is responsible for overseeing and guiding the business and affairs of our Board as well as our Group's strategic focus and development strategies. He has over 16 years of experience in business operation and management in the chemical, stainless steel and non-ferrous metal industries. Between 1994 and 2003, Mr. Zhang established and operated Zouping County Metal Recycling Company* (鄒平縣金屬回收總公司) and Zouping County Nonferrous Metal Company* (鄒平縣有色金屬公司). He not only developed a vertical production system from collection of scrap metals, processing and production of recycled metal products for these two companies but also gained extensive experience in enterprise management during those years. In 1994, he obtained numerous awards for his contributions to the economy of Zouping County and Shandong Province including but not limited to being one of the "Top Ten Outstanding Youths in Shandong Province*" (山東省十大傑出青年) and one of the "Model Workers of the Shandong Province*" (山東省勞動模範). Between September 2001 and January 2005, Mr. Zhang had been the chairman of the board of directors of Shandong Jinpeng Copper Co., Ltd. (山東金鵬銅業有限公司), a Sino-foreign equity joint venture incorporated in the PRC with limited liability engaged in manufacturing of copper in which Mr. Zhang has a direct equity interest of approximately 39.2%. He had also been a director of Shandong Quanxin Stainless Steel Co., Ltd. (山東泉信不銹鋼有限公司), a Sino-foreign equity joint venture incorporated in the PRC with limited liability engaged in the manufacturing of stainless steel and 49% owned by Shandong Jinpeng Copper Co., Ltd. (山東金鵬銅業有限公司), between January 2003 and January 2005. In the three years preceding the Latest Practicable Date, Mr. Zhang did not hold any directorship in other listed companies. He was appointed as an executive Director in August 27, 2009.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Huang Cheng (黃澄), aged 46, is an executive Director and our chief executive officer responsible for devising and overseeing the implementation of our Group's investment and business development strategies. Mr. Huang has over 16 years of experience in investment banking and had participated in corporate finance, corporate restructuring and financial advisory transactions in the PRC. Mr. Huang graduated with a bachelor's degree in economics in 1986 and subsequently obtained his master's degree in international finance in 1992 from East China Normal University (華東師範大學). Mr. Huang had worked for Zhejiang Securities Company Limited* (浙江證券有限責任公司) during the period from July 1992 to July 2002 as manager, assistant to general manager and general manager of its investment banking department. Subsequently Mr. Huang had held senior management positions, including vice president and executive director, in a number of PRC companies including Shanghai Shentong Technology Group Company Limited* (上海申通集團有限公司) and Shanghai Tiancheng Investment Management Company Limited* (上海天晟投資管理有限公司) prior to joining our Group in December 2007. In the three years preceding the Latest Practicable Date, Mr. Huang did not hold any directorship in other listed companies. He was appointed as an executive Director in June 28, 2010.

Lu Wei (盧偉), aged 56, is an executive Director and is responsible for overseeing our Group's operational management and business development in the PRC. Mr. Lu is the deputy chairman and general manager of Dongying Shengli, and has been with our Group since December 2003. He graduated from Shandong Industrial College* (山東工學院) (now Shandong University (山東大學)) with a bachelor's degree in mechanical engineering in 1983. Mr. Lu was accredited as a senior engineer by Mechanical Engineering and Technical Position Advance Accreditation Committee of Shandong Province* (山東省機械工程技術職務高級評審委員會) in 1999 and has over 16 years of experience in business operation and management. From January 1984 to January 1988, he served as the deputy head of the Faculty of Engineering at Zibo College (淄博學院) (which merged with Shandong College of Engineering (山東工程學院) and became the existing Shandong University of Technology (山東理工大學)) and was promoted to the head of the same faculty in January 1989. From January 1994 to December 2001, he worked as the manager of the department of production technology in Shandong Zibo Huachen Group Company* (山東淄博華辰集團總公司). He was the deputy general manager of Zouping Petro-Chemical Co. Ltd.* (鄒平石油化工有限公司) from January 2002 to July 2003. In the three years preceding the Latest Practicable Date, Mr. Lu did not hold any directorship in other listed companies. He was appointed as an executive Director on June 28, 2010.

Wong Yee Shuen Wilson (黃以信), aged 43, is an executive Director, chief financial officer and company secretary of our Company and is responsible for our Group's financial operation, capital control and risk management. He was admitted as a certified practicing accountant of the Australian Society of Certified Practicing Accountants in 1995. Mr. Wong graduated with a master's degree in commerce in finance from the University of New South Wales in 1994. He is a member of the Australian Institute of Banking and Finance since 2001 and a fellow member of the Hong Kong Institute of Certified Public Accountants since 2003. For the periods from January 1991 to February 2004, he worked in PricewaterhouseCoopers Consultants (Shenzhen) Ltd. Beijing Branch as a senior manager in the assurance department. Mr. Wong also served as the senior manager of Ernst & Young (Shenzhen) from November 2005 to September 2006 prior to

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

joining our Group in December 2007. In September 2005, Mr. Wong was appointed as an independent director of Memory Devices Limited, a company listed on the Singapore Stock Exchange, and resigned with effect from September 16, 2008 for the pursuit of personal interests and other commitments. Mr. Wong is currently an independent non-executive director of China Pipe Group Limited (stock code: 380) a company listed on the Main Board of the Stock Exchange and Contel Corporation Limited, a company listed on the Singapore Stock Exchange. Save as disclosed above, in the three years preceding the Latest Practicable Date, Mr. Wong did not hold any directorship in other listed companies. He was appointed as an executive Director on June 28, 2010.

Non-Executive Directors

Qin Kebo (秦克波), aged 37, is a non-executive Director. Mr. Qin is a legal representative and executive director of Hylt (Shen Zhen) Invest & Manage Co. Ltd.* (海源龍騰(深圳)投資管理有限公司) since July 2006 and is the chairman of China Sun Fund Management Co., Ltd.* (中國陽光投資基金管理有限公司) since June 2003. He has also been employed as a researcher in the Peking University (北京大學) since 2008. Mr. Qin obtained his Master of Business Administration degree from the Macau University of Science and Technology in 2007 and his doctoral degree in business administration from California American University in July 2010. In the three years preceding the Latest Practicable Date, Mr. Qin did not hold any directorship in other listed companies. He was appointed as our non-executive Director on November 16, 2010. The appointment of Mr. Qin Kebo was solely the decision of our Company and was not stipulated in the Sun Ascent SPA as a special right granted to Sun Ascent. Also, no indemnification agreement was entered into between our Company and Mr. Qin.

Wu Chi Chiu (胡志釗), aged 47, is a non-executive Director. Mr. Wu has been an executive director of China Motion Telecom International Limited, a company listed on the Main Board of the Stock Exchange (stock code: 989) since February 2006 and the vice chairman and chief executive officer of the same Company since March 2006. He had been an independent non-executive director of Sustainable Forest Holdings Limited (formerly known as Bright Prosperous Holdings Limited) (stock code: 723), a company listed on the Main Board of the Stock Exchange, from August 2007 to August 2008. Mr. Wu obtained his Bachelor of Science degree from the University of Toronto, Canada in 1986. Save as disclosed above, in the three years preceding the Latest Practicable Date, Mr. Wu did not hold any directorship in other listed companies. He was appointed as our non-executive Director on November 16, 2010.

Independent Non-Executive Directors

Chan Ngai Sang Kenny (陳毅生), aged 45, is a partner and founder of Kenny Chan & Co., a firm of Certified Public Accountants. He obtained his Bachelor of Commerce degree from the University of New South Wales in October 1988 and is a member of the Institute of Chartered Accountants of New Zealand, the Association of International Accountants, the CPA Australia, the Hong Kong Institute of Certified Public Accountants and the Taxation Institute of Hong Kong. He also served as the District Governor of Lions Clubs International District 303 – Hong Kong & Macao, China in 2009/2010 and presently serves on several tribunals of the HKSAR Government which include the Administration Appeals Board, the Registration of Persons Tribunal and the Solicitors Disciplinary Tribunal Panel. He is also a committee member of the Association of International

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Accountants Hong Kong Branch. He is an independent non-executive director of Goldmond Holdings Limited (stock code: 8190), a company listed on the Growth Enterprise Market of the Stock Exchange. Mr. Chan is also an independent non-executive director of TSC Offshore Group Limited (stock code: 206) and China Best Group Holding Limited (stock code: 370), both of which are listed on the Main Board of the Stock Exchange. Save as disclosed above, in the three years preceding the Latest Practicable Date, Mr. Chan did not hold any directorship in other listed companies. He was appointed as our independent non-executive Director on November 16, 2010.

Guo Tianyong (郭田勇), aged 41, is a professor of the Central University of Finance and Economics, School of Finance (中央財經大學金融學院). Dr. Guo is also the Supervisor of the China Banking Industry Research Centre of the Central University of Finance and Economics* (中央財經大學中國銀行業研究中心主任) and council member of the China International Finance Association* (中國國際金融學會). Dr. Guo obtained his doctoral degree in economics from Graduate School of the People's Bank of China (中國人民銀行總行金融研究所) in 1999, master's degree in economics from Renmin University in 1996, and bachelor's degree in mathematics from Shangdong University in 1990. Dr. Guo was appointed as the deputy supervisor of the Beijing Finance Committee of China Democracy Development Party* (中國民主建國會北京市金融委員會) in 2009. Dr. Guo was awarded the China Society for Finance and Banking the Fifth Excellent Finance Academic Journal Third Award* (中國金融學會第五屆全國金融優秀論文評選三等獎) in 2001, and was selected for the 2007 State Level New Century Excellent Talent Support Program* (國家級「新世紀優秀人才支持計劃」). In 2008, Dr. Guo was awarded the 2008 China Financial Expert Visionary Award* (2008中國金融專家遠見獎). Dr. Guo is also the author of a number of books including Zhongguo Huobi Zhengce Tixi de Xuanze* (《中國貨幣政策體系的選擇》), Jinrong Jianguan Xue* (《金融監管學》) and Guo Tianyong Jiang Li Deman* (《郭田勇講里德曼》). In the three years preceding the Latest Practicable Date, Dr. Guo did not hold any directorship in other listed companies. He was appointed as our independent non-executive Director on November 16, 2010.

Lee Kwan Hung (李均雄), aged 45, is a partner of Woo, Kwan, Lee & Lo, a reputable law firm in Hong Kong and the chief representative of Woo, Kwan, Lee & Lo's Beijing Office. Mr. Lee received his Bachelor of Laws (Honours) degree and Postgraduate Certificate in Laws from the University of Hong Kong in 1988 and 1989 respectively. He was then admitted as a solicitor in Hong Kong in 1991 and the United Kingdom in 1997. Mr. Lee is currently an independent non-executive director of GZI REIT Asset Management Limited (the manager of GZI Real Estate Investment Trust) (stock code: 405), Embry Holdings Limited (stock code: 1388), NetDragon Websoft Inc. (stock code: 777), Asia Cassava Resources Holdings Limited (stock code: 841), Futong Technology Development Holdings Limited (stock code: 465) and New Universe International Group Limited (stock code: 8068), the shares of these companies are listed on the Hong Kong Stock Exchange. In the three years preceding the Latest Practicable Date, Mr. Lee had been a non-executive director of Mirabell International Holdings Limited and GST Holdings Limited prior to the privatization of both companies. Save as disclosed, in the three years preceding the Latest Practicable Date, Mr. Lee did not hold any directorship in other listed companies. He was appointed as our independent non-executive Director on November 16, 2010.

SENIOR MANAGEMENT

Zhang Xueqing (張學慶), aged 38, is the production director of our Company. He has over 10 years of experience in the field of production and operational management. He obtained his bachelor's degree from Northeast Dianli College* (東北電力學院) (currently known as Northeast Dianli University (東北電力大學)) in 1995. Mr. Zhang joined our Group in January 2004 as production director. Mr. Zhang was the person-in-charge of BDO production plant of a Shandong company under Sinopec Shengli Oilfield Company Petrochemical Factory* (中國石化勝利油田有限公司石油化工總廠) from 1992 to 2002. Mr. Zhang was accredited the engineer-level by Shengli Petroleum Administration Bureau* (勝利石油管理局) in 2008. He is responsible for establishing and modifying the production systems, technical procedures and management policies, setting production targets in accordance with our Group's business target, managing the quality controls of our Group's products and overseeing production progresses, costs of production, delivery of products, industrial safety and on-site management.

Li Xiangdong (李向東), aged 51, is the deputy manager of our Company. He has over 20 years experience in sales and marketing. He obtained his bachelor's degree from Shandong Radio and TV University (山東廣播電視大學) in 1986. From January 1987 to December 1994, Mr. Li worked in Shandong Textile Supply Company (山東省紡織供銷總公司) as manager of the marketing department. Mr. Li joined our Group in January 2004 and is responsible for establishing development strategies in the field of sales and marketing, developing business expansion, managing sales teams of our Company, streamlining the sales procedures, procuring the realization of the sales targets and conducting relevant assessments in relation to sales and marketing of our Group.

Li Ying (李穎), aged 45, has been appointed as the marketing director of our Company since July 2009. Mr. Li obtained his bachelor's degree in finance from Shandong Economics College(山東經濟學院) in July 1986 and his doctoral degree in Western Economics from Shanghai University of Finance and Economics (上海財經大學) in February 2001. Mr. Li was a post-doctoral researcher in economics and business administration at Fudan University (復旦大學). He has over seven years of experience in marketing. Prior to joining our Group, he worked in China Huiyuan Juice Group Limited (中國匯源果汁控股有限公司) and Shenyin Wanguo Finance (H.K.) Limited (申銀萬國(香港)融資有限公司). He is responsible for devising market development strategies and policies, realizing the market development targets, establishing brand management policy and assessing the practicability of business plans for our Group.

Luo Benan (羅本安), aged 40, is the human resources director of our Company. He obtained a bachelor's degree in wood processing from Northeast Forestry University (東北林業大學) in 1993. He joined our Group in January 2004 and has over 10 years of experience in the fields of human resource management and internal management. Mr. Luo took up several managerial positions in Huachen Group Zibo Duyi Furniture Company Limited (華辰集團濰博都宜家具有限公司) from January 1994 to November 2003. He is responsible for planning and coordinating human resources in our Group and streamlining the human resource management system.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Zhang Aimin (張愛民), aged 40, has been appointed as the chief technical officer of our Group since November 2009. Mr. Zhang has over 12 years of experience in polymer engineering research. Dr. Zhang obtained his bachelor's degree from Chengdu University of Science and Technology (成都科技大學) and master's degree from Sichuan Union University (四川聯合大學) (now Sichuan University (四川大學)) in 1991 and 1994 respectively, and further obtained his doctoral degree from Sichuan Union University (四川聯合大學) in 1997. He has been teaching in the Polymer Research Institute of Sichuan University (四川大學高分子研究所) as deputy professor, professor and doctoral adviser since 1997. In addition to his teaching post, Dr. Zhang is a stationed member of the State Key Laboratory of Polymer Materials Engineering* (高分子材料工程國家重點實驗室) of Sichuan University. Since 2000, he has been responsible for several research projects including the National Natural Foundation of China Project* (國家自然科學基金重點項目), the 863 Project – "Technology Development of Thermoplastic Elastomer SEBS" (863計劃 – "熱塑性彈性體SEBS成套技術開發") jointly run by Sinopec Baling Petrochemical Limited Liability Company* (中國石化集團巴陵石油化工有限公司) and Beijing University of Chemical Technology (北京化工大學), the National Basic Research Programme: Basic Research on High Performance of the General Polymer Materials (973 Project)* (國家重點基礎研究發展規劃項目：通用高分子材料高性能化學基礎研究(973項目)) run by Sichuan University (四川大學) and projects for China National Petroleum Corporation and China Petroleum and Chemical Corporation. In 2000, he was nominated as one of the Outstanding Doctoral Scholars in Sichuan (作出突出貢獻的四川省博士學位獲得者). He was awarded the first prize of the National Technical Progress Award* (科技進步一等獎) in 1999 and the first prize of the Award of SINOPEC Scientific and Technological Progress Prize* (中石化科技進步一等獎) in 2008. Dr. Zhang joined our Group in November 2009 as our chief technical officer responsible for developing new products and to provide ongoing advice and assistance in the implementation of PBS and PBS copolymer production technology.

Details of the qualifications and experience of Mr. Huang Cheng, Mr. Lu Wei and Mr. Wong Yee Shuen Wilson are set out in the paragraph headed "Directors – Executive Directors" in this section.

COMPANY SECRETARY

Our company secretary is Mr. Wong Yee Shuen Wilson (黃以信). Details of the qualifications and experience of Mr. Wong are set out in the paragraph headed "Directors – Executive Directors" in this section.

BOARD COMMITTEES

Audit Committee

We have established an Audit Committee with written terms of reference in compliance with Rule 3.21 of the Listing Rules and the Code on Corporate Governance Practices as set out in Appendix 14 to the Listing Rules. The primary duties of the Audit Committee are, among other things, to review and supervise our financial reporting process and internal control of our Company, nominate and monitor external auditors and provide advice and comments to the Board.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

The Audit Committee comprises three members, namely Mr. Chan Ngai Sang Kenny, Mr. Lee Kwan Hung and Mr. Guo Tianyong, who are independent non-executive Directors. The Chairman of the Audit Committee is Mr. Chan Ngai Sang Kenny.

Remuneration Committee

We have established a Remuneration Committee with written terms of reference in compliance with the Code on Corporate Governance Practices set out in Appendix 14 to the Hong Kong Listing Rules. The primary duties of the Remuneration Committee are to evaluate the performance and make recommendations to the Board regarding the remuneration package of our Directors and senior management and employee benefit arrangements, so as to ensure that the levels of remuneration and compensation are appropriate.

The Remuneration Committee comprises three members, namely Mr. Lee Kwan Hung and Mr. Guo Tianyong, who are independent non-executive Directors, and Mr. Zhang, chairman of our Board. The chairman of the Remuneration Committee is Mr. Lee Kwan Hung.

Nomination Committee

We have established a Nomination Committee with written terms of reference as recommended under the Code on Corporate Governance Practices set out in Appendix 14 to the Listing Rules. The primary function of the nomination committee is to make recommendations to our Board on the appointment and removal of Directors.

The Nomination Committee consists of three members, namely Mr. Guo Tianyong and Mr. Chan Ngai Sang Kenny, who are independent non-executive Directors, and Mr. Zhang, chairman of our Board. The chairman of the Nomination Committee is Mr. Guo Tianyong.

COMPENSATION OF DIRECTORS AND SENIOR MANAGEMENT

All our Directors receive reimbursements from us for expenses that are necessarily and reasonably incurred for providing services to us or in the execution of matters in relation to our operations. Our executive Directors are also our employees and receive, in their capacity as our employees, compensation in the form of salaries and contributions to the pension scheme according to PRC laws, details of which are set out in the paragraph headed “Employees – Welfare contributions” under the section headed “Business” in this prospectus.

The aggregate amount of remuneration (including fees, salaries, housing allowances, pension scheme contributions, other allowances, benefits-in-kind and discretionary bonuses) which were paid by us to our Directors for each of the three years ended December 31, 2007, 2008 and 2009 and the five months ended May, 31, 2010, was approximately RMB74,000, RMB409,000, RMB404,000 and RMB168,000, respectively.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

The aggregate amount of remuneration (including fees, salaries, housing allowances, pension scheme contributions, other allowances and benefits-in-kind and discretionary bonuses) which were paid by us to the five highest paid individuals of our Group, excluding the Directors, for each of the three years ended December 31, 2007, 2008 and 2009 and the five months ended May 31, 2010, was approximately RMB178,000, RMB144,000, RMB143,000 and RMB100,000, respectively.

Save as disclosed above, no other payments have been paid or are payable during the Track Record Period, by us or any of our subsidiaries to our Directors. It is estimated that under the current arrangements presently in force, the estimated amount of Directors' fees and other emoluments payable to the Directors for the year ending December 31, 2010 will be approximately RMB897,600.

EMPLOYEES

Employee Remuneration

We incurred staff costs (including our directors' emoluments) of approximately RMB4.6 million, RMB5.6 million, RMB6.2 million and RMB2.1 million for each of the years ended December 31, 2007, 2008 and 2009 and the five months ended May 31, 2010, representing approximately 0.5%, 0.6%, 0.8% and 0.5% of our revenue, respectively, for those period.

We review the performance of our employees on an annual basis, the results of which are used in his or her annual remuneration and bonus review and promotion appraisal.

We believe we maintain a good working relationship with our employees. As at the Latest Practicable Date, we have not experienced any material labor disputes which adversely affected or were likely to have an adverse effect on the operations of our business or any difficulties in recruiting staff for our operations. Our employees are not covered by any collective bargaining agreement.

Staff Training

We believe the importance of employee development. Thus, we endeavor to provide training for our staff. Our on-the-job trainings aim to enhance our staff's technical skills and their knowledge of work safety standards.

SHARE OPTION SCHEME

Our Company has adopted the Share Option Scheme, the purpose of which is to motivate the relevant participants to optimize their future contributions to our Group and/or to reward them for their past contributions, to attract and retain or otherwise maintain on-going relationships with such participants who are significant to and/or whose contributions are or will be beneficial to the performance, growth or success of our Group. In addition, in the case of the executive Directors and senior management of our

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Group, the purpose is to enable our Group to attract and retain individuals with experience and ability and/or to reward them for their past contributions. A summary of the principal terms of the Share Option Scheme are set out in the section headed “Share Option Scheme” in Appendix VI to this prospectus.

COMPLIANCE ADVISER

We will appoint CCB International Capital Limited as our compliance adviser pursuant to Rule 3A.19 of the Hong Kong Listing Rules. Pursuant to Rule 3A.23 of the Hong Kong Listing Rules, the compliance adviser will advise us in the following circumstances:

- before the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues and share repurchases;
- where we propose to use the proceeds of the Global Offering in a manner different from that detailed in this prospectus or where our business activities, developments or results deviate from any forecast, estimate or other information in this prospectus; and
- where the Hong Kong Stock Exchange makes an inquiry of us regarding unusual movements in the price or trading volume of our Shares.

The terms of the appointment will commence on the Listing Date and end on the date on which we distribute our annual report of our financial results for the first full financial year commencing after the Listing Date and such appointment may be extended by mutual agreement.