

BIOGRAPHICAL DETAILS OF DIRECTORS AND SENIOR MANAGEMENT

DIRECTORS

EXECUTIVE DIRECTORS

Mr. Wang Dan Hui (汪丹輝), aged 34, is the Chairman and an Executive Director. He is responsible for the overall planning and management of the Group. Prior to joining the Group in June 1997, Mr. Wang held various management positions in several US based multinational companies in the US and has over four years of experience in corporate management from various sector of business such as investment banking and international trade. Mr. Wang has obtained a bachelor degree in commerce from the University of Shenzhen in the PRC, a bachelor degree in commerce from the City University of New York in the US and a master of business administration degree from Baruch College, City University of New York in the US.

Mr. Wang Hailou (王海樓), aged 53, is the Managing Director and founder of the Group. Mr. Wang is responsible for the overall operational planning of the Group. Mr. Wang has extensive experience in the chemical industry including the manufacturing of anti-corrosive coating for fluid pipelines and industrial-use lubricants. Prior to the establishment of the Group in November 1992, he worked in 大慶石油管理局 (Daqing Petroleum Authority) for more than 17 years. Mr. Wang was graduated from 黑龍江省委黨校大專 (the Heilongjiang Province Government Institute) in economic management.

Mr. Wu Chieho Joseph (武志厚), aged 43, is an Executive Director. Mr. Wu is responsible for the marketing, business development and public relationship of the Group. Mr. Wu graduated from the National Chengchi University in Taiwan and obtained a masters degree in international business management from the University of Texas, US in 1984. Prior to joining the Group in June 1997, Mr. Wu has extensive experience in finance, investment and has been the public relationship manager of an international motor vehicles company in Taiwan for over 15 years.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. Feng Jianming (馮健明), aged 66, is an Independent Non-executive Director. He is also a professor-grade senior engineer as recognised by CNPC and a consultant of 高技術諮詢中心 (High-Technology Consultation Centre). Mr. Feng has over 31 years of experience in petroleum refinery in Daqing, the PRC. Mr. Feng was graduated from 南京工學院 (Nanjian Institute of Technology) (presently known as 東南大學 (South East University)) in thermodynamic. He was awarded the 功勳獎 (Pacemaker award) by 大慶石油管理局 (Daqing petroleum Authority) in 1995. Mr. Feng was appointed as Independent Non-executive Director in February 2001.

BIOGRAPHICAL DETAILS OF DIRECTORS AND SENIOR MANAGEMENT

DIRECTORS (Cont'd)

INDEPENDENT NON-EXECUTIVE DIRECTORS (Cont'd)

Mr. Ma Wing Yun Bryan (馬榮欣), aged 38, is an Independent Non-executive Director. Mr. Ma is the financial controller of a PRC company which is associated with a listed company in Hong Kong and has more than 11 years of experience in financial management and operational management. Mr. Ma is a fellow member of The Association of Chartered Certified Accountants and an associate member of the Hong Kong Society of Accountants. Mr. Ma was appointed as Independent Non-executive Director in February 2001.

Mr. Meng Fanxi (孟凡璽), aged 64, is an Independent Non-executive Director. Mr. Meng is currently engaged in the consultancy business of corporate management. Mr. Meng was a director and the deputy general manager of China International Trust Investment Corporation from 1990 to 2000 and he was responsible for the corporate planning and import and export business. Before joining China International Trust Investment Corporation in 1985, he was the chief of 中國物資部油品局 (Oil Product Bureau of Ministry of Material Supply of the PRC) and was responsible for sales activities of oil products. Mr. Meng graduated from ShanDong Province Metallurgy Institute in metallurgy. Mr. Meng was appointed as Independent Non-executive Director in February 2001.

SENIOR MANAGEMENT

Professor Jiang Yingbo (姜英波), aged 78, is the head of anti corrosive coating division and the principal consultant of the research and development department of the Group responsible for the strategic planning of the research and development of the Group. Professor Jiang graduated from 上海大眾大學 (Shanghai Public University) (presently the Shanghai University of Transport) in 1948 and is, and has been a member of 上海市全國人民大會代表 (the National People's Congress of Shanghai City) over the past ten years. Professor Jiang was the chief engineer of 上海開林製漆廠 (Shanghai Kailin Paint Manufacturing Company) and he is also a member of 中國防腐科學協會造船協會 (China Anti-corrosion Science Association). In July 1991, Professor Jiang was awarded a certificate of 發展我國工程技術事業做出的突出貢獻 (Outstanding contribution to national engineering technology in the PRC) by 中華人民共和國國務院 (State Council of the PRC). Professor Jiang joined the Group in June 1993.

Mr. Yu Zhan Fa (于占發), aged 53, is the president of Daqing city petroleum and chemical investment project and the listing financing department of the Group. Mr. Yu is responsible for the communication with the Daqing Municipal People's Government while not only to assist the improvement of the corporate operation in Daqing city but also enlist the listing projects. Mr. Yu graduated from the Northeast Petroleum Institute. He has held the position of vice chief officer of Economic and Trade Commission of Daqing city in 2001. Mr. Yu has extensive experience in government adviser, petroleum and chemical corporate management and corporate financing.

BIOGRAPHICAL DETAILS OF DIRECTORS AND SENIOR MANAGEMENT

SENIOR MANAGEMENT (Cont'd)

Mr. Wang Li Bang (王立濱), aged 44, is the consultant of the quality control department of the Group. Mr. Wang is responsible for the internal quality control of the Group. Mr. Wang has worked as a leader of the oil extraction plant of the North China Strategic Headquarters in 1979 and took a post as a chief of the Daqing Technical Supervision Bureau in 1982. He is well experienced in the production of petroleum and chemical and quality control.

Mr. Li Xiao Hua (李曉華), aged 56, is the financial controller of the Group. Mr. Li joined the Group in July 2002. Mr. Li is responsible for the financial management functions of the Group. Mr. Li is well experienced in financial management and domestic taxation system. He has been the head of Taxation Bureau of Daqing Municipality Development Zone in Heilongjiang Province and the head of Taxation Audit Bureau of Daqing Municipality in Heilongjiang Province before joining the Group.

Mr. Chang Zhongwei (常忠偉), aged 40, is a general manager of the Group. Mr. Chang joined the Group in November 1992 and is responsible for the overall factory and production management of the Group. Mr. Chang has extensive experience in the areas of anti-corrosive coating production and was the deputy factory manager of 大慶高級潤滑油脂廠 (Daqing Premium Lubricating Oil and Grease Manufacturing Company) for over 6 years prior to joining the Group.

Mr. Fei Xingguo (費興國), aged 50, is a general manager of the Group responsible for all logistic support including procurement of raw materials and management of the production of anti-corrosive coating division. Mr. Fei graduated from 黑龍江省委黨校大專 (Heilongjiang Province government Institute) in economic management and has more than 11 years experience in various petroleum refinery related companies in the PRC. Mr. Fei joined the Group in December 1992.

Mr. Zhang Deyu (張德有), aged 59, is the head of lubricants division and the chief senior engineer of the Group. Mr. Zhang is a senior engineer who graduated from the department of chemical engineering of 大慶石油學院 (Daqing Petroleum Institute) with a diploma in petroleum refinery. Mr. Zhang has attained the award of 國家科技成果完成者 (Technology Achievement Award) for 中華人民共和國國家科技術委員會 (Science and Technology Committee of the PRC). Mr. Zhang has over 31 years experience in the manufacturing of lubricating grease and joined the Group in December 1997.

Mr. Sun Yong (孫勇), aged 40, is a deputy general manager of the Group responsible for marketing system development and management of the lubricant production division. Mr. Sun obtained a bachelor degree in transportation from 吉林工業大學 (Jilin Industrial University) in the PRC and joined the Group in July 1998.

BIOGRAPHICAL DETAILS OF DIRECTORS AND SENIOR MANAGEMENT

SENIOR MANAGEMENT (Cont'd)

Mr. Xu Hungli (徐洪禮), aged 64, is a deputy manager of the Group's lubricant production division department. Mr. Xu is a senior economist and he graduated from 哈爾濱石油專科學校 (Harbin Petroleum School) in 1962. Mr. Xu has over 31 years experience in the lubricating grease industry. Mr. Xu joined the Group in July 2000.

Mr. Zhang Chengyi (張成義), aged 63, is a deputy manager of the Group's lubricant production division. Mr. Zhang is a senior engineer and graduated from 西安石油學院 (Xian Petroleum Institute) in petroleum refining discipline. Mr. Zhang has over 31 years experience in the manufacturing of lubricating oil and grease and has held the position of senior engineer and factory manager in various petroleum refining plants and petrol-chemical plants. Mr. Zhang joined the Group in July 1996.

Mr. Zhou Xueshu (周學書), aged 63, is the senior quality control engineer of the Group and is responsible for overall quality control of the Group's products. Prior to joining the Group in May 2000, Mr. Zhou has worked as a senior engineer in 大慶石油管理局總機械廠 (General Machinery Plant of Daqing Petroleum Administrative Bureau) and 大慶石油管理標準計量處 (Standard Measurement Department of Daqing Petroleum Authority) for over 31 years. Mr. Zhou graduated from 鄭州大學 (Zhengzhou University) in the PRC with a bachelor degree of engineering.

Mr. Kwok Yuen Ying, Riki (郭元英), aged 35, is the company secretary of the Group and is responsible for the company secretarial functions of the Group. Mr. Kwok holds a bachelor degree in commerce from the University of Wollongong in Australia. Prior to joining the Group in September 2000, Mr. Kwok had over nine years of experience in auditing and accounting. Mr. Kwok is also an associate member of the Hong Kong Society of Accountants and Certified Public Accountants of Australia.

SENIOR MANAGEMENT REMUNERATION SYSTEM

The remuneration system of the senior management of the Group is a combination of the economic benefit of the senior management (including executive director) and the operation result and share performance of the Group. Most of the senior management have signed result examination contract with the Company. In this system, the remuneration of the senior management comprises three parts, including basic salary, bonus and share options. The floating remuneration of the senior management represents approximately 70% to 75% of their total potential remuneration, which includes result bonus and share option represent approximately 15% to 25% and 50% to 60% respectively of the total potential remuneration. Floating remuneration is linked with the specific business performance indicators, for example, the net profit, capital return and cost reduction indicator.