

# Biographical Details of Directors and Senior Management



## DIRECTORS

### Executive Directors

**Mr. Wang Hailou** (王海樓), aged 54, 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 18 years. Mr. Wang was graduated from 黑龍江省委黨校大專 (the Heilongjiang Province Government Institute) in economic management.

**Ms. Chan Yuk Foebe** (陳昱), aged 35, is an Executive Director of the Company. Ms. Chan is responsible for overall management and business development of the Group. Ms. Chan holds a Bachelor Degree in Accountancy from the Queensland University of Technology in Australia. Ms. Chan has over 10 years' experience in corporate finance and management. Ms. Chan is an Executive Director of Heng Tai Consumables Group Limited ("Heng Tai"), a listed company on the Main Board of the Stock Exchange of Hong Kong Limited (the "Stock Exchange").

**Mr. Chu Ki** (朱祺), aged 51, is an Executive Director of the Company. Mr. Chu is responsible for overall business development of the Group. Prior to joining the Group in January 2004, Mr. Chu had obtained over 25 years' managerial experience in the food and beverage and the transportation industries, both in Hong Kong and in the PRC. Mr. Chu is an Executive Director of Heng Tai.

**Mr. Peng Zhanrong** (彭展榮), aged 34, is an Executive Director of the Company. Mr. Peng is responsible for overseeing the operation of the Group's investment in Mudanjiang, Heilongjiang Province, the PRC. Mr. Peng graduated from the South China University of Technology majoring in chemical engineering in the PRC. Mr. Peng has over 10 years' experience in the auto and petroleum industries in the PRC prior to joining the Group in February 2004. Mr. Peng is also an Executive Director of Heng Tai.

### Independent Non-executive Directors

**Mr. Ma Wing Yun Bryan** (馬榮欣), aged 39, 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 12 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 Institute of Certified Public Accountants. Mr. Ma was appointed as Independent Non-executive Director in February 2001.

### DIRECTORS (Cont'd)

#### Independent Non-executive Directors (Cont'd)

**Mr. Meng Fanxi (孟凡璽)**, aged 65, 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.

**Mr. Wong Kai Tat (王啟達)**, aged 51, is a member of The Institute of Chartered Accountants in Australia and the Hong Kong Institute of Certified Public Accountants. Mr. Wong is also a senior associate with the Australasian Institute of Banking & Finance. Mr. Wong is also a barrister in Hong Kong. Mr. Wong is currently an Executive Director of TS Telecom Technologies Limited, a company listed on the Growth Enterprise Market of the Stock Exchange. Mr. Wong is a director of a certified public accountants firm. He has over 20 years experience in auditing and accounting services.

### SENIOR MANAGEMENT

**Mr. Teng Xiangzhou (滕相周)**, aged 60, is the deputy managing director of the Mudanjiang Dongbei Chemical Engineering Company Limited of the Group. Mr. Teng is responsible for the overall corporate management. He joined the Group in June 2004, and is also the Chief Commander of the Project Commanding Department for Mudanjiang vinyl acetate upgrade project of the Group. Mr. Teng has over 30 year's extensive experience in production, management and scientific research aspects of large petrochemical enterprise. He graduated from Oil Refinery Profession of 東北石油學院 (Dongbei Petroleum Institution) in Daqing, Heilongjiang (institution of national level) in 1970.

**Mr. Liang Zonghan (梁宗漢)**, aged 59, is the deputy general manager of the Mudanjiang Dongbei Chemical Engineering Company Limited of the Group. Mr. Liang is mainly responsible for its production equipment and project construction. He joined the Group in July 2004, and is also the Deputy Chief Commander of the Project Commanding Department for Mudanjiang vinyl acetate upgrade project of the Group. Mr. Liang has over 30 year's extensive experience in production, management and project construction aspects of large petrochemical enterprise. He graduated from Oil Refinery Profession of 東北石油學院 (Dongbei Petroleum Institution) in Daqing, Heilongjiang (institution of national level) in 1970.

**Mr. Shen Fengqi (沈鳳岐)**, aged 61, is the Chief Engineer of the Mudanjiang Dongbei Chemical Engineering Company Limited of the Group, mainly responsible for production technology. He joined the Group in July 2004. Mr. Shen has over 30 year's extensive experience in production, management and scientific research aspects of large petrochemical enterprise. He graduated from Petrochemical Profession of 東北石油學院 (Dongbei Petroleum Institution) in Daqing, Heilongjiang (institution of national level) in 1968.

### SENIOR MANAGEMENT (Cont'd)

**Mr. Zhang Zhimin (張志敏)**, aged 48, is the assistant to General Manager of the Mudanjiang Dongbei Chemical Engineering Company Limited of the Group, mainly responsible for production and operation. He joined the Group in July 2004. Mr. Zhang has over 20 year's extensive experience in production, management, scientific research and project construction aspects of petrochemical enterprise. He graduated from Organic Chemistry Profession of Chemistry Faculty of Heilongjiang University in Harbin, Heilongjiang in 1982.

**Mr. Tsang Chiu Hung Victor (曾超鴻)**, aged 34, is the Financial Controller of the Group. Mr. Tsang is responsible for financial reporting of the Group. Mr. Tsang holds a bachelor degree in accountancy from the Hong Kong Polytechnic. Prior to joining the Group in May 2004, Mr. Tsang had over 10 years of experience in auditing and accounting. Mr. Tsang is a qualified accountant appointed under rule 3.24 of the Listing Rules and is an associate member of the Hong Kong Institute of Certified Public Accountants and the Association of Chartered Certified Accountants.

**Professor Jiang Yingbo (姜英波)**, aged 79, 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. Fei Xingguo (費興國)**, aged 51, 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 12 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 60, 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技術委員會 (Science and Technology Committee of the PRC). Mr. Zhang has over 32 years experience in the manufacturing of lubricating grease and joined the Group in December 1997.

## SENIOR MANAGEMENT (Cont'd)

**Mr. Sun Yong (孫勇)**, aged 41, 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.

**Mr. Xu Hungli (徐洪禮)**, aged 65, 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 32 years experience in the lubricating grease industry. Mr. Xu joined the Group in July 2000.

**Mr. Zhang Chengyi (張成義)**, aged 64, 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 32 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 64, 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 32 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 36, is the company secretary of the Group and is responsible for 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 ten years of experience in auditing and accounting. Mr. Kwok is also an associate member of the Hong Kong Institute of Certified Public 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.