

■ Directors and Senior Management

EXECUTIVE DIRECTORS



Mr. WANG Chien Kuo, Robert

62, was appointed as an executive Director and the Chairman of the Group on 10 June 2003 and 26 November 2003, respectively. He is in charge of the overall business strategy of the Group and has over 22 years of experience in the cement industry. He graduated from Columbia University, New York, USA, with a master degree in business administration in 1971. Mr. WANG was one of the key persons responsible for expanding CHC Group's cement-related business in the PRC. Apart from his current position in the Group, he is also the Managing Director and President of CHC and holds certain non-executive positions in the CHC Group. Mr. WANG is the father of Ms. WANG Li Shin, Elizabeth, an executive Director, the brother-in-law of Mr. LAN Jen Kuei, Konrad, an executive Director and two non-executive Directors, namely Mr. CHANG Yung Ping, Johnny and Mr. CHANG An Ping, Nelson and an uncle of Mr. CHANG Kang Lung, Jason, an executive Director.



Mr. LAN Jen Kuei, Konrad

70, was appointed as an executive Director and the Vice-Chairman of the Group on 10 June 2003 and 26 November 2003, respectively. He is in charge of the domestic and international trading activities of the Group. Mr. LAN has over 14 years of experience in the cement industry. Mr. LAN graduated from the National Taiwan University with an undergraduate degree in economics in 1959 and from the Waseda University, Tokyo, Japan with a master degree in economics in 1964. Mr. LAN joined the CHC Group in November 1991 and was in charge of expanding CHC Group's business to the PRC. Apart from his current positions in the Group, he also holds certain non-executive positions in the CHC Group. Mr. LAN is the brother-in-law of Mr. WANG Chien Kuo, Robert, an executive Director and an uncle of Ms. WANG Li Shin, Elizabeth, an executive Director. He is also a relative of Mr. CHANG Kang Lung, Jason, an executive Director and two non-executive Directors, namely Mr. CHANG Yung Ping, Johnny and Mr. CHANG An Ping, Nelson.



Mr. CHANG Kang Lung, Jason

34, was appointed as an executive Director and the Managing Director/Chief Executive Officer of the Group on 10 June 2003 and 26 November 2003, respectively. He is in charge of overall operations and information technology development of the Group. He has over 10 years of experience in the cement industry. Mr. CHANG graduated from the Massachusetts Institute of Technology, Boston, USA in 1999 with a master degree in management of technology. He also has a bachelor of arts degree from Carroll College, Helena, USA. Mr. CHANG is in charge of the management information system and project control department of Chia Hsin Jingyang Cement Co., Ltd ("Jingyang Cement") since June 1996. Apart from his current positions in the Group, Mr. CHANG also holds certain non-executive positions in the CHC group. Mr. CHANG is the son of Mr. CHANG Yung Ping, Johnny, a non-executive Director, nephew of Mr. WANG Chien Kuo, Robert, an executive Director and Mr. CHANG An Ping, Nelson, a non-executive Director, cousin of Ms. WANG Li Shin, Elizabeth, an executive Director and relative of Mr. LAN Jen Kuei, Konrad, an executive Director.



Ms. WANG Li Shin, Elizabeth

33, was appointed as an executive Director on 10 June 2003, in charge of the corporate finance and investor relations of the Group. Ms. WANG graduated from the Waseda University, Tokyo, Japan in 2000 with a MBA in Organization Restructuring. She also has a bachelor degree of science in finance from Boston College, Boston, USA. Ms. WANG has over 10 years of experience in the cement industry. Ms. WANG is the daughter of Mr. WANG Chien Kuo, Robert, an executive Director, niece of Mr. LAN Jen Kuei, Konrad, an executive Director and two non-executive Directors, Mr. CHANG Yung Ping, Johnny and Mr. CHANG An Ping, Nelson and the cousin of Mr. CHANG Kang Lung, Jason, an executive Director.

NON-EXECUTIVE DIRECTORS

Mr. CHANG Yung Ping, Johnny

59, was appointed as a non-executive Director on 10 June 2003. Mr. CHANG graduated from the New York University in 1972 with a master degree in business administration. Mr. CHANG has over 32 years of experience in the cement industry. He joined the CHC Group for almost 32 years. Mr. CHANG is the chairman of CHC and holds various executive and non-executive positions in the CHC Group. Mr. CHANG is the father of Mr. CHANG Kang Lung, Jason, an executive Director, the brother of Mr. CHANG An Ping, a non-executive Director, the brother-in-law of Mr. WANG Chien Kuo, Robert, an executive Director, uncle of Ms. WANG Li Shin, Elizabeth, an executive Director and relative of Mr. LAN Jen Kuei, Konrad, an executive Director.



Mr. CHANG An Ping, Nelson

54, was appointed as a non-executive Director on 10 June 2003. Mr. CHANG graduated from New York University in 1976 with a master degree in business administration. Mr. CHANG is the Vice Chairman of CHC and Taiwan Cement Corporation and holds certain non-executive positions in the CHC Group. He is also directors of such listed companies as China Synthetic Rubber Corp., Taiwan Polypropylene Co., Ltd. and Far Eastone Telecommunications Co., Ltd. Mr. CHANG, in his capacity as an executive Director of the Chinese Association of Industry and Commerce, is involved heavily in civic organizations and public affairs. He currently serves as the Vice Chairman of Pacific Economic Cooperation Council, Chinese Taipei as well as a Director of the Straits Exchange Foundation. Mr. CHANG is the brother of Mr. CHANG Yung Ping, Johnny, a non-executive Director, brother-in-law of Mr. WANG Chien Kuo, Robert, an executive Director and uncle of the two executive Directors, Mr. CHANG Kang Lung, Jason and Ms. WANG Li Shin, Elizabeth and relative of Mr. LAN Jen Kuei, Konrad, an executive Director.



INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. Davin A. MACKENZIE

46, joined the Company as an independent non-executive Director on 23 June 2003. He has a bachelor degree in arts from Dartmouth College, USA, a master degree in business administration from Wharton School, USA and a master degree in arts in international studies from the University of Pennsylvania, USA. Mr. MACKENZIE also attended the World Bank Executive Development Program at Harvard Business School, USA in 1999. Mr. MACKENZIE is the Managing Director and the Beijing representative of Peak Capital, a private equity firm. Prior to this, Mr. MACKENZIE was with the International Finance Corporation ("IFC") for 7 years from 1993 to 2000. During the last 4 years with the IFC, Mr. MACKENZIE was its resident representative in the PRC. While with the IFC, Mr. MACKENZIE spearheaded the corporation's activities in indigenous private sector financing, state owned enterprise restructuring, western province investment and financial sector development and oversaw the growth of IFC's PRC portfolio of over 40 investments of approximately US\$1.2 billion in commitments. He also led a number of advisory initiatives with the PRC government including projects related to foreign direct investment, private infrastructure and domestic private sector development. Prior to the IFC, Mr. MACKENZIE worked for Mercer Management Consulting in Washington, USA. In addition, he is also the Director of Sinolink Worldwide Holdings Limited (Stock code:1168.HK), Enerchina Holdings Limited (Stock code:.0622.HK), AsiaInfo Holdings (NASDAQ: ASIA) and The9 Limited (NASDAQ: NCTY). He is currently Chairman of the Board of Governors of the Western Academy of Beijing and a member of the management committee of Sports Beijing.



■ Directors and Senior Management



Mr. ZHUGE Pei Zhi

64, joined the Company as an independent non-executive Director on 23 June 2003. Mr. ZHUGE has completed series of courses in business administration from the Chinese University of Hong Kong and Shanghai Jiao Tong University. He also has a degree in silicate chemical from the Beijing Institute of Construction Technology. Mr. ZHUGE is qualified as a senior engineering professor. He is currently the Vice President of the China Cement Association, the President of Shanghai Cement Association, and the commissioner of Shanghai Construction Technology Committee.



Mr. WU Chun Ming

67, joined the Company as an independent non-executive Director on 26 November 2003. Mr. WU has a bachelor degree in business administration from Ta-Tung Engineering College. Mr. WU is at present holding the following offices: Chairman of the Taiwan Cement Manufacturers' Association; Corporate Supervisor of Universal Cement Corporation, (a company incorporated in Taiwan); Director of the Taiwan External Trade Council, Taipei, Taiwan; Director of Mr. WU San-lien Awards Foundation, Taipei, Taiwan. Mr. WU has accumulated over 32 years of management experience in the cement industry in Taiwan.

COMPANY SECRETARY



Ms. LO Yee Har, Susan

48, joined as the Company Secretary of the Group in November 2003. Ms. LO is an Associate Member of both the Institute of Chartered Secretaries and Administrators and the Hong Kong Institute of Chartered Secretaries. She has over 22 years of experience in the company secretarial area.

SENIOR MANAGEMENT



Mr. YANG Fu Chiuan

58, is the President of Jingyang Cement and is responsible for public relations, operation and management of the Group. Mr. YANG has a bachelor degree in engineering and received professional training in cement for three months in Fuller in USA and stayed for a short term in Kinki University in Japan to learn the corporate management models of Japan. He worked as Engineer and Manager in the past and has over 32 years of experience in the cement industry and joined Jingyang Cement in September 1998.

Mr. KU Chen Fu

57, is the Vice President of Jingyang Cement and is responsible for internal management control and human resources of Jingyang Cement. Mr. KU has over 32 years of experience in the cement industry and has worked with the CHC Group since August 1973. He has extensive experience in waste heat power plant, modification of clinker production system and construction of kiln cement production system.

**Mr. JOU Yii Heng**

54, is the Vice President of Jingyang Cement and is responsible for the operations of the cement plant of Jingyang Cement. Mr. JOU has over 27 years of experience in the cement industry and has worked with the CHC Group since September 1977.

**Mr. WU Wei Nan**

59, is the Sales Manager of the Group. He is responsible for developing and implementing marketing strategies and overlooking overall sales activities of the Group. Mr. WU has over 32 years of experience in the cement industry and has worked for CHC Group since December 1982.

**Mr. HSU Ju Song**

59, is the Head of Quality Control Department. He is responsible for management of Quality Control Department, Material Department and General Services Department of Jingyang Cement. Mr. HSU has worked for the CHC Group since November 1973.

**Mr. YU Ying Ji**

36, joined the Group in May 2000. He is a qualified accountant and is responsible for overseeing the financial reporting procedures, internal controls and the Hong Kong Listing Rules compliance of the Group in respect of financial reporting and other accounting-related issues. Mr. YU is an associate member of Chinese Institute of Certified Public Accountants, Hong Kong Institute of Certified Public Accountants and the Association of Chartered Certified Accountants. Mr. YU has over 9 years experience in accounting.

