



Sino Australia Oil and Gas Ltd.

ADDRESS
Level 2, Spectrum
100 Railway Road
SUBIACO WA 6008

WEBSITE
www.sinoaustoil.com

EMAIL
info@sinoaustoil.com

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The Company Announcements Platform
ASX Limited
SYDNEY NSW 2000

Sino Appoints a Chief Executive Officer

Sino Australia Oil and Gas Limited (Sino or the Company) announces that the Company's current Non-Executive Director, Mr Guangbin Zhong has been appointed as Chief Executive Officer.

Mr Zhong is well qualified for this role having more than 10 years oil and gas experience in Chinese industries including Zhong Ao Chemical Co., Ltd and Dong Xing Hao Yuan Petroleum Technologies Co., Ltd. He is currently the co-founder of Zhong Ao Chemical Co., Ltd.

Mr Zhong has recently been appointed Chairman of the Remuneration and Nomination Committee and is a member of the Audit and Risk Committee.

Based in China, Mr Zhong will assume the role immediately.

The Board has approved a remuneration package which is reflective of Mr Zhong's extensive experience and skill set but which also closely aligns with ensuring Shareholder interests are maintained. Details are **enclosed**.

With Mr Zhong joining Mr Shao, the Company's leadership has been enhanced to ensure the Company's profitable growth plans are achieved both in China and overseas. As Mr Zhong has international experience he is working with Mr Shao to accelerate this activity.

This appointment is part of building the Boards expertise and pool of talent.

Eryn Kestel
Company Secretary

REMUNERATION ARRANGEMENTS

The key terms and conditions of Mr Zhong's remuneration and contractual entitlements are:

The Managing Director and Chief Executive Officer Remuneration package comprises a fixed annual remuneration of \$180,000 per annum.

Any incentive plan developed will reinforce the alignment with shareholder interests and any remuneration provided as options will only vest upon achievement of growth in the Company's total shareholder return relative to performance hurdles; which are yet to be set.

Mr Zhong must provide 3 months' notice of resignation. The Company may terminate the CEO's employment at any time for cause and otherwise upon 3 months' notice and payment of a 2 month severance package.