

Profile of Directors, Company Secretary and Supervisors

EXECUTIVE DIRECTORS

Mr. FANG Gang, aged 57, joined China First Tractor Group in 1967. He has been appointed as the Deputy Section Chief, Section Chief, Deputy Head of Department, Deputy Factory Manager, Assistant General Manager and Deputy General Manager of China First Tractor Group successively. He is currently the Chairman of China First Tractor Group Company Limited and the Chairman of the Company. Mr. Fang has 32 years of experience in production and business management. He is a member of the Industrial Economy Research Institute Expert Supervision Committee of the Chinese Academy of Social Sciences. Mr. Fang graduated from Qinghua University with a bachelor degree in engineering in 1967. He has the title of Senior Engineer. He has been conferred the title of Expert in Chinese Machinery Industry Technology. He also holds an honourable doctor degree in Economics from Hong Kong Science Institute.

Mr. CHEN Li Wei, aged 57, joined China First Tractor Group in 1965. He was successively the Deputy Section Chief, Section Chief, Deputy Factory Manager, Deputy Head of Department and Head of Department of the China First Tractor Group Company Limited. He is currently the Vice-Chairman of China First Tractor Group and the Vice-chairman of the Company. Mr. Chen has extensive experience in human resources and business management. Mr. Chen graduated from Anhui Institute of Engineering with a bachelor degree in engineering in 1965. He also holds the title of Senior Engineer. He is a professor of Henan University in business management.

Mr. DONG Yong An, aged 44, joined the China First Tractor Group in 1982. He has been appointed as the Workshop Director, Section Chief, Deputy Factory Manager, Factory Manager, Deputy Chief Engineer of China First Tractor Group Deputy General Manager and Executive Deputy General Manager successively. He is currently the General Manager of China First Tractor Group Company Limited and the Vice-chairman of the Company. Mr. Dong is familiar with dynamic engineering and machinery design and is experienced in corporate management and production operation. He graduated from Xian Jiaotong University with a bachelor degree in 1982 and holds the title of Senior Engineer.

Mr. Liu Wen Ying, aged 52, joined China First Tractor Group in 1975 and had been Deputy Section Chief, Section Chief, Assistant to Department Head, Deputy Department Head, Head of Accounting Division and Deputy Chief Economist. He is Deputy General Manager of China First Tractor Group Company Limited. Mr. Liu has engaged in financial and economic management and has extensive experience in corporate financial operations and organisation management. Mr. Liu graduated from Henan Administrative College with postgraduate qualification in economic management. Mr. Liu holds the title of Senior Accountant.

Mr. Cui Qi Hong, aged 56, joined China First Tractor Group in 1967 and had been Section Chief, Deputy Head of Sub-Plant, Deputy Department Head, Department Head, Chief Co-ordinator and Assistant to General Manager and Deputy General Manager of First Tractor Company Limited. He is General Manager of First Tractor Company Limited. Mr. Cui has extensive experience in technology, management, production and operations of the

Company. Mr. Cui graduated from Luoyang Industrial College in 1967 and holds the title of Senior Engineer.

Mr. Li Teng Jiao, aged 45, was previously Deputy Director and Deputy Head of Product Development Department of Luoyang Tractor Research Institute. He joined China First Tractor Group in 1995 and had been Deputy Director of Technology Centre and Deputy Chief Engineer of the Company. He is Deputy General Manager of China First Tractor Group Company Limited. Mr. Li has extensive experience in machinery design and technology management. He graduated from Jilin Industrial University with a bachelor's degree in 1982. He holds the title of Senior Engineer.

Mr. Zhang Jing, aged 45, joined China First Tractor Group in 1975. He was Deputy Head of Collective Economic Management Office of China First Tractor Group in 1994. He is Financial Controller of First Tractor Company Limited. Mr. Zhang has extensive experience in corporate financial management and economic operations. Mr. Zhang graduated from Henan Television Broadcast University in 1985 and holds the title of Senior Engineer.

Mr. Wang Wen Ding, aged 46, joined China First Tractor Group in 1975. He had been Workshop Director, Assistant to Head of Sub-Plant, Head of Safety Office. He is Head of No. 1 Iron Casting Factory and Nodular (Graphite) Cast Iron and Alumium Factory of First Tractor Company Limited. Mr. Wang has extensive experience in production, operations and corporate management. He graduated from Central Party College majoring in economic management.

Mr. Cao Chun Guo, aged 46, joined China First Tractor Group in 1977 and had been Deputy Section Chief, Section Chief and Assistant to Head of Sub-Plant. He has been General Manger of Yituo (Luoyang) Construction Machinery Co., Ltd. since 1994 and General Manager of Yituo (Luoyang) Building Machinery Co., Ltd. since 1998. Mr. Cao has extensive experience in production, operations and corporate management. He graduated from Central Party College majoring in economic management.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Mr. LU Zhong Min, aged 69, a member of Audit Committee of the Company. He was the Chairman of the board of directors of China First Tractor Group (previously First Tractor Manufacturing) from 1992 to 1995. He is the Chairman of China Association of Agricultural Machinery Manufacturers, a consultant of the Regional Network of Agricultural Machinery to the United Nations and Vice-Chairman of the executive council of Chinese Agricultural Machinery Society. He is also a professor of Jilin University of Technology and Jiangsu Science and Technology University. Mr. Lu graduated from Harrkov Institute of Technology with a bachelor degree in 1959. He holds the title of Senior Engineer.

Mr. TAO Xiang, aged 68, joined Chinese People's University in 1962 and has 30 years of experience in teaching and research in finance. He is now a professor and tutor for doctoral postgraduates of the Treasury and Finance Department of Chinese People's University. Mr. Tao has extensive experience in accounting management and international finance. Mr. Tao is the Vice-Chairman of the PRC International Economic Relations Association, a member

of the Council of International Finance Association in the PRC, an academic committee member of the International Development Research Institute under the State Council's Development Research Centre, a guest professor of the Postgraduates Department of People's Bank of China (Head Office), a guest professor of the International Business College of Nanjiang University. Mr. Tao graduated from the Treasury and Finance Department of Chinese People's University with a bachelor degree in finance in 1959 and obtained a master degree of economics from the same university in 1962.

Mr. CHAN Sau Shan, Gary, aged 47, a member of Audit Committee of the Company. He was a Director and Head of the Corporate Finance Department of China Development Finance Company (Hong Kong) Limited, a wholly-owned subsidiary of Bank of China, Hong Kong Branch. He is in charge of corporate finance, mergers and acquisitions. Mr. Chan has 20 years of experience in banking and corporate finance. Mr. Chan received a master degree in business administration from the University of Windsor, Ontario, a bachelor of arts degree from the University of Western Ontario and attended the Financial Management Program of Stanford University, USA.

Mr. Chen Zhi, aged 45, joined China Agriculture Mechanisation Research Institute in 1982. He had been Deputy Head of Intelligence Department and Head of Economic Management Department and Deputy Head of the China Agriculture Mechanisation Research Institute. He is Head of the China Agriculture Mechanisation Research Institute. Mr. Chen has enormous experience in design and manufacturing of agricultural machinery, science research and financial and scientific management. Mr. Chen graduated from Jilin Industrial University in 1982 with a bachelor degree. He also studied agricultural machinery at Milan University, Italy in 1991. Mr. Chen holds the title of Senior Engineer with professor grade.

Mr. Hon Fong Ming, aged 33, a member of Audit Committee of the Company. He is currently Executive Director of Dragoncom (Asia) Asset Management Limited. Mr. Han has nearly 10-year experience in capital market management and corporate merger financing. In particular, he is experienced in assisting Chinese state-owned enterprises to go listing overseas and their cross-country operations. Mr. Hon is a non-executive director of the TCL International Holdings Limited and Vice-Chairman of Luoyang Glass Financial Company Limited. He is also the editor-in-chief of "Asian Review", a Hong Kong published academic journal. He also specialises in the research of history and modernization of the Southeast Asia. He often publishes political and economic critics and academic articles in major Chinese and English media in Asia. Mr. Hon is currently a Ph.D Candidate in Beijing University.

COMPANY SECRETARY

Mr. JIANG Guo Liang, aged 42, joined the China First Tractor Group in 1994. He has successively been appointed the Deputy Head and Head of the Technology Department of the China First Tractor Group. Mr. Jiang has considerable experience in technology management and the PRC tractor industry. Mr. Jiang graduated from Jilin University of Technology in 1982 and holds a bachelor degree. He also obtained a certificate in "Strategic Management in Manufacturing" from the University of Warwick in 1994. He holds the title of Senior Engineer.

SUPERVISORY COMMITTEE

Mr. LIU A Nan, aged 54, joined the China First Tractor Group in 1966. He was successively the Deputy Section Chief, Section Chief, Deputy Department Head, Deputy Chief Accountant and Chief Accountant of the China First Tractor Group. He has considerable experience in finance and accounting. He graduated from United Correspondence University of Economic Management in enterprise management in 1986 and holds the title of Senior Accountant.

Madam Wang Ai Ying, aged 49, joined China First Tractor Group in 1971 and was Vice-chairman of Labour Union of the China First Tractor Group in 1990. She was the Chairman of the Labour Union of First Tractor Company Limited in 1999. Madam Wang has extensive experience in propaganda, education and work of the labour union. She graduated from Central Party Correspondence College in 1996, majoring in economic management and holds the title of Senior Political Work Engineer.

Mr. ZHAO Zhong Hai, aged 44, joined the China First Tractor Group in 1980. In 1995, he was appointed the Head of the Supervision Department of the China First Tractor Group. Mr. Zhao has experience in administrative control.

Mr. Xu Wei Lin, aged 39, joined China First Tractor Group in 1982. He has been Deputy Head of Accounting Department since 1998. He has experience in production and operation management and corporate finance and accounting. Mr. Xu graduated from Jiangsu Polytechnic University majoring in industrial management and holds the title of Economist.

Mr. Yang You Liang, aged 45, joined China First Tractor Group in 1982. He was successively the Technician, Section Chief and Factory Manager of China First Tractor Group. He is currently the Assistant to General Manager of First Tractor Company Limited and Head of No.3 Assembly Factory. Mr. Yang has extensive experience in corporate management. He attained a master's degree in machinery manufacturing from Hua Zhong Polytechnic University in 1988 and holds the title of Senior Engineer.