

董事、監事、高級管理人員和員工情況

INFORMATION OF DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND STAFF OF THE COMPANY

I. Information of directors, supervisors and senior management of the Company

(1) Basic information

| Name | Position | Sex | Age | Term of office |
|----------------|---------------------------------------|--------|-----|--------------------------|
| Li Kelin | Chairman | Male | | 28 May 2003 -27 May 2006 |
| Li Shaode | Vice chairman | Male | | 28 May 2003 -27 May 2006 |
| Xu Zuyuan | Director | Male | | 28 May 2003 -27 May 2006 |
| Wang Daxiong | Director | Male | | 28 May 2003 -27 May 2006 |
| Yan Mingyi | Director and general manager | Male | | 28 May 2003 -27 May 2006 |
| Yao Zuozhi | Director | Male | | 28 May 2003 -27 May 2006 |
| Xie Rong | Independent director | Male | | 28 May 2003 -27 May 2006 |
| Hu Honggao | Independent director | Male | | 28 May 2003 -27 May 2006 |
| Zhou Zhanqun | Independent director | Male | | 28 May 2003 -27 May 2006 |
| Kou Laiqi | Chair of the supervisory committee | Male | | 28 May 2003 -27 May 2006 |
| Zhang Rongbiao | Supervisor | Male | | 28 May 2003 -27 May 2006 |
| Wang Xiangyun | Supervisor | Male | | 28 May 2003 -27 May 2006 |
| Wang Kunhe | Deputy general manager | Male | | From 25 March 2003 on |
| Wang Kangtian | Chief financial officer | Male | | From 22 January 2001 on |
| Yao Qiaohong | Company secretary | Female | | From 25 March 2003 on |

(2) The position held by the directors and supervisors in the Company's shareholders

| Name | Name of the Company's shareholders | Position | Term of office | Any remuneration or allowance (Yes or No) |
|----------------|------------------------------------|---|--|---|
| Li Kelin | China Shipping | President | June 1997-present | No |
| Li Shaode | China Shipping | Vice president Party secretary | June 1997-present February 2003-present | No |
| Xu Zuyuan | China Shipping | Vice president | February 2003-present | No |
| Wang Daxiong | China Shipping | Vice president | February 2001-present | No |
| Kou Laiqi | China Shipping | Committee secretary | December 1997-present | No |
| Zhang Rongbiao | China Shipping | General manager of supervision and audit department | August 1998-present | No |

(3) None of the above directors, supervisors or senior management holds any shares of the Company.

2. Remuneration of directors, supervisors and senior management

The remuneration paid to the directors and supervisors for 2003 was approved at the Annual General Meeting of the Company in accordance with the working plan of the board of the Company for the year approved by the general meeting of shareholders. The remuneration paid to the senior management was approved by the board meeting of the Company in accordance with the working plan for the year approved by the board. The total amount of the remuneration paid to the directors, supervisors and senior management for 2003 was Rmb4,170,000. Among them, 4



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persons were paid Rmb500,000 to 600,000, 4 persons were paid Rmb300,000 to 500,000, and another 3 persons were paid Rmb200,000 to 300,000. The total remuneration for the three highest paid directors was Rmb1,697,000.

The allowance paid to each of the independent directors was Rmb50,000, including the travel and accommodation expenses incurred from attendance of board meetings and general meetings.

3. Changes in directors, supervisors and senior management of the Company

The Company held its third meeting of the 2003 board on 25 March 2003. The following resolutions were passed to approve: the resignation of Mr. Xu Zuyuan as the general manager of the Company, the appointment of Mr. Yan Mingyi as the general manager of the Company and Mr. Wang Kunhe as the deputy general manager of the Company; the resignation of Mr. Ye Yumang and the appointment of Ms. Yao Qiaohong as the company secretary of the Company.

The Company held its 2002 Annual General Meeting (“AGM”) on 28 May 2003, the following resolutions were passed to approve: the reappointment of Mr. Li Kelin, Mr. Li Shaode, Mr. Wang Daxiong, Mr. Xu Zuyuan and Mr. Yan Mingyi as executive directors of the Company was approved; the appointment of Mr. Yao Zuozhi as an executive director of the Company, and Mr. Zhou Zhanqun, Mr. Hu Honggao and Mr. Xie Rong as independent directors of the Company; the reappointment of Mr. Zhang Rongbiao and Mr. Wang Xiangyun as supervisors of the Company; the appointment of Mr. Kou Laiqi as a supervisor of the Company.

4. Information of employees

As at 31 December 2003, the number of employees of the Company was 7,897, of which 6,936 were operating employees. The number of employees who have various technical titles was 3,305, accounting for approximately 41.9 per cent of the staff. Among the 3,305 employees who have technical titles, 160 of them have senior technical titles. The number of employees graduating from colleges or universities was 2,126, accounting for approximately 26.9 per cent of the staff. The total number of employees retiring and being laid-off during the reporting period was 4,053 whose expenses were paid by the Company.

(1) Employees' composition:

| | |
|---------------------------|-------|
| Administrative personnel: | 940 |
| Operating personnel: | 6,940 |
| Others: | 17 |

(2) Educational level of employees:

| | |
|---|-------|
| Postgraduates: | 17 |
| Graduates | 1,065 |
| Graduates from junior colleges or technical secondary schools: | 4,285 |
| Others: | 2,530 |

