

Directors, Supervisors, Senior Management and Basic Information on Employees

Brief Particulars of Directors, Supervisors and Senior Management

DIRECTORS OF THE BANK

Name	Position	Gender	Age	Term of Directors	Shares held at the beginning of the year	Shares held at the year-end	Reasons for changes	Total remuneration received from the Bank during the reporting period (before tax, in RMB 10,000)	Whether or not the remuneration is collected from the shareholder entities or other connected entities
Jiang Jianqing	Chairman, Executive Director	Male	53	October 2005 — October 2008	0	0	—	130	No
Yang Kaisheng	Vice Chairman, Executive Director, President	Male	57	October 2005 — October 2008	0	0	—	125	No
Zhang Furong	Executive Director, Vice President	Male	54	October 2005 — October 2008	0	0	—	108	No
Niu Ximing	Executive Director, Vice President	Male	50	October 2005 — October 2008	0	0	—	108.93	No
Fu Zhongjun	Non-Executive Director	Male	49	October 2005 — October 2008	0	0	—	0	Yes
Kang Xuejun	Non-Executive Director	Male	55	October 2005 — October 2008	0	0	—	0	Yes
Song Zhigang	Non-Executive Director	Male	55	October 2005 — October 2008	0	0	—	0	Yes
Wang Wenyan	Non-Executive Director	Male	58	October 2005 — October 2008	0	0	—	0	Yes
Zhao Haiying	Non-Executive Director	Female	41	October 2005 — October 2008	0	0	—	0	Yes
Zhong Jian'an	Non-Executive Director	Male	47	October 2005 — October 2008	0	0	—	0	Yes
Christopher A. Cole	Non-Executive Director	Male	47	June 2006 — June 2009	0	0	—	0	Yes
Leung Kam Chung, Antony	Independent Non-Executive Director	Male	54	October 2005 — October 2008	0	0	—	37.5	No
John L. Thornton	Independent Non-Executive Director	Male	52	October 2005 — October 2008	0	0	—	32.5	No
Qian Yingyi	Independent Non-Executive Director	Male	50	October 2005 — October 2008	0	0	—	33.5	No

SUPERVISORS OF THE BANK

Name	Position	Gender	Age	Term of Supervisors	Shares held at the beginning of the year	Shares held at the year-end	Reasons for changes	Total remuneration received from the Bank during the reporting period (before tax, in RMB 10,000)	Whether or not the remuneration is collected from the shareholder entities or other connected entities
Wang Weiqiang	Chairman of the Board of Supervisors	Male	59	October 2005 — October 2008	0	0	—	118	No
Wang Chixi	Supervisor	Female	51	October 2005 — October 2008	0	0	—	70	No
Wang Daocheng	External Supervisor	Male	66	October 2005 — October 2008	0	0	—	25	No
Miao Gengshu	External Supervisor	Male	65	October 2005 — October 2008	0	0	—	23	No
Zhang Wei	Supervisor	Male	44	August 2006 — August 2009	0	0	—	68.8094	No

SENIOR MANAGEMENT OF THE BANK

Name	Position	Gender	Age	Term of Senior Management Members	Shares held at the beginning of the year	Shares held at the year-end	Reasons for changes	Total remuneration received from the Bank during the reporting period (before tax, in RMB 10,000)	Whether or not the remuneration is collected from the shareholder entities or other connected entities
Yang Kaisheng	President	Male	57	October 2005 —	0	0	—	125	No
Zhang Furong	Vice President	Male	54	October 2005 —	0	0	—	108	No
Niu Ximing	Vice President	Male	50	October 2005 —	0	0	—	108.93	No
Zhang Qu	Vice President	Male	59	October 2005 —	0	0	—	108.96	No
Wang Lili	Vice President	Female	55	October 2005 —	0	0	—	108.51	No
Li Xiaopeng	Vice President	Male	47	October 2005 —	0	0	—	108.09	No
Liu Lixian	Secretary of Party Discipline Committee	Male	52	May 2005 —	0	0	—	108	No
Yi Huiman	Member of Senior Management of the Head Office, President of Beijing Branch	Male	42	June 2005 —	0	0	—	86.48	No
Wei Guoxiong	Chief Risk Officer	Male	51	July 2006—	0	0	—	86	No
Pan Gongsheng	Secretary of the Board of Directors	Male	43	October 2005 — October 2008	0	30,000	Purchase from the secondary market	100	No

Biographical Details of Directors, Supervisors and Senior Management Members

Jiang Jianqing, Chairman & Executive Director

Mr. Jiang has served as Chairman of the Board of Directors and executive director of Industrial and Commercial Bank of China Limited since October 2005. He joined ICBC in 1984, and was appointed as President in February 2000. Mr. Jiang previously served several positions including vice president of ICBC Shanghai Branch, president of Shanghai Urban Cooperation Commercial Bank (now known as Bank of Shanghai), president of ICBC Shanghai Branch and Vice President of ICBC. Currently he is also the chairman of the board of directors of ICBC (Asia). He graduated from Shanghai University of Finance and Economics and Shanghai Jiaotong University, and received a Master's degree in engineering and a Doctorate degree in management from Shanghai Jiaotong University.

Yang Kaisheng, Vice Chairman, Executive Director & President

Mr. Yang has served as Vice Chairman of the Board of Directors, executive director and President of Industrial and Commercial Bank of China Limited since October 2005. He joined ICBC in 1985, and was appointed as Vice President in September 1996. He previously served several positions including vice director of ICBC Discipline Enforcement Office, director of ICBC Planning & Information Department, president of ICBC Shenzhen Branch, Vice President of ICBC, president of the China Huarong Asset Management Corporation. He currently serves as chairman of the board of ICBC Credit Suisse Asset Management Co., Ltd. and deputy director of the 16th Committee of China International Economic and Trade Arbitration Commission. He graduated from Wuhan University with a Doctorate degree in economics.

Zhang Furong, Executive Director & Vice President

Mr. Zhang has served as executive director and Vice President of Industrial and Commercial Bank of China Limited since October 2005. He joined Industrial and Commercial Bank of China in 1984, and was appointed as Vice President in 2000. He previously served several positions at ICBC including vice president of ICBC Liaoning Branch, president of ICBC Dalian Branch, assistant to President of ICBC and general manager of Human Resources Department. Mr. Zhang is also vice president of the Banking Accounting Society of China and deputy director of Financial Planning Standards Council of China. He graduated from Liaoning Finance and Economics College and received a Master's degree in economics and a Doctorate degree in finance from Dongbei University of Finance and Economics.

Niu Ximing, Executive Director & Vice President

Mr. Niu has served as executive director and Vice President of Industrial and Commercial Bank of China Limited since October 2005. He joined ICBC in 1986, and was appointed as Vice President in November 2002. He previously served several positions at ICBC including general manager of Industrial and Commercial Credit Department of ICBC, president of ICBC Beijing Branch, and assistant to president of ICBC and president of ICBC Beijing Branch. He graduated from Central Institute of Finance and Banking and received a Master's degree in technology economics from the Harbin Institute of Technology.

Fu Zhongjun, Non-Executive Director

Mr. Fu has served as non-executive director of Industrial and Commercial Bank of China Limited since October 2005. He was appointed as vice ombudsman of Anhui Finance Ombudsman Office of MOF in 2002, and as vice ombudsman of Shanghai Finance Ombudsman Office of MOF in 2000. He previously served several positions including chief of Division One of the Dispatched Institution Management of Finance Supervision Department of MOF, chief of the Central Division Two of Finance Supervision Department of MOF, chief of the Inspection Division Two of Finance Supervision Department of MOF, and chief of the Inspection Division Two of Inspection and Supervision Department of MOF. He graduated from Sichuan University.

Kang Xuejun, Non-Executive Director

Mr. Kang has served as non-executive director of Industrial and Commercial Bank of China Limited since October 2005. He was appointed as director of the Investment Review Center of MOF in 2001. He previously served several positions including chief of the Statistics and Analysis Division of the Comprehensive and Reform Department of MOF and vice director-general of the Comprehensive Department. He graduated from Tianjin College of Finance and Economics.

Song Zhigang, Non-Executive Director

Mr. Song has served as non-executive director of Industrial and Commercial Bank of China Limited since October 2005. He was appointed as deputy director of the State Agricultural Comprehensive Development Office of MOF in 1998. He previously served several positions including deputy director of "China Tax" in China State Finance Editorial Agency and assistant inspector of the State Agricultural Comprehensive Development Office of MOF. He graduated from Nankai University.

Wang Wenyan, Non-Executive Director

Mr. Wang has served as non-executive director of Industrial and Commercial Bank of China Limited since October 2005. He was appointed as director-general of the Collection Management Department of State Administration of Taxation in 2000. He previously served several positions including director assistant and office director of the Beijing Taxation Bureau, and deputy director of the Beijing Taxation Bureau and deputy director of the Beijing Local Taxation Bureau. He graduated from Central Institute of Finance and Banking.

Zhao Haiying (Female), Non-Executive Director

Ms. Zhao has served as non-executive director of Industrial and Commercial Bank of China Limited since October 2005. She was appointed as deputy director of the Issuing Supervision Department of CSRC in 2002. She had also served as consultant of the Asian Development Bank and a member of the Strategy Planning Committee of CSRC. Ms. Zhao taught at the Business School of Hong Kong University of Science and Technology and at the Economics and Finance School of Hong Kong University. She graduated from Tianjin University and received a Doctorate degree in economics from University of Maryland, USA.

Zhong Jian'an, Non-Executive Director

Mr. Zhong has served as non-executive director of Industrial and Commercial Bank of China Limited since October 2005. He has worked in the Central Finance and Economy Leadership Team Office since 1993, and was appointed as assistant inspector and then inspector of the secretariat. Mr. Zhong received a Master's degree in management engineering from Central South Industrial University.

Christopher A. Cole, Non-Executive Director

Christopher A. Cole has served as a non-executive director of Industrial and Commercial Bank of China Limited since June 2006. He currently is chairman of Investment Banking Division at Goldman Sachs, and serves on the Management Committee, Capital Committee and Finance Committee of Goldman Sachs. Previously, he was head of the Financial Institutions Group and co-head of Investment Banking Division at Goldman Sachs. He graduated from Princeton University, and later from Harvard University with an MBA degree.

Leung Kam Chung, Antony, Independent Non-Executive Director

Mr. Leung has served as independent non-executive director of Industrial and Commercial Bank of China Limited since October 2005. He was the Financial Secretary of Hong Kong from 2001 to 2003. He was also chairman of the Asia-Pacific Region of JP Morgan Chase Bank and worked for Citicorp. He had been regional chief of the treasury department, corporate banking department, investment banking department and personal banking department of Citibank in Hong Kong, Singapore, Manila and New York. Mr. Leung graduated from Hong Kong University and was awarded an Honorary Doctorate degree of law by Hong Kong University of Science and Technology.

John L. Thornton, Independent Non-Executive Director

Mr. Thornton has served as independent non-executive director of Industrial and Commercial Bank of China Limited since October 2005. He was the president of Goldman Sachs. He graduated from Harvard University, received a Master's degree in law from Oxford University and M.P.P.M. from Yale University.

Qian Yingyi, Independent Non-Executive Director

Mr. Qian has served as independent non-executive director of Industrial and Commercial Bank of China Limited since October 2005. He is Professor of Economics at the University of California, Berkeley and the Dean of the School of Economics and Management of Tsinghua University, and he had taught at the Department of Economics at Stanford University and University of Maryland. He graduated from Tsinghua University and received a PhD in economics at Harvard University.

Wang Weiqiang, Chairman of the Board of Supervisors

Mr. Wang has served as Chairman of Board of Supervisors of Industrial and Commercial Bank of China Limited since October 2005. He was seconded the State Council as chairman of the board of supervisors of Industrial and Commercial Bank of China in 2003, and joined ICBC in 2005. He had also taken several positions including vice president of Liaoning Branch of China Construction Bank, president of Shaanxi Branch of China Construction Bank, secretary general of Shaanxi Provincial People's Government, president of Chengdu Branch (Regional Branch) of People's Bank of China, and was appointed by the State Council as chairman of the board of supervisors of Agricultural Bank of China. He graduated from Liaoning University.

Wang Chixi (Female), Supervisor

Ms. Wang has served as Supervisor of Industrial and Commercial Bank of China Limited since October 2005. She was seconded by the State Council as full-time supervisor of the Board of Supervisors at bureau level and director of the Board of Supervisors' Office of Industrial and Commercial Bank of China in 2003. She joined ICBC in 2005. She had also taken several positions including vice chief of the Financial Audit Department of the National Audit Office (NAO), deputy director of the Agricultural, Forestry and Sea Products Audit Bureau and was appointed by the State Council as a full-time supervisor of the board of supervisors at the bureau level and director of the board of supervisors' office at the Agricultural Bank of China. She graduated from Shenyang Agricultural College, and is a certified public accountant.

Wang Daocheng, External Supervisor

Mr. Wang has served as external supervisor of Industrial and Commercial Bank of China Limited since October 2005. He was appointed as president of the China Institute of Internal Audit in 2005. He previously served several positions including deputy director of the Comprehensive Bureau of the NAO, director of the Foreign Funds and Foreign Affairs Audit Bureau, director-general of the Financial Audit Department of the NAO, director of the General Office of the NAO and Head of NAO's Discipline Group directly affiliated with the Central Party Discipline Committee. He graduated from Hebei College of Finance and Economics.

Miao Gengshu, External Supervisor

Mr. Miao has served as external supervisor of Industrial and Commercial Bank of China Limited since October 2005. He is currently a member of the 10th National People's Political Consultative Conference (NPPCC), a member of the Foreign Affairs Committee of the NPPCC, president of China Council for International Investment Promotion, chairman of the board of directors of China National Foreign Trade Transportation (Group) Corporation, external director of China Railway Communication Co., Ltd., chairman of Chinese side of the China and Brazil Entrepreneur Committee and vice president of the China International Trade Society. He previously served several positions including deputy director of the Shanghai Foreign Economics and Trade Commission, president of the China Minmetals Corporation. He graduated from Tianjin Foreign Trade College.

Zhang Wei, Supervisor

Mr. Zhang has served as employee supervisor of Industrial and Commercial Bank of China Limited since August 2006. He joined ICBC in 1994, and has served as general manager of ICBC Legal Affairs Department since 2004. He previously served several positions including vice general manager of ICBC Legal Affairs Department. Currently, he is also the deputy director and arbitrator of the Finance Committee of China International Economic and Trade Arbitration Commission, and council member of China Urban Finance Society. He graduated from Northeast Normal University, received a Master's degree in law from Jilin University, and a Doctorate degree in law from Peking University.

Zhang Qu, Vice President

Mr. Zhang has served as Vice President of Industrial and Commercial Bank of China Limited since October 2005. He joined ICBC in 1985, and was appointed as Vice President of ICBC in November 2000. He previously served several positions at ICBC including president of ICBC Hangzhou Branch, president of ICBC Zhejiang Branch and president of ICBC Guangdong Branch. He graduated from Ji'nan University and received a Doctorate degree in economics.

Wang Lili (Female), Vice President

Ms. Wang has served as Vice President of Industrial and Commercial Bank of China Limited since October 2005. She was appointed as vice president upon joining Industrial and Commercial Bank of China in November 2000. She previously served several positions including vice general manager of the Credit Department One of Bank of China, and general manager of the Credit Management Department of Bank of China, assistant to president of Bank of China. She was also vice chairman of the board of directors of ICBC (Asia) and chairman of the board of directors of ICBC (London). Ms. Wang graduated from Nankai University and received an MBA degree from University of Birmingham, UK.

Li Xiaopeng, Vice President

Mr. Li has served as Vice President of Industrial and Commercial Bank of China Limited since October 2005. He joined ICBC in 1984, and was appointed as vice president of ICBC in September 2004. Mr. Li previously served several positions including vice president of ICBC Henan Branch, general manager of the Banking Department of ICBC Head Office, president of ICBC Sichuan Branch, vice president of the China Huarong Asset Management Corporation, and assistant to president of ICBC and president of ICBC Beijing Branch. He graduated from Zhengzhou University and received a Doctorate degree in economics from Wuhan University.

Liu Lixian, Secretary of Party Discipline Committee

Mr. Liu has served as Secretary of Party Discipline Committee of Industrial and Commercial Bank of China since May 2005. He was Vice President of the China Huarong Asset Management Corporation in September 2003. He joined ICBC in 2005. He previously served several positions including deputy director of the Bribery and Corruption Inspection Department of the Supreme People's Procuratorate, deputy director of its General Bureau of the Anti-bribery and Corruption, director of its Inspection Technology Bureau, and Director of its Inspection Theory Research Institute. He graduated from Jilin University.

Yi Huiman, Member of Senior Management & President of Beijing Branch

Mr. Yi has served as a member of senior management of Industrial and Commercial Bank of China and concurrently president of ICBC Beijing Branch since June 2005. He joined ICBC in 1985, and was appointed as president of ICBC Jiangsu Branch in October 2000. He previously served several positions at ICBC including vice president of ICBC Zhejiang Branch and vice president of ICBC Jiangsu Branch. He graduated from Hangzhou College of Electronics and Hangzhou Financial Management Cadre School.

Wei Guoxiong, Chief Risk Officer

Mr. Wei has served as Chief Risk Officer of Industrial and Commercial Bank of China since July 2006. He joined ICBC in 1987, and has served as general manager of ICBC's credit management department since 2001. He previously served several positions at ICBC including acting president of ICBC Zhejiang Wenzhou Branch, vice president of ICBC Zhejiang Branch and general manager of Industrial and Commercial Credit Department of the Head Office. He graduated from Tianjin University of Finance and Economics, and received a Master's degree in economics.

Pan Gongsheng, Secretary of the Board of Directors

Mr. Pan has served as Secretary of the Board of Directors of Industrial and Commercial Bank of China Limited since October 2005. He joined ICBC in 1993, and was appointed as general manager of the Financial Planning Department from June 2004 to November 2005, and he took up the position of director of ICBC Restructuring Office from December 2004 to March 2007 and director of ICBC Board of Directors' Office from October 2005 to March 2007. He previously served several positions at ICBC including vice general manager of Human Resources Department of ICBC, vice president of ICBC Shenzhen Branch, vice general manager of Financial Planning Department of the Head Office. He graduated from Renmin University of China where he received a Doctorate degree in economics. He has conducted postdoctoral research at University of Cambridge, UK.

Mr. Fu Zhongjun, Mr. Kang Xuejun and Mr. Song Zhigang were nominated by the MOF to be the non-executive directors of the Bank. Mr. Wang Wenyan, Ms. Zhao Haiying and Mr. Zhong Jian'an were nominated by Huijin to be non-executive directors of the Bank. Mr. Christopher A. Cole was nominated by Goldman Sachs to be non-executive director of the Bank. The MOF, Huijin and Goldman Sachs have equity interests in the Bank. Please refer to the Report of Board of Directors: Interests in Shares, Underlying Shares, and Debentures Held by Substantial Shareholders and Other Persons for such interests.

Appointment and Removal of Directors, Supervisors and Senior Management

During the reporting period, a resolution was passed at the 2nd Extraordinary General Meeting in 2006 held on 28 April 2006 to appoint Mr. Christopher A. Cole as a non-executive director of the 1st Session of the Board of Directors. The qualification of Mr. Christopher A. Cole was approved by the China Banking Regulatory Committee (“CBRC”) on 1 June 2006. No director resigned during the reporting period.

On 17 August 2006, the Labor Union Work Committee of the Bank held a meeting in Beijing with the participation of disinterested parties. Mr. Zhang Wei, general manager of the Legal Affairs Department of the Head Office, was elected as the employee supervisor of the Bank at that meeting. No supervisor resigned during the reporting period.

The 10th meeting of the Board of Directors was held on 29 June 2006 at which the resolution to appoint Mr. Wei Guoxiong as the Chief Risk Officer was passed.

No member of the senior management resigned during the reporting period.

Remuneration for the Year

For detailed remuneration for directors, supervisors and senior management members, please refer to the section headed “Brief Particulars of Directors, Supervisors and Senior Management”.

The Period Unexpired of Service Contracts of Directors and Supervisors Proposed for Re-election

None of the Bank’s directors or supervisors will be re-elected at the forthcoming annual general meeting of shareholders.

Interests of Directors and Supervisors in Material Contracts

During the reporting period, directors and supervisors did not have direct or indirect substantial interests in the material contracts entered into by the Bank, affiliated companies or subsidiaries.

Basic Information on Employees

At the end of 2006, the Bank had 351,448 employees, representing a decrease of 10,175 persons from the end of 2005. Among the employees, 31,741 are corporate banking personnel, 119,219 are personal banking personnel⁽¹⁾, 4,284 are treasury operations personnel, 91,095 are financial and accounting personnel⁽¹⁾, and 105,109 staff in other specialisations. In terms of academic achievements, 4,588 employees have received achievements of master's degree or above, accounting for 1.3% of all employees; 115,339 employees have received bachelor's degree, accounting for 32.8% of all employees; 146,089 employees have received associate degree, accounting for 41.6% of all employees; and 85,432 employees have qualifications below associate degree, accounting for 24.3% of all employees.

The Bank had 16,997 domestic institutions and 98 institutions abroad, a decrease of 1,767 and 8 from 2005 respectively.

	As at 31 December 2006		As at 31 December 2005	
	Institution (quantity)	Percentage to the Total (%)	Institution (quantity)	Percentage to the Total (%)
Head Office	1	—	1	—
Institutions and Branches Directly Controlled by the Head Office	19	0.1	19	0.1
Yangtze River Delta	2,450	14.3	2,707	14.3
Pearl River Delta	2,017	11.8	2,199	11.6
Bohai Rim	2,833	16.6	3,202	17.0
Central China	3,752	22.0	4,147	22.0
Northeastern China	1,869	10.9	2,025	10.7
Western China	4,056	23.7	4,464	23.7
Total Number of Domestic Institutions	16,997	99.4	18,764	99.4
Total Number of Institutions Abroad	98	0.6	106	0.6
Total Number of Institutions	17,095	100.0	18,870	100.0

Note: Refer to note 39 to the Financial Statements: Segment Information for the geographical segments as set out in the table.

Note: (1) Inclusive of bank tellers in branches and sub-branches.