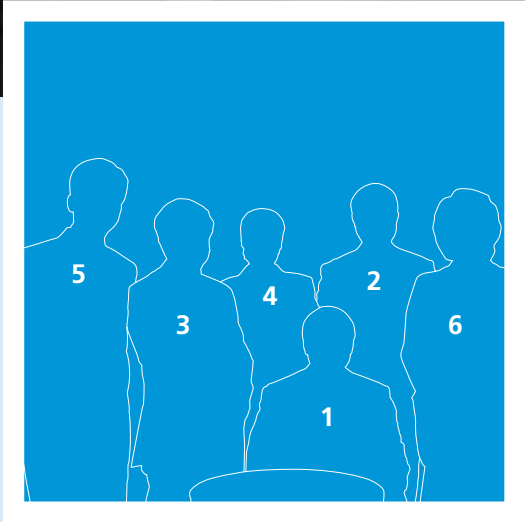


DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES



- 1. Ma Weihua, President and CEO
- 2. Li Hao, Executive Vice President
- 3. Tang Zhihong, Executive Vice President
- 4. Yin Fenglan, Executive Vice President
- 5. Ding Wei, Executive Vice President
- 6. Chen Wei, Executive Vice President (Resigned)

MAJOR WORKING EXPERIENCES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

(1) Directors

Mr. Qin Xiao. He is the chairman and non-executive director of the Company. He joined the Company in April 2001. Mr. Qin obtained a doctorate degree in economics from Cambridge University in 2002 and is a senior economist. He is a member of the Tenth Chinese People's Political Consultative Conference, and is a part-time professor at the School of Economics & Management, Tsinghua University and the People's Bank of China Postgraduate Division. He has been chairman of the board of China Merchants Group Limited since January 2001, and was previously the vice chairman of the board of China International Trust and Investment Trust Corporation from 2000 to 2001, general manager of the China International Trust and Investment Corporation from 1995 to 2000, chairman of the board of China CITIC Industrial Bank (now China CITIC Bank) from 1998 to 2001, an advisor on the Foreign Currency Policy of the State Administration of Foreign Exchange from 1999 to 2001, chairman of the APEC Business Advisory Council for the 2001 term from 2000 to 2001, and a deputy of the Ninth National People's Congress.

Mr. Wei Jiafu. He is the vice chairman and non-executive director of the Company. He joined the Company in April 2001. He obtained a master's degree in transportation planning and management from Dalian Maritime University in 1999 and a doctorate degree from Tianjin University in 2001. He has been a member of the Chinese Communist Party Central Committee for Disciplinary Inspection since November 2002 and the president of China Ocean Shipping (Group) Company since November 1998. He is also the chairman of

the China Group Companies Promotion Association, the China Shipowners' Association and the China Federation of Industrial Economics and a member of the Council of Bo'ao Forum for Asia. He has been a member of the Harvard Business School Asia-Pacific Advisory Board and an advisor of the Panama Canal Authority. He was the president of COSCO Holding (Singapore) Pte. Ltd. from 1993 to 1995, general manager of Chinese-Tanzania Joint Shipping Company from 1992 to 1993, Tianjin Ocean Shipping Company from 1995 to 1998 and COSCO Bulk Carrier Company Limited from 1997 to 1998. In 2003, he was awarded the "Famous Person in Shipping Award" from the Lloyd's Asia Shipping Magazine and the "Port Pilot Award" conferred by the Port Authority of Long Beach, the United States.

Mr. Wei has been the chairman of the board of directors and executive director of China COSCO Holdings Company Limited since February 2005, and was the chairman and executive director of COSCO Pacific Limited from June 2000 to June 2005. He has been the chairman and a non-executive director of COSCO Pacific Limited since June 2005, and the chairman and director of COSCO International Holdings Limited since June 2000. All these three companies are listed on the Hong Kong Stock Exchange. Mr. Wei has been the chairman and director of COSCO Corporation (Singapore) Limited (a company listed on the Singapore Stock Exchange) since March 2000, chairman and director of COSCO Container Lines Company Limited since July 2000, chairman of the board and director of COSCO (Hong Kong) Group Limited since June 2000 and the general manager of COSCO Bulk Carrier Company Limited since April 2000.

Mr. Fu Yuning. He is the non-executive director of the Company. He joined the

Company in March 1999. Mr. Fu obtained a doctorate degree from Brunel University, the United Kingdom in 1987. He has been a director and president of China Merchants Group Limited since April 2000. Mr. Fu has been the chairman and managing director of China Merchants Holdings (International) Co., Ltd. (a company listed on the Hong Kong Stock Exchange) and the chairman and executive director of China Merchants China Direct Investments Limited (a company listed on the Hong Kong Stock Exchange) since January 1999. He has also been an independent non-executive director of Integrated Distribution Services Group Limited (a company listed on the Hong Kong Stock Exchange) since November 2004, an independent non-executive director of Sino Land Company Limited (a company listed on the Hong Kong Stock Exchange) since June 2005 and a director of Hong Kong Port Development Council since January 2003. He has served as the chairman of Shenzhen Chiwan Petroleum Supply Base Co., Ltd. (a company listed on the Shenzhen Stock Exchange) since April 1998 and chairman of China Nanshan Development (Group) Inc. since December 1998. He previously served as chairman of the board of Shenzhen Chiwan Wharf Holdings Limited (a company listed on the Shenzhen Stock Exchange) from 1993 to 1998 and chairman of Union Bank of Hong Kong Limited (now known as Industrial and Commercial Bank of China (Asia) Limited) (a company listed on the Hong Kong Stock Exchange) from 1999 to 2000.

Mr. Li Yinquan. He is the non-executive director of the Company. He joined the Company in April 2001. He obtained a master's degree in economics and finance in Graduate School of the People's Bank of China in 1986 and a master's degree in finance in FINAFRICA, Italy in 1988, respectively, and is a senior economist. He has been the vice president and

chief financial officer of China Merchants Group Limited since March 2004. He previously served as deputy division chief and division chief of the General Affairs Office of the Agricultural Bank of China from 1985 to 1992, an assistant general manager of the International Business Department and head of the Preparatory Group of the New York Branch from 1992 to 1995, deputy general manager of the Personnel and Education Department from 1995 to 1996, deputy general manager (acting general manager) of the Hong Kong Branch from 1997 to 1999, and general manager of the Planning and Finance Department of China Merchants Holdings (Hong Kong) Co., Ltd., deputy chief financial officer of China Merchants Group Limited and chief financial officer of China Merchants Group Limited from 2000 to 2002.

Mr. Huang Dazhan. He is the non-executive director of the Company. He joined the Company in February 2002. Mr. Huang obtained a doctorate degree in economics from University of Manchester, the United Kingdom in 1993. Mr. Huang has been the managing director of China Merchants Finance Holdings Company Limited since June 1999, a director of China Merchants Holdings (Hong Kong) Company Limited since April 2000, a financial advisor to China Merchants Group Limited since 1998, a director of China Merchants Securities Co., Limited since March 1999 and an executive director of China Merchants China Direct Investments Limited (a company listed on the Hong Kong Stock Exchange) and a director of China Credit Trust Co., Ltd. since March 1999 and since November 2005 respectively. Mr. Huang also has been the chairman of the board of China Merchants China Investment Management Limited, Houlder Insurance Brokers Far East Ltd, China Merchants Insurance Company Limited, China Merchants Holdings (UK) Co. Ltd., Houlder Insurance Brokers (China)

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

Limited, China Merchants Finance Investment Holdings Co., Ltd., China Merchants Houlder Insurance Brokers Far East (Shanghai) Co. Ltd., China Merchants Industry Development (Shenzhen) Ltd., and Shenzhen Yan Qing Investment Development Company Limited since February 1999, March 1999, February 1999, March 1999, June 2001, March 1999, November 2004, March 1999 and September 2001, respectively. He also has been an independent non-executive director of China Wireless Technologies Limited (a company listed on the Hong Kong Stock Exchange) since November 2004, and a supervisor of Industrial Bank Co., Ltd. since June 2004. He previously served as an executive director, a member of the executive committee and chairman of the audit committee of Union Bank of Hong Kong Limited (now known as Industrial and Commercial Bank of China (Asia) Limited) (a company listed on the Hong Kong Stock Exchange) from 1999 to 2000.

Mr. Tan Yueheng. He is a non-executive director of the Company. He joined the Company in June 2004. He obtained a master's degree in monetary banking from the postgraduate faculty of the People's Bank of China in 1986 and a doctorate degree in economics from the postgraduate college of China Social Science Institute in 1989 and is a senior economist and senior visiting scholar of University of Southern California, U.S. He has been the deputy general manager of China Merchants Finance Holdings Company Limited since July 2002 and the chief supervisor of China Merchants Securities Co., Ltd. since March 2003. He previously worked as an economist at the Research and Information Department of the Head Office of Agricultural Bank of China in June 1986, chief officer of the Department of Fiscal and Financial Affairs of the State Planning Commission from 1989 to 1992, deputy general manager and general

manager of the International Department of China Southern Securities Company Limited from 1992 to 1995, chairman of the board and general manager of China Southern Securities Advisory Company from 1995 to 1997, deputy general manager of Jiangnan Finance Limited from 1997 to 2002, director and deputy general manager of CMB International Capital Corporation Limited from 1997 to 2002, general manager of Shenzhen New Jiangnan Investment Company Limited from 1997 to 2002 and director of Great Wall Securities Co., Ltd. from 1997 to 2002. (Mr. Tan Yueheng has resigned from the position of deputy general manager of China Merchants Finance Holdings Company Limited on 31 January 2007, and has served as the chairman of the board of BCOM Securities Company Limited since 8 February 2007.)

Ms. Sun Yueying. She is the non-executive director of the Company. She joined the Company in April 2001. She is a university graduate and is a senior accountant. She has been the chief accountant of China Ocean Shipping (Group) Company since December 2000. She previously served as deputy manager of the Finance Department of Tianji Ocean Shipping Company from 1982 to 1993, head of the General Affairs and Management Department of COSCO Japan Company Limited from 1993 to 1997, deputy general manager of the Accounting and Finance Department from December 1997 to November 1998, general manager of the Treasury Department of China Ocean Shipping (Group) Company from November 1998 to February 2000 and vice chief accountant of China Ocean Shipping (Group) Company from February 2000 to December 2000.

Mr. Wang Daxiong. He is the non-executive director of the Company. He joined the Company in March 1998. He is a university

graduate and is a senior accountant. Mr. Wang has been the chief accountant and vice president of China Shipping (Group) Company since January 1998 and 2001, respectively. He has been the vice president and chief accountant of China Shipping (Group) Company from December 2004. He has also been a non-executive director of China Shipping Container Lines Company Limited (a company listed on the Hong Kong Stock Exchange) since February 2004, an executive director of China Shipping Development Co., Ltd. (a company listed on the Hong Kong Stock Exchange and Shanghai Stock Exchange) since August 1997 and chairman of the board of China Shipping (Hainan) Haisheng Shipping and Enterprise Co., Ltd. (a company listed on the Shanghai Stock Exchange) since July 2001. He previously served as a chief accountant and head of the Finance Department of Guangzhou Maritime Transport (Group) Co., Ltd. from 1996 to 1998.

Mr. Fu Junyuan. He is the non-executive director of the Company. He joined the Company in March 2000. He obtained a master's degree in business administration and is a senior accountant. He has been chief accountant of China Communications Construction (Group) Ltd. since September 2005. He previously served as deputy head and head of the Infrastructure Auditing Division of the Audit Bureau of the Ministry of Communications from 1989 to 1993, and head of the General Affairs Office of the Audit Bureau of the Ministry of Communications from 1994 to 1996.

Mr. Ma Weihua. He is the executive director, president and chief executive officer of the Company. He joined the Company in January 1999. He obtained a doctorate degree in economics in 1999 and is a senior economist. He is currently a deputy of the Tenth National

People's Congress and a member of the Fourth Shenzhen Standing Committee of the Chinese People's Political Consultative Conference. He has been chairman of the board of CMB International Capital Corporation Limited and of CIGNA and CMC Life Insurance Company Ltd. since September 1999 and September 2003 respectively, a director of China Merchants Group Limited and an independent non-executive director of TOM Online Inc. (a company listed on the NASDAQ and the Hong Kong Growth Enterprise Market of the Hong Kong Stock Exchange) since July 2002 and October 2003 respectively. He is also vice chairman of the Affiliate of International Commerce Chamber in China, deputy chairman of China Enterprise Directors Association, chairman of the Association of Shenzhen Domestic Banks and the Shenzhen Association of Listed Companies, and a member of the Standing Council of China Society for Finance and Banking and of the Standing Council of the Eighth Council of Red Cross Society of China and a part time professor at over ten higher educational institutions including the Peking University, Tsinghua University, Nankai University, Jilin University and Southwest Finance University. He previously served as deputy office director of the People's Bank of China in 1990, deputy director of the Planning and Funding Department of the People's Bank of China from 1991 to 1992, president of the People's Bank of China, Hainan Branch and head of the State Administration of Foreign Exchange, Hainan Branch from 1992 to 1998. He was named as "China Economy Person of the Year" by CCTV in 2001 and one of the "Rising Stars of Banking" by the United Kingdom's The Banker magazine in 2005.

Ms. Chen Wei. She was an executive director, executive vice president and chief financial officer of the Company. She joined the Company in February 1993. Ms. Chen obtained

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

a doctorate degree in management in 2006 and is a senior economist. She previously served as deputy head of the Funding and Planning Division from 1986 to 1991 and as head of the Financial Administration Department of the People's Bank of China, Shenzhen Special Economic Zone Branch from 1991 to 1993. (Ms. Chen resigned as executive director, executive vice president, chief financial officer and authorised representative of the Company on 23 March 2007.)

Mr. Wu Jiesi. He is the non-executive director of the Company. He joined the Company in September 2005. He obtained a doctorate degree in economics from Finance Research Institute of the People's Bank of China in 1996 and conducted post-doctorate research work in theoretical economics at the Economics Institute of Nankai University in 2001. He is a senior economist and a mentor of doctoral students. He has been the managing director and chief executive officer of Hopson Development Holdings Limited (a company listed on the Hong Kong Stock Exchange) since April 2005, an independent non-executive director of Beijing Enterprises Holdings Limited (a company listed on the Hong Kong Stock Exchange) since July 2004, an independent non-executive director of China Insurance International Holdings Company Limited (a company listed on the Hong Kong Stock Exchange) since May 2000, a non-executive director of China Water Affairs Group Limited (a company listed on the Hong Kong Stock Exchange) since February 2006 and a non-executive director of Shenzhen Investment Limited (a company listed on the Hong Kong Stock Exchange) since May 2006. He served in the Industrial and Commercial Bank of China from 1984 to 1995 in various senior positions, including the president of Industrial and Commercial Bank of China, Shenzhen Branch. As the Deputy Mayor between 1995 and 1998,

he was responsible for finance, taxation, public revenue, securities, banking and education for the municipality. Mr. Wu was appointed as Assistant to the Governor of Guangdong Provincial People's Government from 1998 to February 2000. He was the chairman of Guangdong Yue Gang Investment Holdings Company Limited from 2000 to 2005, the chairman of Guangdong Holdings Limited from 2000 to 2005, the honorary president of Guangdong Investment Limited (a company listed on the Hong Kong Stock Exchange) from 14 March 2004 to 28 April 2005 and the honorary president of Guangdong Tannery Limited (a company listed on the Hong Kong Stock Exchange) from 2004 to 2005.

Mr. Lin Chuxue. He is an independent non-executive director of the Company. He joined the Company in June 2004. Mr. Lin obtained a bachelor's degree in electric engineering from Zhejiang University in 1982 and a master's degree in business administration from University of Stirling, the United Kingdom in 1992. He has been a professor level senior engineer. He has been the vice president of China Three Gorges Project Corporation since January 2002, chairman of Three Gorges Finance Co., Ltd. since May 2002 and director of China Yangtze Power Co., Ltd. since September 2005. He previously served as deputy head of the Mechanical & Electric Division of the Business Department of CITIC Company from 1986 to 1987, head of CITIC Company Bohai Aluminium Project Office from 1987 to 1989, division manager and assistant president of CITIC Development Co., Ltd. from 1989 to 1993, deputy director of the Securities Department of CITIC Company from 1994 to 1995, executive vice president of CITIC Securities Co., Ltd. from 1995 to 1997, director of CITIC Securities Co., Ltd. from 1995 to 2002, supervisor of Zhonghai Trust and Investment Company from 1998 to 2002, deputy director

of the Finance Department of CITIC Company from 1997 to 2002, supervisor of the Management Information Center of CITIC Company and deputy managing head of eFinance Office of CITIC Company from 2000 to 2002, and the chairman of the supervisory board of China Yangtze Power Co., Ltd. from 2003 to 2005.

Mr. Austin Hu Chang Tau. He is an independent non-executive director of the Company. He joined us in June 2004. Mr. Hu obtained an MBA degree from The George Washington University, Washington D.C. in 1977. He is an Executive Education Fellow at Woodrow Wilson School of Public and International Affairs, Princeton University, U.S. and a senior consultant of the School of Public Policy and Management, Tsinghua University. He joined the World Bank in 1972 and had been responsible for conducting research in economics and for lending projects of the World Bank. He retired as deputy representative of the Representative Office of the World Bank in China in 2005. He is currently serving as senior consultant to the head of China Office of the World Bank.

Mr. Chow Kwong Fai, Edward. He is an independent non-executive director of the Company. He joined the Company in May 2006. Mr. Chow obtained a degree in business from Middlesex Polytechnic (subsequently renamed Middlesex University), the United Kingdom in 1975. He is a senior member of The Institute of Chartered Accountants in England and Wales and the Hong Kong Institute of Certified Public Accountants. He is a member of the Chinese People's Political Consultative Conference – Zhejiang Province and the Election Committee of Hong Kong SAR. Mr. Chow has been the chairman of China Infrastructure Group Holdings PLC since May 1996 and chairman of CIG Yangtze Ports PLC

(a company listed on the Hong Kong Stock Exchange) since February 2003. He has also served as an independent non-executive director of COSCO Pacific Limited (a company listed on the Hong Kong Stock Exchange) since June 2005, a deputy chairman of both the Hong Kong Institute of Directors and the Business and Professionals Federation of Hong Kong since July 1997 and June 1998 respectively, deputy chairman of the Professional Accountants in Business Committee of the International Federation of Accountants since 2006 and a core member of the OECD/World Bank Asian Corporate Governance Roundtable since 1999. He previously served as the president of the Hong Kong Institute of Certified Public Accountants in 2005, chairman of its Corporate Governance Committee from 1995 to 2000 and from 2003 to 2004, and chairman of its Professional Accountants in Business Committee from 2001 to 2004. Mr. Chow previously worked for 11 years with Deloitte Haskins & Sells in the UK and Price Waterhouse (as they were then known) in Hong Kong.

Mr. Liu Yongzhang. He is an independent non-executive director of the Company. He joined the Company in May 2006. He obtained a master's degree in economics from Shanghai University of Finance and Economics in January 1997. He is currently an associate professor of the International Business Administration Faculty, a mentor to postgraduates, the deputy secretary to the party committee of the Shanghai University of Finance and Economics and has been an independent non-executive director of Shanghai Jin Jiang International Industrial Investment Company Limited (a company listed on the Shanghai Stock Exchange) since June 2004. He previously served as the deputy secretary and secretary to the league committee of the Shanghai University of Finance and Economics from 1984

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

to 1985, deputy division chief and division chief of the Student Management Division of the Shanghai University of Finance and Economics from 1985 to 1997, a member of the party committee and head of the party organisation committee from 1994 to 1997. From January 1995 to June 1995, he was a visiting scholar of the University of Illinois at Chicago, U.S., where he studied the subject of management.

Ms. Liu Hongxia. She is an independent non-executive director of the Company. She joined the Company in May 2006. She obtained a doctorate degree in management from the Central University of Finance and Economics in June 2004 and was a post doctoral fellow in Corporate Governance Center of the Nankai University from September 2004 to April 2007. She is currently a professor in accounting at the Central University of Finance and Economics and the mentor of doctoral students. Since November 2003, she has also been an accreditations expert of Beijing senior accountants. She has been a director at the Beijing Institute of Accounting since 2006. She has been an independent director of Henan Zhongfu Industrial Co., Ltd. (a company listed on the Shanghai Stock Exchange) since 2006. She was previously a lecturer at the Capital University of Economics and Business, the Shandong University of Finance, the Central College for Treasury Finance Administration and the Central University of Finance and Economics, School of Accounting, and practised as an auditor with Beijing Zhongzhou Accountancy Firm.

(2) Supervisors

Mr. Shi Jiliang. He is the chairman of Board of Supervisors and external supervisor of the Company. He is a university graduate and a senior economist, and member of the Tenth National Committee of the Chinese People's Political Consultative Conference. He was

formerly vice president of the Heilongjiang branch of the Agricultural Bank of China from 1983 to 1988, vice president of the Tianjing branch of the Agricultural Bank of China from 1988 to 1991, president of the Tianjing branch of the People's Bank of China from 1991 to 1994, president of the Agricultural Bank of China from 1994 to 1997, vice president of the People's Bank of China from 1997 to 2003 and vice chairman of the China Banking Regulatory Commission from 2003 to 2005.

Mr. Zhu Genlin. He is a shareholder representative supervisor of the Company. Mr. Zhu graduated from Shanghai University of Finance in 1983 and obtained a master's degree in economics in 1995. He is a senior economist and associate researcher. He has been the chief financial officer of Shanghai Automotive Industry Corporation (Group) and the director of Shanghai Automotive Industry Corporation and a supervisor of Shanghai Automotive Co., Ltd. (a company listed on the Shanghai Stock Exchange) since February 2002, December 2004 and March 2001, respectively. He previously served as the manager of Planning Department and Fund Investment Management Department of Shanghai International Trust & Investment Co., Ltd. and concurrently general manager and legal representative of Shanghai Shangtou Investment Management Company from 1993 to 1998, general manager and chairman of Shanghai Automotive Group Finance Company, Ltd. from 1998 to 2005 and deputy chief accountant of Shanghai Automotive Industry Corporation (Group) from 2000 to 2002.

Mr. Chen Haoming. He is a shareholder representative supervisor of the Company. Mr. Chen obtained a master's degree in economics from the Central University of Finance and Economics in 2000 and is a senior economist. He has served as a deputy manager of Zhonghai Trust and Investment Co., Ltd. since August

2005. He previously served as the head of Assets Division of Finance Department of China National Offshore Oil Corp (CNOOC) from 1997 to 2000 and general manager of CNOOC Investment Co., Ltd. from 2000 to 2005.

Mr. Li Yi. He is a shareholder representative supervisor of the Company. Mr. Li is a university graduate and senior economist. He previously served as head of the Planning and Finance Division of Shandong Province Communications Department from 1994 to 1996, head of the Planning and Infrastructure Division from 1996 to 1998 and the general manager of Shandong Communications Development and Investment Company Limited from 1998 to 2005.

Ms. Lu Yuhuan. She is a shareholder representative supervisor of the Company. Ms. Lu is a university graduate and has been an accountant of the Guangdong Provincial Highways Administration Bureau since February 2002. Ms. Lu previously worked as an accountant at the Guangdong Road Affairs Administration Bureau from 1995 to 2000, and the Roads and Bridges Administration Center of Guangdong Provincial Highways Administration Bureau from January 2001 to February 2002.

Mr. Lin Rongguang. He is an employee representative supervisor of the Company. Mr. Lin is a university graduate and an economist. He has been the deputy general manager of the Shenzhen Branch since 2003. He previously served as the deputy branch manager of the Shenzhen Futian Branch from 1993 to 1995, branch manager of the Shenzhen Baoan Branch from 1995 to 1999, general manager of the Risk Management Department of the Shenzhen Branch from 2000 to 2002, and an assistant general manager of the Shenzhen Branch from 2002 to 2003.

Mr. Xiang Youzhi. He is an employee representative supervisor of the Company. Mr. Xiang obtained a doctorate degree in management from Xiamen University in 1998 and is a senior accountant. He has been the deputy general manager of our Planning and Finance Department since June 2006. He previously served as the deputy general manager of the Accounting Department at the head office from February 2006 to June 2006 and as an assistant general manager of the Accounting Department at the head office from 2003 to February 2006.

Ms. Zhou Wenqiong. She is an employee representative supervisor of the Company. Ms. Zhou is a university graduate and is an accountant. She has been the deputy general manager (executive) of the Auditing and Supervision Department of our Shanghai Branch since August 2006. She previously served as an assistant general manager of the Accounting Department of our Shanghai Branch from 2001 to 2002 and an assistant general manager (executive) and deputy general manager (executive) of our Auditing and Supervision Department of our Shanghai Branch from 2002 to 2006.

Mr. Shao Ruiqing. He is an external supervisor of the Company. Mr. Shao obtained a doctorate degree in Tongji University in May 2005 and is a professor and mentor to doctoral students. He is currently the deputy head of the Shanghai Lixin University of Commerce, deputy head of the China Association of Communications Accountancy, a director of the China Institute of Accounting Instructors, the deputy head of the Shanghai Association of Communications Accountancy, a director, and a member of the working committee on higher education of the Shanghai Institute of Accountancy. He has also served as an independent non-executive director of Zhonghai Shipping (Hainan)

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

Haisheng Shipping and Enterprise Co., Ltd. (a company listed on the Shanghai Stock Exchange) since February 2003, Nanjing Water Transport Industry Co., Ltd. (a company listed on the Shanghai Stock Exchange) since February 2002, Shenzhen Guangju Energy Co., Ltd. (a company listed on the Shenzhen Stock Exchange) since November 2004 and CHEC Dredging Co., Ltd. since June 2002. He was formerly the head of the finance and accounting department of the Shanghai Maritime University, and deputy dean of the school of management and dean of the School of Economic Administration of the Shanghai Maritime University since June 2002.

(3) Senior Management

Mr. Ma Weihua. He is the president and chief executive officer of the Company. Please refer to the biography under the paragraph "Directors".

Ms. Chen Wei. She was an executive vice president and chief executive officer of the Company (Ms. Chen resigned as executive director, executive vice president, chief financial officer and authorised representative of the Company on 23 March 2007). Please refer to the biography under the paragraph "Directors".

Mr. Li Hao. He is an executive vice president. He joined the Company in May 1997. Mr. Li obtained a master's degree in business administration in 2000 and is a senior accountant. He served as the deputy head and head of the Enterprise Finance Office of the Finance and Accounting Department of the Ministry of Communications from 1987 to 1994, an assistant director and deputy director of the Finance and Accounting Department of the Ministry of Communications from 1994 to 1997. He has been the executive vice president of the Company since 1997 and concurrently the general manager of the Shanghai Branch

from April 2000 to March 2002. (Note: Mr. Li concurrently serves as chief financial officer of the Company since 23 March 2007.)

Mr. Tang Zhihong. He is an executive vice president of the Company. He joined the Company in May 1995. Mr. Tang graduated from Jilin University in 1982 and is a senior economist. He served as the vice president, president of Jinzhou Branch of the People's Bank of China from 1992 to 1995 and head of the State Administration of Foreign Exchange, Jinzhou Branch from 1994 to 1995. He also served as the deputy general manager of the Shenyang Branch from 1995 to 1998, and during the period from 1997 to 1998, he was seconded to the Shenzhen Branch as the deputy general manager. He was the general manager of the Lanzhou Branch from 1998 to 1999, the general manager of the Shanghai Branch from 1999 to 2000 and the general manager of the Shenzhen Branch from 2000 to 2004. He has been our executive vice president since 2004. Mr. Tang is concurrently a director of CIGNA and CMC Life Insurance Company Ltd. and China UnionPay Co., Ltd.

Ms. Yin Fenglan. She is an executive vice president of the Company. She joined the Company in May 1994. Ms. Yin obtained a master's degree in 1998 and is a senior economist. She previously worked at the Beijing City Branch of the People's Bank of China as the deputy head of the Currency Issuance Department from April 1986 to November 1986, deputy director and director of the General Office Department of the People's Bank of China Beijing City Branch from 1986 to 1993, and assistant manager and manager of the Planning Capital Department of the Beijing City Branch of the People's Bank of China from 1993 to 1994. She also worked as the deputy general manager, general manager of the Beijing Branch from 1994 to 2004 and has been

the executive vice president of the Company from 2004 to 2006.

Mr. Ding Wei. He is an executive vice president of the Company. He joined the Company in December 1996. Mr. Ding is a university graduate and assistant analyst. He has been the deputy section chief of Education Section of Meteorological Bureau of Zhejiang Province from February 1982 to June 1986, division chief, vice director, director of education division of Industrial and Commercial Bank of China Hangzhou Financial Management Institute from June 1986 to February 1994, officer of training division of Industrial and Commercial Bank of China Hangzhou Financial Training Centre from February 1994 to December 1996, office supervisor of Hangzhou branch and general manager of sales department of the Company from December 1996 to August 1998, assistant general manager of Hangzhou branch from August 1998 to April 2000, deputy general manager of Hangzhou branch from April 2000 to December 2001, general manager of Nanchang sub-branch from December 2001 to October 2002, general manager of Nanchang branch from October 2002 to June 2003, general manager of human resources department of headquarter of the Company from June 2003 to March 2007. He serves as an executive vice president of the Company since May 2007.

Mr. Xu Lianfeng. He is a technology director of the Company. He joined the Company in October 1991. He is a graduate of Tsinghua University in 1977 and an assistant professor. He previously served as vice-level cadre of computer department at the head office of Bank of China from February 1981 to October 1991, manager of computer department at London branch of Bank of China from 1983 to 1989, where he was responsible for the computer-related job at branch level, general

manager of computer department at the head office of the Company from October 1991 to October 1999, president of Beijing Zhongrunfeng Information Technology Co., Ltd. from October 1999 to August 2001, technology director of preparation team of China Unionpay from September 2001 to November 2001. He joined the Company as technology director since November 2001 and concurrently serves as general manager of information technology department of the Company since December 2005.

Mr. Lan Qi. He is one of the joint company secretaries of the Company. Mr. Lan also serves as the secretary of our Board of Directors and as head of the Office of Board of Directors. He joined us in April 1993. Mr. Lan obtained a master's degree in economics from monetary banking specialty of the Graduate School of the People's Bank of China in 1987 and is a senior economist. He previously served as deputy head of the Financial Administration Division of the People's Bank of China Jiangxi Branch and vice president of the People's Bank of China Jiangxi Province Pingxiang City Branch from 1987 to 1993. Mr. Lan has been working in the Company since 1993. He previously served as deputy general manager of the Development and Research Department of our head office from April 1993 to August 1993, deputy general manager of the Securities Department of the head office and deputy general manager of CMB Securities Company from August 1993 to June 1995, general manager of the Research and Development Department, Human Resources Department, Merchant Banking Department of the head office and general manager of CMB International Capital Corporation Limited and office chief of the General Affairs Office from June 1995 to February 2004.

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Mrs. Seng Sze Ka Mee Natalia, aged 50, one of the joint company secretaries of the Company since August 2006. Mrs. Seng is an executive director and head of Corporate Services of Tricor Group. Prior to joining Tricor, she was a director of Company Secretarial Services at Ernst & Young, Hong Kong and Tengis Limited from 1994 to early 2002. Mrs. Seng is a chartered secretary, president, council member and senior member of The Hong Kong Institute of Chartered Secretaries and a senior member of both The Institute of Chartered Secretaries and Administrators and The Hong Kong Institute of Directors. Mrs. Seng holds a master's degree in Business Administration (Executive) from City University of Hong Kong. Up till the present, apart from the Company, she has been providing professional secretarial services to many listed companies.

RESIGNED PERSONNEL AND REASONS FOR RESIGNATION DURING THE REPORTED PERIOD

Independent non-executive directors Yang Jun, Lu Renfa and Din Huiping of the Sixth Board of Directors of the Company fulfilled their current terms and no longer served as independent non-executive directors of the Company. Upon approval of general meeting for 2005 of the Company, Chow Kwong Fai, Edward, Liu Yongzhang and Liu Hongxia were elected as independent non-executive directors, who will serve the same terms as members of the Sixth Session of the Board of Directors.

External supervisors Wang Qiyan and Zhang Yuqing of the Sixth Board of Supervisors of the Company fulfilled their current terms and no longer served as external supervisors. Upon approval of general meeting for 2005 of the Company, Shi Jiliang and Shao Ruiqing were elected as external supervisors, who will serve the same terms as members of the Sixth Session of the Board of Supervisors.

The relevant announcement of the aforesaid change of independent directors and external supervisors was published on *China Securities*, *Securities Times* and *Shanghai Securities News* on 16 May 2006.

Shi Jiliang was elected as chairman of the Board of Supervisors at the eighth meeting of the Sixth Session of the Board of Supervisors. The relevant announcement was published on *China Securities*, *Securities Times* and *Shanghai Securities News* on 24 May 2006.

Executive Vice President Chen Wei was appointed as chief financial officer at the 24th meeting of the Sixth Session of the Board of Directors. Upon deliberation at the 24th meeting of the Sixth Session of the Board of Directors of the Company and approval of China Banking Regulatory Commission, Tang Zhihong and Yin Fenglan were elected as executive vice presidents, and the relevant announcement was published on *China Securities*, *Securities Times* and *Shanghai Securities News* on 12 April 2006.

INFORMATION ABOUT EMPLOYEE

As at 31 December 2006, the Company had 23,202 employees, including 3,086 executives, 17,223 ordinary employees and 2,893 administration staff. Of these staff, 20,398 employees had college education or above, accounting for 87.92%. The Company has now 68 retirees.