

# Directors, Supervisors and Senior Management

## 1. Profiles of Directors, Supervisors, Senior Management and Major Technical Staff of the Issuer

### (1) Directors

Position	Name	Bibliography
Executive Director, Chairman and Chief Executive Officer	Tan Xuguang	Male, Chinese, aged 45, Chairman and Chief Executive Officer of the Company, the Company's communist party secretary, Head of Weichai Factory. He joined Weichai Factory in 1977 and had held various positions including the chairman and general manager of 山東濰柴進出口有限公司 (Shandong Weichai IMP. & EXP. Corp), the director of the foreign trade department, the assistant to general manager, deputy general manager and general manager of Weichai Factory. Mr. Tan is a senior economist with a master's degree in engineering. He has extensive experience in the production, manufacturing and management of diesel engines, foreign trade, marketing, sales and management as well as corporate development and strategic management. Mr. Tan is a member of the 10th NPC and a guest professor of Tongji University. He received the "Outstanding Entrepreneur of the National Machinery Industry" award and was one of the 2005 CCTV Annual Economic Figures and 機械工業企業經營管理大師 (Master in Operation and Management of Mechanical Company). He is also the chairman of 湘火炬汽車集團股份有限公司 (Torch Automobile Group Co., Ltd.). His term of appointment as Director will expire on 17th December, 2008.

# Directors, Supervisors and Senior Management

Position	Name	Bibliography
Executive Director, General Manager — Operations	Xu Xinyu	Male, Chinese, aged 43, Director and General Manager — Operations of the Company. He joined Weichai Factory in 1986 and had held the positions of the deputy general manager of 山東濰柴進出口有限公司 (Shandong Weichai IMP. & EXP. Corp), the director of corporate affairs office, the director of human resources department, the assistant to general manager, deputy general manager and executive deputy general manager of Weichai Factory. Mr. Xu is a senior economist and holds a bachelor's degree in science and a master's degree in business administration. He has extensive experience in corporate reorganization and merger and acquisition, human resources management and corporate transformation management. He is also a director of 湘火炬汽車集團股份有限公司 (Torch Automobile Group Co., Ltd.) and the chairman of 濰柴動力(濰坊)投資有限公司 (Weichai Power (Weifang) Investment Co., Ltd.). His term of appointment as Director will expire on 17th December, 2008.
Executive Director, General Manager — Technology	Sun Shaojun	Male, Chinese, aged 41, Director and General Manager — Technology of the Company. He joined Weichai Factory in 1988 and had held the positions of the assistant supervisor and supervisor of the engineering department and the chief engineer of Weichai Factory. Mr. Sun is a senior engineer with a master's degree in engineering. He has extensive experience in technology management and research and development of diesel engines. He is also a recognized expert appointed by the Shandong People's Government (山東省人民政府泰山學者特聘專家) and a director of 湘火炬汽車集團股份有限公司 (Torch Automobile Group Co., Ltd.). His term of appointment as Director will expire on 17th December, 2008.

# Directors, Supervisors and Senior Management

Position	Name	Bibliography
Executive Director, General Manager — Marketing	Zhang Quan	Male, Chinese, aged 43, Director and General Manager — Marketing of the Company. He joined Weichai Factory in 1986 and had held the positions of the directors of the quality control department, the production department and the marketing department, the assistant to general manager and deputy general manager of Weichai Factory. Mr. Zhang is an engineer with a bachelor's degree in engineering. He has extensive experience in quality management, production and manufacturing management, sales and marketing and customer management in the diesel engine industry. His term of appointment as Director will expire on 17th December, 2008.
Non-Executive Director	Zhang Fusheng	Female, Chinese, aged 49. She joined Weichai Factory in 1975. She was the deputy director of audit department, the director of finance department, the deputy chief accountant and the assistant to general manager and is currently the chief accountant and financial controller of Weichai Factory. She is a senior accountant and certified public accountant with university education. She has extensive experience in financial management, financial structure and debt restructuring. She is also the vice president and a director of 湘火炬汽車集團股份有限公司 (Torch Automobile Group Co., Ltd.). Her term of appointment as Director will expire on 17th December, 2008.
Non-Executive Director	Liu Huisheng	Male, Chinese, aged 41, Director of the Company. He joined Weichai Factory in 1989 and had held the positions of the deputy general manager of the power branch and the deputy director of the purchasing department in Weichai Factory, the general manager of 重慶濰柴發動機廠 (Chongqing Weichai Diesel Engine Works) and the assistant to the general manager of Weichai Factory. He is now the deputy general manager of Weichai Factory. He is a senior economist with a bachelor's degree in engineering. He has extensive experience in overall enterprise management and production and operations management. His term of appointment as Director will expire on 17th December, 2008.

# Directors, Supervisors and Senior Management

Position	Name	Bibliography
Non-Executive Director	Yao Yu	Male, Chinese, aged 36. He was the secretary of the board of 深圳合眾實業股份有限公司 and the assistant to general manager of 深圳天極電業股份有限公司. He is currently the investment manager of 深圳市創新投資集團有限公司 (Shenzhen Chuangxin Investment Group Company Limited). He holds a master's degree in business administration with about 10 years investment management and related experience. His term of appointment as Director will expire on 17th December, 2008.
Non-Executive Director	Yeung Sai Hong	Male, Chinese, aged 52, a director of Peterson Holdings Company Limited, which is a promoter of the Company. Mr. Yeung is a member of the 9th Shandong Provincial Committee of the Chinese People's Consultative Conference. His term of appointment as Director will expire on 17th December, 2008.
Non-Executive Director	Chen Xuejian	Male, Chinese, aged 51. He is currently the general manager and legal representative of Weifang Investment Company. He had served as the deputy director of 濰坊市財政局 (Finance Bureau of Weifang City) and the deputy director of 濰坊市地方稅務局 (Tax Bureau of Weifang City). His term of appointment as Director will expire on 17th December, 2008.
Non-Executive Director	Li San Yim	Male, Chinese, aged 55. He founded 福建龍岩工程機械 (集團) 有限公司 (Fujian Longgong Construction Machinery (Group) Company Limited), which is a promoter of the Company, in 1993, of which he is the chairman. He is also the Chairman of China Infrastructure Machinery Holdings Limited (listed on the main board of the Stock Exchange). His term of appointment as Director will expire on 17th December, 2008.
Non-Executive Director	Julius G. Kiss	Male, German, aged 79. He is chairman of IVM Technical Consultants Wien G.m.b.H., which is a promoter of the Company. His term of appointment as Director will expire on 17th December, 2008.

# Directors, Supervisors and Senior Management

Position	Name	Bibliography
Non-Executive Director	Han Xiaoqun	Female, Chinese, aged 56. She is currently the general manager of 山東省外商投資服務公司 (Shandong Foreign Investment Service Company) and is the chairperson of 山東省企業托管經營股份有限公司 (Shandong Provincial Enterprises Trusteeship & Operation Co., Ltd.), which is a promoter of the Company. Her term of appointment as Director will expire on 17th December, 2008.
Independent Non-Executive Director	Zhang Xiaoyu	Male, Chinese, aged 61. He had served as the deputy director of 中國國家機械工業局 (State Machinery Industry Bureau of the PRC). He is a senior engineer with professor-grade treatment. Mr. Zhang is the vice-chairman of 中國機械工業聯合會 (China Machinery Industrial Association), the chairman of 中國汽車工程學會 (China Vehicles Engineering Association) and the chairman of 中國內燃機學會 (China Internal Combustion Engine Association). His term of appointment as Director will expire on 17th December, 2008.
Independent Non-Executive Director	Koo Fook Sun	Male, British, aged 50. He is the managing director of Hercules Capital Limited. He had held senior positions in various international investment banks and had been the director and chief executive officer of several listed companies in Hong Kong. Apart from serving the Company, Mr. Koo is also an independent director of various companies listed on the main board and GEM board of the Stock Exchange. Mr. Koo is a member of Hong Kong Institute of Certified Public Accountant and graduated from the University of California at Berkeley with a bachelor's degree in business administration in 1980. His term of appointment as Director will expire on 17th December, 2008.

# Directors, Supervisors and Senior Management

Position	Name	Bibliography
Independent Non-Executive Director	Fang Zhongchang	Male, Chinese, aged 64. Mr. Fang graduated from Harbin Industrial University. He previously served as an engineer at Shandong Anqiu County Glasswork (山東安邱縣玻璃廠), the Deputy Mayor of Anqiu County (安邱縣), the Deputy Mayor of Weifang Municipal Government (濰坊市政府副市長), the Secretary to the Municipal Disciplinary Committee of the Standing Committee of Weifang Municipal Committee (濰坊市委常委市紀委書記) and the Deputy Director of the Standing Committee of Weifang Municipal People's Congress (濰坊市人大常委會副主任). He was also a visiting researcher at the Chinese Academy of Management Science (中國管理科學院特邀研究員) and a member of the People's Congress for the Shandong Province (山東省人大代表). He retired from his public posts in 2002. His term of appointment as Director will expire on 17th December, 2008.

# Directors, Supervisors and Senior Management

## (2) Supervisors

Position	Name	Bibliography
Chairman of Supervisory Board	Sun Chengping	Male, Chinese, aged 59. He joined Weichai Factory in 1969 and was the refinement workshop supervisor and the deputy general manager of Weichai Factory. Mr. Sun is currently the communist party secretary and the deputy general manager of Weichai Factory and a supervisor of 湘火炬汽車集團股份有限公司 (Torch Automobile Group Co., Ltd.). He is a senior economist with tertiary education. He has extensive experience in manufacturing management and technological improvement of diesel engines. His term of appointment as supervisor will expire on 17th December, 2008.
Supervisor	Wang Yong	Male, Chinese, aged 43, the director of the corporate affairs office of the Company. Mr. Wang joined Weichai Factory in 1984 and was the general manager of 濰柴廠動力分廠, the general manager of the power branch, the director of the corporate culture office, the director of the corporate affairs office and the assistant to general manager of Weichai Factory. Mr. Wang is a senior engineer with a bachelor's degree in engineering. The term of appointment as supervisor will expire on 17th December, 2008.
Supervisor	Jiang Jianfang	Female, Chinese, aged 44. She had held the positions of the deputy chief of the financial audit committee of 廣西柳工集團有限公司 (Guangxi Liugong Group Company Limited) and a supervisor of 廣西柳工機械股份有限公司 (Guangxi Liugong Machinery Company Limited). She is also an accountant. Her term of appointment as supervisor will expire on 17th December, 2008.

# Directors, Supervisors and Senior Management

## (3) Senior Management

Position	Name	Bibliography
General Manager — Manufacturing	Xu Hong	Male, Chinese, aged 47, General Manager — Manufacturing of the Company. Mr. Xu joined Weichai Factory in 1976 and previously held the positions of the deputy director of the casting branch and powering department, the deputy general manager of the casting factory (鑄造廠), the general manager of 鑄鍛廠 and the director of the manufacturing department. He is a university graduate with extensive management experience in production and manufacturing as well as safety and environmental protection. His term of appointment will expire on 17th December, 2008.
Chief Financial Officer, Qualified Accountant and Company Secretary	Zhang Yuanfu	Male, Chinese (Hong Kong), aged 42, Chief Financial Officer, Company Secretary and Qualified Accountant of the Company and is responsible for the accounting and finance functions and secretarial affairs of the Company. Mr. Zhang joined the Company in September 2003. He is a fellow member of the Association of Chartered Certified Accountants in the United Kingdom and a member of the Hong Kong Institute of Certified Public Accountants with a bachelor's degree in economics. Mr. Zhang had worked for a number of listed companies in the main board and the GEM board of the Stock Exchange with over 18 years of experience in accounting and financial management. His term of appointment will expire on 17th December, 2008.
Secretary to the Board	Dai Lixin	Male, Chinese, aged 39, the Secretary to the Board and the director of the securities department of the Company. He joined Weichai Factory in 1987 and was previously the deputy director of the treasury department of Weichai Factory. Mr. Dai is an economist with university education. He has extensive experience in IPO and reorganization and merger and acquisition. His term of appointment will expire on 17th December, 2008.



# Directors, Supervisors and Senior Management

Position	Name	Bibliography
Deputy General Manager of the Company and Supervisor of the Engineering Department	Tong Dehui	Male, Chinese, aged 43, the deputy general manager and the supervisor of the engineering department of the Company. Prior to the establishment of the Company, he was the deputy chief engineer, the supervisor of the engineering department and the secretary of the branch communist party of the engineering department of Weichai Factory. His term of appointment will expire on 17th December, 2008.
Deputy General Manager of the Company and Deputy General Manager of Marketing Company	Feng Gang	Male, Chinese, aged 43, the deputy general manager of the Company and the deputy general manager of the marketing company of the Company. Prior to the establishment of the Company, he was the executive deputy general manager of sales company and the executive deputy director of marketing management department of Weichai Factory. After the establishment of Weichai Power, he became its deputy director of the marketing department. His term of appointment will expire on 17th December, 2008.