

#### EXECUTIVE DIRECTOR

**Zhang Bin**, aged 48, is an executive director and the chairman of the board of the Company. Mr. Zhang joined China National Foreign Trade Transportation Corporation ("Sinotrans Group Company") in 1982 and worked in its port department from January 1982 to June 1988. After that, he was stationed in the United States, working with China InterOcean Transport Inc. from 1988 to 1992. Later, he resumed his service in Sinotrans Group Company as vice general manager of the port department. From January 1993 to February 1997, he acted as deputy general manager and general manager of SINOAIR. He was promoted to be executive director and vice president of Sinotrans Group Company in 1997. In May 2001, he was appointed to be president of Sinotrans Group Company. Mr. Zhang graduated from Lanzhou Institute of Railway in 1982. He then obtained from Beijing University the International Master of Business Administration degree in May 2002. Mr. Zhang is now, also the chairman of SINOAIR.

#### EXECUTIVE DIRECTOR

**Tao Suyun**, aged 50, is an executive director and vice-president of the Company. Ms. Tao has worked with Sinotrans Group Company since 1979 and became deputy general manager of the Shipping Europe Department in 1986. She was seconded to SINORICK Shipping Agency Co. in Hamburg, Germany from 1989 to 1993 to serve as general manager. She later returned to work as general manager with the Sinotrans Group Company's liner department No. 1. In 1995, Ms. Tao was promoted to become assistant president. From 1997, Ms. Tao served as Sinotrans Group Company's executive director and vice-president. Ms. Tao graduated from University of International Business and Economics in 1979. Then she obtained her Master of Business Administration degree from China Europe International Business School in 2002.

#### NON-EXECUTIVE DIRECTOR

**Yang Yuntao**, aged 38, is a non-executive director of the Company. Mr. Yang commenced working for Sinotrans Group Company. He was deputy general manager of the port administration department in Sinotrans Group Company before being transferred to be the general manager of the legal affairs department in 1996. He was appointed vice president of Sinotrans (Hong Kong) Holdings Limited in 2002. Mr. Yang received his bachelor of laws degree from Jilin University School of law in 1988. Mr. Yang then obtained his Master of Laws degree from University of International Business and Economics in 1999.

#### EXECUTIVE DIRECTOR

**Zhang Jianwei**, aged 47, is an executive director and president of the Company. Mr. Zhang has been employed by Sinotrans Group Company since 1980 with experience in Sinotrans Group Company's finance department, overseas enterprises management department and chartering department. Mr. Zhang was seconded to China InterOcean Transport Inc. in the United States in 1988 to serve as assistant president. In 1993, Mr. Zhang became the deputy general manager of China National Chartering Corporation and later became its general manager. In 1996, he was promoted to be assistant president of Sinotrans Group Company. Then in 1997, Mr. Zhang became Sinotrans Group Company's executive director and vice-president. Mr. Zhang graduated from University of International Business and Economics in 1980. Then Mr. Zhang obtained his Master of Business Administration degree from China Europe International Business School in 1998.

#### EXECUTIVE DIRECTOR

**Li Jianzhang**, aged 48, is an executive director of the Company. During Mr. Li's career, he has worked in various governmental departments. Mr. Li started working at Sinotrans Group Company in May 2001. In July 2001, Mr. Li was promoted to become a director of Sinotrans Group Company. He was appointed as a supervisor of the Company from November 2002 to June 2003. Mr. Li graduated from Beijing Normal University in 1981.

**NON-EXECUTIVE DIRECTOR**

**Liu Jinghua**, aged 41, is a non-executive director of the Company. Ms. Liu joined Sinotrans Group Company in 1989 and worked in the finance department and liner department before she was seconded to DHL-Sinotrans Beijing to be its finance manager in 1992. Soon afterwards, she was promoted to be DHL-Sinotrans' national financial controller and in 1999 became national HR manager. Ms. Liu was appointed to be general manager of the finance department of Sinotrans Group Company in October 2002. Ms. Liu graduated from the Central University of Finance and Economics in 1987 and obtained her EMBA in the School of Management of State University of New York at Buffalo in 2000.

**NON-EXECUTIVE DIRECTOR**

**Ken Torok**, aged 51, is a non-executive director of the Company. Mr. Torok is President of UPS Asia Pacific and is responsible for UPS operations in more than 40 countries and territories, including UPS owned operations, joint ventures and agent relationships throughout the Asia Pacific region. Mr. Torok began his UPS career in the USA in 1975 in operations in the company's East Carolina district. He continued to take on positions of increasing responsibility, becoming a hub manager in Wisconsin and Managing Director of UPS Utah. Prior to becoming President of UPS Asia Pacific in 2003, Mr. Torok was Managing Director of UPS South Florida. A native of Long Island, New York, Mr. Torok graduated with a degree in business and economics from North Carolina State University.

**INDEPENDENT NON-EXECUTIVE DIRECTOR**

**Koo Kou Hwa**, age 78, is an independent non-executive director of the Company. Mr. Koo has been employed by Tai Chong Cheang Steamship Co. (H.K.) Ltd. since 1983 and is currently its chairman. He studied in the Faculty of Ocean Shipping, University of Pennsylvania, Philadelphia, U.S.A. and the Faculty of Maritime Law and Chartering & Ship Brokerage, School of World Trade, New York, U.S.A. Mr. Koo is member to various marine industry associations, including the Hong Kong Port & Maritime Board of HKSAR (HKPMB), the American Bureau of Shipping (ABS) and the Bureau Veritas (B.V.). He is also the chairman of China Sub-Committee of the Hong Kong Shipowners Association. He has been a council member and the vice-chairman of the Executive Committee of The International Association of Independent Tanker Owners since 1993 and 2000 respectively.

**NON-EXECUTIVE DIRECTOR**

**Jerry Hsu**, aged 53, is a non-executive director of the Company. Mr. Hsu, the Regional Director — Greater China and Korea, DHL Express, manages and develops the six markets of China, Hong Kong, South Korea, Taiwan, Mongolia and North Korea. Mr. Hsu's previous role in DHL Express was the Area Director responsible for Hong Kong, Singapore, Taiwan, South Korea, Mongolia and North Korea, a position he held until September 2002. Prior to joining DHL in January 2001, Mr. Hsu held various senior management positions in DaimlerChrysler Corporation. Mr. Hsu holds BA/MA degree in International Economics and Politics. Mr. Hsu also holds directorships in various companies within the DPWN Group.

**NON-EXECUTIVE DIRECTOR**

**Lee Chong Kwee**, aged 48, is a non-executive director of the Company. Mr. Lee is the CEO of Exel Asia-Pacific. Mr. Lee began his career with Exel (formerly MSAS Global Logistics) in 1997 and became Regional Chief Executive for South & East Asia in 1999. Mr. Lee was appointed CEO Asia-Pacific in July 2000. Mr. Lee has extensive experience in the transportation industry, having spent 17 years with Singapore Airlines in senior management positions in Hong Kong, USA, Japan, UK and Singapore, before joining Exel. Mr. Lee studied Mathematics at the University of Malaya, and also holds a diploma in accounting and finance. In 2002, Mr. Lee was appointed by the Singapore Government to serve on the board of directors of JTC Corporation, Singapore's leading provider of industrial space solutions. Mr. Lee also holds directorships in various companies within the Exel Group.

Mr. Jerry Hsu, Ken Torok and Lee Chong Kwee were appointed on 18 June 2003 as non-executive directors of the Company pursuant to the strategic placing agreements entered into at the time of the Company's listing in February, 2003 between the Company and DHL, UPS and Exel (collectively, the "Strategic Investors") respectively. They are all representatives nominated by our Strategic Investors.

DHL Worldwide Express BV ("DHL") is a member of the Deutsche Post World Net Group ("DPWN Group") whose business operations are global mail, express delivery, logistics and financial services serving both in Europe and around the world. The DPWN Group's express delivery business operations in China are held through DHL, which formed a 50/50 joint venture with Sinoair in 1986. This joint venture has helped to establish a business relationship between our Group and the DPWN Group.

UPS Inc. ("UPS") is a package delivery company and a provider of specialised transportation and logistics services worldwide. Our Group has worked closely with UPS since 1988 when we signed an agency agreement providing for our Company to handle pick up and delivery for UPS in China. In December 1998, we signed a memorandum of understanding with UPS providing for a five year strategic partnership. Furthermore, our subsidiary, Sinoair on 24th July, 2003 entered into an acquisition agreement with China Foreign Transport Beijing Air Transport Company, a wholly-owned subsidiary of Sinotrans Group Company, to acquire its 50% interest in the registered capital of UPS-Sinotrans Beikong Parcel International Express Co., Ltd. ("UPS JV") which is a sino-foreign joint venture with the other 50% held by UPS. This acquisition has enabled the Group to further develop its business relationship with UPS.

Exel plc. ("Exel") is a UK listed, FTSE 100 company, which provides supply chain management solutions to its customers around the world. Exel's range of logistics solutions encompasses the whole supply chain from design and consulting through freight forwarding, warehousing and distribution services to integrated information management and e-commerce support. In 1996, our subsidiary, Sinoair formed a joint venture company with Exel called, Exel-Sinotrans Freight Forwarding Co. Ltd., which specialises in providing integrated logistics solutions to its customers in China.

While, for the purposes of the Listing Rules, each of the Strategic Investor's nominee directors above has interests (by way of minority equity interests or stock options or directorships) in competing businesses (i.e. those of the Strategic Investors, each being a major international company in the transportation and logistics industry), our Company has been and continues to carry on its business independently of and at arms length from, those businesses and through its joint ventures and cooperation arrangements with those Strategic Investors.

#### INDEPENDENT NON-EXECUTIVE DIRECTOR

**Sun Shuyi**, aged 64, is an independent non-executive director of the Company. He is currently serving as independent non-executive directors for three other companies — Galaxy Fund Management Co. Ltd., China Southern Fund Management Co. Ltd. and Dongfeng Automobile Co. Ltd. which is listed on the Shanghai Stock Exchange. Mr. Sun had worked as the deputy director of the office of the Central Leading Group on Finance and Economic Affairs, the vice-minister of the Ministry of Personnel and the vice-secretary general of the Central Enterprise Working Committee, etc. Mr. Sun graduated from the University of Science and Technology of China in 1963.

#### SUPERVISOR

**Wang Xiaozheng**, aged 33, is a supervisor of the Company. Mr. Wang began his career at Sinotrans Group Company and served in the chartering department and the enterprise management department of Sinotrans Group Company from 1994 to 1997. Since 1998, Mr. Wang began serving at the investment department of the Sinotrans Group Company and was promoted to become the deputy general manager of the investment department in 2000. Since November 2002, Mr. Wang began serving at the strategy & planning department of the Company and was appointed the deputy general manager.

#### SENIOR MANAGEMENT

**Wang Lin**, aged 45, is a vice-president of the Company. Mr. Wang started his career with Sinotrans Group Company in 1983 by serving in the Ningbo branch of Sinotrans Zhejiang Company Limited. In 1996, Mr. Wang was promoted to the general manager of Sinotrans Ningbo Company Limited. In 1998, he became the general manager of Sinotrans Zhejiang Company Limited which merged with Sinotrans Ningbo Company in the same year. In 1999, Mr. Wang became the general manager of Sinotrans Jiangsu Company Limited and a director of Sinotrans Group Company. Mr. Wang was appointed vice president of the Company and the general manager of Sinotrans Eastern Company Limited in 2002 and from March 2003, he also acts as chairman of Sinotrans Eastern Company Limited.

#### SUPERVISOR

**Su Yi**, aged 50, is a supervisor of the Company. Ms. Su joined Sinotrans Group Company in December 1986. She has been appointed a divisional vice general manager and general manager. Since 1995, she has been appointed the general manager of human resources department in Sinotrans Group Company.

#### SUPERVISOR

**Zhang Junkuo**, aged 43, is an independent supervisor of the Company. Mr. Zhang began his career at the Development Research Center of the State Council where he was engaged in various positions, including, director of the Research Institute of Market Economy, deputy secretary-general of the Academic Committee, deputy director of the Comprehensive Economic Research Department as well as directing a number of research programs. During 2001 and 2002, Mr. Zhang was a visiting scholar at the department of finance at Loyola University Chicago as well as a short-term consultant at the World Bank the Asia Development Bank. Mr. Zhang has published various articles and has also received significant awards such as the Sun Ye-fang Economics Prize in 1998. Mr. Zhang obtained his Master's degree of Economics from Wuhan University in 1985.

**SENIOR MANAGEMENT**

**Zeng De**, aged 57, is a vice president of the Company. Mr. Zeng began his career with Sinotrans Group Company's Guangdong operations in 1976 and was seconded to Hong Kong in 1985 to serve as general manager of Eternal Way Limited. In 1999, he returned to Guangdong to become the general manager of Sinotrans Group Company's Guangdong operations. In 2000, Mr. Zeng was promoted to become a director of Sinotrans Group Company.

**SENIOR MANAGEMENT**

**Liu Hongling**, aged 50, is the chief financial officer of the Company. Ms. Liu started working in Sinotrans Group Company's financial department in 1987. Ms. Liu served as vice-general manager in Sinotrans Group Company's finance department since 1990 and was later promoted to become the general manager in 1997. Ms. Liu obtained her bachelor degree in economics from the People's University of China in 1983.

**SENIOR MANAGEMENT**

**Yu Jianmin**, aged 39, is the assistant president of the Company. Mr. Yu began working in the ocean shipping department of Sinotrans Group Company in 1990 and was seconded to serve as the chief representative at Sinotrans Group Company's Italian representative office in 1993. In 1998, he returned to China to serve as vice-general manager of Sinotrans Group Company's investment management department. Since 1999, Mr. Yu served as the general manager of Sinotrans Group Company's logistics development department. Mr. Yu obtained his master degree from the Dalian Maritime University in 1990. He also obtained his Master of Business Administration degree from the China Europe International Business School in 2002.

**SENIOR MANAGEMENT**

**Wu Dongming**, aged 41, is a vice president of the Company. Mr. Wu began his career in the Sinotrans Group Company in 1986 and served as assistant general manager at TNT Skypak-Sinotrans Company from 1988 to 1990. In 1990, Mr. Wu served as department manager at Sinoair and later became general manager of Associated International Freight Forwarding Co., Ltd. in 1995. In 1997, Mr. Wu began serving as the deputy managing director of DHL-Sinotrans.

**SENIOR MANAGEMENT**

**Liu Minsheng**, aged 48, chief information officer of the Company. Mr. Liu joined Sinotrans Group Company in 1983 in Human Resources Department. From 1985 on, Mr. Liu had been serving in Sinotrans Group Company's IT Centre and later acted as general manager until February 1996 when he was appointed as deputy director general of China International Electronic Commerce Center of the Ministry of Foreign Trade and Economic Cooperation of the PRC. In November 1998, Mr. Liu began to work as deputy director general of Commercial Network and Sites Development Centre of the National Domestic Trade Bureau of China. In January 2003, Mr. Liu resumed his service in Sinotrans. Mr. Liu has participated in and led many prominent domestic information technology projects and won for times national IT awards.

**SENIOR MANAGEMENT**

**Gao Wei**, aged 38, is the company secretary. Mr. Gao began his career in the legal department of Sinotrans Group Company in 1993. In 1997, Mr. Gao began working as the vice-general manager of legal department of Sinotrans Group Company. In the same year, he became the deputy manager in the restructuring office of the Sinotrans Group Company and became the vice-general manager of Sinotrans Group Company's management department in 1999. During the same year, Mr. Gao began to serve as the vice-general manager of SINOAIR and was later promoted to become SINOAIR's general manager in 2001. Mr. Gao obtained his Master of Economics degree in the Central University of Finance and Economics in 1993 and his doctorate degree in laws in the University of International Business and Economics in 1999.