

Directors, Supervisors and Senior Management Profile

Directors

Executive Directors

Guo Shengkun, 49, is our Chairman, President and Chief Executive Officer and has been employed by Chalco since 2001. Mr. Guo is chairman of the compensation committee under our Board of Directors and the General Manager of Chinalco. Mr. Guo holds a master's degree in engineering management and is a professor-grade senior engineer with over twenty years of experience in mining, government and corporate administration. Mr. Guo once served as Director of Guixi Silver Mine, General Manager of China Non-ferrous Metals Industry, Nanchang Branch, Deputy General Manager of China Non-ferrous Metals Industry Corporation and Deputy Director of the State Bureau of Non-ferrous Metals Industry. Mr. Guo also served as Chairman of the Supervisory Committee of State-owned Large Enterprises.

Xiong Weiping, 47, is an Executive Director and Senior Vice President and has been employed by Chalco since 2001. Mr. Xiong has a Ph.D. degree in mining engineering and completed post-doctoral research in economics. He has academic achievements and practical experience in economics and corporate management. He was a professor and a supervisor of Ph.D students. He once was Vice President of Central South University of Technology and Deputy General Manager of China Copper, Lead and Zinc Corporation and Deputy General Manager of Chinalco.

Liang Zhongxiu, 60, is an Executive Director and Senior Vice President and has been employed by Chalco since 2001 and served as Senior Vice President of Chalco until October 2003. Mr. Liang is a professor-grade senior engineer with almost 40 years of experience in the aluminum industry. Mr. Liang once served as Deputy Director of the Zhengzhou Aluminum Plant and Director of the Zhongzhou Aluminum Plant. He once was Deputy General Manager of China Great Wall Aluminum Corporation, General Manager of Shandong Aluminum Corporation and Chairman of Shandong Aluminum Company Limited. Mr. Liang also formerly served as General Manager of China Aluminum Corporation and Deputy General Manager of Chinalco.

Yin Yufu, 60, is an Executive Director of Chalco. Mr. Yin has been employed by Chalco since 2001. Mr. Yin is a professor-grade senior engineer with extensive professional expertise in aluminum production and management. Mr. Yin once served as Deputy Director and Director of Guizhou Aluminum Plant and Deputy General Manager of the Guizhou branch of Chalco.

Non-executive Directors

Wu Weicheng, 58, is a non-executive Director of Chalco and Deputy General Manager of Chinalco. Mr. Wu is a senior engineer with extensive expertise in production and management. Mr. Wu once served as Director of Series II primary aluminum smelter of the Guizhou Plant, Director of Baiyin Aluminum Plant, Deputy General Manager of Baiyin Non-ferrous Metals Corporation, General Manager of the Qinghai Aluminum Plant and Deputy General Manager of Aluminum Group of China.

Chen Xiaozhou, 41, is a non-executive Director of Chalco. Mr. Chen is a Vice President of China Cinda. Mr. Chen graduated from Hangzhou University in 1983 with a bachelor's degree in economics and obtained a master's degree in economics from the Graduate School of the Head Office of the People's Bank of China in 1988. Mr. Chen once served in various positions in China Construction Bank before he was transferred to the investment banking department of China Cinda in 1999.

Joseph C. Muscari, 57, is a non-executive Director of Chalco. Mr. Muscari is the Group President of Alcoa Inc. for Asia and Latin America, with responsibility for operations and growth initiatives of Alcoa Inc. in those regions. He is also a member of the Executive Council of Alcoa Inc. Mr. Muscari graduated in 1968 from the New Jersey Institute of Technology with a bachelor's degree in industrial engineering. He obtained an M.B.A. degree from the University of Pittsburgh in 1969. In 1994, he received an honorary doctorate in law from Salem-Teikyo University in Tokyo.

Directors, Supervisors and Senior Management Profile *(Continued)*

Independent Non-executive Directors

Chiu Chi Cheong Clifton, 49, is an independent non-executive Director of Chalco and chairman of Chalco's audit committee. Mr. Chiu was appointed as an independent non-executive Director of Chalco in 2001. Mr. Chiu holds a master's degree in business administration and he is a U.S. certified public accountant with extensive experience in international finance, securities and accounting. He serves as the Vice Chairman of the Takeover and Mergers Panel of the Hong Kong Securities and Futures Commission and was formerly the Vice Chairman of the Main Board and Growth Enterprise Market Listing Committees of The Stock Exchange of Hong Kong Limited. Mr. Chiu is also the Managing Director of Harvester (Holdings) Company Limited and is a Director of Shenzhen Expressway Company Limited.

Wang Dianzuo, 69, is an independent non-executive Director of Chalco. Mr. Wang was appointed as an independent non-executive Director of Chalco in 2001. Mr. Wang is a professor in ore dressing. Mr. Wang was once President of the Central South University of Technology, President of the Beijing General Research Institute for Non-ferrous Metals. Mr. Wang has served as Vice Chairman of Chinese Academy of Engineering. Mr. Wang is also a part-time professor at Central South University of Technology, Northeastern University and Beijing University of Science and Technology. He has also been elected as a member of Chinese Academy of Sciences, Chinese Academy of Engineering and Russian Academy of Engineering and as a foreign associate of the US National Academy of Engineering. Mr. Wang is also a senior consultant to many research institutions.

Supervisors

Luo Tao, 50, is Chairman of our Supervisory Committee and Deputy General Manager of Chinalco. He is also a senior economist with extensive management experiences in human resources, labor relations and corporate management. Mr. Luo was once a Vice President of Beijing General Research Institute for Non-ferrous Metals, Deputy Director of the Department of Human Resources and Training of China Non-ferrous Metals Industry Corporation and Director of Department of Human Resources of the State Bureau of Non-ferrous Metals Industry.

Yuan Li, 45, is a Supervisor elected as the representative of the employees of Chalco and Deputy General Manager of Chalco's Corporate Culture Department. He has been employed by Chalco since 2001. He is an engineer with extensive administrative and managerial experiences. He once served as Deputy Director of the General Management Office under the General Office of China Non-ferrous Metals Industry Corporation, head of the Department of Research and Survey as well as Chief of the Secretariat and an assistant inspector of the State Bureau of Non-ferrous Metals Industry and Deputy Director of the Department of Political Affairs of Chinalco.

Ou Xiaowu, 38, is a Supervisor of Chalco and Deputy Director of the Finance Department of Chinalco as well as a senior auditor. Mr. Ou once served as Director of the Department of Auditing at the China Non-ferrous Metals Industry Corporation, Deputy Director of the Finance Department of China Copper, Lead and Zinc Corporation, and Director of General Affairs in Chinalco's Finance Department, and Deputy General Manager of Chalco's Guizhou branch.

Other Senior Management Personnel

Luo Jianchuan, 40, is a Vice President and has been employed by Chalco since 2001. Mr. Luo is a senior engineer with about 20 years of experience in non-ferrous metal import and export trading management and extensive experience in trading and management. Mr. Luo once served as an engineer of the Lead and Zinc Bureau under China Non-ferrous Metals Industry Corporation, Manager of Haikou Nanxin Industry & Commerce Corporation, Assistant to General Manager of Jinpeng Mining Development Corporation, Deputy General Manager and General Manager of Xinquan Corporation, Assistant to General Manager of China Non-Ferrous Metals Industry Trading Group Corporation, Deputy Chief of the Trading Division of China Copper, Lead & Zinc Group Corporation, General Manager of China Aluminum International Trading Corporation Limited and General Manager of Chalco's Marketing Sales Division.

Directors, Supervisors and Senior Management Profile *(Continued)*

Song Peikai, 57, is a Vice President and has been employed by Chalco since 2001. Mr. Song is a professor-grade senior engineer with extensive experience in aluminum production technology and management. He once served as Deputy Director of the Shandong Aluminum Plant, Manager of Shandong Aluminum Corporation and Manager of China Great Wall Aluminum Corporation.

Zhang Chengzhong, 43, is a Vice President and has been employed by Chalco since 2001. Mr. Zhang is a professor-grade senior engineer with extensive experience in alumina production and research. Mr. Zhang once served as Deputy Director and then Director of the alumina production facility in our Shanxi Aluminum Plant, Deputy Director and then Director of the research institute affiliated with the Shanxi Aluminum Plant as well as Deputy Director and then Director of the Shanxi Aluminum Plant.

Chen Jihua, 36, is a Vice President and Chief Financial Officer. Mr. Chen obtained a master's degree from Central University of Finance and Banking. Mr. Chen has participated in a wide range of corporate and financial management projects. He once served as the Executive Manager of the International Finance Department of China Chengxin Securities Rating Company Limited, Chief Financial Officer with Red Bull Vitamin Beverages Company Limited and the China Operations of ALJ Group of Saudi Arabia. He also formerly served as Chief Financial Officer with Jitong Network Communications Company Limited. He has been employed by Chalco since May 2001.

Li Henglong, 60, has been employed by Chalco since 2001 and served as Vice President of Chalco until October 2003. Mr. Li holds a Ph.D. in mechanic design and building and is a professor-grade senior engineer with extensive expertise in metallurgical design and research as well as corporate management. Mr. Li once served as Deputy Chief Engineer and Deputy Director of Shenyang Aluminum and Magnesium Research and Design Institute, Deputy Director of the Bureau of Aluminum and Magnesium, Director of the Department of Investment and Management and Director of the Department of Finance of China Non-ferrous Metals Industry Corporation. Mr. Li was formerly Deputy General Manager of China Aluminum Corporation and the Chief Engineer of Chinalco.

Ding Haiyan, 45, has been employed by Chalco since 2001, and served as a director and the secretary to Chalco's Board of Directors until May 2002 and November 2003, respectively. Mr. Ding holds a master's degree in economics. He is a senior economist specializing in labor management and corporate asset management. He once served as Director of Labor Wage Division and Deputy Director of the Bureau of Labor and Insurance of China Non-ferrous Metals Industry Corporation, Deputy Director-General of the Enterprise Reform Department of the State Bureau of Non-ferrous Metals Industry as well as Director of the Department of Asset Management and Deputy Director of the Listing Office of Chinalco.

Liu Qiang, 39, has been employed by Chalco since 2001 and has been the Secretary to the Board since November 2003. Ms. Liu holds a Master's degree in English literature and is a professor-grade senior translator. She has extensive experience in import and export of non-ferrous metals and analysis of the aluminum market. Ms. Liu once served as Finance Manager of the Australian branch of, and Business Manager of the Aluminum Business Division of, China National Non-Ferrous Metals Import and Export Corporation; Senior Analyst for the Aluminum Industry and Market in the Information Division of China National Non-Ferrous Metals Trading Group; Senior Analyst for the Aluminum Industry and Market in the Information Division of China National Metals and Minerals Import and Export Corporation; and Deputy Manager of the Import and Export Division of China Aluminum International Trading Corporation Limited.