

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

(I) DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Unit: Share Currency: Rmb

Name	Position	Sex	Age	Appointment date	End date of appointment	Shareholdings at the beginning of the year	Shareholdings at the end of the year	Increase/decrease	Reason of change	Remuneration before tax received from the Company during the reporting period (Rmb'000)
Wang Guohua	Chairman	Male	43	2005-07-14	2008-07-13	1,200	1,656	456	Bonus shares under share reform	26.1 (2006.1-2006.8)
Lu Changan	Vice Chairman	Male	58	2005-07-14	2008-07-13	4,800	6,624	1,824	Bonus shares under share reform	0
Zhu Wuan	Chairman	Male	58	2005-07-14	2008-07-13	5,760	7,949	2,189	Bonus shares under share reform	25.3 (2006.1-2006.12)
Yu Baogui	Director	Male	57	2005-07-14	2008-07-13	4,200	5,796	1,596	Bonus shares under share reform	4
Yang Zhendong	Director and	Male	44	2005-07-14	2008-07-13	0	0	0		25.5
Jiang Jianming	Director	Male	51	2005-07-14	2008-07-13	0	0	0		25.5
Deng Gang	Director	Male	41	2005-07-14	2008-07-13	0	0	0		4
Wu Wenxianag	Independent Director	Male	72	2005-07-14	2008-07-13	0	0	0		3
Hu Kuongzuo	Independent Director	Male	60	2005-07-14	2008-07-13	0	0	0		5
Li Yijing	Independent Director	Female	55	2005-07-14	2008-07-13	0	0	0		3
Shi Tiantao	Independent Director	Male	44	2005-07-14	2008-07-13	0	0	0		3
Xiao Maolin	Supervisor	Male	57	2005-07-14	2008-07-13	0	0	0		3
Xu Kexin	Supervisor	Male	41	2005-07-14	2008-07-13	0	1,000	1,000	Purchase	11.4
Tian Furen	Supervisor	Male	58	2005-07-14	2008-07-13	4,100	5,658	1,558	Bonus shares under share reform	5.2
Zhang Peiwu	General Manager	Male	43	2006-08-25	2008-07-13	0	0	0		10.2 (2006.9-2006.12)
Rong Peimin	Secretary to the	Female	55	2005-07-14	2007-03-01	10,000	13,800	3,800	Bonus shares under share reform	24.7
Total	/	/	/	/	/	30,060	42,483	12,423	/	178.9

Explanations:

- (1) Save as disclosed above, none of the directors, supervisors and senior management or any of their associates, as at 31 December 2006, had any interest in the shares of the Company or its associated corporations (as defined in the Securities and Futures Ordinance (the "SFO")). None of the directors and supervisors or their spouse or children under the age of 18 was granted any right to acquire securities of the Company or had exercised any such right.
- (2) As at the balance sheet date or at any time during the year, none of the directors and supervisors of the Company was directly or indirectly interested in any material contract of the Company other than the service contracts mentioned below.
- (3) Save as those set out in the register required to be maintained by directors and supervisors under section 352 of the SFO, during the year, the Company did not engage in any arrangement which would enable the directors or supervisors of the Company or their respective associates to acquire any interest in any shares or debt securities of the Company by the purchase of any other corporation, nor did the directors or supervisors had any interest which was required to be recorded in the register under section 352 of the SFO.
- (4) Save as disclosed above, none of the directors, supervisors and senior management of the Company, as at 31 December 2006, had any interest or short positions in the shares, underlying shares and debentures of the Company or its associated corporations (within the meaning of the SFO) which would have to be notified to the Company and The Stock Exchange of Hong Kong Limited (the "Stock Exchange") pursuant to Divisions 7 and 8 of Part XV of the SFO or any interest or short positions which were required to be entered in the register required to be kept by the Company pursuant to Section 352 of the SFO.
- (5) None of the directors, supervisors and senior management of the Company or the respective associates was granted by the Company or its subsidiaries any right to acquire shares or debentures of the Company or had exercised any such right as at 31 December 2006.



DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

(I) DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT (Continued)

2. Service contracts of directors and supervisors

The directors and supervisors have entered into written contracts with the Company, the main contents of which are as follows:

- (1) Each contract for the directors of the fifth Board of Directors and supervisors of the fifth Supervisory Committee is for a term commencing from 14 July 2005 to 13 July 2008.
- (2) The salary payable to the directors and supervisors is subject to a 15% increment for each subsequent year within the term of the service contracts.
- (3) Each of the directors is entitled to a management bonus calculated by reference to the consolidated net profit of the Company (excluding extraordinary items) after taxation as decided by the Board of Directors provided that the aggregate amount of bonus payable to the directors may not exceed 1% of such profit. The directors shall abstain from voting in respect of the resolution on the amount payable to them.

(II) PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT DURING THE LAST FIVE YEARS:

- (1) **Wang Guohua**, Chinese nationality, aged 43, Chairman of the Board, an MBA holder and a senior economist. Mr. Wang was the Director and Chief Engineer of Beiren Printing Machinery Holdings Ltd. in 1996; Head of Beijing Research Institute of Printing Machinery in 1997; General Manager of the Company since March 2000; and Chairman of the board of the Company since August 2006. He has been engaged in product design and corporate management for a number of years.
- (2) **Lu Changan**, Chinese nationality, aged 58, Vice Chairman, a postgraduate and a senior economist. Mr. Lu was the Deputy General Manager of the Company Beiren Printing Machinery Holdings Ltd. in 1996; and General Manager of the Company Beiren Printing Machinery Holdings Ltd. in 1998. He is currently the General Manager of Beiren Group Corporation. He has over 30 years' experience in corporate management.
- (3) **Zhu Wuan**, Chinese nationality, aged 58, a Director, an MBA holder and a senior economist. Mr. Zhu had been the Chairman of the Board, a Director, Secretary to the Board of Directors and Deputy General Manager since 1993. Currently, he is a Director of the Company. He has over 30 years' experience in corporate management and over 10 years' knowledge and skills in administering and running a listed company.
- (4) **Yu Baogui**, Chinese nationality, aged 57, a Director, a post-secondary graduate and a political work engineer. Mr. Yu has been a Director and the Chairman of the Labour Union of the Company since 1996. He has over 10 years' experience in production management and employees' relations.
- (5) **Yang Zhendong**, Chinese nationality, aged 44, Chief Engineer, a postgraduate and a senior engineer. Mr. Yang was the Deputy Chief of Research Institute of Beiren Printing Machinery Holdings Ltd. in 1998. He has been the Chief Engineer of Beiren Printing Machinery Holdings Ltd. since 2000. Mr. Yang has years of experience in product design and management.
- (6) **Jiang Jianming**, Chinese nationality, aged 51, a Director, Chief Accountant, a university graduate and a senior accountant. Mr. Jiang was Head of Asset Management Department of Beijing Mechatronics Industry Holding (Group) Company Limited in 1997, and Head of Audit Department of Asset and Finance of Beijing Mechatronics Holding Company Limited. He has served as the Chief Accountant of the Company since 2005. He has extensive experience in corporate financial management.
- (7) **Deng Gang**, Chinese nationality, aged 41, a Director, a postgraduate and a senior engineer. Mr. Deng currently is Head of Human Resources Department of Beijing Mechatronics Holding Company Limited. Mr. Deng has experience and ability in various fields including human resource management.
- (8) **Wu Wenxiang**, Chinese nationality, aged 72, an independent non-executive director, a member of the Strategic Committee, and a senior economist. Mr. Wu graduated from the People's University of China with major in industrial statistics. He was once General Manager and Chairman of China Printing Holding Company, a member of the printing technology equipment coordination team of the National Economic Commission, the Secretary General and Vice-chairman of China Printing and Equipment Machinery Industrial Association, and Vice-chairman of the standing committee for the Supervisors and Consultants Committee of China Printing Museum. Mr. Wu is currently Chairman of China Printing Technology Association, Vice-chairman of China Publishing Workers Association, and Vice-chairman of China Packaging Technology Association. He was accredited as outstanding contribution expertise of the State and was granted special subsidy in 1992. In 1995, Mr. Wu was in charge of research and production of national drawings printed by plastic seal on soft paper and obtained the national patent right. In 1997, Mr. Wu was awarded the Bi Sheng Award, the highest prize for the printing industry in the PRC.



DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

(II) PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT DURING THE LAST FIVE YEARS: *(Continued)*

- (9) **Hu Kuangzuo**, from the Hong Kong Special Administrative Region, aged 60, an independent non-executive director, Chairman of the Nominee Committee, a member of the Remuneration and Monitoring Committee and a practicing lawyer. Mr. Wu graduated from the Faculty of Law at the University of Hong Kong.. He dealt with legal and labour affairs in the Legal Department and Judicial Department of the Hong Kong Government. He worked as a practicing lawyer from 1988 to 2001, dealing with legal matters such as corporate finance and mergers and acquisitions. From 1991, he acted as executive directors for a number of companies such as North Sea Group Co., Ltd. (a Hong Kong listed company), Capital Citybus Limited (a British public bus company), etc., and has over 10 years' experience in corporate finance, project planning, corporate management, etc. He currently focuses on investment management business and is an executive director of New Ocean Green Energy Holdings Ltd. (a Hong Kong listed company) and Prime CCIF Capital Limited as well as an executive member of the Shenzhen Association for Sino-foreign Entrepreneurs.
- (10) **Li Yijing**, Chinese nationality, aged 55, an independent non-executive director, Chairman of the Audit Committee, a member of the Remuneration and Monitoring Committee, a postgraduate and a certified accountant. She was once a teacher in the Party's School of Beijing Construction Materials Bureau, a Supervisor and Deputy Headmaster of the Research Office of the Party's School of Beijing Mechanical Bureau and Deputy Chief Accountant of Beijing Zhongpingjian Accountants Firm. She has been a delegate to the 10th National People's Congress of Beijing since 1998 and a member of the 7th Beijing Municipal Committee of the Association for China Democratic Foundation since 1997.
- (11) **Shi Tiantao**, Chinese nationality, aged 44, an independent non-executive director, a member of the Nomination Committee and the Remuneration and Monitoring Committee and a doctorate in laws. He is currently a professor and a tutor of doctorate candidates in School of Law of Tsinghua University, and a standing council member of the Society of China Commercial Laws. Mr. Shi has been engaged in teaching and research of corporate law, securities law and finance law. He was a visiting researcher in East Asia Politics and Economics Institute (Singapore) in 1995 and a visiting professor in School of Law of Stanford University in 2001-2002.
- (12) **Xiao Maolin**, Chinese nationality, aged 57, Chairman of the Supervisory Committee, a postgraduate and an economist. Mr. Xiao has been Secretary to the Party Committee of Beiren Group Corporation and Chairman of Supervisory Committee of Beiren Printing Machinery Holdings Ltd since 1998. He has over 20 years' experience in corporate management.
- (13) **Xue Kexin**, Chinese nationality, aged 41, a Supervisor, a postgraduate and an economist. Mr. Xue was an Assistant to the Director of Production and Technical Safety Office of the Company and an Assistant to the Factory Manager of Multi-coloring Press Factory. He is currently the Manager of Corporate Management and Operation Department of the Company. He has been engaged in production and strategic management and financial analysis for a long period of time. He has rich corporate management experience and financial analysis capabilities.
- (14) **Tian Furen**, Chinese nationality, aged 58, a Supervisor, a secondary technical graduate and a senior technician. Mr. Tian has been working in Beiren for 30 years. He has been a model worker of the Company and has been a staff representative for a long period of time. He has rich experience in handling and maintaining welfare benefits of staff and in the application and knowledge of the legislation
- (15) **Zhang Peiwu**, Chinese nationality, aged 43, a postgraduate in printing mechanics, a senior economist. Mr. Zhang was the assistant to General Manager of Beiren Group Corporation and served concurrently as the General Manager of Operation and Sales Company. He has been the General Manager of the Company since August 2006. He has years of experience in marketing and administration.
- (16) **Rong Peimin**, Chinese nationality, aged 55, Secretary to the Board of Directors, a postgraduate and a senior economist. Madam Rong was the Chief of Secretariat of the Board of Directors of the Company in 1997. She had been a secretary to the Board of Directors from 1999 to 2006. She has a number of years' experience in corporate management and is experienced in the application and knowledge of the legislation for domestic and overseas listed companies.

DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

(III) POSITIONS IN SHAREHOLDER ENTITIES

Name	Name of shareholder entity	Position(s)	Date of appointment	End of appointment	Whether receiving an remuneration or allowance
Wang Guohua	Beiren Group Corporation	Chairman of the Board	2006-08-16		No
Lu Changan	Beiren Group Corporation	General Manager	2000-03-21		Yes
Yu Baogui	Beiren Group Corporation	Chairman of the Labour Union	2000-03-21		Yes
Xiao Maolin	Beiren Group Corporation	Secretary to the Disciplinary Committee and Deputy Secretary to the Party Committee	2000-03-21		Yes

(IV) POSITIONS IN OTHER ENTITIES

Name	Name of entity	Position(s)	Date of appointment	End of appointment	Whether receiving an remuneration or allowance
Wang Guohua	Beijing Mechatronics Holding Company Limited	Deputy General Manager	2006-08-16		Yes (from September 2006 to December 2006)
Deng Gang	Beijing Mechatronics Holding Company Limited	Head of Human Resources Department	2005-01-01		Yes

(IV) REMUNERATIONS OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

- Decision making process of remuneration of directors, supervisors and senior management: proposal is made by Remuneration and Monitoring Committee of the Board, considered and approved by the Board and reported to the general meeting through the Board for consideration and approval.
- Basis for determination of remuneration for directors, supervisors and senior management: it is determined in accordance with the annual average salary of respective directors, supervisors and senior management, including the three levels of high, medium and low in the same industry, and the annual salary standard of the listed companies overseas, together with responsibilities, working hours, working missions and outstanding contributions of related persons of the Company.
- Directors and supervisors whose remunerations were not paid by the Company

Name of director or supervisor whose remuneration was not paid by the Company

Whether remunerations were paid by shareholder entities or other related entities

Wang Guohua	Yes
Lu Changan	Yes
Yu Baogui	Yes
Deng Gang	Yes
Xiao Maolin	Yes



DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

(VI) CHANGES IN DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Name	Position	Reason of leaving
Wang Guohua	Chairman of the Board	Position change, new position
Wang Guohua	General Manager	Position change, resignation from the office as General Manager
Zhu Wuan	Chairman of the Board	Position change, resignation from the office as General Manager
Zhang Peiwu	General Manager	Position change, new position

During the reporting period, at the ninth meeting of the Fifth Board of Directors, the proposal for changing Chairman of the Board was considered and approved. At the meeting, for replacement and smooth takeover of the new and the old leadership, the Board of Directors of the Company approved the resignation of Mr. Zhu Wuan from the office as Chairman of the Board of Directors, the appointment of Mr. Wang Guohua as Chairman of the Board of Directors and the resignation of Mr. Wang Guohua from the office as General Manager of the Company, and the appointment of Mr. Zhang Peiwu as the General Manager.

(VII) DETAILS OF THE STAFF

At the end of the reporting period, the Company had 2,760 staff and 2,201 retired staff who incurred expenses of the Company. The structure of staff is as follows:

1. Professional

Professional type	Number of persons
Production staff	1,618
Sales staff	135
Technical staff	314
Financial staff	52
Management staff	329
Others	312

2. Educational Background

Education level	Number of persons
Master's degree	38
Undergraduates	727
Secondary technical graduates	983
Others	1,012