

Section VI Directors, Supervisors, Senior Executives and Employees

I. Shareholding and Remuneration

(I) Shareholding and remuneration of directors, supervisors, and senior executives in service or leaving the Company during the period:

Name	Position	Gender	Age	Beginning of office	End of office	Shares held at beginning of the year	Shares held at end of the year	Share change (Note 1)	Remuneration from the Company in reporting period (pre-tax) (RMB ten thousand)	Incl. deferred payment (pre-tax) (RMB ten thousand)	Note about the payment length for Non-yearly remuneration from the Company	Compensation from shareholders (pre-tax) (RMB ten thousand)
He Wenbo	Chairman	Male	58	April 27, 2012	April 30, 2015	80,000	80,000		-	-		Note 3
Dai Zhihao	Director, President	Male	50	President: July 22, 2013 Director: August 08, 2013	April 30, 2015				150.27	36.0	August to December, 2013	38.73
Zhao Zhouli	Director	Male	57	April 27, 2012	April 30, 2015				-	-		Note 3
Zhu Junsheng	Director	Male	53	April 27, 2012	April 30, 2015	70,800	100,800	30,000	170.1	32.0		
Wang Li	Director	Male	57	April 27, 2012	April 30, 2015				-	-		Note 3
Buck Pei	Director	Male	56	April 27, 2012	April 30, 2015				35.0	-		
Wong Pik Kuen Helen	Independent director	Female	52	April 27, 2012	April 30, 2015				35.0	-		
Yuh-chang Hwang	Independent director	Male	58	April 27, 2012	April 30, 2015				35.0	-		
Liu Wenbo	Independent director	Male	45	April 27, 2012	April 30, 2015				35.0	-		
Xia Dawei	Independent director	Male	60	April 26, 2013	April 30, 2015				23.3	-	May to December, 2013	
Liu Zhanying	Chairperson of board of supervisors	Female	58	April 27, 2012	April 30, 2015				-	-		Note 3
Guo Bin	Supervisor	Male	42	April 27, 2012	April 30, 2015				-	-		Note 3
Wu Kunzong	Supervisor	Male	42	April 27, 2012	April 30, 2015				-	-		Note 3
Lin An	Supervisor	Male	57	April 27, 2012	April 30, 2015	35,800	97,400	61,600	-	-		Note 3
He Meifen	Supervisor	Female	49	March 19, 2013	April 30, 2015				97.1	-		
Li Yongxiang	Vice president	Male	53	April 27, 2012	April 30, 2015	66,500	96,500	30,000	170.1	32.0		
Zhou Jianfeng	Vice president	Male	50	April 27, 2012	April 30, 2015	60,000	85,000	25,000	170.1	32.0		
Wang Jing	Vice president	Female	50	April 27, 2012	April 30, 2015	76,000	101,000	25,000	170.1	32.0		
Feng Taiguo (Note 2)	Vice president	Male	50	August 27, 2012	February 10, 2014	51,000	69,300	18,300	162.0	28.0		
Chu Shuangjie	Vice president	Male	49	August 27, 2012	April 30, 2015	70,000	90,000	20,000	178.2	32.0		
Hou Angui	Vice president	Male	41	July 22, 2013	April 30, 2015		6,600	6,600	140.0	15.0		
Zhu Kebing	CFO, Secretary to Board of Directors	Male	39	August 27, 2012	April 30, 2015		10,000	10,000	151.2	28.0		
Ma Guoqiang	Resigned Director and president	Male	50	April 27, 2012	July 22, 2013	150,000	174,000	24,000	-	-	January to September, 2013	Note 3
Zhang Pijun	Resigned supervisor	Male	54	April 27, 2012	March 19, 2013				-	-		Note 3
Total	-	-	-	-	-	660,100	910,600	250,500	1,722.47	267.0		

Note 1: The above shareholding changes were all due to purchase at the secondary market. The stock purchase by Mr. Hou Angui took place before being elected Vice President.

Note 2: Mr. Feng Taiguo resigned the position as Vice President of the Company in February, 2014 to take other office.

Note 3: It is not available yet since the Company, shareholding company or its superior units have not completed its annual performance evaluation and remuneration calculation of 2013.

Section VI Directors, Supervisors, Senior Executives and Employees

(II) Profile of Directors, Supervisors, and Senior Executives in Last Five Years

Board of Directors



He Wenbo (born in June 1955), Chinese, Senior Engineer; Director and President of Baosteel Group Corporation, and Chairman of the Board of Directors of Baoshan Iron & Steel Co., Ltd.

Mr. He has extensive experience in manufacturing technology, marketing, operation and human resource management of steel industry. Mr. He joined Baosteel in February 1982 and has successively held positions of Head of Blooming Plant, Head of Hot-rolling plant, Director of Technology Department. He has worked as Assistant to President of Baosteel in September 1994, Vice President of Baosteel in April 1996, Vice President of Baosteel International Trading in August 1996, Director and Vice President of Baosteel Group Corporation in November 1998, Director of Baoshan Iron & Steel Co., Ltd. in February 2000, President of Baosteel International Trading from October 2001 to June 2003, Chairman of Baosteel International Trading from October 2001 to May 2006, Vice President of Baosteel Group Corporation, Director of Baoshan Iron & Steel Co., Ltd. in October 2005, Mr. He has been elected as Director and President of Baosteel Group Corporation, Director of Baoshan Iron & Steel Co., Ltd. in April 2008, Vice Chairman of Baoshan Iron & Steel Co., Ltd. in April 2009, Chairman of Baoshan Iron & Steel Co., Ltd. since April 2010.

Mr. He graduated from Northeastern University of Technology in 1982, and received an EMBA degree from China Europe International Business School in March 2000.

Dai Zhihao (born in June, 1963), Chinese, Senior Engineer; is currently a member of the board of directors and president of the Company.

Mr. Dai has rich experiences in the production and marketing management of iron and steel enterprises, resource trade and financial management. Mr. Dai joined Baosteel in August, 1983, and has worked as the Manager of the Steel Rolling Branch of Baosteel Cold Rolling Plant, Deputy Director of the Planning Department of Baosteel International Economic & Trading Corporation, team leader of the Preparatory Group of Pudong Company, Director of No. 1 Steel Trade Department, the Manager of Steel Trade Company, Vice President of Baosteel International Economic & Trading Corporation, Assistant to President of Shanghai Baosteel Group Corporation and Director of Sales Section of the Market Department, Assistant to President of Baoshan Iron & Steel Co., Ltd., President of Baosteel International Economic & Trading Corporation, Vice President of Baoshan Iron & Steel Co., Ltd. etc. Mr. Dai worked as Vice President of Baosteel Group Corporation from November, 2007 to July, 2013 (concurrently held the position of Chairman of Hwabao Investment Co., Ltd. during this period, and also concurrently held the position of the director of the Company from April, 2009 to April, 2011). Mr. Dai has worked as the Chairman of Baosteel Resources Co., Ltd. and Baosteel Resources (International) Co., Ltd. since March, 2008, the President of Baoshan Iron & Steel Co., Ltd. since July, 2013, and the Director of Baoshan Iron & Steel Co., Ltd. since August, 2013.

Mr. Dai graduated from Shanghai Jiaotong University in July, 1983, and received the Master's degree in economics from West Virginia University in August, 1996.

Zhao Zhouli (born in April 1956), Chinese, senior engineer at professor level, is currently vice president of Baosteel Group Corporation, and a member of the BOD of the Company.

Mr. Zhao is highly experienced in enterprise production and operation, production and equipment management in the steel industry, as well as human resource management. Since he started to work for Baosteel in 1982, Mr. Zhao held various positions with the company, including vice director and, later, director of the department of equipment, and assistant to President of Baosteel Corporation since April 1996. Since May 2000, he became vice president of Baoshan Iron & Steel (during the period, he worked concurrently as the general manager, and Party Secretary of Baosteel Branch from May 2007 to March 2008), vice president of Baosteel Group since July 2010 (concurrently chairman of Baosteel Engineering & Technology Group Co., Ltd. from January 2010 to December 2010), and president of Baosteel Zhanjiang Iron & Steel Co., Ltd. since December 2010. Since April 2011, he worked concurrently as director of the Company, and in July 2012, he became chairman of Baosteel Zhanjiang Steel.

Mr. Zhao graduated from Northeastern University of Technology in 1982, and obtained his PhD in Machinery Manufacturing and Automation from Northeastern University in 2002.

Zhu Junsheng (born in November 1960), Chinese, Senior Engineer, is currently a member of the BOD of the Company.

Mr. Zhu is highly experienced in management of human resources, the supply chain, and safe production management. Since he joined Baosteel in 1983, Mr. Zhu held various positions with the company, including vice director of the department of production planning, vice director and later director of the department of cost management, vice director of the personnel department, and director of the personnel department of Baoshan Iron & Steel. Since May 2001, he was director of the personnel department and worked concurrently as assistant to the president of the Company. Since June 2003, he was vice president and deputy secretary of CPC committee of the Company (during the period, he was only vice president of Baoshan Iron & Steel from August 2006 to March 2010). In September 2010, he assumed the position of deputy secretary of CPC committee of the Company. Since April 2011, he was director and deputy secretary of CPC committee of the Company. Since February 2014, he became the secretary of CPC committee of the Company.

Mr. Zhu graduated from Maanshan Institute of Iron and Steel in July 1983 and he obtained his EMBA from China Europe International Business School in 2007.

Wang Li (born in June 1956), Chinese, Senior Engineer, is currently assistant to the president of Baosteel Group Corporation, a member of the BOD of the Company.

Mr. Wang is highly experienced in information management, system innovation management, and operation management. Since joining Baosteel in February 1982, he held various positions with the company including vice director of the department of Baosteel Enterprise Management, director of the department of systematical development, head of the institution of automation, general manager of Baosteel Computer Co., Ltd., as well as deputy party secretary and concurrently secretary for the Commission of Discipline, vice president, senior vice president and president of Baosight Software Co., Ltd. Since October 2006, he was the assistant to the president of Baoshan Iron & Steel, as well as director of the system innovation department. He was the business supervisor of Baosteel Group Corporation since April 2008, and secretary to BOD of Baosteel Group Corporation since January 2009. He retired from the position of business supervisor for Baosteel Group Corporation in May 2009. From May 2009 to March 2011, he worked concurrently as the general manager of the operation improvement department. Since May 2011, he was secretary to BOD, and assistant to president of Baosteel Group Corporation. In September 2012, he stopped to be the secretary to BOD of Baosteel Group Corporation. In April 2013, he started to take the office as the Chairman of Shanghai Baosight Software Co., Ltd., and no longer was the assistant to President of Baosteel Group Corporation. He assumed the position of director of the Company since April, 2012.

Mr. Wang graduated from Northeastern University of Technology in 1982.

Buck Pei (born in March 1957), American, professor of accounting, PhD supervisor, is currently executive dean (China region) of WP Carey School of Business, Arizona State University, and an independent director of the Company.

Mr. Pei is an influential member in American Accounting Association. From 1996 to 1997, he was chairman of the global committee of American Accounting Association. In the same year, he helped to establish the Accounting Society of China. He worked as the chairman of the Chinese Accounting Professors Association of North America in 1993, 1994 and 2004. From 2006 to 2011, he served as an independent director of Baoshan Iron & Steel Co., Ltd.. He became director of the Fifth BOD of Baoshan Iron & Steel Co., Ltd. in April 2012.

Mr. Pei graduated from National Taipei University in 1979 and obtained his MBA from Southern Illinois University in 1981 and his PhD in accounting from the University of North Texas in 1986.

Wong Pik Kuen Helen (born in June 1961), Hong Kong China, vice chairperson, President and SEP of HSBC Bank (China), an independent director of the Company.

Ms. Wong is highly experienced in capital operation and financial management. Since joining HSBC Bank in 1992, she held various positions with the company, including manager of syndicated loan, senior manager of capital market department, dean of the debt issuance department of Greater China, and standing director of global bank department (Hong Kong). She became the vice senior executive president of HSBC Bank China in September 2009, and assumed the position of president and SEP of HSBC Bank China in July 2010. She assumed the position of vice chairman of HSBC Bank (China) since January 2013. She became an independent director of the Fifth BOD of the Company since April 2012.

Ms. Wong graduated from Hong Kong University in 1983.

Yuh-chang Hwang (born in January 1955), American, Associate Professor of the Accounting department of Arizona State University WP Carey School of Business, Professor of China Europe International Business School, and an independent director of the Company.

Mr. Hwang specializes in such areas as management accounting, strategic cost management, incentive mechanism and performance evaluation. During the 16 years of teaching in Carey School of Business, he taught various MBA courses, EMBA courses designed for senior managers, and supervised the doctoral research in management accounting. Mr. Hwang is currently coordinator of the PhD studies of the Accounting Department. He has supervised over 20 PhD candidates. Before joining Arizona State University WP Carey School of Business, he taught in Katz Business School, the University of Pittsburgh of Pennsylvania. He was elected chief secretary of the Management Accounting Association of America Accounting Association for the period from 2007-2009. Since April 2012, he became an independent director of the Fifth BOD of the Company.

Mr. Hwang graduated from National Chengchi University in Taiwan with a Master's degree in 1979, and gained PhD degree from University of California-Berkeley in 1987.

Liu Wenbo (born in August 1968), Chinese, Global Senior Partner and Vice President of Greater China of Roland Berger Strategy Consultants, and an independent director of the Company.

Mr. Liu is highly experienced in enterprise management consultant business. Before joining the consultant industry, Mr. Liu spent 7 years in Siemens and DHL. He acted as the external special consultant for P&G (UK) since February 2002, the external special consultant for Smartbead Technology Corp. since November 2002, a senior consultant in A.T. Kearney since September 2003, director of North Asia district for Accenture since September 2005, and a Global Senior Partner and Vice President of Greater China of Roland Berger Strategy Consultants since June 2007. He became an independent director of the Company since April 2012.

Mr. Liu graduated from North China University of Technology in 1991, gained his Master's degree from Cranfield University in the UK in September 2002, and his MBA degree from Cambridge University in September 2003. He took courses on global energy in Harvard University in November 2011.

Section VI Directors, Supervisors, Senior Executives and Employees

Xia Dawei (born in February, 1953), Chinese, chairman of the Academic Committee of Shanghai National Accounting Institute, professor; PhD supervisor; and independent director of the Company.

Mr. Xia worked as a teacher in Shanghai University of Finance and Economics from 1985 and the guest researcher in Osaka City University from 1988 to 1990. He was promoted to be the professor in 1994. Since 1993 Mr. Xia successively worked as the dean of School of International Business Administration, Principal Assistant, Deputy Principal and Executive Deputy Principal of Shanghai University of Finance and Economics, and the President, Party Secretary and other duties of Shanghai National Accounting Institute.

Mr. Xia is the chairman of the Academic Committee of Shanghai National Accounting Institute, professor and PhD supervisor at present, and enjoys the special government allowance from the State Council. Mr. Xia also holds the concurrent positions of Deputy President of Chinese Industrial Economic Association, President of Shanghai Society of Accountancy, consultant expert in China Accounting Standards Committee, member of China Enterprise Internal Control Committee, honorary professor of Chinese University of Hong Kong, part-time professor in the School of Management, Fudan University, member of Shanghai Stock Exchange Listing Committee etc. Mr. Xia worked as the Outside Director of Baosteel Group Corporation from October, 2005 to February, 2012, and the independent director of the 5th Board of Directors of Baoshan Iron & Steel Co., Ltd. from April, 2013.

Mr. Xia graduated from Changchun University of Technology and received the Bachelor's degree in engineering in 1982, and graduated from Shanghai University of Finance and Economics and received the Master's degree in Economics in 1985.

Board of Supervisors



He Meifen Lin An Liu Zhanying Guo Bin Wu Kunzong

Liu Zhanying (born in October 1955), Chinese, Senior Political Engineer; is currently Secretary of CPC Committee for Disciplinary Inspection of Baosteel Group Corporation, and Chairperson of Board of Supervisors of Baoshan Iron & Steel Co., Ltd.

Ms. Liu has extensive experience in discipline inspection and supervision. Ms. Liu has successively held positions of Deputy Director of Division 1 in No.1 Supervision Office of Ministry of Supervision of P.R.C., Director of Division 1 and 2 in No.1 Supervision Office of Central Commission for Discipline Inspection, Deputy Bureau Director level Inspector and Supervisor of No.1 Supervision Office, Deputy Bureau level Director of No.2 Discipline Inspection and Supervision Office of Central Enterprise Discipline and Work Commission, Deputy CPC Committee Secretary and Inspection Commission Secretary of Central Enterprise Work Commission, Deputy Party Secretary and Inspection Commission Secretary of SASAC. Ms. Liu joined Baosteel in October 2005 and has worked as Discipline Inspection Commission Secretary and member of the CPC Committee of Baosteel Group Corporation, she has held positions of Discipline Inspection Commission Secretary, member of the CPC Committee of Baosteel Group Corporation and Discipline Inspection Commission Secretary of Baoshan Iron & Steel Co., Ltd. in June 2006, Discipline Inspection Commission Secretary, member of the CPC Committee of Baosteel Group Corporation and Baoshan Iron & Steel Co., Ltd. in August 2006, Discipline Inspection Commission Secretary, member of the CPC Committee of Baosteel Group Corporation and Baoshan Iron & Steel Co., Ltd. and Chairwoman of Board of Supervisors of Guangdong Steel Group Co. Ltd. in June 2008, Discipline Inspection Commission Secretary, member of the CPC Committee of Baosteel Group Corporation and Baoshan Iron & Steel Co., Ltd., Discipline Inspection Commission Secretary and Chairwoman of Board of Supervisors of Guangdong Steel Group Co. Ltd. in September 2008, Discipline Inspection Commission Secretary, member of the CPC Committee of Baosteel Group Corporation and Discipline Inspection Commission Secretary and Chairwoman of the Board of Supervisors of Guangdong Steel Group Co. Ltd. in March 2010, Discipline Inspection Commission Secretary, member of the CPC Committee of Baosteel Group Corporation in January 2012, Director of the Board of Directors of Baoshan Iron & Steel Co., Ltd. from 2010 to 2012, Chairperson of the Fifth Board of Supervisors of the Company since April 2012.

Ms. Liu graduated from Shandong College of Oceanography in 1979, and received a postgraduate degree in Sociology from the Party School of the Central Committee CPC in January 2004.

Lin An (born in April 1956), Chinese, Senior Engineer; member of board of supervisors of the Company, and Chairman of the Labor Union.

Mr. Lin is experienced in iron and steel manufacturing, energy and environmental protection, and management of the Labor Union. Since he started to work for Baosteel in August 1982, Mr. Lin held various positions with the Company, including Assistant to factory director of Baosteel Blooming Mill, vice factory director of Cold Rolling Mill, vice group leader of the cold rolling team of Baosteel Project Command, vice factory director; and then director of Baosteel Blooming Mill, director of the Bar Steel Department, director of the Steelmaking Department, factory director of the Steelmaking plant, Assistant to the president of Baoshan

Iron & Steel Co., Ltd., vice general manager of Baosteel branch, the person in charge of the Labor Union of Baoshan Iron & Steel Co., Ltd., and chairperson of the Labor Union. He has been the member of board of supervisors of the Company and Chairman of the Labor Union since April 2010.

Mr. Lin graduated from Wuhan Institute of Iron & Steel in July 1982.

Guo Bin (born in August 1971), Chinese, Assistant to president of Baosteel Group Corporation, and concurrently general manager of the HR department, Engineer, member of board of supervisors of the Company.

Mr. Guo has rich experience in HR management, and enterprise operation. Since joining Baosteel in July 1994, he took various positions, including vice director, director of the HR department of Baoshan Iron & Steel, and director of the HR department of Baosteel Group corporation. From March 2011, he served as Assistant to president, and concurrently general manager of the HR department of Baosteel Group. He has been a member of the Fifth Board of Supervisors of the Company since April 2012.

Mr. Guo graduated from Northeastern University in 1994, and gained MBA degree from Fudan University in September 2002.

Wu Kunzong (born in February 1971), Chinese, general manager of the Operation Finance Department of Baosteel Group Corporation, Senior Accountant, is currently on the board of supervisors of the Company.

Mr. Wu has rich experience in auditing management and financial management. Since joining Baosteel in July 1993, he served in various positions, including team leader for the audit check team of Baoshan Iron & Steel, deputy head of the auditing office, vice director, and director of the auditing department, and director of the financial affairs department. He has been the director for the auditing department of Baosteel Group Corporation since March 2011. He took the office as the general manager of the Operation Finance Department and assets management supervisor of Baosteel Group Corporation since August 2013. He has been a member of the Fifth Board of Supervisors of the Company since April 2012.

Mr. Wu graduated from East China College of Metallurgy in 1993, gained his Master's degree in economics from Shanghai University of Finance and Economics in February 2004, and his MBA degree from China Europe International Business School in September 2008.

He Meifen (born in May, 1964), Chinese, senior engineer, director of the Auditing Department of the Company, is currently on the board of supervisors of the Company.

Ms. He has rich experiences in the planning management of iron and steel products, financial management and internal audit. Ms. He joined Baosteel in 1984, and successively worked as the section member in the Planning Department of Baoshan Iron & Steel Co., Ltd., office Secretary of Baosteel Group Corporation, chief of the Budget Section of the Business Management Department, Director of the Budget Section of the Cost Management Department, Deputy Director of the Cost Management Department and Deputy Director of the Finance Department of Baoshan Iron & Steel Co., Ltd., Director of the Administration Department of Baosteel-NSC/Arcelor Automotive Steel Sheets Co., Ltd., and Deputy Director of the Auditing Department of Baoshan Iron & Steel Co., Ltd., and has taken the office of the Director of the Auditing Department of Baoshan Iron & Steel Co., Ltd. from May, 2009, and the staff supervisor of the 5th board of supervisors of the Company from March, 2013.

Ms. He graduated from Northeastern University of Technology in the major of Metal Working in 1984, received the MBA degree from Shanghai University of Finance and Economics in 1998 and the Master's degree in Accountancy from Chinese University of Hong Kong in December, 2005.

Senior Management



Up from left: Hou Angui, Feng Taiguo, Chu Shuangjie, Zhu Kebing
Down from left: Zhou Jianfeng, Zhu Junsheng, Dai Zhihao, Li Yongxiang, Wang Jing

Li Yongxiang (born in October 1960), Chinese, Senior Engineer, is currently vice president of the Company.

Mr. Li is highly experienced in steel production, marketing and management. Since he started to work for Meishan Company of Metallurgy in 1982, Mr. Li held various positions with the Company, including vice manager and, later, manager of Meishan Company of Metallurgy, member of board of directors and vice president of Shanghai Meishan (Group) Co., Ltd.; member of board of directors, vice president, chairman of the board of directors, and president of Shanghai Meishan Iron & Steel Co., Ltd. as well as member of board of directors and vice president and president of Baosteel Group Shanghai Meishan Co., Ltd., Ltd.; member of board of

Section VI Directors, Supervisors, Senior Executives and Employees

directors and vice president of Baosteel Group Shanghai Meishan Co., Ltd. He worked as assistant to president of Baoshan Iron & Steel Co., Ltd. He became the vice president of Baoshan Iron & Steel Co., Ltd. since March 2008.

Mr. Li graduated from Northeastern University of Technology in 1982, obtained his EMBA from China Europe International Business School in 2001, and his Master's degree in metallurgy engineering from Northeastern University in 2003.

Zhou Jianfeng (born in September 1963), Chinese, Senior Engineer, is currently Vice President of the Company.

Mr. Zhou is highly experienced in production and business management in the field of iron and steel industry. Since he started to work for Baosteel in August 1984, Mr. Zhou held various positions with the company, including vice manager and, later, manager of Baosteel hot rolling plant; assistant to president of the Group, assistant to president of the Company, vice president of Baosteel Branch; business supervisor of the Group and vice president of Han-Bao Iron & Steel Company. He has been vice president of the Company since April 2009.

Mr. Zhou graduated from Beijing Institute of Iron and Steel in July 1984 and obtained his EMBA from China Europe International Business School in April 2002.

Wang Jing (born in October 1963), Chinese, Senior Economist, is currently Vice President of the Company.

Ms. Wang has rich experience in marketing and business management. She joined Baosteel in 1985 and has successively held positions of Vice President and President of Tianjin Baosteel Northern Trading Co., Ltd., Assistant to President of Baosteel International Economic & Trading Co., Ltd., President of Bsteel Online Co., Ltd., CIO of Baosteel International Economic & Trading Co., Ltd., President and Chief Representative of Baosteel America Inc, President of Baosteel International Economic & Trading Co., Ltd. She has been working as Vice President of the Company since August 2010.

Ms. Wang graduated from Wuhan Institute of Iron and Steel in 1985. She received her EMBA degree from Guanghua School of Management, Beijing University in 2000, her PhD degree in engineering from Northeastern University in 2009, and her EMPAcc degree from the Chinese University of Hong Kong in 2011.

Feng Taiguo (born in March 1963), Chinese, Senior Engineer, is currently Vice President of the Company.

Mr. Feng has rich experience in iron and steel manufacturing and quality management. Since joining Baosteel in 1987, he took various positions with the company, including member of the steel sheet section of Baosteel production unit, deputy head, and head of the steel sheet section, deputy director, and acting director of the steel sheet office of Baosteel production unit, acting director of the production control center of the manufacturing management department, vice director of the production department, vice director of the manufacturing management department, manager of the bar steel plant, manager of the manufacturing management department, vice president and president of the sales center and the marketing department respectively, assistant to president of Baosteel Branch, executive vice president of Special Steel Branch, assistant to the president of the Company and director of the manufacturing management department of Baoshan Iron & Steel, assistant to the president and general manager of the business unit of steel tubes, pipes and bars. He has been working as Vice President of the Company since August 2012.

Mr. Feng graduated from the East China University of Metallurgy with a major in metal pressure processing in 1987, and gained his MBA degree from Fudan University in 2003.

Chu Shuangjie (born in December 1964), Chinese, Senior Engineer of professor level, is currently Vice President of the Company.

Mr. Chu has rich experience in iron and steel manufacturing and technical management. He joined Baosteel in 1996 and took various positions with the company, including engineer of Baosteel cold-rolling plant, vice manager and manager of the silicon steel sub-plant of the cold-rolling section, vice manager and manager of the cold-rolling plant, director of the silicon steel department, assistant to the president of the Baosteel Branch and director of the silicon steel department, assistant to the president of Baoshan Iron & Steel Co., Ltd. and director of the silicon steel department, manager of the follow-up project team of oriented silicon steel, assistant to president of Baoshan Iron & Steel Co., Ltd. and manager of the cold-rolling plant, team manager of the newly-built continuous coating & annealing project, team manager of the fifth cold-rolling project, assistant to president and vice president of the Company. Since December 2013, he has been vice president of the Company and general manager of the business unit of steel tubes, pipes and bars.

Mr. Chu graduated from the hot processing major of the machinery department of Anhui Polytechnic University in 1987, gained his Master's degree from the Northwestern Polytechnical University with a major in material science and engineering in 1990, a PhD degree in composite materials from Shanghai Jiaotong University in 1996 and EMBA degree from China Europe International Business School in 2009.

Hou Angui (born in February, 1972), Chinese, senior engineer, is currently vice president of the Company.

Mr. Hou has rich experience in iron and steel production and technical management. Mr. Hou joined Baosteel in July, 1994, and worked as the Manager of No. 1 Continuous Casting Branch of Baosteel Steel-making Plant, Manager Assistant, Deputy Manager and Manager of the Steel-making Plant, Vice President of Shanghai Meishan Steel Co., Ltd. and other positions. Mr. Hou took the office of assistant to president of the Company and director of its Manufacture Management Department in July, 2012. In June, 2013, he no longer took the concurrent office of director of Manufacture Management Department. He has taken the office of Vice President of the Company since July, 2013.

Mr. Hou graduated from the Northeast University in July, 1994 and received the Master's degree in metallurgical engineering science from Shanghai University in April, 2008.

Zhu Kebing (born in October 1974), Chinese, Senior Accountant, Certified Public Accountant, is currently chief accountant and secretary to the Board of Directors of the Company.

Mr. Zhu is experienced in enterprise finance and investment management. Since he joined Baosteel in July 1997, he held various positions with the company, including vice director of the department of finance and accounting of the Company as well as the Group, and general manager of Operation Finance Department of Baosteel Group Corporation. He was on the Fourth Board of supervisors of the Company from April 2009 to March 2012. He became chief accountant and secretary to the Board of Directors of the Company in August 2012.

Mr. Zhu graduated from Northeastern University in 1997, and gained the EMPAcc degree from the Chinese University of Hong Kong in 2011.

II. Employment of Directors, Supervisors, and Senior Executives in Service or Leaving the Company During the Period

(I) Posts in the shareholding company

Name	Shareholding company	Post held	Start of term	End of term
He Wenbo	Baosteel Group Corporation	Director; President		
Liu Zhanying	Baosteel Group Corporation	Secretary of Committee for Disciplinary Inspection		
Zhao Zhouli	Baosteel Group Corporation	Vice President		
Buck Pei	Baosteel Group Corporation	Outside Director		
Guo Bin	Baosteel Group Corporation	Assistant to President		
Wu Kunzong	Baosteel Group Corporation	Director of Operation Finance Department		
Zhang Pijun	Baosteel Group Corporation	President of the Central Research Institute		

(II) Posts in other entities

Name	Name of other entities	Post held	Start of term	End of term
He Wenbo	The Chinese Society For Metals	Standing council member		
	Second Board of Trustees, Tongji University	Member of the Board		
Dai Zhihao	Baosteel Resources Co., Ltd.	Chairman		
	Bao-Island Enterprises Limited	Chairman		
	China Pacific Insurance (Group) co., Ltd.	Chairman of the board of supervisors		
	The Listed Companies Association of Shanghai	Chief Supervisor		
	Baosteel Zhanjiang Iron & Steel Co., Ltd.	Chairman	July 2012	
Zhao Zhouli	Zhanjiang Iron & Steel Engineering Headquarters	Command-in-chief	March 2011	
	Northeastern University	Doctoral Supervisor		
	Factory Construction Committee of China Metallurgical Construction Association	Vice Chairman		
	The Chinese Society For Metals	Council member		
Wang Li	Baosteel Engineering & Technology Group Co., Ltd.	Director	November 2010	
	Shanghai Baosight Software Co., Ltd.	Chairman	April 2013	
Buck Pei	Shanghai Baosteel Chemical Co., Ltd.	Chairman	December 2009	
	W.P.Carey School of Business, Arizona State University	Executive dean (China region)	January, 2013	
Wong Pik Kuen Helen	HSBC Bank (China)	Vice Chairwoman, President and CEO	Vice Chairwoman since Jan. 15, 2013, and President and CEO since Jul. 26, 2010	
	Hubei Suizhou Zengdu HSBC Rural Bank Company Limited	Chairman	May 10, 2011	
	HSBC Jintrust Fund Management Co., Ltd.	Supervisor	Jun. 24, 2011	
Yuh-chang Hwang	HSBC Bank Canada	Director	November 2013	
	W.P.Carey School of Business, Arizona State University	Associate professor of the Accounting Department	August 1995	
Liu Wenbo	China Europe International Business School	Professor	April 2013	
	Roland Berger Strategy Consultants	Member of the Global Strategy Committee, Global Senior Partner and Vice President of Greater China Area	June 2007	
	China United Network Communications Limited	Independent Director	November 2009	
	Shanghai Electric Power Co., Ltd.	Independent Director	November 2009	
Xia Dawei	Lianhua Supermarket Co., Ltd.	Independent Director	September 2004	
	China Rongsheng Heavy Industry Group Holdings Co., Ltd.	Independent Director	December 2012	
Guo Bin	Baosteel Resources Co., Ltd.	Director	August 2008	
	Baosteel Resources (International) Co., Ltd.	Director	December 2010	
	Hwabao Investment Co., Ltd.	Director	August 2008	

Section VI Directors, Supervisors, Senior Executives and Employees

Name	Name of other entities	Post held	Start of term	End of term
Wu Kunzong	Baosteel Special Steel Co., Ltd.	Supervisor	April 2012	
	Baosteel Stainless Steel Co., Ltd., Shanghai Baosteel Stainless Steel Co., Ltd.	Supervisor	April 2012	
	Baosteel Group Xinjiang Bayi Iron & Steel Co., Ltd.	Supervisor	May 2011	
	Baosteel Group Guangdong Shaoguan Iron & Steel Co., Ltd.	Chairman of the Board of Supervisors	December 2012	
	Baosteel Metals Co., Ltd.	Chairman of the Board of Supervisors	March 2013	
He Meifen	Shanghai Baosight Software Co., Ltd.	Supervisor	April 2010	
	Baosteel-NSC/Arcelor Automotive Steel Sheets Co., Ltd.	Director	August 2011	
	Baosteel Zhanjiang Iron & Steel Co., Ltd.	Supervisor	November 2012	
Zhou Jianfeng	Shanghai Society for Advanced Materials	Vice Chairman of the Third Session	2012	
	The Ninth Council of the Chinese Society For Metals	Council member	2012	
	The ninth committee of Shanghai Association for Science & Technology	Committee member	2012	
	The Ninth Council of Shanghai Society For Metals	Vice Chairman	2012	
Wang Jing	Shanghai Jiangnan-Changxing Shipbuilding Co., Ltd.	Vice Chairwoman	2011	
	Shanghai Jiangnan-Changxing Heavy Industry Co., Ltd.	Vice Chairwoman	2011	
Feng Taiguo	Shanghai Baosteel Chemical Co., Ltd.	Director	December 2009	
Chu Shuangjie	Baosteel Zhanjiang Iron & Steel Co., Ltd.	Director	2012	
	Baosteel-NSC/Arcelor Automotive Steel Sheets Co., Ltd.	Director	2011	
	Bayi Iron & Steel Group	Director	2012	
	Branch Society for Metals electrical steel of China (SMEB)	Committee Vice Chairman	2011	
	Shanghai Jiaotong University	Part-time professor, MA student adviser	2006	
Zhu Kebing	Baosteel Development Co., Ltd.	Director		
	Baosteel Zhanjiang Iron & Steel Co., Ltd.	Director	2012	
	Bsteel E-commerce Co., Ltd.	Director		
	Hwabao Trust Co., Ltd.	Chairman of the Board of Supervisors		
	Shanghai Baosight Software Co., Ltd.	Director	April 2013	

III. Annual Remunerations of the Directors, Supervisors, and Senior Executives

The annual remunerations of directors and supervisors will be set and approved by Board of Directors in accordance with their annual performance and with the "Performance Evaluation Method for Senior Executives", "Remuneration Management Method for Senior Executives", and the "Rules for Rewarding the Special Contributions by Senior Executives". The annual remunerations of those to be paid by shareholding companies and other related companies would be defined by these companies. The remunerations of the Directors, Supervisors and Senior Executives for the year 2013 totaled RMB 17,224,700 (pre-tax) (the payment of some quota of which is deferred).

IV. Change in Directors, Superiors and Senior Executives

Name	Position	Change	Reason
Ma Guoqiang	Director, President	Leave office	Resign from the post
Dai Zhihao	Director, President	Hired	Newly hired in 2013
Xia Dawei	Independent Director	Hired	Newly hired in 2013
Zhang Pijun	Supervisor	Leave office	Resign from the post
He Meifen	Supervisor	Hired	Newly hired in 2013
Hou Angui	Vice President	Hired	Newly hired in 2013

V. Personnel Change of the Team of Core Technology or Key Technical Employees

No change occurred in this reporting period.

Section VI Directors, Supervisors, Senior Executives and Employees

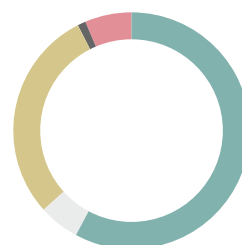
VI. Profile of Employees of the Parent Company and Major Subsidiaries

(I) Employees

	Unit: person
Number of employees on active duty in the parent company	17995
Number of employees on active duty in the main subsidiaries	19492
Total number of employees on active duty	37487
Number of retired employees to be covered by the parent company and main subsidiaries	0

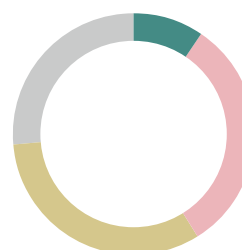
Professional composition

Category of professional composition	Number of professionals
Production personnel	21694
Sales personnel	2098
Technical personnel	10904
Financial personnel	473
Administrative personnel	2318
Total	37487



Educational background

Category of educational background	Number (persons)
Master's degree or above	3557
Bachelor's degree	11863
College degree	12188
Secondary vocational school education or lower	9879
Total	37487



(II) Compensation policy

With a compensation budget mechanism oriented toward efficiency and profitability enhancement for the subordinate units, the Company sticks to the concept of "Compensation in line with the post value, performance, and contribution," and continues to perfect the compensation management system. It carries out varied incentive policies for employees according to the features of their posts.

(III) Training scheme

Aimed at building a professional team, and centering on the competence cultivation including "leadership, technical skills, and on-site capability," the Company will study and summarize the successful experiences in talent cultivation, continuously perfect the cultivation system, and carry out the differentiated training plans for employees to enhance the comprehensive quality of employees.