

Section VIII Directors, Supervisors, Senior Executives and Employees

I. Shareholding Changes and Remuneration

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

√ Applicable □ Not applicable

Unit: Share

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 in the year	Reason for change	Remuneration from the Company in reporting period (pre-tax) (RMB ten thousand)	Compensation from shareholders in reporting period
Chen Derong(note 1)	Chairman	Male	55	2014-10-30	2017-02-08						Yes
Chen Derong(note 1)	Director	Male	55	2014-10-15	2017-02-08						Yes
Dai Zhihao (note2)	Chairman	Male	53	2017-02-24	2018-04-27	543,000	362,000	-181,000	Company's procurement of restricted stocks that had not yet reached the unlocking conditions		Yes
Dai Zhihao (note2)	Director	Male	53	2013-07-22	2018-04-27						Yes
Dai Zhihao (note2)	President	Male	53	2013-07-22	2017-02-24						Yes
Zhou Jixin(note3)	Director, President	Male	48	2017-02-24	2018-04-27						Yes
Zhang Jingang(note4)	Director	Male	46	2017-02-24	2018-04-27						Yes
Zhu Junsheng	Director	Male	56	2012-04-27	2018-04-27	643,800	462,800	-181,000	Company's procurement of restricted stocks that had not yet reached the unlocking conditions	155.1	No
Zhao Changxu(note4)	Director	Male	50	2017-02-24	2018-04-27						
Liu An(note 5)	Director	Male	55	2016-08-08	2017-02-08					7.0	Yes
Buck Pei	Director	Male	59	2012-04-27	2018-04-27					35	No
Huang Yuchang	Independent director	Male	61	2012-04-27	2018-04-27					35	No
Liu Wenbo	Independent director	Male	48	2012-04-27	2018-04-27					35	No
Xia Dawei	Independent director	Male	63	2013-04-26	2018-04-27					35	No
Li Li	Independent director	Female	63	2015-04-24	2018-04-27	30,000	30,000	0		35	No
Zhang Kehua (note 6)	Independent director	Male	63	2017-02-24	2018-04-27						No
Zhou Zhuping(note7)	Chairperson of Board of Supervisors	Male	53	2016-01-27	2017-02-08						Yes
Zhu Yonghong(note8)	Chairperson of Board of Supervisors	Male	47	2017-02-24	2018-04-27						Yes
Yu Hansheng (note8)	Supervisor	Male	53	2017-02-24	2018-04-27						Yes
Liu Guowang	Supervisor	Male	44	2014-05-20	2018-04-27						Yes
Zhang Helei	Supervisor	Male	45	2016-08-08	2018-04-27						Yes
Zhang Yong	Supervisor	Male	55	2014-09-12	2018-04-27	30,600	30,600	0		124.1	No
He Meifen	Supervisor	Female	52	2013-03-19	2018-04-27					109.8	No
Ma Jiangsheng(note9)	Supervisor	Male	44	2017-04-12	2018-04-27						Yes
Chu Shuangjie	Vice President	Male	52	2012-08-27	2018-04-27	558,700	395,800	-162,900	Company's procurement of restricted stocks that had not yet reached the unlocking conditions	149.5	No
Liu An(note 5)	Vice President	Male	55	2017-02-24	2018-04-27					-	

Sheng Genghong	Vice President	Male	52	2016-06-01	2018-04-27	434,400	289,600	-144,800	Company's procurement of restricted stocks that had not yet reached the unlocking conditions	154.5	No
Wang Jing	Vice President	Female	53	2010-08-27	2018-04-27	619,700	456,800	-162,900	Company's procurement of restricted stocks that had not yet reached the unlocking conditions	144.6	No
Zhi Xiwei	Vice President	Male	56	2014-02-10	2018-04-27	540,400	377,500	-162,900	Company's procurement of restricted stocks that had not yet reached the unlocking conditions	144.6	No
Wu Kunzong	Chief Accountant,	Male	45	2016-06-01	2018-04-27					44.6	No
Wu Yiming (note10)	Secretary of Board of Directors	Female	41	2017-02-24	2018-04-27						Yes
Zhao Zhouli	Resigned director	Male	60	2012-04-27	2016-07-22	543,000	0	-543,000	Company's procurement of restricted stocks that had not yet reached the unlocking conditions and exit stock incentive	-	Yes
Wang Li	Resigned director	Male	60	2012-04-27	2016-07-22						Yes
Chen Ying	Resigned chairperson of Board of Supervisors	Female	45	2015-04-24	2016-01-05						Yes
Wu Kunzong	Resigned supervisor	Male	45	2012-04-27	2016-06-01					-	Yes
Li Yongxiang	Resigned vice president	Male	56	2008-03-26	2016-06-01	506,700	18,000	-488,700	Company's procurement of restricted stocks that had not yet reached the unlocking conditions and exit stock incentive	119.3	No
Zhang Dianbo	Resigned vice president	Male	54	2015-08-28	2016-04-27	434,500	0	-434,500	Company's procurement of restricted stocks that had not yet reached the unlocking conditions and exit stock incentive	75.6	No
Zhu Kebing	Resigned Chief Accountant, Secretary of Board of Directors	Male	42	2012-08-27	2016-06-01	444,400	10,000	-434,400	Company's procurement of restricted stocks that had not yet reached the unlocking conditions and exit stock incentive	87.1	No
Wu Kunzong	Resigned secretary of board of directors	Male	45	2016-06-01	2017-02-24						
Total	/	/	/	/	/					1,490.8	/

Note 1: Mr. Chen Derong resigned the position of Director and other positions at the 6th session of Board of Directors in Feb. 2017 due to other arrangements for his work.

Note 2: Mr. Dai Zhihao resigned general manager of the Company at the 16th meeting of 6th session of Board of Directors held on Feb. 24, 2017 and was elected Chairman of the 6th session of Board of Directors; with payment as responsible person of the central enterprises, paid by the Baowu Group.

Note 3: Mr. Zou Jixin was appointed director of the Company at the Shareholders' Meeting held on Feb. 24, 2017, and was hired as General Manager on the 16th meeting of 6th session of Board of Directors.

Note 4: Mr. Zhang Jingang and Mr. Zhao Changxu were appointed directors of the Company at Shareholders' Meeting held on Feb. 24, 2017.

Notes 5: Mr. Liu An resigned director of the Company of the 6th Board of Directors in Feb. 2017 and other positions of the 6th Board of Directors and was appointed deputy general manager at the 16th meeting of 6th session of Board of Directors held on Feb. 24, 2017; paid by the Company since December 2016.

Notes 6: Mr. Zhang Kehua was appointed independent director of the Company at Shareholders' Meeting held on Feb. 24, 2017.

Notes 7: Mr. Zhou Zhuping resigned as Chairman and supervisor of the Board of Supervisors in Feb. 2017.

Notes 8: Mr. Zhu Yonghong and Mr. Yu Hansheng were appointed supervisors of the Company at Shareholders' Meeting held on Feb. 24, 2017.

Notes 9: In the 5th meeting of the 4th session of workers' congress, each delegation held a delegation meeting from Apr. 7, 2017 to Apr. 12, 2017, during which Mr. Ma Jiangsheng was elected as staff supervisor of the 6th Board of Supervisors.

Notes 10: Ms. Wu Yiming was appointed Secretary of Board at the 16th meeting of 6th session of Board of Directors held on Feb. 24, 2017.

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Name	Main working experience
Chen Derong	<p>Born in March, 1961, Chinese nationality, Director and President of China Baowu Steel Group Co., Ltd., Chairman of the Company from Oct., 2014 to Feb., 2017, Senior Engineer.</p> <p>Mr. Chen has rich experience in steel manufacturing management, enterprise operational management and governmental public affairs management. He was the director of Hangzhou Iron & Steel Group BOF Steel-making Plant in Zhejiang Province, vice president of Zhejiang metallurgy Group, mayor of Jiaxing, secretary of municipal CPC committee of Jiaxing, Zhejiang Province, secretary of municipal CPC committee of Wenzhou, vice governor and a member of standing committee of provincial CPC committee of Zhejiang Province. Since joining Baosteel in August, 2014, he served as the director, president and member of standing committee of CPC committee of Baosteel Group Corporation. He also took a concurrent post of the director of the Company on October 15, 2014. He has been Director and President of China Baowu Steel Group Co., Ltd. since Oct., 2016. He was the chairman of the Company from Oct., 2014 to Feb. 2017.</p> <p>Mr. Chen graduated in iron-making from Beijing Institute of Iron and Steel in 1982, and in steel metallurgy from Wuhan Institute of Iron and Steel in 1985, obtaining the Graduate degree and Master Degree in engineering.</p>
Dai Zhihao	<p>Born in June 1963, Chinese Nationality, Chairman of Baoshan Iron & Steel Co., Ltd, Senior Engineer.</p> <p>Mr. Dai has extensive experience in manufacturing, marketing management, resource trade and financial management. Mr. Dai joined Baosteel in August 1983 and successively held positions of Head of Cold Rolling Plant, Deputy Director of Planning Department of Baosteel International Trading Co., Ltd., Head of Planning Team of Pudong Steel Co., Ltd., Director of No.1 Steel Trading Department and President of Baosteel Steel Trading Co., Ltd., Vice President of Baosteel International Trading Co., Ltd., Assistant President and Director of Sales Department of Shanghai Baosteel Group Corporation, Assistant President of Baoshan Iron & Steel Co., Ltd., President of Baosteel International Trading Co., Ltd., Vice President of Baoshan Iron & Steel Co., Ltd. Mr. Dai was Vice President of Baosteel Group Corporation and also successively held positions of Chairman of Huabao Investment Co., Ltd. between November 2007 and July 2013, Director of Baoshan Iron & Steel Co., Ltd. between April 2009 and April 2011, Chairman of Baosteel Resources Co., Ltd. from March 2010 to May 2016, Chairman of Baosteel Resources (International) Co., Ltd. from August 2010 to May 2016, President of Baoshan Iron & Steel Co., Ltd. from July 2013 to Feb. 2017. He has been Director of Baoshan Iron & Steel Co., Ltd. since August 2013 and Chairman of Baoshan Iron & Steel Co., Ltd. since Feb. 2017.</p> <p>Mr. Dai graduated from Shanghai Jiaotong University in July 1983 and received the Master Degree of Economics from West Virginia University in August 1996.</p>
Zou Jixin	<p>Born in Jul. 1968, Chinese nationality, Director and General Manager of Baoshan Iron & Steel Co., Ltd., Senior Professional Title Senior Engineer.</p> <p>Mr. Zou had rich experience in enterprise management, iron and steel manufacturing, management, etc. He enjoys the special subsidy from the State Council. He used to be factory director, general manager assistant, deputy general manager of steel plant of Wuhan Iron and Steel Company Limited, Party committee member, deputy general manager of Wuhan Iron & Steel (Group) company, general manager of Wuhan Iron and Steel Company Limited, director of the 6th and 7th board of directors meeting of Wuhan Iron and Steel Company Limited. Since Oct. 2016, he had been appointed as Party committee member of China Baowu Steel Group Co., Ltd. Since Feb. 2017, he was appointed director and general manager of Baoshan Iron & Steel Co., Ltd.</p> <p>Mr. Zou graduated from Chongqing University of Science and Technology in 1989 and obtained MBA degree from Ohio University in 2004.</p>
Zhang Jingang	<p>Born in March, 1970, Chinese Nationality, Vice President of China BaoWu Steel Group Corporation Limited, Board Director of Baoshan Iron & Steel Co., Ltd., Professor-level Senior Engineer</p> <p>Mr. Zhang has extensive experience in steel enterprise production & manufacturing, corporate management and corporate governance. He has successively held positions as Deputy Director of No.2 Steelmaking Plant, Deputy Director of No.1 Steelmaking Plant of Anshan Iron & Steel Co., Ltd.; Deputy Secretary General of China Iron & Steel Association; Director of Anshan Iron & Steel Co., Ltd. Investment & Planning Department; Director of Anshan Iron & Steel Production & Contracting Center; Board Secretary of Anshan Iron & Steel Group; Vice President of Baosteel Group Corporation. He has been Vice President of China BaoWu Steel Group Corporation Limited since Oct., 2016 and Director of Baoshan Iron & Steel Co., Ltd. since Feb., 2017.</p> <p>Mr. Zhang graduated from Anshan Iron and Steel Institute in 1992, received the Master Degree in Material Science from Northeastern University, and the Doctor's Degree in Material Science from Northeastern University.</p>
Zhu Junsheng	<p>Born in November 1960, Chinese Nationality, Director of Baoshan Iron & Steel Co., Ltd., Senior Engineer.</p> <p>Mr. Zhu has extensive experience in human resource, supply chain and safety production management. Mr. Zhu joined Baosteel in 1983 and successively held positions as Deputy Director of Baosteel Production Planning Department, Deputy Director and Director of Cost Management Department, Vice Director of Personnel Department of Baoshan Iron & Steel Co., Ltd.. He has worked as Assistant President and Director of Personnel Department of Baoshan Iron & Steel Co., Ltd. since May 2001, Vice President of Baoshan Iron & Steel Co., Ltd. from June 2003 to March 2010, Deputy CPC Committee Secretary of Baoshan Iron & Steel Co., Ltd. from June 2003 to August 2006, Deputy CPC Committee Secretary of Baoshan Iron & Steel Co., Ltd. since September 2010, Director, Deputy CPC Committee Secretary of Baoshan Iron & Steel Co., Ltd. since April 2011, Director and CPC Committee Secretary of Baoshan Iron & Steel Co., Ltd. since Feb. 2014. He has been Chairman of Shanghai Meishan Iron & Steel Co., Ltd. Since August 2016 and Deputy CPC Committee Secretary of Baoshan Iron & Steel Co., Ltd. Since Feb., 2017.</p> <p>Mr. Zhu graduated from Maanshan Iron & Steel Institute in July 1983 and received the EMBA degree from China Europe International Business School in 2007.</p>
Zhao Changxu	<p>Born in May, 1965, Chinese Nationality, Assistant President of China BaoWu Steel Group Corporation Limited, President of Related Manufacturing Sector Development Center, Director of Baoshan Iron & Steel Co., Ltd., Professor-level Senior Engineer.</p> <p>Mr. Zhao has extensive experience in steel production, manufacturing and steel marketing. He has successively held positions as Deputy Chief Engineer of WISCO Machinery Manufacturing Corporation; Branch Manager, Deputy Manager, Manager of WISCO Sales Company; Vice President of Wuhan Iron & Steel Co., Ltd.; President, Chairman of WISCO RN; Assistant President of Wuhan Iron & Steel Group. He has been Assistant President of China BaoWu Steel Group Corporation Limited, President of Related Manufacturing Sector Development Center since Oct., 2016. He has been Director of Baoshan Iron & Steel Co., Ltd. Since Feb., 2017,</p> <p>Mr. Zhao graduated from Huazhong University of Science & Technology in 1986, and received the Master Degree in Agricultural Machinery Design & Manufacturing from Beijing University of Agricultural Engineering in 1989, the Doctor's Degree in Western Economics from Huazhong University of Science & Technology, and the MBA degree from HEC Paris.</p>

Buck Pei	<p>Born in March 1957, U.S. Citizen, Professor of Accountancy and Doctoral Supervisor of Arizona State University W.P. Carey School of Business, Director of Baoshan Iron & Steel Co., Ltd.</p> <p>Mr. Pei is an influential member of the American Accounting Association and he has been holding positions as Chairman of Global Committee of American Accounting Association from 1996 to 1997, while assisted to found the Chinese Accounting Professor Association. Mr. Pei has worked as Chairman of Chinese Accounting Professor Association of North America in 1993, 1994 and 2004, Independent Director of Baoshan Iron & Steel Co., Ltd. from 2006 to 2012. He has been Director of Baoshan Iron & Steel Co., Ltd. since April 2012.</p> <p>Mr. Pei graduated from Taipei University in 1979, and received the MBA degree from Southern Illinois University in 1981 and the Doctor's degree of Accountancy from University of North Texas in 1986.</p>
Huang Yuchang	<p>Born in January 1955, U.S. Citizen, Professor of China Europe International Business School, Independent Director of Baoshan Iron & Steel Co., Ltd.</p> <p>Before joining China Europe International Business School, Mr.Huang taught in Arizona State University and Katz Business School of the University of Pittsburgh. Mr.Huang's research area consists Management Accounting, Strategic Cost Management, Motivate Mechanism Design and Performance Evaluation. During 16 years teaching in W.P. Carey School of Business and 8 years in the University of Pittsburgh, he taught MBA curriculum, EMBA program for senior managers and management accounting for doctor candidates. Mr.Huang has been director of doctor candidates' class of Accountancy, supervisor of about 20 doctor candidates' dissertations in Arizona State University between 2009 to 2012. Mr.Huang was elected as Secretary to Director of The Institute of Management Accountants of American Accounting Association from 2007 to 2009. Mr. Huang worked as independent Director of fifth Board of Directors of Baoshan Iron & Steel Co., Ltd. since April 2012.</p> <p>Mr.Huang received the Master's degree from National Chengchi University in 1979 and the Doctor's degree from University of California, Berkeley in 1987.</p>
Liu Wenbo	<p>Born in August 1968, Chinese Nationality. Global Senior Partner and Member of the Board of Supervisors of Roland Berger Strategy Consultants, Independent Director of Baoshan Iron & Steel Co., Ltd.</p> <p>Mr.Liu has extensive experience in corporate management consulting industry. Before entering the consulting industry, he has worked in Siemens and DHL for 7 years, and as external expert consultant for P&G(UK) from February 2002, external expert consultant for Smartbead(UK) from November 2002, senior expert consultant for A.T. Kearney from September 2003, General Director of North Asia of Accenture in September 2005, Global Senior Partner and Executive Vice President of Greater China of Roland Berger Strategy Consultants from June 2007. He has been Global Senior Partner and Member of the Board of Supervisors of Roland Berger Strategy Consultants since July 2015 and Independent Director of Baoshan Iron & Steel Co., Ltd. since April 2012.</p> <p>Mr.Liu graduated from North China University of Technology in 1991, and received the Master Degree from Cranfield School of Management(UK) in September 2002 and the MBA degree from University of Cambridge(UK) in September 2003. Mr.Liu took Advanced Management Curriculum in Business School of Harvard University from Nov. 2011 to June 2012.</p>
Xia Dawei	<p>Born in Feb. 1953, China, Director of Academic Committee of Shanghai National Accounting Institute, Professor and Doctoral Supervisor, Independent Director of Baoshan Iron & Steel Co., Ltd.</p> <p>Mr. Xia began to teach in Shanghai University of Finance and Economics since 1985, worked as visiting fellow in Osaka City University from 1988 to 1990 and was promoted to Professor in 1994. He worked as Dean of School of International Business Administration, Assistant President, Vice President and Managing Vice President of Shanghai University of Finance and Economics and Dean of Shanghai National Accounting Institute.</p> <p>Mr.Xia is awarded government allowances of the State Council, now works as Director of Academic Committee, Professor and PhD supervisor of Shanghai National Accounting Institute. He also works as Vice President of Chinese Industrial Economic Association, President of Shanghai Accounting Association, consulting expert of Accounting Standard Committee, Honorary Professor of the Chinese University of Hong Kong and Adjunct Professor of School of Management of Fudan University, member of Listing Committee of Shanghai Stock Exchange.</p> <p>Mr. Xia worked as Outside Director of Baosteel Group Corporation from Oct 2005 to Feb 2012, and has been Independent Director of Baoshan Iron & Steel Co., Ltd. since April 2013.</p>
Li Li	<p>Born in December 1953, Chinese Nationality, Co-President of China Science & Merchants Investment Management Group Co., Ltd., Independent Director of Baoshan Iron & Steel Co., Ltd.</p> <p>Ms.Li has over 20years' experience in global M& A, oversea listing, US securities law compliance, PE fund formation and investment. In China, Ms.Li has conducted a wide range of business activities for transnational corporations, Chinese companies, and fund management companies, such as M&A, PE fund formation and investment, public offering of securities and FDI. She worked as Attorney, Partner of Winthrop, Stimson, Putnam & Roberts(New York, Hong Kong) between 1991 and 2002, International Law Consultant, Partner and China Chief Representative of Debevoise & Plimpton LLP between 2002 and 2011, Director of Cleary Gottlieb Steen & Hamilton LLP Beijing Representative Office since 2011, Partner, Chief Representative of Beijing Office of Weil, Gotshal & Manges LLP since 2013. She has been Co-President of China Science & Merchants Investment Management Group Co., Ltd. since Jan. 2016. Ms.Li worked as Chairwoman of the third and fourth Board of Supervisors of Baoshan Iron & Steel Co., Ltd. Between 2006 and 2012, and has been Independent Director of Baoshan Iron & Steel Co., Ltd. since April 2015.</p> <p>Ms.Li graduated from Capital Normal University in 1984 and received the Master degree in Economy from Duke University in 1987, and the Doctor's degree of Juridical Science from Columbia University in 1991.</p>
Zhang Kehua	<p>Born in Aug., 1953, Chinese Nationality, Independent Director of Baoshan Iron & Steel Co., Ltd., Professor-level Senior Engineer.</p> <p>Mr. Zhang has extensive experience in corporate management and project construction management. He has successively held positions as Assistant President, Engineering Department Director of SinoPec Group, Vice President of SinoPec, Vice Chairman of SinoPec Engineering (Group) Co., Ltd. From Dec., 2015 to Feb., 2017, he assumed Independent Director of the 7th Board of Directors of Wuhan Iron & Steel Co., Ltd. He has been Independent Director of Baoshan Iron & Steel Co., Ltd. since Feb., 2017, Mr. Zhang graduated from East China University of Science & Technology in 1980, and received the Master Degree in Management Science & Engineering from China University of Petroleum in 2000.</p>

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Zhou Zhuping	<p>Born in Mar. 1963, in Chinese nationality, Chairman of Hwabao Investment Co.,Ltd. and Secretary of the party committee of the financial system.. From Jan. 2016 to Feb. 2017, he served as Chairman of the Board of Supervisors of Baoshan Iron & Steel Co., Ltd.</p> <p>Mr. Zhou had rich experience in financial accounting, fund management, cost and budget management, corporate governance and so on. In Jul. 1982, he started working. In Jul. 1994, he joined Baosteel, serving as deputy director of financing plan department (assets management department) of Shanghai Baosteel Group Corporation, board secretary of Baoshan Iron & Steel Co., Ltd., vice-president of finance, director, Party committee member of Baosteel international economic and trade company, deputy general manager of Baoshan Iron & Steel Co., Ltd. trade branch, minister of financial department of Baosteel Group, business director and finance minister of Baosteel Group Corporation, president of Baosteel Development Co. Ltd., deputy general manager and secretary of the board of directors of Baosteel Group Corporation. In Nov. 2016, he was appointed chairman and secretary of the party committee of the financial system of Hwabao Investment Co., Ltd. From Jan. 2016 to Feb. 2017, he was chairman of the board of supervisors of Baoshan Iron & Steel Co., Ltd.</p> <p>Mr. Zhou graduated from Zhejiang Metallurgical Economics College in 1982 and obtained his MBA degree from Tianjin University in Aug. 1996 and obtained his MBA degree from Arizona State University in Jun. 2005.</p>
Zhu Yonghong	<p>Born in Jan., 1969, Chinese Nationality, Chief Accountant of China BaoWu Steel Corporation Limited. Chairman of Board of Supervisors of Baoshan Iron & Steel Co., Ltd., Senior Economist, Senior Accountant</p> <p>Mr. Zhu has extensive experience in corporate financial management and strategic planning. He has successively held positions as Chief Financial Officer and Head of Finance & Accounting Department, Deputy Chief Accountant of Wuhan Iron & Steel (Group) Corporation; Director of the 7th Board of Directors of Wuhan Iron & Steel Co., Ltd. From Oct., 2016, he assumed the Chief Accountant of China BaoWu Steel Group Corporation Limited. He has been Chairman of Board of Supervisors of Baoshan Iron & Steel Co., Ltd. since Feb. 2017.</p> <p>Mr. Zhu graduated from Zhongnan Forestry College in 1989, and received the Master Degree in Management from China University of Geosciences in 2000, and the Doctor ' s Degree in Economics from Huazhong University of Science and Technology in 2003.</p>
Yu Hansheng	<p>Born in Oct., 1963, Chinese Nationality, Supervisor of Baoshan Iron & Steel Co., Ltd., Senior Professional Title Senior Accountant. Mr. Yu has extensive experience in corporate financial management and audit management. He has successively held positions as Director of Finance & Accounting Department, Deputy Chief Accountant & Director of Finance & Accountant Department of Wuhan Iron & Steel Co., Ltd. From Sept., 2014 to Feb., 2017, he assumed Chief Accountant of Wuhan Iron & Steel Co., Ltd. He has been Supervisor of Baoshan Iron & Steel Co., Ltd. since Feb. 2017.</p> <p>Mr. Yu graduated from WISCO TV University in 1986, majoring in Accounting, and received the Bachelor Degree in Accounting from Zhongnan University of Economics.</p>
Liu Guowang	<p>Born in February 1972, China, General Manager of Human Resource Department, Director of Party Committee Organization Department of China BaoWu Steel Corporation Limited, Supervisor of Baoshan Iron & Steel Co., Ltd., Administration Engineer.</p> <p>Mr.Liu has extensive experience in human resource and corporate operation management. Mr.Liu joined Baosteel in July 1994. He has held positions as Director of Human Resource Department of Baoshan Iron & Steel Co.,Ltd., General Manager of Human Resource Department, Director of Party Committee Organization Department and United Front Work Department of Baosteel Group Corporation since May 2014, General Manager of Human Resource Department, Director of Party Committee Organization Department of Baosteel Group Corporation from December 2014 to Nov. 2016. He assumed General Manager of Human Resource Department, Director of Party Committee Organization Department of China BaoWu Steel Corporation Limited since Nov. 2016 and Supervisor of Baoshan Iron & Steel Co., Ltd. since May 2014.</p> <p>Mr.Liu graduated from Wuhan University of Science and Technology in 1994 and received the Bachelor Degree of Labor Economics and Social Security from Fudan University in 2004.</p>
Zhang Helei	<p>Born in October 1971, Chinese Nationality, Director of Supervision Department of China BaoWu Steel Corporation Limited , Engineer.</p> <p>Mr. Zhang has rich experience in human resources management, discipline inspection and supervision. He joined Baosteel in July 1996, and successively held positions as Organization and United Front Management Head of Human Resources Department of Baosteel Group Corporation; Secretary of Discipline Inspection Commission; Chairman of the Labor Union of Shanghai Baosteel Engineering & Technology Group Co., Ltd.; Director of Party Commission & Organization Department and Human Resources Department of Shanghai Baosteel Engineering & Technology Group Co., Ltd.; Vice Director and concurrently Chief of Supervision Division 1 of Baosteel Group Corporation Supervision Department; Party Secretary of Baosteel Technology Service Business Unit. He was Vice President of Baosteel Engineering & Technology Group Co., Ltd. from February 2013 to April 2014, Director of Baosteel Group Corporation Supervision Department from April 2014 to Nov. 2016. He has been Director of Supervision Department of China BaoWu Steel Corporation Limited since Nov. 2016 and Supervisor of Baoshan Iron & Steel Co., Ltd. since August 2016.</p> <p>Mr. Zhang graduated from Central South University of Technology in 1996, and received Doctor's Degree in steel metallurgy from Central South University in May 2014.</p>
Zhang Yong	<p>Born in September 1961, Chinese Nationality, Supervisor and Chairman of the Trade Union of Baoshan Iron & Steel Co., Ltd., Senior Engineer.</p> <p>Mr.Zhang has extensive experience in steel production, sales and trade union administration. Mr.Zhang joined Baosteel in July 1983 and successively held positions as Head of operation, Head of technique team and Head of Manufacturing Department of Cold-rolling Plant; Manager of Administration Division of Baosteel Steel Department; Deputy Manager ,Manager of Steel Trading Department of Baosteel International Trading Co., Ltd.; Vice President , President of Baosteel Steel Trading Co., Ltd.; Steel Business Vice President of Baosteel International Trading Co., Ltd.; Vice President of Sales Center of Baoshan Iron&Steel Co.,Ltd. and concurrently President of Marketing Administrative Department; Vice President of Baosteel International Trading Co., Ltd.; President of Steel Sheet Sales Department, Assistant President of Baoshan Iron&Steel Co.,Ltd. and concurrently CPC Committee Secretary of Sales Center, President of Marketing Administrative Department, Assistant President of Baoshan Iron&Steel Co.,Ltd. and concurrently Director of Production Management Department. He has been Chairman of the Trade Union and Employee Supervisor of Baoshan Iron & Steel Co., Ltd. since September 2014.</p> <p>Mr. Zhang graduated from Chongqing University in July 1983.</p>

He Meifen	<p>Born in May 1964, Chinese Nationality, Director of Audit Department, Supervisor of Baoshan Iron & Steel Co., Ltd., Senior Engineer. Ms.He has extensive experience in steel products planning management, financial management and internal audit. Ms.He joined Baosteel in 1984 and successively held positions as clerk of Planning Department, office secretary, Head of Budget Division of Operation Management Department in Baosteel Group Corporation, Head of Budget Division of Cost Management Department, Deputy Director of Cost Management Department, Deputy Director of Finance and Accounting Department of Baoshan Iron&Steel Co.,Ltd., Director of Management Department of BNA, Deputy Director of Audit Department of Baoshan Iron&Steel Co.,Ltd. She has worked as Director of Audit Department of Baoshan Iron&Steel Co.,Ltd. since May 2009 and Employee Supervisor of Baoshan Iron & Steel Co., Ltd.since March 2013.</p> <p>Ms.He graduated from Northeastern University and received the Bachelor Degree of Metal Pressure Processing in 1984, the MBA degree from Shanghai University of Finance and Economics in January 1998 and the EMPACC degree from The Chinese University of Hong Kong in December 2005.</p>
Ma Jiangsheng	<p>Born in Aug. 1972, Chinese Nationality, Captain of the Third Steelmaking Continuous Casting Workshop of Steel Plant of Wuhan Iron and Steel Company Limited, Employee Supervisor of Baoshan Iron & Steel Co., Ltd. and Senior Technician.</p> <p>Mr. Ma successively served as the steel casting worker of the Second Steel Plant and Steel Casting Line Director of the Third Steel Plant of Wuhan Iron and Steel (Group) Company, and Steel Casting Captain of the Third Steel Plant of Wuhan Iron and Steel Company Limited and Wuhan Iron and Steel (Group) Company Iron and Steel Company, Steel Casting Captain of the Third Steel Plant of Wuhan Iron and Steel Company Limited and Shift Captain of the Third Steelmaking Continuous Casting Workshop.</p> <p>From May 2011 to Feb. 2017, he has served as the Employee Supervisor of the 6th and 7th Board of Supervisors of Wuhan Iron and Steel Company Limited. From Feb. 2017, he has been serving as the Captain of the Third Steelmaking Continuous Casting Workshop of Steel Plant of Wuhan Iron and Steel Company Limited. From Apr. 2017, he has been serving as the Employee Supervisor of Baoshan Iron & Steel Co., Ltd.</p> <p>Mr. Ma graduated from Wuhan Iron and Steel Metallurgy Automation Technical School with the major of steelmaking in Jul. 1991 and was awarded the Administrative Management Bachelor degree of Central Radio and Television University in Jan. 2010.</p>
Chu Shuangjie	<p>Born in December 1964, Chinese Nationality, Vice President of Baoshan Iron & Steel Co., Ltd., Professor-level Senior Engineer. Mr.Chu has extensive experience in steel manufacturing and technology management. Mr.Chu joined Baosteel in 1996 and successively held positions as engineer in Cold Rolling Plant, Deputy Director, Director of Silicon Steel Branch of Cold Rolling Department, Deputy Director, Director of Cold Rolling Plant, Director of Silicon Steel Department; Assistant President of the company' s Baosteel Branch and Director of Silicon Steel Department of Baoshan Iron & Steel Co., Ltd.; Assistant President of Baoshan Iron & Steel Co., Ltd. and concurrently Director of Silicon Steel Department, Manager of Oriented Silicon Steel Phase II Project; Assistant President of Baoshan Iron & Steel Co., Ltd. and Director of Cold Rolling Plant, Manager of Prepaint and Continuous Annealing Project, Manager of No.5 Cold Rolling Project, Assistant President , Vice President of Baoshan Iron & Steel Co., Ltd. He worked as Vice President of Baoshan Iron & Steel Co., Ltd. from Dec. 2013 to Feb. 2017 (and concurrently General Manager of Steel Pipe Division from Dec. 2013 to August 2016).</p> <p>Mr.Chu graduated from Anhui Polytechnic University and received the Bachelor Degree in Thermal Processing in 1987, the Master Degree in Materials Science and Engineering from Northwestern Polytechnical University in 1990, the Doctor's degree in Composite Material from School of Materials Science, Shanghai Jiao Tong University in 1996, and the EMBA degree from China Europe International Business School in 2009.</p>
Liu An	<p>Born in September 1961, Chinese Nationality, Vice President of Wuhan Iron & Steel (Group) Corporation, Vice President of Baoshan Iron & Steel Co., Ltd., Professor-level Senior Engineer.</p> <p>Mr. Liu has rich experiences in enterprise production and operation, steel manufacturing production, planning development management, etc. Joined Baosteel in August 1983, Mr. Liu had been Director of Baosteel cold rolling plant; President of Ningbo Baoxin Stainless Steel Co., Ltd.; President of Stainless Steel Branch and No.1 Steel Company; President , Chairman of Ningbo Iron & Steel Co., Ltd.; Director of Planning Development Department, Assistant President of Baosteel Group Corporation. He was became Assistant President of Baosteel Group Corporation and General Manager of Steel and Relevant Manufacturing Sector Development Center from May 2016 to Nov. 2016 and Director of Baoshan Iron & Steel Co., Ltd. From August 2016 to Feb. 2017. He has been Vice President Wuhan Iron & Steel (Group) Corporation from Nov. 2016 to Mar. 2017 and Vice President of Baoshan Iron & Steel Co., Ltd. since Feb. 2017.</p> <p>Mr. Liu graduated from Beijing Institute of Iron and Steel in 1983 and received the Bachelor degree.</p>
Sheng Genghong	<p>Born in January 1964, Chinese Nationality, Vice President of Baoshan Iron & Steel Co., Ltd., Senior Engineer.</p> <p>Mr. Sheng has extensive experience in steel production operating, project construction, investment management and scientific research management. Mr.Sheng joined Baosteel in 1984 and successively held positions as Deputy Director of Hot Rolling Mill Quality Inspection Station, Vice Director of Technology Department Science and Technology Division,Vice Director (presiding) of Science and Technology Management Division of Baosteel R&D Center; Chief of Strategy Department Science and Technology Division, Vice Director of Strategy Department and Chief of Strategy Division of Baosteel Group, Director of Science and Technology Development Department, Director of Project Investment Department, Director of Major Projects Department, Director of Major Projects Department and General Manager of Zhanjiang Longteng Co., of Baosteel Group, Business Supervisor of Baosteel Group; Deputy Commander-in-chief of Zhanjiang Steel Project Headquarter,Vice President of Guangdong Steel Group Company, Vice President, President of Zhanjiang Steel etc.. Since August 2013, he was President and Executive Vice Commander-in-chief of Project Headquarter of Zhanjiang Steel. Mr. Sheng has been Chairman,Secretary of CPC Committee and Commander-in-chief of Project Headquarter of Zhanjiang Steel since May 2016 and Vice President of Baoshan Iron & Steel Co., Ltd. Since June 2016.</p> <p>Mr. Sheng graduated from steel metallurgy major of Northeastern University of Technology and received the Bachelor degree in July 1984.</p>
Wang Jing	<p>Born in October 1963, Chinese Nationality, Vice President of Baoshan Iron & Steel Co., Ltd., Senior Economist</p> <p>Ms. Wang has extensive experience in steel marketing and corporate management in steel market. Ms.Wang joined Baosteel in 1985 and successively held positions as Vice President, President of Baosteel International Tianjin Northern Trading Co., Ltd., Assistant President of Baosteel International Trading Co., Ltd., President of Bsteel Online Co., Ltd., Deputy CIO of Baosteel International Trading Co., Ltd., President and Chief Representative of Baosteel America Inc., President of Baosteel International Trading Co., Ltd. She has been Vice President of Baoshan Iron & Steel Co., Ltd. since August 2010.</p> <p>Ms. Wang graduated from Wuhan Institute of Iron and Steel in 1985 and received the EMBA degree from Guanghua School of Management, Beijing University in 2000, the Doctor's Degree in Management Engineering from Northeastern University in 2009 and the EMPACC degree from the Chinese University of Hong Kong in 2011.</p>

Section VIII Directors, Supervisors, Senior Executives and Employees

Zhi Xiwei	<p>Born in February 1960, Chinese Nationality, Vice President of Baoshan Iron & Steel Co., Ltd., Senior Engineer. Mr.Zhi has extensive experience in steel manufacturing technology and engineering management.</p> <p>Mr.Zhi joined Baosteel in August 1982 and successively held positions as President of Baosteel Design Institute; Assistant President, Vice President of Baosteel Group Engineering Company; President of Shanghai Baosteel Engineering & Technology Co., Ltd.; President of Baosteel Engineering & Technology Group Co., Ltd.; Assistant President of Baoshan Iron & Steel Co., Ltd. and concurrently Director of Investment Management Department and Director of Major Engineering Department. He has been Vice President of Baoshan Iron & Steel Co., Ltd. since Feb. 2014.</p> <p>Mr.Zhi graduated from Northeastern University in August 1982 and received the Master degree of Metal Pressure Processing from University of Science Technology Beijing in July 1989.</p>
Wu Kunzong	<p>Born in February 1971, Chinese Nationality, CFO of Baoshan Iron & Steel Co., Ltd., Professor-level Senior Accountant, CPA. Mr.Wu has extensive experience in audit management, financial management and corporate operation. Mr.Wu joined Baosteel in July 1993 and successively held positions as Deputy Director of Audit Division, Deputy Director, Director of Audit Department, Director of Operation Innovation Department, Director of Finance Department of Baoshan Iron&Steel Co.,Ltd.; Director of Audit Department of Baosteel Group Corporation. He was General Manager of Operating Finance Department and Asset Management Supervisor of Baosteel Group Corporation from August 2013 to May 2016, Supervisor of the Fifth Board of Supervisors of Baoshan Iron & Steel Co., Ltd. from April 2012 to May 2016. He has been CFO of Baoshan Iron & Steel Co., Ltd. since June 2016 (and concurrently Board Secretary from June 2016 to Feb. 2017) .</p> <p>Mr.Wu graduated from East China Institute of Metallurgy in 1993 and received the Bachelor degree. He obtained the Master degree from Shanghai University of Finance and Economics in February 2004 and the MBA degree from China Europe International Business School in September 2008.</p>
Wu Yiming	<p>Born in February 1975, Chinese Nationality, Board Secretary of Baoshan Iron & Steel Co., Ltd., Economist. Ms .Wu has extensive experience in law affairs management, financial management, asset management and corporate governance. Ms Wu joined Baosteel in July 1997 and successively held positions as Senior Law Affairs Manager, Deputy Director, Director of Asset Management Department of Baosteel International. She worked as Board Secretary and Director of Asset and Finance Department of Baosteel Resources from July 2008 to July 2010; Assistant President, Board Secretary and Director of Asset and Finance Department of Baosteel Resources from July 2010 to July 2012, concurrently Assistant President of Baosteel Resources International) since September 2010; Vice President of Baosteel Resources and Baosteel Resources (International) from July 2012 to April 2017. She has been Board Secretary of Baoshan Iron & Steel Co., Ltd. since Feb. 2017.</p> <p>Ms Wu graduated from Fudan University in 1997 and received the Master Degree of Science in Management from Stanford University in July 2008.</p>

(II) Granted Equity Incentive of Directors and Senior Executives in the Reporting Period

Applicable Not applicable

II. Employment of directors, supervisors, and senior executives in service or leaving the Company during the period

(I) Posts in the shareholding company

Applicable Not applicable

Name	Shareholding company	Post held	Start of term	End of term
Chen Derong	China Baowu Steel Group Corp., Ltd.	Director; President	2016-10	
Zhang Jingang	China Baowu Steel Group Corp., Ltd	Vice President	2016-10	
Zhao Changxu	China Baowu Steel Group Corp., Ltd	President Assistant& General Manager of Steel and Related Industry Development Center	2016-10	
Buck Pei	China Baowu Steel Group Corp., Ltd	Outside Director	2016-10	
Zhu Yonghong	China Baowu Steel Group Corp., Ltd	Chief accountant	2016-10	
Liu Guowang	China Baowu Steel Group Corp., Ltd	General Manager of Human Resource Department	2016-11	
Zhang Helei	China Baowu Steel Group Corp., Ltd	Director of Supervision Department	2016-11	
Notes	None			

(II) Posts in other entities

√ Applicable □ Not applicable

Name	Name of other entities	Post held	Start of term	End of term
Chen Derong	Shanghai Association for Science and Technology	Executive Director	2014/10	
Chen Derong	The Chinese Society for Metals	Executive Director	2014/10	
Chen Derong	Northeastern University	Deputy Chairman of School Board	2014/12	
Chen Derong	Ouyeel Co., Ltd.	General Manager	2015/1	2017/2
Dai Zhihao	Bao-Island Enterprises Ltd.	Chairman	2008/5	
Dai Zhihao	China Pacific Insurance (Group) Co., Ltd.	Chairman of the Board of Supervisors	2013/7	
Dai Zhihao	Shanghai Association of Listed Companies	Chief Supervisor	2013/8	
Zhu Junsheng	Shanghai Meishan Iron & Steel Co., Ltd.	Chairman	2016/8	
Buck Pei	China Merchants Group Limited	Outside Director	2015/10	
Buck Pei	Minmetals Resources Limited	Independent Director	2015/7	
Buck Pei	Zhong An Real Estate Limited	Independent Director	2007/3	
Buck Pei	Want Want China Holdings	Independent Director	2007/9	
Buck Pei	Shanghai-Hangzhou-Ningbo Expressway Co., Ltd.	Independent Director	2012/3	
Huang Yuchang	China-Europe International Business School	Professor	2013/4	
Huang Yuchang	Shanghai DragonNet Technology Co., Ltd.	Independent Director	2015/9	
Huang Yuchang	Shanghai Jahwa Corporation	Independent Director	2015/12	
Huang Yuchang	Cifi Group	Director	2016/8	
Liu Wenbo	Roland Berger Strategy Consultants	Senior Expert	2016/11/1	
Xia Dawei	Shanghai Electric Power Company Limited	Independent Director	2009/11	
Xia Dawei	Lianhua Supermarket Holdings Co., Ltd.	Independent Director	2004/9	
Xia Dawei	Guotai Junan Securities Co., Ltd.	Independent Director	2016/5	
Li Li	China Science & Merchants Capital Management Co., Ltd.	Co-president	2016/1	
Zhang Kehua	Wuhan Iron and Steel Company Limited	Independent Director	2015/12	2017/2
Zhou Zhuping	Shanghai Ouyeel Financial Information Service Co., Ltd.	Chairman	2017/1	
Zhu Yonghong	Hebi Cleaned Coal Co., Ltd.	Deputy Chairman	2013/9/23	
Zhu Yonghong	Hubei United Development Investment Co., Ltd.	Director	2014/10/31	
Zhu Yonghong	Hankou Bank Co., Ltd.	Director of the Board of Directors and Member of Strategy Committee	2014/6/25	
Zhu Yonghong	Beibu Gulf Property & Casualty Insurance Co., Ltd.	Director	2016/5/18	
Zhu Yonghong	Changjiang Property & Casualty Insurance Co., Ltd.	Chief Supervisor	2016/3/24	
Zhu Yonghong	The 3rd Board of Directors of Hubei Association of Chief Financial Officers	Director and Deputy Chairman	2015/5	
Zhu Yonghong	China Association of Price Metallurgical Price Branch	Deputy Chairman	2014/8	
Zhu Yonghong	China Association of Chief Financial Officers	Member	2014/12	
Zhu Yonghong	The 6th Board of Directors of Hubei Accounting Association	Director and Deputy Chairman	2014/12	
Zhu Yonghong	Journal of Metallurgical Financial Accounting	Editorial Board Member	2016/2	
Zhu Yonghong	Wuhan Senior Accounting Talent Pool	Evaluation Committee Member	2014/7	
Zhu Yonghong	Wuhan University of Science and Technology	Postgraduate Tutor (Off-campus Tutor)	2015/1	
Liu Guowang	Baosteel Group Finance Co., Ltd.	Director	2014/5	2017/5
He Meifen	Shanghai Baosight Software Co., Ltd.	Supervisor	2010/4	
He Meifen	Baosteel Group Finance Co., Ltd.	Director	2014/3	
He Meifen	Baosteel Zhanjiang Iron & Steel Co., Ltd.	Supervisor	2012/11	

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Yu Hansheng	Wuhan Huagong Venture Capital Co., Ltd.	Director	2014/5	
Yu Hansheng	Wuhan Iron and Steel Group Finance Co., Ltd.	Director	2013/5	
Yu Hansheng	Chang Xin Asset Management Co., Ltd.	Director	2016/12	
Chu Shuangjie	Baosteel Zhanjiang Iron & Steel Co., Ltd.	Director	2012/12	
Chu Shuangjie	Chinese Automobile Lightweight Technology Innovation Strategic Alliance	Director	2013/3	
Chu Shuangjie	Baosteel America Co., Ltd.	Director	2015/1	
Chu Shuangjie	Baosteel Europe Co., Ltd.	Director	2015/1	
Chu Shuangjie	PetroChina Northwest Alliance Pipeline Co., Ltd.	Director	2015/1	
Chu Shuangjie	The Chinese Society for Metals Electrical Steel Branch	Deputy Committee Chairman	2011/10	
Chu Shuangjie	The Chinese Society for Metals	Director	2012/10	
Chu Shuangjie	Shanghai Jiao Tong University	Doctoral Tutor	2007/9	
Liu An	Wuhan Iron and Steel (Group) Company	Deputy General Manager	2016/11	2017/3
Sheng Genghong	Baosteel Zhanjiang Iron & Steel Co., Ltd.	Chairman, Secretary of the Party Committee and Commander-in-Chief of Engineering Commanding Department	2016/5	
Wang Jing	Baosteel-NSC Automotive Steel Sheets Co., Ltd.	Chairman	2012/8	
Wang Jing	Baosteel Singapore Co., Ltd.	Chairman	2014/12	
Wang Jing	Howa Trading Co., Ltd.	Chairman	2014/12	
Wang Jing	Baosteel Europe Co., Ltd.	Chairman	2015/1	
Wang Jing	Guangzhou JFE Steel Plate Co., Ltd.	Deputy Chairman	2015/3	
Wang Jing	Baosteel America Co., Ltd.	Chairman	2015/7	
Wang Jing	Shanghai Jiangnan Changxing Shipyard Co., Ltd.	Deputy Chairman	2011/4	
Wang Jing	Shanghai Jiangnan Changxing Heavy Industry Co., Ltd.	Deputy Chairman	2011/4	
Zhi Xiwei	Baosteel Engineering & Technology Group Co., Ltd.	Director	2013/5	
Wu Kunzong	Baosteel Group Xinjiang Bayi Iron & Steel Co., Ltd.	Supervisor	2011/5	
Wu Kunzong	New China Life Insurance Company Ltd.	Director	2014/7	
Wu Kunzong	Shanghai Baodi Real Estate Co., Ltd.	Director	2015/6	
Wu Kunzong	Baosteel Zhanjiang Iron & Steel Co., Ltd.	Director	2016/6	
Wu Kunzong	Baosteel Special Steel Co., Ltd.	Supervisor	2012/4	
Wu Kunzong	Baosteel Stainless Steel Co., Ltd.	Supervisor	2012/4	
Wu Yiming	Bao-Trans Enterprises Ltd.	Chairman	2017/3	
Instructions about employment conditions in other units	None			

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

Applicable Not applicable

Decision-making procedure

Basis

The annual payable remunerations of senior executives, directors and supervisors to be paid by the Company 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".

Remunerations payable

The annual payable remunerations of those to be paid by shareholding companies and other related companies would be defined by these companies. The remunerations actually received by and payable to the Directors, Supervisors and Senior Executives from the Company for the report year totaled RMB 14.908 million (pre-tax)

Total remunerations actually received by the Directors, Supervisors and Senior Executives by the end of reporting period

RMB 14.908 million

IV. Change in directors, superiors and senior executives

Applicable Not applicable

Name	Position	Change	Reason of change
Chen Derong	Chairman	Leave office	Resign from the post in Feb. 2017
Dai Zhihao	President	Leave office	Resign from the post in Feb. 2017
Dai Zhihao	Chairman	Hired	Newly hired in Feb. 2017
Zhou Jjixin	Director; president	Hired	Newly hired in Feb. 2017
Zhang Jingang	Director	Hired	Newly hired in Feb. 2017
Zhao Changxu	Director	Hired	Newly hired in Feb. 2017
Zhao Zhouli	Director	Leave office	Resign from the post in Aug. 2016
Wang Li	Director	Leave office	Resign from the post in Aug. 2016
Liu An	Director	Hired	Newly hired in Aug. 2016
Liu An	Director	Leave office	Resign from the post in Feb. 2017
Zhang Kehua	Independent director	Hired	Newly hired in Feb. 2017
Chen Ying	Chairman of board of supervisors	Leave office	Resign from the post in Jan. 2016
Zhou Zhuping	Chairman of board of supervisors	Hired	Newly hired in Jan. 2016
Zhou Zhuping	Chairman of board of supervisors	Leave office	Resign from the post in Feb. 2017
Zhu Yonghong	Chairman of board of supervisors	Hired	Newly hired in Feb. 2017
Wu Kunzong	Supervisor	Leave office	Resign from the post in Jun. 2016
Zhang Helei	Supervisor	Hired	Newly hired in Aug. 2016
Yu Hansheng	Supervisor	Hired	Newly hired in Feb. 2017
Ma Jiangsheng	Staff supervisor	Hired	Newly hired in Apr. 2017
Liu An	Vice president	Hired	Newly hired in Feb. 2017
Sheng Genghong	Vice president	Hired	Newly hired in Jun. 2016
Li Yongxiang	Vice president	Leave office	Resign from the post in Jun. 2016
Zhang Dianbo	Vice president	Leave office	Resign from the post in Apr. 2016
Zhu Kebing	CFO, Secretary of board of directors	Leave office	Resign from the post in Jun. 2016
Wu Kunzong	CFO, Secretary of board of directors	Hired	Newly hired in Jun. 2016
Wu Kunzong	Secretary of board of directors	Leave office	Resign from the post in Feb. 2017
Wu Yiming	Secretary of board of directors	Hired	Newly hired in Feb. 2017

V. Punishment by Securities regulatory authorities in the previous three years

Applicable Not applicable

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

(I) Employees

Number of employees in service in the parent company	16,784
Number of employees in service in the main subsidiaries	20,399
Total number of employees in service	37,183
Number of retired employees to be covered by the parent company and main subsidiaries	

Section VIII Directors, Supervisors, Senior Executives and Employees

Professional composition

Category of professional composition	Number of professionals
Production personnel	21,807
Sales personnel	2,317
Technical personnel	10,222
Financial personnel	611
Administrative personnel	2,226
Total	37,183

Educational background

Category of educational background	Number (people)
Master's degree or above	2,856
Bachelor's degree	13,024
College degree	12,687
Secondary vocational school education or below	8,616
Total	

(II) Compensation Policy

Applicable Not applicable

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

(III) Training Scheme

Applicable Not applicable

In 2016, concerning the Company's development strategy and production operation, focus on related content of "A New Round of Planning", make use of capacity building as the main line to continuously optimize project design, improve the growth traction mechanism, expand the high-quality training resource and exactly develop the talent training work through deep exploration and hierarchical classification.