

Directors, Supervisors, Senior Management Members and Staff

Directors, Supervisors and Senior Management Members

Board of Directors

Name	Position	Name	Position
LIU Liange	Chairman	LIAO Qiang	Non-executive Director
WU Fulin	Executive Director and Executive Vice President	ZHANG Jiangang	Non-executive Director
LIN Jingzhen	Executive Director and Executive Vice President	LEUNG Cheuk Yan	Independent Director
ZHAO Jie	Non-executive Director	WANG Changyun	Independent Director
XIAO Lihong	Non-executive Director	Angela CHAO	Independent Director
WANG Xiaoya	Non-executive Director	JIANG Guohua	Independent Director

Notes:

- The information listed in the above table pertains to the incumbent directors.
- Mr. WU Fulin began to serve as Executive Director and member of the Connected Transactions Control Committee of the Board of Directors of the Bank as of 3 February 2019.
- Mr. LIN Jingzhen began to serve as Executive Director and member of the Risk Policy Committee of the Board of Directors of the Bank as of 3 February 2019.
- Mr. CHEN Siqing ceased to serve as Chairman of the Board of Directors, Executive Director and Chairman and member of the Strategic Development Committee of the Board of Directors of the Bank as of 28 April 2019 due to change of job.
- The 2018 Annual General Meeting of the Bank held on 17 May 2019 considered and approved the proposal on the election of Mr. Martin Cheung Kong LIAO to be appointed as Independent Director of the Bank. The qualification of Mr. LIAO as Independent Director of the Bank is subject to the approval by CBIRC.
- The 2018 Annual General Meeting of the Bank held on 17 May 2019 considered and approved the proposal on the election of Mr. TAN Yiwu to be appointed as Non-executive Director of the Bank. For his personal reasons, the qualification approval procedure for Mr. TAN Yiwu to be appointed as Non-executive Director of the Bank has been terminated.
- Mr. LI Jucai ceased to serve as Non-executive Director and member of the Strategic Development Committee and the Audit Committee of the Board of Directors of the Bank as of 25 June 2019 due to change of job.
- Mr. ZHAO Jie began to serve as member of the Personnel and Remuneration Committee of the Board of Directors of the Bank as of 28 June 2019.

- 9 Mr. LIAO Qiang began to serve as member of the Risk Policy Committee of the Board of Directors of the Bank and ceased to serve as member of the Personnel and Remuneration Committee of the Board of Directors of the Bank as of 28 June 2019.
- 10 Mr. JIANG Guohua began to serve as member of the Strategic Development Committee of the Board of Directors of the Bank as of 28 June 2019.
- 11 Mr. LIU Liange began to serve as Chairman of the Board of Directors, and Chairman of the Strategic Development Committee of the Board of Directors of the Bank as of 5 July 2019.
- 12 Mr. ZHANG Jiangang began to serve as Non-executive Director and member of the Strategic Development Committee and the Audit Committee of the Board of Directors of the Bank as of 29 July 2019.
- 13 Mr. LU Zhengfei ceased to serve as Independent Director, Chairman and member of the Audit Committee, Chairman and member of the Personnel and Remuneration Committee, and member of the Connected Transactions Control Committee of the Board of Directors of the Bank as of 1 August 2019 due to the expiration of his term of office.
- 14 Mr. WANG Changyun began to serve as Chairman of the Personnel and Remuneration Committee of the Board of Directors of the Bank as of 1 August 2019.
- 15 Mr. JIANG Guohua began to serve as Chairman of the Audit Committee of the Board of Directors of the Bank as of 1 August 2019.
- 16 Ms. WANG Xiaoya began to serve concurrently as Non-executive Director of China Reinsurance (Group) Corporation as of 7 August 2019.
- 17 Among the incumbent directors, Non-executive Directors Mr. ZHAO Jie, Ms. XIAO Lihong, Ms. WANG Xiaoya, Mr. LIAO Qiang and Mr. ZHANG Jiangang were recommended by Central Huijin Investment Ltd., shareholder of the Bank. In addition, Non-executive Director Mr. LI Jucai, also recommended by Central Huijin Investment Ltd., resigned during the reporting period.
- 18 During the reporting period, none of the directors held any share of the Bank.

Board of Supervisors

Name	Position	Name	Position
WANG Xiquan	Chairman of the Board of Supervisors	LENG Jie	Employee Supervisor
WANG Zhiheng	Employee Supervisor	JIA Xiangsen	External Supervisor
LI Changlin	Employee Supervisor	ZHENG Zhiguang	External Supervisor

Notes:

- 1 The information listed in the above table pertains to the incumbent supervisors.
- 2 Mr. WANG Zhiheng began to serve as member of the Duty Performance and Due Diligence Supervision Committee and member of the Finance and Internal Control Supervision Committee of the Board of Supervisors of the Bank as of 15 January 2019.
- 3 Mr. LI Changlin began to serve as member of the Duty Performance and Due Diligence Supervision Committee and member of the Finance and Internal Control Supervision Committee of the Board of Supervisors of the Bank as of 15 January 2019.

- 4 Mr. LENG Jie began to serve as member of the Duty Performance and Due Diligence Supervision Committee of the Board of Supervisors of the Bank as of 15 January 2019.
- 5 Mr. CHEN Yuhua ceased to serve as External Supervisor and Chairman of the Finance and Internal Control Supervision Committee of the Board of Supervisors of the Bank as of 17 May 2019 due to related regulations.
- 6 Mr. JIA Xiangsen began to serve as External Supervisor of the Bank as of 17 May 2019, and as Chairman of the Financial and Internal Control Supervision Committee of the Board of Supervisors of the Bank as of 9 August 2019.
- 7 Mr. ZHENG Zhiguang began to serve as External Supervisor of the Bank as of 17 May 2019, and as member of the Duty Performance and Due Diligence Supervision Committee, member of the Financial and Internal Control Supervision Committee of the Board of Supervisors of the Bank as of 9 August 2019.
- 8 Mr. LIU Wanming ceased to serve as Shareholder Supervisor and member of the Finance and Internal Control Supervision Committee of the Board of Supervisors of the Bank as of 18 May 2019 due to the expiration of his term of office.
- 9 During the reporting period, none of the supervisors held any share of the Bank.

Senior Management Members

Name	Position	Name	Position
WU Fulin	Executive Director and Executive Vice President	XIAO Wei	Chief Audit Officer
LIN Jingzhen	Executive Director and Executive Vice President	LIU Qiuwan	Chief Information Officer
SUN Yu	Executive Vice President	LIU Jiandong	Chief Risk Officer
ZHENG Guoyu	Executive Vice President	MEI Feiqi	Secretary to the Board of Directors and Company Secretary

Notes:

- 1 The information listed in the above table pertains to the incumbent senior management members.
- 2 Mr. PAN Yuehan ceased to serve as Chief Risk Officer of the Bank as of 18 January 2019 due to change of job.
- 3 Mr. SUN Yu began to serve as Executive Vice President and ceased to serve as Chief Overseas Business Officer of the Bank as of 3 February 2019.
- 4 Mr. LIU Jiandong began to serve as Chief Risk Officer of the Bank as of 3 February 2019.
- 5 Mr. ZHENG Guoyu began to serve as Executive Vice President of the Bank as of 28 May 2019.
- 6 Mr. LIU Liange ceased to serve as President of the Bank as of 27 June 2019 due to the change of job arrangements. Mr. LIU Liange will perform the duties as President of the Bank until the new President is appointed by the Bank and approved by CBIRC.
- 7 During the reporting period, no senior management member, except Mr. SUN Yu who held 10,000 H shares of the Bank, held any share of the Bank.

Organisational Management, Human Resources Development and Management

Organisational Management

As at 30 June 2019, the Bank had a total of 11,752 institutions worldwide, including 11,199 institutions in the Chinese mainland and 553 institutions in Hong Kong, Macao, Taiwan and other countries and regions. Its domestic commercial banking business comprised 10,722 institutions, including 38 tier-1 and direct branches, 357 tier-2 branches and 10,326 outlets.

Geographic distribution of institutions and employees:

Unit: RMB million/unit/person, except percentages

Items	Assets		Institutions		Employees	
	Total assets	% of total	Number of institutions	% of total	Number of employees	% of total
Northern China	6,934,478	29.28%	2,093	17.81%	61,451	20.09%
Northeastern China	754,593	3.19%	939	7.99%	24,475	8.00%
Eastern China	4,657,329	19.67%	3,598	30.62%	91,171	29.81%
Central and Southern China	3,472,771	14.67%	2,832	24.10%	67,085	21.94%
Western China	1,709,467	7.22%	1,737	14.78%	37,235	12.18%
Hong Kong, Macao and Taiwan	4,103,555	17.33%	428	3.64%	18,479	6.04%
Other countries and regions	2,045,707	8.64%	125	1.06%	5,927	1.94%
Elimination	(1,411,876)	N/A	N/A	N/A	N/A	N/A
Total	22,266,024	100.00%	11,752	100.00%	305,823	100.00%

Note: The proportion of geographic assets was based on data before elimination.

Human Resources Development and Management

As at 30 June 2019, the Bank had a total of 305,823 employees. There were 281,417 employees in the Bank's operations of the Chinese mainland, of which 269,357 worked in the Bank's domestic commercial banking operations. There were 24,406 employees in the Bank's operations in Hong Kong, Macao, Taiwan and other countries and regions. As at 30 June 2019, the Bank bore costs for a total of 5,408 retirees.

In the first half of 2019, in line with the Group's strategies and annual priorities, the Bank continued to improve its organisational structure, and strengthened the Head Office's leadership of its overseas institutions, thus effectively improving the coordinated management of overseas business and regional integration. It increased resource investment in key strategic regions, promoted the integrated development of institutions in the Yangtze River Delta, renovated the institutional management mechanism in Xiongan New Area, and reinforced the research effort in Hainan Free Trade Zone to support national strategies.

The Bank adhered to its performance-based and strategy-oriented personnel allocation mechanism, continually improved its personnel structure, devoted great energy to enhancing the cultivation of its talent pool, and allocated more personnel to its strategically important businesses and to regions with strong output performance and rapid benefit increase, with the aim of continually increasing the input-output efficiency of personnel allocation. Moreover, the Bank thoroughly implemented the national strategy of targeted poverty alleviation, selecting and dispatching outstanding personnel to frontline outlets and to areas facing challenging conditions, so as to support local economic development.

Actively responding to the Belt and Road Initiative, the Bank successfully held the Belt and Road international financial exchange & cooperation seminars for five central Asian countries, namely, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan. In this way, the Bank effectively promoted cross-border economic and trade cooperation as well as cultural and educational exchanges, and demonstrated its international vision and sense of responsibility.

During the first half of 2019, 28,923 training courses were offered in the Bank's domestic commercial banking institutions, with an aggregate of 1,252,958 participants.