

Directors, Supervisors, Senior Management Members and Staff

Directors, Supervisors and Senior Management Members

Directors

Name	Position	Name	Position
LIU Liange	Chairman	CHEN Jianbo	Non-executive Director
LIU Jin	Vice Chairman and President	WANG Changyun	Independent Director
WANG Wei	Executive Director and Executive Vice President	Angela CHAO	Independent Director
LIN Jingzhen	Executive Director and Executive Vice President	JIANG Guohua	Independent Director
ZHAO Jie	Non-executive Director	Martin Cheung Kong LIAO	Independent Director
XIAO Lihong	Non-executive Director	CHEN Chunhua	Independent Director
WANG Xiaoya	Non-executive Director	CHUI Sai Peng Jose	Independent Director
ZHANG Jiangang	Non-executive Director		

Notes:

- The information listed in the above table pertains to the incumbent directors.
- Mr. WANG Jiang ceased to serve as Vice Chairman of the Board of Directors, Executive Director, and member of the Strategic Development Committee of the Board of Directors of the Bank as of 5 February 2021 due to a change of job.
- Mr. LIU Jin began to serve as Vice Chairman of the Board of Directors, Executive Director, and member of the Strategic Development Committee of the Board of Directors of the Bank as of 16 June 2021. Mr. LIU Jin began to serve as Vice Chairman of the Board of Directors and Non-executive Director of BOC Hong Kong (Holdings) Limited and Bank of China (Hong Kong) Limited as of 3 August 2021.
- Non-executive Directors Mr. ZHAO Jie, Ms. XIAO Lihong, Ms. WANG Xiaoya, Mr. ZHANG Jiangang and Mr. CHEN Jianbo were recommended by Central Huijin Investment Ltd., shareholder of the Bank.
- During the reporting period, no incumbent or former director who left the posts during the reporting period held any share of the Bank.

Supervisors

Name	Position	Name	Position
ZHANG Keqiu	Chairwoman of the Board of Supervisors	JIA Xiangsen	External Supervisor
LI Changlin	Employee Supervisor	ZHENG Zhiguang	External Supervisor
LENG Jie	Employee Supervisor		

Notes:

- 1 The information listed in the above table pertains to the incumbent supervisors.
- 2 Mr. WANG Xiquan ceased to serve as Chairman of the Board of Supervisors, Shareholder Representative Supervisor, and Chairman of the Duty Performance and Due Diligence Supervision Committee of the Board of Supervisors of the Bank as of 18 January 2021 due to the reason of age.
- 3 Ms. ZHANG Keqiu began to serve as Chairwoman of the Board of Supervisors, Shareholder Representative Supervisor, and Chairwoman of the Duty Performance and Due Diligence Supervision Committee of the Board of Supervisors of the Bank as of 18 January 2021.
- 4 Mr. WANG Zhiheng ceased to serve as Employee Supervisor, 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 24 June 2021 due to the reason of work.
- 5 During the reporting period, no incumbent or former supervisor who left the posts during the reporting period held any share of the Bank.

Directors, Supervisors, Senior Management Members and Staff

Senior Management Members

Name	Position	Name	Position
LIU Jin	Vice Chairman and President	WANG Zhiheng	Executive Vice President
WANG Wei	Executive Director and Executive Vice President	LIU Qiuwan	Chief Information Officer
LIN Jingzhen	Executive Director and Executive Vice President	LIU Jiandong	Chief Risk Officer
ZHENG Guoyu	Executive Vice President	ZHUO Chengwen	Chief Audit Officer
CHEN Huaiyu	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. WANG Jiang ceased to serve as President of the Bank as of 5 February 2021 due to a change of job.
- 3 Mr. CHEN Huaiyu began to serve as Executive Vice President of the Bank as of 19 April 2021.
- 4 Mr. LIU Jin began to serve as President of the Bank as of 26 April 2021.
- 5 Mr. ZHUO Chengwen began to serve as Chief Audit Officer of the Bank as of 18 May 2021.
- 6 Mr. WANG Zhiheng began to serve as Executive Vice President of the Bank as of 17 August 2021.
- 7 The Board of Directors of the Bank considered and approved the appointment of Ms. ZHAO Rong as Chief Business and Management Officer of the Bank. This appointment is subject to the approval by the relevant regulatory authorities.
- 8 During the reporting period, no incumbent or former senior management member who left the posts during the reporting period held any share of the Bank.

Organisational Management, Human Resources Development and Management

Organisational Management

As at 30 June 2021, the Bank had a total of 11,519 institutions worldwide, including 10,963 institutions in the Chinese mainland and 556 institutions in Hong Kong (China), Macao (China), Taiwan (China) and other countries and regions. Its commercial banking business in the Chinese mainland comprised 10,450 institutions, including 38 tier-1 and direct branches, 370 tier-2 branches and 10,041 outlets.

The geographic distribution of the institutions and employees of the Bank is set forth below:

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	7,827,509	28.06%	2,075	18.01%	61,925	20.26%
Northeastern China	861,774	3.09%	900	7.81%	23,831	7.80%
Eastern China	5,981,526	21.44%	3,515	30.51%	90,696	29.68%
Central and Southern China	4,239,669	15.20%	2,764	24.00%	66,302	21.70%
Western China	2,000,768	7.17%	1,709	14.84%	37,511	12.27%
Hong Kong (China), Macao (China), Taiwan (China)	4,829,338	17.31%	390	3.39%	17,721	5.80%
Other countries and regions	2,154,944	7.73%	166	1.44%	7,608	2.49%
Elimination	(1,578,201)	N/A	N/A	N/A	N/A	N/A
Total	26,317,327	100.00%	11,519	100.00%	305,594	100.00%

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

Human Resources Development and Management

As at 30 June 2021, the Bank had 305,594 employees. There were 280,265 employees in the Chinese mainland, of which 267,050 worked in the Bank's commercial banking business in the Chinese mainland. The Bank had 25,329 employees in Hong Kong (China), Macao (China), Taiwan (China) and other countries and regions. As at 30 June 2021, the Bank bore costs for a total of 5,041 retirees.

Directors, Supervisors, Senior Management Members and Staff

In the first half of 2021, the Bank deepened reform of its organisational structure and management mechanism based on the Group's strategies and annual priorities. Focusing on serving the real economy and overall national strategic development, the Bank improved the functional framework of key business areas such as technology finance, green finance and inclusive finance, and refined its regional management models and mechanisms in a bid to support the development of key regions. It accelerated its digital transformation by setting up the Financial Digitalisation Committee under the Executive Committee so as to strengthen the top-level design and overall management of its technology systems and the organisational support for e-CNY operations, thereby fully enhancing its digital service capabilities.

In the first half of 2021, with a focus on implementing the national policy of integrating production and education, forging ahead with the Group's strategies, and serving society and customers, BOC University continued to improve its governance and management mechanism for training, boosted the digital transformation of its training activities, and made great efforts to sharpen its basic training capabilities. BOC University supported strategy implementation and professional growth internally, and carried out key training programmes such as the "Programme for Faster Transformation of Leadership", "Experts' Lecture Hall", the "Global Programme for Young Innovative Personnel", and the "Study Festival for All Employees". In addition, BOC University served the national strategy of integrating production and education externally by delivering elite programmes such as the "School of Smart Government Services", "Rural Revitalisation School", and "Job Training for College Students". All these programmes were widely praised among employees of the Bank and the general public, illustrating BOC's characteristic advantages and increasing its brand influence. As at 30 June 2021, a total of 7,808,571 people had participated in various types of training, reaching a total online learning time of 5,134,465 hours.

The Bank vigorously strengthened its human resources, stimulated employee enthusiasm, intensified the cultivation of young professionals, and provide continuous training to its globalised and all-rounded talents. It constantly pushed forward the building of professional development pathways by optimising pathway sequencing, improving professional qualification management and further opening up professional development channels. Following national rural revitalisation strategies, the Bank selected and dispatched outstanding personnel to frontline outlets and areas facing challenging conditions, so as to support local economic development. Actively responding to the country's "employment-first" strategy, the Bank took the initiative to offer more new jobs, improved its recruitment policies and measures, and delivered more support to technicians, thus providing job opportunities for various personnel.