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Sinopec Oilfield Service Corporation

(a joint stock limited company established in the People's Republic of China)

(Stock code: 1033)

2016 Corporate Social Responsibility Report

The Board of Directors and all directors of the Company hereby guarantee that there is no false records, misleading statement, misrepresentation or major omission in this report and assume joint and several liabilities for the authenticity, accuracy and integrity of the report content.

*The Sinopec Oilfield Service Corporation 2016 Corporate Social Responsibility Report (“the Report”) mirrors the performances of social responsibilities proactively undertaken by Sinopec Oilfield Service Corporation (“the Company”) for its stakeholders and the society in the course of production and operation activities in 2016. The Report is developed based on the actual conditions of the Company and in accordance with the *Company Law of the People’s Republic of China*, the *Guidelines of Shanghai Stock Exchange for the Information Disclosure Management Bylaws of Listed Companies* and the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (Exchange Listing Rules): Appendix 27 – Environment, Society and Governance Report Guideline* and other relevant laws and regulations.*

In 2016, the Company vigorously laid emphasis on market exploration, cost reduction, project effectiveness enhancement and strict management by entrenching the development idea of “all for benefit-oriented win-win cooperation grounded upon market and service” and promoted steadily the innovation-driven initiative, reform deepening, structural adjustment and transformation development with new progresses made through difficulties and hardships. The Company, while striving for survival and development since the economic downturn, fulfilled its social responsibilities in real earnest and attached importance to safety in production, resource saving, environmental protection and employee caring with supports rendered for public welfare undertakings and assistances contributed to the regional economic development, which facilitated the balanced and sustainable development between the enterprise and the employee and between the community and the environment.

I. Safety in Production

With the “red line” and “bottom line” awareness all the times and on the premise of upholding and implementing the policy of “safety first, prevention first and comprehensive management and control”, the Company, in the face of the downturn of oilfield service industry with dual decline of price and volume in 2016, still focused on prevention for safety and took fundamental ways to improve its safety management system persistently, strengthen the supervision team building and put allogeneic supervision into practice. Thanks to the great efforts made on fulfillment of safety production responsibility and reinforced safety supervision and inspection and potential risk screening and prevention, the production situation of the Company throughout the year was smooth and steady as a whole.

1. Production performance

The reported total man-hour of year 2016 was 340,752,320 hours with 17 employee recordable personal injury incidents. The LTCF and TRCF were 0.0499, dropping by 44.18% and 48.60% in respective than that of in 2015. The total milage of vehicle transportation reached 293.32323 million km. Our overseas projects won 39 safety commendations and prizes awarded by the Saudi Aramco and oil companies in Kuwait and Malaysia, setting up a sound international image for the Company.

2. Safety system building

The Company continues amending and improving the HSE management system and has so far released 37 HSE management systems and formulated the *HSE Management Guide*; the regional companies, specialized companies and affiliated units have also established the HSE management systems to progressively normalize and streamline the operation and management. In reference to the breakdown of HSE accountability system, detailed rules of HSE accountability system and evaluation for 6,300 job posts have been compiled to make the job responsibilities specific and quantifiable to all staff and for implementation of all-staff post responsibility system. The “contingency plan card” work has been completed with totally 4,600 emergency operation cards designed and printed, having generally set up an ever-improving management system, accountability system, operating procedure, contingency plan system and HSE management system.

3. Major risk management and control and potential risk prevention

The Company, in line with the “risk identification, hidden danger elimination and major incident eradication” requirements, organizes and carries out major safety risk assessment and has the risks such as well control and hydrogen sulfide leaking, offshore operation, out-of-control radioactive source, civilian explosive device missing or explosion and public security enrolled into the major safety risk checklist to delegate the responsible leadership and responsible department in contracting way for major risk precautionary measures development and execution and normalization of all-staff safety inspection and diagnosis works. In 2016, the Company received over 120,000 safety-related diagnostic suggestions and recommendations regarding operation safety management, staff behavior safety, unsafe conditions of materials and operating procedures and a bonus of RMB 2.089 million was handed out to those who offered good advices.

To eliminate any potential safety risk or hazard in a timely manner, the Company puts the potential risk prevention - “five determined” principle into practice in real earnest to strengthen the efforts on potential risk prevention. In 2016, RMB 854 million

accumulatively were spent in safety in production and security, undertaking 6 Sinopec safety related science and technology key projects with investment of RMB 5.24 million. Great efforts were made on technological innovation and safety technical prevention system for drilling crew was promoted and built. In addition, new technologies, new processes and new units were put into operation and the drilling rig “well plant” technological transformation project was promoted in Fuling work area by putting 14 sets of guide-rail, wheel-track and marching-type rig integrated moving systems into use, which mitigated the rig removal risk and shortened the removal time from 6 days to 3 hours.

4. On-scene supervision and risk management and control

The Company exerts all strength to implement the HSE allogeneic supervision mechanism to beef up the HSE supervision team. The subsidiaries are staffed with safety superintendents with independent HSE management department established and professional managerial personnel available. Dedicated HSE inspection and supervision organization is set up with professional inspector and supervisors recruited. 600 HSE allogeneic supervision staff quartered at the 33 HES supervision stations established under the secondary units subordinated to the 6 regional companies have developed the allogeneic supervision operation management measures and job standards based on the local conditions to oversee employee’ performance of duty. Tangible results have been achieved since the introduction of the HSE allogeneic supervision pattern.

Management and control measures applied to the construction site are carried out in a strict fashion in order to minimize HSE risks at the jobsite. Under the umbrella of HSE visual management normalized and restrained by the *HSE Visual-based Management Rules*, the permit-to-work management system is in full swing to manage the 62 high-risk operations in 6 disciplines including drilling, offshore and downhole operations. The drilling field operation JSA template is formulated, based on which JSA analysis will be made on all permitted operations and unconventional operations. In 2016, 6,400 person-times were asked for work permit approver and safety watch training and video monitoring system installation work was promoted energetically additionally. 301 drilling crews and 212 downhole operation crews have equipped with fixed and mobile video monitoring devices with 6,750 monitoring probes put into place. The high-risk operation onsite risk management and control have been leveled up substantially.

In 2016, the Company exerted strength on supervision and inspection and successively organized annual comprehensive HSE inspection and the well control and offshore thorough inspection as well as safety production in winter and allogeneic supervision and acceptance works, screening down to and correcting 3,000 issues and problems of all kinds. The units and their secondary units carried out monthly, quarterly and annually comprehensive HES inspections and HES inspections for operations in special period and of special disciplines in real earnest, which played a better role in potential risk identification and risk management and control.

5. Well control management

With positive attitude to the promotion of the *Well Control Management Rules*, the Company organizes its subsidiaries to amend and publish the drilling and downhole operation well control implementation rules, develop well control management system and conduct well control workshop standardization construction and

maintenance management training so as to clarify the requirements of having on-scene supervisor is seen as a must during well control equipment repair and maintenance works and pressure testing. The well control equipment must be maintained and installed professionally and managed by standard. The *Drilling Class-I Well Control Equipment Testing Management Regulations* is developed to require that the 377 sets of drilling class-I well control equipment must be tested every 3 years. Moreover, since the introduction of the “experts at the wellpad” policy, well control experts from the Zhongyuan Petroleum Engineering Company, Southwest Petroleum Engineering Company and Jiangnan Petroleum Engineering Company have been assigned to the Shunbei 2 Wellpad, Mashen 1 Wellpad and Jiaoye 108-6HF Wellpad. To strengthen the field management, the “three-early” and “three-post joint liability” concepts are emphasized and well control drills under different operating conditions are performed and the capability of “holding the post independently and earnestly” of grassroots are improved. By laying stress on well control training and consolidating well control training materials of training schools, the Company has formulated the well control test library. In 2016, the Company’s well control works ran steadily in general.

6. Offshore safety

The Company, by means of persistently intensifying the offshore operation risk prevention and control and strengthening offshore operation safety management, has held structural safety condition evaluations on 8 over 30-year-old drilling platforms with 27 potential safety hazards identified from the in-service old platforms enrolled into the potential hazards rectification plan, requiring all drilling platform with major safety hazards to be put out of service before having the hazards eliminated. The work permits for platform towing and shifting and large-scale structure hoisting operations are to be approved strictly. The team lead on-duty system is introduced for safety watch throughout the operation process. The approval and supervision levels are promoted regarding direct platform towing operations conducted in special seasons and sensitive periods along with emphasis put on safety education for offshore staff and external operating personnel. Close attention is paid to the weather conditions with unblock information communication channels in order to set up deliberate plans in response to typhoon or other severe weather conditions. In 2016, 77 platform towing operations were successfully performed and no safety incidents took place in offshore operations throughout the year.

7. Public security management and control

The Company, by adhering to the principle of “no assignment for untrained and disqualified staff”, requires all overseas staff to participate in the public security training and has completed the training for 3,837 personnel and examined and approved 1,552 outbound delegations and 13,642 personnel going abroad. In line with the tenet of “no public security evaluation, no organization; no project bidding, no contract signing”, the overseas public security risk evaluation is strengthened with 167 new projects reviewed and approved. Anti-terrorism and riot prevention works are carried out steadily and teams and crews are required to read over and promote the *Western Working Area Security Protection Equipment Requirement* and be outfitted with anti-terrorism and riot prevention tools and equipment by standard in order to implement case recording, anti-terrorism drill, access control and patrolling system and emergency team assembling works. Specially-assigned person shall be on alert on daily basis with necessary emergency tools equipped to ensure normal production and

staff's personal safety. No any major public security event was reported in 2016.

II. Environmental Protection

The Company strictly observes environmental protection laws and regulations and energy conservation and emission reduction rules and requirements of the operation or operation host countries and regions, develops and implements policies like the *Energy Conservation and Emission Reduction Management Measures* to continue the cleaner production, energy conservation and emission reduction and carbon asset inspection and review as well as the “energy efficiency redoubling” plan with tangible achievements made in the “ecological civilization construction” and the “green and low-carbon” strategies preliminarily. In 2016, waste drilling mud produced through drilling of 308 wells was disposed by the Company, achieving the drilling waste reduction by over 60%. In addition, oil-base cuttings disposition was strengthened in Fuling work area, and the oil-base cuttings recovery unit of the Jiangnan Petroleum Engineering Company with daily capacity of 50m³ had accumulatively recovered 13,000m³ cuttings. Apart from that, pollution control and comprehensive utilization of wastes were also focused, the 7 mud recovery stations of Shengli Petroleum Engineering Company had totally utilized 230,000 m³ drilling mud, and 46,000 m³ backflow fracturing fluid and drilling wastewater in the Fuling work area have all been recovered during fracturing fluid preparation. The Company's drilling and wastewater recovery and treatment rate hits 100%, hazardous wastes disposal rate hits 100% with production unit grassroots clean production audit rate greater than 80%, making significant improvement of waste reduction and efficiency increase.

By taking advantage of energy-saving technologies proactively, the Company exerts great efforts on promotion of the “energy efficiency redoubling” program. In 2016, grid electricity was used for energizing 293 wells with footage reached of 459,960 m, saving 84,000 tons of diesel oil and 9,959.7 tons of standard coal. The 2016 industrial production comprehensive energy consumption is 0.270 tons of standard coal/RMB 10,000 which is 0.001 tons of standard coal/RMB 10,000 lower than the actual value obtained in 2015; the total energy consumed is 690,557 tons of standard coal, taking up 79.13% of 872,677 tons of standard coal as planned annually.

In strict accordance with the *Environmental Protection Law*, the *Effluent Limitations for Pollutants from Offshore Petroleum Exploration and Production* (GB4914-2008) and the *Effluent Standard for Pollutants from Ship* (GB3552-83) as well as the effluent standards of project host country and international conventions, the Company is able to ensure the on-spec. discharge of industrial wastewater and domestic wastewater, while the hazardous waste will be delivered to the Company with disposition qualification for recovery. On the drilling platforms there are oil-water separators and domestic wastewater treatment units, etc., which are subject to maintenance and repairing by PMS/AMOS to ensure normal operation. Domestic wastewater and oily sewage are sampled and tested on monthly basis with the test results tracked for the sake of on-spec. discharge. The platforms are also outfitted with recovery equipment to prevent contaminant from overflowing, ensuring zero release of contaminant.

The Company also upholds green office and green commuting to downsize consumption of office suppliers and promote office automation by controlling the quantity of printed paper document and requiring double-sided printing and paper reuse. Moreover, video conference is recommended to a great extent which enlarges

the coverage of conference participant and improves the efficiency and sharply saves the trip cost for meeting. The policy of saving water and electricity is also put into practice to schedule and utilize electric power and water resources with reason. Vehicles for official business are managed and arranged properly to save trip cost and reduce fuel consumption.

III. Quality Management

By forcing on the transformation and upgrading through quality and efficiency improvement, the Company, sticking to the quality policy of “quality always one step ahead”, constantly entrenches its quality management foundation and has released the *Quality Management Measures of Petroleum Engineering Company*. The certified companies continue improving the quality management system to guarantee the continuity of the system validity. In addition, the petroleum engineering project and product whole-process quality management and control and field supervision are also intensified along with oilfield chemical agent quality spot check work carried out to have the engineering quality and product quality under control. The quality goals of 2016 has been achieved, including the geophysical data acceptability of 100%, wellbore quality passing rate of 99.9%, well cementation quality passing rate of 100%, coring recovery rate of 95.4%, logging curve excellence rate of 92.3%, well completion data profile coincidence rate of 92.9%, special operation first-pass yield of 99.7% and unit engineering quality and project completion and acceptance first-pass yield of 100%.

With outstanding achievements made in quality and efficiency improvement with more as-built records made and high-quality projects completed, the Company builds its “SSC” brand image unremittingly. The Shunbei 1-4H well depth of 8,049.09 m marks the world’s deepest slant depth of ultra-deep slim hole ($\leq 6''$) horizontal well and the deepest vertical depth of 7,456 m and the deepest slant depth of 7,947.21 m in China are also reached from the short-radius horizontal well in the Shunbei 1-7H well. The oriented perforation and coil tubing through cable in the Fuling work area also the breakthrough in construction records. Furthermore, the Yulin-Jinan gas transmission pipeline project and Qiaodong Oilfield Qingdong 5 New Areas Productivity Construction Surface Works are awarded the “national high-quality project”.

IV Supply Chain Management

The Company has established a complete management system of supplier admittance, application, evaluation and exit by continuously optimizing supply chain management. Holding a prudent attitude and strict standards towards supplier selection, the Company values not only the product quality, the standard of service, the business ethics and corporate reputation of the suppliers but also their performance of social responsibility fulfillment. The Company has published *Measures for the Management of Material Purchasing and Source of Supply* to optimize the supplier management system, and reinforced the institutional basis for standardized supplier management. At the same time of opening the door to supply services and actively seeking excellent global suppliers, the Company also improves its mechanism of supplier qualification examination, dynamic assessment, hierarchical management, resources sharing and win-win cooperation. The Company actively participates in the sharing of the compliant and efficient bidding platform of Sinopec Group to provide the suppliers with open, fair and transparent involvement opportunities through open bidding and

e-bidding. In the steps of supplier admittance evaluation, bidding pre-qualification inspection, bidding participation, product and service provision and performance evaluation, the company conducts centralized treatment and notification on the delinquent suppliers by sharing the evaluation and examination information of suppliers from Sinopec Group. Management on suppliers is reinforced as they are required to be honest and credible, perform operation in accordance with the law, concern about the health, safety and environmental protection requirements and obtain corresponding system certificates whose implementation will also be incorporate into the performance assessment of the suppliers. Meanwhile, the Company considers the bribery records query results of the suppliers and their legal representatives as an important evaluation index. The qualification of suppliers with bribery records will be cancelled and is not allowed to participate in bidding.

V. Employee Development

As employees are the greatest asset of enterprises, the development of an enterprise is inseparable from its employees' contribution. Protecting the rights and interests of employees and constructing a harmonious enterprise is the key to the sustainable development of a company as well as the motive source for the rapid development and booming of a company.

1. Employment policy

The Company strictly conforms to the *Labor Law of the People's Republic of China*, *Labor Contract Law of the People's Republic of China* and relevant laws, regulations and rules in the country where our business locates. We sign labor contracts with employees under the principle of legality, equality, free will, unanimity through consultation, honesty and credibility; implement a work system with integrative computation of work hours in accordance with labor law; improve labor dispatching system and salary and welfare management system; treat all the employees of different nationalities, races, genders, religious beliefs and cultural backgrounds fairly; prohibit child labors in all regions; reject all types of forced labors; carefully implement the *Special Rules on the Labor Protection of Female Employees* to protect various rights and interests of female employees in pregnancy, perinatal period or lactation period. It is strictly forbidden to lower the wage of female employees, dismiss them and terminate labor contract or employment contract with them because of pregnancy, childbirth or lactation, ensuring there is no discrimination against female employees. In 2016, the Company carefully implemented the revision suggestions of national labor contract law, insisted compliant employment in accordance with the law, further standardized labor dispatching management, reduced the proportion of dispatched labors to less than 10% and enforced labor contract management to regulate labor employment order and promote the health and stability of labor relationship.

2. Employee working environment

The Company makes steady promotion of occupational health management by insisting on people orientation. According to the *Law of the People's Republic of China on Prevention and Control of Occupational Disease* and the *Provisions on the Supervision and Administration of Occupational Health in the Workplace* (Decree No. 47 of the Ministry of the State Administration of Work Safety), we conduct work such as daily supervision and periodic inspection of occupational hazard factors and evaluation of present situation of occupational hazard factors on construction site. We

also implement scientific tackling projects of occupational health. We actively promote the project of labor protection in drilling plate and emergency rescue standard research and the project of the development of safety dismounting device for drilling derrick pins, equip personal labor protective articles and emergency rescue equipment according to relevant standards and eliminate occupational health hazard factors to build safe and health working environment and working condition.

In 2016, the Company strictly implemented the employee medical examination plan for occupational health. We organized pre-employment, on-post and dismissal medical examinations, with coverage of 100% occupational health medical examination for our employees. Employees found with abnormality and occupational contraindications after medical examinations were all correspondingly emplaced. The ratio of occupational hazard factors inspection in workplace and labor protective article equipment ratio both reached 100%, as well as the occupational hazard factors contract informing ratio and the warning sign setting ratio. There is no event of acute occupational poisoning or radiation accident.

3. Employee career development channel

The Company actively promotes to improve its talent growth and development channel. We construct entrepreneurial platform for employees to inspire their innovation vitality and help to realize employees' self-value; promote movement personnel exchanges; enhance personnel construction in areas of engineering and scientific research design; increase selections on excellent technical talents; continue to improve talent evaluation system; speed up the cultivation of young backbone talents; pay attention to the development of frontline employees; increase humanistic concern on overseas employees to create a great atmosphere for talent development. Until the end of 2016, the Company owns personnel of 1 national outstanding expert, 25 experts enjoying special governmental subsidies, 46 Sinopec Group outstanding experts, 7 Sinopec Group high-level experts and 5 Sinopec Group great technicians.

4. Employee salary and welfare

The Company values the salary and welfare of its employees, continuously improves its income distribution management and has established a quite competitive salary and welfare system. Currently facing the situation of sustained low oscillation of petroleum price and large-scale laying-off construction teams, we set special measures to strengthen the management of lay-off and off-post personnel. Along with holding the principle of selecting the best in competition, we also guarantee the basic income levels of the employees. We participate in the endowment insurance, medical insurance, unemployment insurance, work injury insurance and other basic social insurances as a whole in our registered location; pay the insurance premiums on time and at full amount; pay housing fund for all of our employees and establish a unified normative supplementary pension system and supplementary medical insurance system.

The Company actively supports employees' paid vacation entitlements, cares for employees' mental and physical health and provides the employees with welfare benefits such as medical examinations. Concerning the needs of the employees, we further extend the areas and contents of our caring, ranging from the individual employee to his family, from employees' physical health to mental health and from the material needs to the mentality and technology. We explore to develop the Employee Assist Plan (EAP) to continuously improve our employee rights and

interests guarantee system and promote caring upgrading.

5. Employee education and training

We have consistently optimized employee training system, increased investment on employee training, implemented training on key and badly-need talents and focused on market development posts, overseas key posts and domestic program managers. We have strengthened post transferring training and promotional training for the frontline employees to further facilitate them with the required competence in the corresponding posts, striving for the synchronous development of both the Company and all our employees. In 2016, we have invested RMB 99,640,000 on employee training, organized key training programs such as program manager training, market development training and international operation and hosted more than 20,000 training programs in total. In terms of the amount of trained employees, this year we have trained managing personnel of 8,435, professional and technical personnel of 30,906 and skilled operation personnel of 40,509 in total.

In 2016, in the drilling fluid workers and drilling fluid professional business competition hosted by the Company, there were 104 competitors from 6 units participating in the final competition. By constructing such platforms for frontline talents' self-demonstration and fast growth, we have matured the atmosphere of mutual learning and common improvement through competition and help to improve the overall quality of frontline teams.

VI. Contribution to Society

1. Paying tax in accordance with the law

The Company has always taken lawful taxation as the core content of our social responsibility. In 2016, we ran enterprises and paid taxes abiding by the laws, with a total annual payment of RMB 2,074,000,000 including state and local tax.

2. Social charity management

Holding Sinopec Group's concept of Honesty and Integrity, Cooperation and Mutual Benefits and Requite the Locality, the Company actively fulfill our corporate social responsibilities. We respect the customs and religious beliefs of the place where our petroleum engineering projects locate and actively participate in local community construction. We actively helped the country where we worked with technical personnel raining. In 2016, the Company offered RMB 3.48 million to help Saudi Aramco construct a drilling technology school, which trained 1,359 Saudi Arabia workers in 2016. We are also actively involved in the local public welfare and charity as well as promoting local employment and actively paying tax. We regularly donate for local public charity organizations such as schools, associations for the disabled, hospitals and orphanages and strive to help to solve charity problems for local governments. In daily life, we care for the preservation of natural environment and are appreciated by local residents, establishing a corporate image of "socially responsible, humanistically caring and locally beneficial" and obtaining the appreciation and respect of local society and governments.

3. Business ethics and the construction of combating corruption and upholding integrity

Holding an attitude of honesty, respect and responsibility to our business partners, we

treat all the customers, suppliers, contractors and trade partners equally with full respect. In daily production and operation, we reject any types of commercial bribery and require our cooperative partner to conform to the anti-bribery and anti-corruption policies of the Company and sign incorruptible employment commitment while sign the contract. Under the orientation of internal and external audit and problems discovered by disciplinary inspection and supervision, we continuously improve multiple internal supervision and management systems such as *Tentative Management Method of Internal Audit*, implement comprehensive bribe crime record query in project bidding; strictly conduct supplier qualification examinations and bidding and procurement management of overseas institutions. By strengthening supervision, rigidly enforcing discipline and strictly establishing accountability, we have effectively prevented and controlled corruption, bribery insider dealing and other illegal problems.

We highly value the combating corruption and upholding integrity work and strictly implement Two Responsibilities (the main responsibility of the Party committee and the supervisory responsibility of the discipline inspection committee). By overall planning and assessing anti-corruption work and production and operation production activities, we have achieved the goal of defending our duties as well as defending our territory. We have also established joint conference system of the Party conduct construction and anti-corruption supervision, integrated supervisory resources in disciplinary inspection committee, supervision, audit, human resources, legal and financial departments to realize information sharing and built an omnibearing three-dimensional supervisory system step by step to strengthen the supervisory join force. We carry out efficiency supervision by focusing on main and hot areas such as subcontracting management of petroleum engineering projects and leasing business, continuously perfect our management system, promote the improvement of management level and economic benefits. By smoothing our reporting channels, we insist on inspecting every reported letter, taking charge of every reported case and investigating every disciplinary offence. Our effort on case investigation and deterrence continues to increase.

4. Poverty alleviation work

In 2016, the Company actively responded to the calling of the *Decision of the Central Committee of the Communist Party of China and the State Council on Winning Poverty Alleviation Battle* and voluntarily assisted the constriction of Linba Village, Beiyuan Town of Nanbu County in Sichuan Province by donating RMB 200,000 and material donations equivalent to RMB 300,000.

This report demonstrates the effort, measures and achieved results of the Company in areas such as safeguarding the interests of key stakeholders, safety production and environmental protection, promoting economic and social sustainable development in 2016. In 2017, the Company will continue to carry out related work and fulfill our social responsibilities as always to further promote the social, economic and environmental sustainable development.

This report was approved by the 15th session of the 8th Board of Directors of the Company on March 28, 2017. The Company did not entrust a third party to verify its social responsibility fulfillment.

This report has been drafted in both English and Chinese. In the event that different interpretation occurs, the Chinese version will prevail.

For and on behalf of the Board of Directors

Li Honghai

Company Secretary

Beijing, PRC, 28 March 2017

As at the date of this announcement, the Board of Directors comprises Mr. Jiao Fangzheng⁺, Mr. Sun Qingde[#], Mr. Zhou Shiliang[#], Mr. Li Lianwu⁺, Mr. Zhang Hong⁺, Ms. Jiang Bo^{}, Mr. Zhang Huaqiao^{*} and Mr. Pan Ying^{*}.*

+ Non-Executive Director

Executive Director

** Independent Non-Executive Director*