

Directors, Senior Management and Employees

Directors and Senior Management

Changes in the Shares held by and information on remuneration of incumbent Directors and Senior Management or outgoing during the Reporting Period

Unit: Shares

Name	Position(s)	Gender	Age	Term of office		Number of Shares held at the beginning of the year	Number of Shares held at the end of the year	Total pre-tax payable remuneration received from the Company during the Reporting Period (RMB ten thousand)	Whether received remuneration from the Company's related parties or not
				commencing from	Term of office until				
ZHANG Youjun	Executive Director, Chairman	Male	60	2016.01.19	Until expiry of term	430	430	230.34	No
ZOU Yingguang	Executive Director, President, Executive Member	Male	55	2024.11.06	Until expiry of term	-	-	146.44	No
ZHANG Changyi	Executive Director	Male	58	2025.12.19	Until expiry of term	-	-	-	No
LI Yi	Non-executive Director	Female	56	2025.12.19	Until expiry of term	-	-	-	No
LIANG Dan	Non-executive Director	Male	46	2025.12.19	Until expiry of term	-	-	-	Yes
ZHANG Xuejun	Non-executive Director	Male	55	2025.12.19	Until expiry of term	-	-	-	Yes
FU Linfang	Non-executive Director	Female	50	2022.04.13	Until expiry of term	-	-	-	Yes
ZHAO Xianxin	Non-executive Director	Male	56	2022.04.13	Until expiry of term	-	-	-	Yes
WU Yonggao	Non-executive Director	Male	50	2026.03.13	Until expiry of term	-	-	-	Yes
LI Qing	Independent Non-executive Director	Male	63	2021.06.29	Until expiry of term	-	-	31.00	No
SHI Qingchun	Independent Non-executive Director	Male	52	2022.04.13	Until expiry of term	-	-	30.50	No
ZHANG Jianhua	Independent Non-executive Director	Male	61	2022.12.30	Until expiry of term	-	-	31.00	No
LIU Qiao	Independent Non-executive Director	Male	55	2025.12.19	Until expiry of term	-	-	-	No
LI Lanbing	Independent Non-executive Director	Female	48	2025.12.19	Until expiry of term	-	-	-	No
SHI Liang	Employee Director	Male	41	2025.12.19	Until expiry of term	-	-	-	No
SHI Benliang	Executive Member	Male	51	2021.12.10	Until expiry of term	-	-	146.26	No
ZHANG Hao	Chief Financial Officer, Executive Member	Male	56	2017.10.31	Until expiry of term	-	-	146.26	No
ZHU Yexin	Executive Member	Male	42	2024.05.10	Until expiry of term	-	-	125.12	No
CHEN Zhiming	Executive Member	Male	42	2025.05.09	Until expiry of term	-	-	85.59	No
WANG Junfeng	Board Secretary	Male	57	2020.07.30	Until expiry of term	-	-	135.21	No
LI Jiong	Chief Treasurer	Male	56	2017.10.24	Until expiry of term	-	-	147.22	No
ZHONG Fei	Chief Compliance Officer	Male	50	2024.11.12	Until expiry of term	-	-	121.34	No
YANG Haicheng	Chief Risk Officer	Male	48	2024.08.28	Until expiry of term	-	-	147.22	No
YU Xinli	Chief Information Officer	Male	52	2025.02.19	Until expiry of term	-	-	122.67	No

Name	Position(s)	Gender	Age	Term of office		Number of Shares held at the beginning of the year	Number of Shares held at the end of the year	Total pre-tax payable remuneration received from the Company during the Reporting Period (RMB ten thousand)	Whether received remuneration from the Company's related parties or not
				commencing from	Term of office until				
SUN Yi	Executive Member	Male	54	2018.08.06	Until expiry of term	-	-	147.22	No
XUE Jirui	Executive Member	Male	52	2017.10.24	Until expiry of term	-	-	147.22	No
YANG Bing	Executive Member	Male	53	2017.10.24	Until expiry of term	-	-	147.08	No
LI Yongjin	Executive Member	Male	55	2017.09.07	Until expiry of term	-	-	147.22	No
LI Chunbo	Executive Member	Male	50	2017.11.17	Until expiry of term	-	-	194.05	No
GAO Yuxiang	Member of the Senior Management	Male	57	2019.01.22	Until expiry of term	-	-	147.22	No
ZHANG Lin	Former Non-executive Director	Male	60	2022.12.30	2025.12.19	-	-	-	No
WANG Shuhui	Former Non-executive Director	Male	54	2020.06.23	2026.01.12	-	-	-	Yes
FANG Xing	Former Chief Information Officer	Male	57	2022.11.30	2025.02.19	-	-	22.55	No
Total	/	/	/	/	/	430	430	2,598.73	/

Note 1: Where any of the above-mentioned persons has more than one position, the "term of office" will only show the term of office of the first position held by that person in that column. The starting date of the "term of office" of a re-elected Director or member of the Senior Management disclosed here is the date of his/her first appointment as a Director, or member of the Senior Management

Note 2: Shares held by Directors and Senior Management are all A Shares, which include incentive shares initially granted upon the implementation of the share incentive scheme, the shares issued under placing, the shares issued under right issue and the bonus shares under capitalization issue

Note 3: According to a resolution approved at the 2021 First Extraordinary General Meeting of the Company, since August 2021, the Company shall pay an allowance of RMB300,000 per year (tax inclusive) to each of the Independent Non-executive Directors. The Company shall pay a subsidy of RMB5,000 per person per meeting to each of the Independent Non-executive Directors who attends an on-site meeting of the Board

Note 4: The total pre-tax payable remuneration for the Executive Directors, Employee Director and Senior Management of the Company as listed above includes basic annual salary, performance-based annual salary and insurance benefits. The final remuneration is still undergoing confirmation, and the remaining amounts will be disclosed upon completion of the confirmation process

Note 5: Mr. ZHANG Changyi, Mr. LIU Qiao, Ms. LI Lanbing and Mr. SHI Liang, who were appointed as Directors of the Company on 19 December 2025, did not receive any remuneration during their term of office in the Reporting Period

Major working experience of the Directors and Senior Management

Executive Directors (3 individuals)



ZHANG Youjun

Party Committee Secretary, Executive Director and Chairman

Mr. ZHANG joined the Company upon its establishment in 1995, and was appointed as Executive Director and Chairman on 19 January 2016. Mr. ZHANG also serves as Assistant to the General Manager of CITIC Group, CITIC Limited and CITIC Corporation Limited; Vice Chairman of CITIC Financial Holdings. Mr. ZHANG previously served as Associate Manager, Deputy President, President, Director of the Company; General Manager of Changsheng Fund; General Manager and Chairman of CSC Financial; Director of the Board Office of CITIC Group; Chairman of CSI and ChinaAMC. Mr. ZHANG obtained a Bachelor's Degree in Economics from Renmin University of China in 1987 and a Master's Degree in Economics from Central University of Finance and Economics in 1990.



ZOU Yingguang

Deputy Party Committee Secretary, Executive Director, President and Executive Member

Mr. ZOU joined the Company in 2017, and was appointed as Executive Director on 12 December 2024. Mr. ZOU also serves as Chairman of ChinaAMC. Mr. ZOU previously worked as Assistant to the General Manager of the Bonds Business Department and Head of the Fixed Income Department, Executive Committee Member of CSC Financial; Head of the FICC Department, Executive Member and Party Committee Member of the Company; Party Committee Member, Executive Director, Executive Committee Member, and Chief Financial Officer of CSC Financial. Mr. ZOU obtained a Bachelor's Degree in Medicine from Capital Medical University in 1994, a Master's Degree in Economics from Central University of Finance and Economics in 2000 and a Master's Degree in Business Administration from China Europe International Business School in 2012.



ZHANG Changyi

Deputy Party Committee Secretary, Executive Director and Chairman of the Labor Union

Mr. ZHANG joined the Company in 2018 and was appointed as Executive Director on 19 December 2025. Mr. ZHANG also serves as Chairman of Goldstone Zexin. Mr. Zhang previously worked in the Education Department and the General Office of the Ministry of Construction, the General Office of the State Council; and served as Chairman of the Supervisory Committee of the Company. Mr. ZHANG obtained a Bachelor's Degree in Engineering from Northwest Institute of Construction Engineering in 1989 and obtained a Master's Degree in Engineering from Harbin University of Civil Engineering and Architecture in 1999.

Non-executive Directors (6 individuals)



LI Yi (formerly known as LI Ruyi)

Non-executive Director

Ms. LI was appointed as Non-executive Director of the Company on 19 December 2025. Ms. LI also serves as Non-executive Director of CITIC Group, CITIC Limited, CITIC Corporation Limited and CITIC Financial Holdings. Ms. LI previously worked as Editor of Anyang Daily of Henan Province; Deputy Director of Anyang Municipal Commission for Discipline Inspection of Henan Province; Division Director of the Academic Affairs Office of the Beidaihe Campus of China Academy of Discipline Inspection and Supervision of the Central Commission for Discipline Inspection (“**CCDI**”) and the National Commission of Supervision; Division Director of the Inspection Office, Level II Bureau Rank Official of the Party Committee and Deputy Director of the Cadre Education Center of the Ministry of Finance. Ms. LI obtained a Bachelor’s Degree in Arts from Henan University in 1992.



LIANG Dan

Non-executive Director

Mr. LIANG was appointed as Non-executive Director of the Company on 19 December 2025. Mr. LIANG also serves as Administrative Director of CITIC Limited and Director of the General Office (Party Committee Office) of CITIC Group. Mr. LIANG previously served as Deputy Division Director in the Second Discipline Inspection and Supervision Office of the CCDI, Director of the Comprehensive Office of the Discipline Inspection and Supervision Bureau stationed at the China Food and Drug Administration by the CCDI and the Ministry of Supervision; Deputy Party Committee Secretary, Vice Chairman, and General Manager of CITIC Real Estate; and Director of the Party-Masses Affairs Department of CITIC Group. Mr. LIANG obtained a Bachelor’s Degree in Engineering from Beijing Technology and Business University in 2001 and a Doctoral Degree in Economics from Southwestern University of Finance and Economics in 2011.



ZHANG Xuejun

Non-executive Director

Mr. ZHANG was appointed as Non-executive Director of the Company on 19 December 2025. Mr. ZHANG also serves as General Manager of the Financial Management Department of CITIC Group and CITIC Limited, and concurrently serves as Chairman of the Supervisory Committee of CITIC Guoan Industrial Group Co., Ltd. and Director of CITIC Myanmar (Hong Kong) Holding Limited. Mr. ZHANG previously served as General Manager of the Treasury Department and the Finance Department of CITIC Group, and undertook exchange assignments at the Hong Kong headquarters of HSBC and the London Metal Exchange. Mr. ZHANG obtained a Bachelor's Degree in Agronomy from Anhui Agricultural University in 1992 and a Master's Degree in Economics from the Central University of Finance and Economics in 1999. Mr. ZHANG obtained the qualifications of China Certified Public Accountant, China Certified Tax Accountant and Senior Accountant.



FU Linfang

Non-executive Director

Ms. FU was appointed as Non-executive Director of the Company on 13 April 2022. Ms. FU also serves as Deputy General Manager of the Strategy and Investment Management Department of CITIC Group, and Director of CITIC Construction and CITIC Huachuang Real Estate. Ms. FU previously served as Assistant to the General Manager of the Strategic Development Department and Division Director of the Secretariat of the Strategic Investment Committee of CITIC Group; Director of CITIC Finance and CITIC Industrial. Ms. FU obtained a Bachelor's Degree in Economics from Tianjin University of Commerce in 1997, a Master's Degree in Management from Nankai University in 2000, and a Master's Degree in Business Administration ("MBA") from the University of Bath in 2006.



ZHAO Xianxin

Non-executive Director

Mr. ZHAO was appointed as Non-executive Director of the Company on 13 April 2022. Mr. ZHAO also serves as General Manager of the Risk Compliance Department of CITIC Financial Holdings. Mr. ZHAO previously served as Deputy Director-General of the Monetary Policy Bureau II and the Macro-Prudential Policy Bureau of the People's Bank of China; and Deputy General Manager of the Risk Compliance Department of CITIC Group. Mr. ZHAO obtained a Bachelor's Degree in Science from Nanjing University in 1992, a Master's Degree in Economics from Renmin University of China in 1995, and a Doctoral Degree in Economics from Peking University in 2000.



WU Yonggao

Non-executive Director

Mr. WU was appointed as Non-executive Director of the Company on 13 March 2026. Mr. WU also serves as Deputy Party Committee Secretary, Vice Chairman, Director and General Manager of Yuexiu Capital; Vice Chairman and General Manager of Guangzhou Yuexiu Capital; Chairman and Legal Representative of Yuexiu Industrial Investment; Director and General Manager of Yuexiu Financial International; and Director of each of Guangzhou AMC and Yuexiu Industrial Investment Fund. Mr. WU previously served as Deputy General Manager of the Finance Department of Yuexiu Group; Deputy General Manager, Chief Financial Officer, Employee Director and Board Secretary of Yuexiu Capital; Deputy General Manager and Chief Financial Officer of Guangzhou Yuexiu Capital. Mr. WU obtained a Bachelor's Degree in Economics from Tongji University in 1998, and a Master's Degree in Law from Sun Yat-sen University in 2007. Mr. WU is qualified as a Chinese Certified Public Accountant, a Chinese Certified Tax Agent and an Intermediate Accountant.

Independent non-executive Directors (5 individuals)



LI Qing

Independent Non-executive Director

Mr. LI was appointed as Independent Non-executive Director of the Company on 29 June 2021. Mr. LI also serves as Chair Professor and Head of the Department of Computing of the Hong Kong Polytechnic University. Mr. LI previously served as Assistant Professor, Associate Professor and Tenured Professor of the City University of Hong Kong. Mr. LI was the Founding Director of the Multimedia-software Engineering Research Center (“**MERC**”) of the City University of Hong Kong, set up and served as Manager of the Mobile Information Management Division at the CityU R&D Center in Zhuhai, established and served as General Manager and Chairman of Zhuhai Faster Software Technology Ltd. Mr. LI obtained a Bachelor’s Degree in Engineering from Hunan University in 1982, and both a Master’s and Doctorate in Computer Science from the University of Southern California in 1985 and 1988, respectively.



SHI Qingchun

Independent Non-executive Director

Mr. SHI was appointed as Independent Non-executive Director of the Company on 13 April 2022. Mr. SHI also serves as Associate Professor of the School of Management of Lanzhou University, Editorial Board Member of the magazine “Western China Quality Education” and Independent Director of Yellow River P&C Insurance. Mr. SHI graduated from Lanzhou University of Finance and Economics in Accounting in 2002, obtained a Master’s degree in Management from Lanzhou University in 2006, and a Doctoral Degree in Management from Xi’an Jiaotong University in 2011.



ZHANG Jianhua

Independent Non-executive Director

Mr. ZHANG was appointed as Independent Non-executive Director of the Company on 30 December 2022. Mr. ZHANG is an Expert entitled to the Special Government Allowance of the State Council, also serves as Researcher and Doctoral Supervisor of the Tsinghua University PBC School of Finance and Director of Research Center for Financial Development and Regtech of Tsinghua University PBC School of Finance; Editor-in-Chief of the "Tsinghua Financial Review"; Independent Director of Capital Securities, Bank of Sanxiang, China Credit Trust, CCB Pension, China Life (Group); Counselor of the People's Bank of China. Mr. ZHANG previously served as Director-General of the Research Bureau of the People's Bank of China; Deputy Party Committee Secretary, Director and President of BRCB, Deputy Party Committee Secretary, Director and President of HXB. Mr. ZHANG obtained a Bachelor's Degree in Engineering from Tsinghua University in 1987, graduated from the postgraduate program of the Research Institute of the People's Bank of China in 1989, and obtained a Doctoral Degree in Management from Tsinghua University in 2003.



LIU Qiao

Independent Non-executive Director

Mr. LIU was appointed as Independent Non-executive Director of the Company on 19 December 2025. Mr. LIU also serves as Professor of Guanghua School of Management of Peking University ("PKU"), Independent Director of Midea Group and Everbright Bank, Vice President of China Capital Market Society and concurrently the Director of the Market Microstructure Specialized Committee, Member of the National Expert Committee for the "14th Five-Year Plan" and "15th Five-Year Plan", Member of the Expert Advisory Committee of the National Bureau of Statistics, Member of the Economic Research Center of the Revolutionary Committee of the Chinese Kuomintang ("RCCK"), and Chairman of the S&P China Index Expert Committee. Mr. LIU previously served as Assistant Professor of the School of Economics and Finance, and Associate Professor (with tenure) of the School of Economics and Business Administration of The University of Hong Kong; Independent Director of Capital Eco, China Merchants Bank; Consultant of the Asia-Pacific Financial and Strategic Consulting Center of McKinsey & Company; Dean of Guanghua School of Management of PKU. Mr. LIU obtained a Bachelor's Degree in Science from Renmin University of China in 1991, a Master's Degree in Economics from the Graduate School of the People's Bank of China in 1994, and a Ph.D. in Economics from the University of California, Los Angeles ("UCLA") in 2000.



LI Lanbing

Independent Non-executive Director

Ms. LI was appointed as Independent Non-executive Director of the Company on 19 December 2025. Ms. LI also serves as Director of the Strategic Development Department and Research Fellow at the Institute of Economics and Social Development of Nankai University, Standing Director of the China Regional Science Association, Standing Director of the China Regional Economic Association, Standing Director of the Chinese Society for Quantitative Economics, and External Director of Tianjin Guoheng Investment Holdings Co., Ltd.. Ms. LI previously served as Research Fellow at the Institute of Urban and Regional Economics of School of Economics, and Deputy Director of the Institute of Economics and Social Development of Nankai University; and External Director of Tianjin Jinzhi State-Owned Capital Investment Operation Co., Ltd., Tianjin Hebei District Urban Construction Development Group Co., Ltd. and Tianjin Hebei District Industrial Development Group Co., Ltd., respectively. Ms. LI obtained a Bachelor's Degree, a Master's Degree and a Doctoral Degree in Economics from Nankai University in 2000, 2003 and 2006, respectively.

Employee Director (1 individual)



SHI Liang

Employee Director and Deputy Head of the FICC Department

Mr. SHI joined the Company in 2019, and was appointed as Employee Director on 19 December 2025. Mr. SHI previously served as Head of Investment Advisory Business in the FICC Department of CSC Financial, Product Director in the FICC Department of the Company, and Head of the FICC Department of CSI. Mr. SHI obtained a Bachelor's Degree in Science from Shanghai University in 2007 and a Master's Degree in Science from The University of Edinburgh in 2008.

Senior Management (16 individuals)

ZOU Yingguang

(Please see his biography as set out in "Executive Directors")



SHI Benliang

Party Committee Member, Executive Member, Chairman of Wealth Management Committee (“WMC”) and Head of the Strategic Account Department

Mr. SHI joined the Company in 2000, and previously served as Head of the Planning and Finance Department, Chief Financial Officer of the Company; Director of CSI and CLSA B.V.. Mr. SHI also serves as Director of CLSA Limited, ChinaAMC, CITIC Securities Shandong and CITIC Securities South China; Executive Director, General Manager, Legal Representative of Jintong Securities; Chairman of Sichuan Xingjun Industrial Investment; Vice Chairman of Eighth Session of Securities Brokerage and Wealth Management Professional Committee of Securities Association of China; Vice Chairman of Banking Accounting Society of China; and Vice Chairman of Council of Shenzhen Wealth Management Association. Mr. SHI obtained a Bachelor’s Degree in Economics from Shanghai University of Finance and Economics in 1997 and a Master’s Degree in Economics from Nankai University in 2000.



ZHANG Hao

Party Committee Member, Chief Financial Officer, Executive Member

Mr. ZHANG joined the Company in 1997 and previously served as General Manager of the Shanghai Branch Office, Chief Marketing Officer of the Company; Party Committee Secretary and Chairman of CITIC Futures. Mr. ZHANG also serves as Director of CITIC Securities AM; Vice Chairman of Eighth Session of Talent Development Professional Committee of Securities Association of China; Risk Committee Member of China Financial Futures Exchange. Mr. ZHANG was awarded title of “Skilled Young Worker of State-owned Enterprises” in 2001. Mr. ZHANG obtained a Bachelor’s Degree in Engineering from Shanghai Jiao Tong University in 1991 and a MBA from Shanghai Jiao Tong University in 2001.



ZHU Yexin

Party Committee Member, Executive Member and Head of the Research Department

Mr. ZHU joined the Company in 2008 and previously served as Investment Banking Committee (“IBC”) Member, Party Committee Member of Investment Bank and Head of the Strategy and Planning Department of the Company. Mr. ZHU also serves as Director of CSI and CLSA B.V.; Strategic Development Committee Member of Sixth Session of Council of SSE; First Session of International Market and Opening-up Professional Committee Member of China Capital Market Society. Mr. ZHU obtained a Bachelor’s Degree in Engineering from Shanghai Jiao Tong University in 2005, and a Master’s Degree in Management from Shanghai Jiao Tong University in 2008.



CHEN Zhiming

Party Committee Member, Executive Member and Head of the FICC Department

Mr. CHEN previously worked at CSC Financial and Guorong Securities. He joined the Company in 2017, and previously served as Trading Director, Deputy Head of the FICC Department of the Company. Mr. CHEN also serves as Director of CITIC Futures, CSI and CLSA B.V. Mr. CHEN obtained a Bachelor's Degree and a Master's Degree in Management from Dongbei University of Finance and Economics in 2006 and 2008, respectively.



WANG Junfeng

Board Secretary, Deputy Secretary of Disciplinary Inspection Committee, Director of the Party-Masses Affairs Department and Head of CEO Office

Mr. WANG joined the Company in 1999 and previously served as Officer of Headquarter of People's Bank of China, Deputy General Manager of the Brokerage Management Department of the Company, and Business Coordination Supervisor of CEO Office. Mr. WANG also serves as Board Secretary of CITIC Securities AM; the Representative of Corporate Member of Third Session of Council of China Association for Listed Companies; and Vice Chairman of Eighth Session of Development Strategy, Reputation and Brand Maintenance Profession Committee of Securities Association of China. Mr. WANG obtained a Bachelor's Degree in Economics from Zhengzhou University in 1990 and a Master's Degree in Economics from Research Institute of People's Bank of China (currently known as PBC School of Finance, Tsinghua University) in 1997.



LI Jiong

Chief Treasurer, Head of the Treasury Department

Mr. LI joined the Company in 1996 and previously served as Head of Prime Service Business Line and Chief Financial Officer of the Company, and Director of CSI. Mr. LI also serves as Chief Financial Officer of CITIC Securities AM, Party Committee Secretary of CITIC Futures and Non-executive Director of Top Eminent Healthcare Group Limited (formerly known as CLSA Premium Limited). Mr. LI obtained a Bachelor's Degree in Economics from University of International Business and Economics in 1992 and a MBA from Tsinghua University in 2000.



ZHONG Fei

Chief Compliance Officer

Mr. ZHONG joined the Company in 2000, previously served as Co-Head of the Planning and Finance Department of the Company; Head of the Treasury Department, CFO of CLSA; Supervisor of CITIC Futures; and Head of the Audit Department of the Company. Mr. ZHONG also serves as Chief Compliance Officer of Jintong Securities and CITIC Securities AM. Mr. ZHONG obtained a Bachelor's Degree in Economics from the University of International Business and Economics in 1998, and a Master's Degree in Business Administration from Chinese University of Hong Kong in 2011. Mr. ZHONG was qualified as a CPA in the PRC in 2001.



YANG Haicheng

Chief Risk Officer and Head of the Risk Management Department

Mr. YANG joined the Company in 2006, previously served as Deputy Head of Equity Derivatives Business Line and Prime Service Business Line of the Company. Mr. YANG also serves as Chief Risk Officer of Jintong Securities and CITIC Securities AM; Vice Chairman of the Eighth Session of Risk Management Professional Committee of Securities Association of China; Risk Management Committee Member of Sixth Session of Council of SSE; Risk Management Committee Member of Securities Association of China; First Session of Market Stability and Risk Prevention Committee Member of China Capital Market Society. Mr. YANG obtained a Bachelor's Degree in Science from Peking University in 2000, and a Doctor's Degree in Science from Graduate School of Chinese Academy of Sciences in 2005.



YU Xinli

Chief Information Officer and Head of Information Technology Center

Mr. YU joined the Company in 1999 and previously served as Head of the Operations Management Department and the Market Research Department of Brokerage Business Development and Management Committee (later renamed as WMC), Head of the Research Department of the Company. Mr. YU also serves as Director of E-Capital Transfer; Director and Legal Representative of CITIC Securities Information and Quantitative Service (Shenzhen) Co., Ltd.; Chief Information Officer of CITIC Securities South China and CITIC Securities AM. Mr. YU obtained a Bachelor's Degree in Engineering from Beihang University in 1996, a Master's Degree in Engineering from Graduate School of Chinese Academy of Sciences in 2011, and an Executive Master's Degree in Business Administration from Tsinghua University in 2017.



SUN Yi

Executive Member, Party Secretary of Investment Banking and Director of IBC

Mr. SUN joined the Company in 1998, and previously served as Deputy General Manager of the Investment Banking Department of the Company; Managing Director of CSI; Head of the Operations Department, the Equity Capital Market Department and the Transport Industry Group of IBC of the Company; Deputy General Manager of ChinaAMC; General Manager of China Capital Management; IBC Member, Head of Financial Institutions and Technology Group and the Mergers & Acquisitions Business Line of IBC of the Company; Deputy Director and Co-Director of IBC of the Company. Mr. SUN also serves as Director of CITIC Securities (Hong Kong) and CLSA Limited; Vice Chairman of the Eighth Session of Investment Banking Professional Committee of Securities Association of China; the First Session of the Innovation and Development Professional Committee Member of China Capital Market Society; and the Second Session of the Securities Issuance and Underwriting Self-discipline Committee Member of BSE. Mr. SUN obtained a Bachelor's Degree in Economics from Jiangxi University of Finance and Economics in 1993 and a Master's Degree in Economics from Xiamen University in 1996.



XUE Jirui

Executive Member

Mr. XUE joined the Company in 2000 and previously served as Head of Equity Derivatives Business Line, Prime Service Business Line and the Equity Investment Department of the Company. Mr. XUE also serves as Director of ChinaAMC. Mr. XUE obtained a Bachelor's Degree, a Master's Degree and a Doctoral Degree in Economics from Renmin University of China in 1997, 2000 and 2006, respectively.



YANG Bing

Executive Member

Mr. YANG joined the Company in 1999, and previously served as Head of Asset Management Business of the Company, and Director of ChinaAMC. Mr. YANG currently also serves as Party Committee Secretary and Chairman of CITIC Securities AM; Vice Chairman of the Eighth Session of Professional Committee for Subsidiaries of Securities Association of China; Director of Asset Management Association of China; and Director of Beijing Asset Management Association. Mr. YANG obtained a Bachelor's Degree in Engineering from Nanchang University in 1993 and a Master's Degree in Economics from Nanjing University in 1999.



LI Yongjin

Executive Member

Mr. LI joined the Company in 1998 and previously served as General Manager of CITIC Securities (Zhejiang) Co., Ltd and Zhejiang Branch Office; Director of ChinaAMC; Chairman of WMC of the Company; Director of CITIC Futures, CITIC Securities Shandong and CITIC Securities South China; Executive Director and General Manager of Jintong Securities; Executive Director of CITICS Investment Services. Mr. LI obtained a Bachelor's Degree and a Master's Degree in Economics from Dongbei University of Finance and Economics in 1992 and 2000, respectively.



LI Chunbo

Executive Member

Mr. LI joined the Company in 2001 and previously served as Head of the Research Department and Equity Sales and Trading Department (later renamed as Institutional Equity Department) of the Company. Mr. LI also serves as Chairman and Chief Executive Officer of CSI; Director of CLSA B.V. and CLSA Limited; Vice Chairman of the Eighth Session of International Business Professional Committee of the Securities Association of China. Mr. LI obtained a Bachelor's Degree in Engineering and a Master's Degree in Management from Tsinghua University in 1998 and 2001, respectively.



GAO Yuxiang

Member of Senior Management and Chief Equity Investment Officer

Mr. GAO joined the Company in 2004 and previously served as IBC Member and Vice Chairman, Head of Infrastructure and Real Estate Group, Infrastructure, Real Estate and Services Group of IBC of the Company; Executive Director of Xinjiang Equity Trading Center; Director of Zhongzheng International and Bona Film. Mr. GAO also serves as Secretary of the General Party Branch of CITIC Goldstone. Mr. GAO graduated from Qingdao Radio and Television University in Financial Accounting in 1990, and obtained a Bachelor's Degree in Economics from Peking University in 1995, and a Doctoral Degree in Economics from Beijing Jiaotong University in 2004. Mr. GAO obtained qualification of Technical Specialty of Senior Economist in 2006.

Positions held by incumbent Directors and Senior Management and outgoing during the Reporting Period

Positions held in Shareholders

Name	Name of Shareholder	Positions held in Shareholders	Term of office commencing from	Term of office until
ZHANG Youjun	CITIC Group	Assistant to the General Manager	2015.10.20	To date
	CITIC Limited	Assistant to the General Manager	2015.11.12	To date
	CITIC Corporation Limited	Assistant to the General Manager	2015.11.12	To date
	CITIC Financial Holdings	Director	2022.03.16	To date
LI Yi		Vice Chairman	2023.05.30	To date
	CITIC Group	Non-executive Director	2022.11.23	To date
	CITIC Limited	Non-executive Director	2022.11.30	To date
	CITIC Corporation Limited	Non-executive Director	2022.11.23	To date
LIANG Dan	CITIC Financial Holdings	Non-executive Director	2024.11.07	To date
	CITIC Limited	Administrative Director	2025.10.16	To date
	CITIC Group	Director of the General Office (Party Committee Office)	2023.10.19	To date
ZHANG Xuejun	CITIC Group	General Manager of the Financial Management Department	2024.09.19	To date
	CITIC Limited	General Manager of the Financial Management Department	2024.09.19	To date
ZHANG Lin (resigned with effect from 19 December 2025)	CITIC Group	Non-executive Director	2021.12.20	2025.12.24
	CITIC Limited	Non-executive Director	2022.01.04	2025.12.24
	CITIC Corporation Limited	Non-executive Director	2022.01.04	2025.12.24
	CITIC Financial Holdings	Director	2022.03.16	2026.01.04
FU Linfang	CITIC Group	Deputy General Manager of the Strategy and Investment Management Department	2020.10.23	To date
ZHAO Xianxin	CITIC Financial Holdings	General Manager of the Risk Compliance Department	2022.03.23	To date
WU Yonggao	Yuexiu Capital	Deputy Party Committee Secretary	2025.07.25	To date
		Vice Chairman, Director	2025.08.28	To date
		General Manager	2025.08.11	To date
		Board Secretary	2016.08.25	2026.03.04
	Guangzhou Yuexiu Capital	Vice Chairman, General Manager	2025.08.11	To date
YUexiu Financial International	Director	2024.10.09	To date	
	General Manager	2025.04.29	To date	
WANG Shuhui (resigned with effect from 12 January 2026)	Yuexiu Capital	Chairman	2016.08.25	2026.01.09
	Guangzhou Yuexiu Capital	Chairman	2016.10.18	2026.01.09
Description of the positions held in Shareholders	For other positions held by the Directors and Senior Management of the Company, please refer to "Major working experience of the Directors and Senior Management" of this report			

Positions held in other entities

Name	Names of other entities	Position held in other entities	Term of office commencing from	Term of office until
ZHANG Xuejun	CITIC Guoan Industry Group Co., Ltd.	Chairman of the Supervisory Committee	2023.10.30	To date
	CITIC Myanmar (Hong Kong) Holding Limited	Director	2024.06.06	To date
FU Linfang	CITIC Construction	Director	2024.04.18	To date
	CITIC Huachuang Real Estate	Director	2026.02.11	To date
WU Yonggao	Yuexiu Industrial Investment	Chairman, Legal Representative	2026.01.14	To date
	Guangzhou Asset	Director	2025.02.24	To date
	Yuexiu Industrial Investment Fund	Director	2015.12.01	To date
WANG Shuhui (resigned with effect from 12 January 2026)	Yuexiu Industrial Investment	Chairman	2019.02.26	2026.01.09
	Yuexiu Industrial Investment Fund	Director	2019.05.10	2026.01.08
		Chairman	2019.05.10	2025.01.22
	Yuexiu Insurance (Holdings) Co., Ltd.	Director	2025.09.26	2026.01.09
LI Qing	Department of Computing of the Hong Kong Polytechnic University	Chair Professor and Head of the Department	2018.12.01	To date
SHI Qingchun	School of Management of Lanzhou University	Associate Professor	2016.05.31	To date
	"Western China Quality Education"	Editorial Board Member	2024.06.30	To date
	Yellow River P&C Insurance	Independent Director	2025.07.11	To date

Name	Names of other entities	Position held in other entities	Term of office	
			commencing from	Term of office until
ZHANG Jianhua	Tsinghua University PBC School of Finance	Researcher, Doctoral Supervisor, Director of Research Center for Financial Development and Regtech	2022.03.01	To date
	Tsinghua Financial Review	Editor-in-Chief	2022.08.01	To date
	Capital Securities	Independent Director	2023.09.15	To date
	Bank of Sanxiang	Independent Director	2023.11.02	To date
	China Credit Trust	Independent Director	2022.10.31	To date
	CCB Pension	Independent Director	2024.04.17	To date
	China Life (Group)	Independent Director	2025.12.17	To date
LIU Qiao	The People's Bank of China	Counselor	2024.08.01	To date
	Peking University	Professor of Guanghua School of Management	2017.01.13	To date
	Midea Group	Independent Director	2024.07.02	To date
	China Everbright Bank	Independent Director	2026.01.06	To date
LI Lanbing	China Merchants Bank	Independent Director	2018.11.30	2025.12.30
	Nankai University	Director of the Strategic Development Department, Research Fellow at the Institute of Economics and Social Development	2023.10.16	To date
	Tianjin Guoheng Investment Holdings Co., Ltd.	External Director	2023.12.25	To date
LI Jiong	Top Eminent Healthcare Group Limited	Director	2018.05.21	To date
FANG Xing (resigned with effect from 19 February 2025)	E-Capital Transfer	Director	2022.07.15	2025.04.08
YU Xinli	E-Capital Transfer	Director	2025.04.08	To date
GAO Yuxiang	Bona Film	Director	2023.05.30	2025.01.21
Description of the positions held in other entities:	For other positions held by the Directors and Senior Management of the Company, please refer to "Major working experience of the Directors and Senior Management" of this report			

Changes of Directors and Senior Management of the Company

Name	Position	Change	Cause of change
FANG Xing	Former Chief Information Officer	Resignation	Work adjustment
YU Xinli	Chief Information Officer	Appointment	Appointed by the Board
CHEN Zhiming	Executive Member	Appointment	Appointed by the Board
ZHANG Lin	Former Non-executive Director	Resignation	Work adjustment
ZHANG Changyi	Executive Director	Election	Appointed by the General Meeting
LI Yi	Non-executive Director	Election	Appointed by the General Meeting
LIANG Dan	Non-executive Director	Election	Appointed by the General Meeting
ZHANG Xuejun	Non-executive Director	Election	Appointed by the General Meeting
Liu Qiao	Independent Non-executive Director	Election	Appointed by the General Meeting
LI Lanbing	Independent Non-executive Director	Election	Appointed by the General Meeting
SHI Liang	Employee Director	Election	Election by Employee Representative Meeting
SUN Yi	Executive Member	Appointment	Appointed by the Board
WANG Shuhui	Former Non-executive Director	Resignation	Work adjustment
WU Yonggao	Non-executive Director	Election	Appointed by the General Meeting

On 19 February 2025, Mr. YU Xinli was appointed as Chief Information Officer of the Company at the 31st Meeting of the Eighth Session of the Board of the Company, and due to work adjustments, Mr. FANG Xing ceased to serve as Chief Information Officer of the Company.

On 9 May 2025, Mr. CHEN Zhiming was appointed as Executive Member of Management Committee of the Company at the 34th Meeting of the Eighth Session of the Board of the Company.

On 19 December 2025, Mr. ZHANG Changyi was elected as an Executive Director of the Company, Ms. LI Yi, Mr. LIANG Dan and Mr. ZHANG Xuejun were appointed as Non-executive Directors of the Company, and Mr. LIU Qiao and Ms. LI Lanbing were appointed as Independent non-executive Directors of the Company at the 2025 First Extraordinary General Meeting of the Company. Mr. ZHANG Lin ceased to be Non-executive Director of the Company on the same date due to work adjustments; Upon election at the Fifth Plenary Meeting of the Fourth Session of the Employee Representative Conference of the Company, Mr. SHI Liang was appointed as Employee Director of the Company on the same day. Ms. LI Yi on 5 December 2025, Mr. ZHANG Changyi, Mr. LIU Qiao, Ms. LI Lanbing and Mr. SHI Liang on 15 December 2025, and Mr. LIANG Dan and Mr. ZHANG Xuejun on 17 December 2025, each has obtained the legal advice referred to under Rule 3.09D of the Hong Kong Listing Rules, and has confirmed that he understood his responsibilities and obligations as a director of a company listed on the Stock Exchange, as well as the relevant legal and regulatory requirements, including the applicable requirements of the Hong Kong Listing Rules and the possible consequences of making false declaration or giving false information to the Hong Kong Stock Exchange.

On 30 December 2025, Mr. SUN Yi, Senior Management Member of the Company, was appointed as Executive Member of Management Committee of the Company at the 42th Meeting of the Eighth Session of the Board of the Company.

On 12 January 2026, Mr. WANG Shuhui resigned from his positions as Non-executive Director to the Board of the Company due to work adjustment, and his resignation became effective when the resignation report was delivered to the Board of the Company.

On 13 March 2026, upon the election at the 2026 First Extraordinary General Meeting of the Company, Mr. WU Yonggao was appointed as the non-executive Director of the Company. Mr. WU Yonggao has obtained the legal advice referred to under Rule 3.09D of the Hong Kong Listing Rules on 15 January 2026, and has confirmed that he understood his responsibilities and obligations as a director of a company listed on the Stock Exchange, as well as the relevant legal and regulatory requirements, including the applicable requirements of the Hong Kong Listing Rules and the possible consequences of making false declaration or giving false information to the Hong Kong Stock Exchange.

Relationships between Directors and Senior Management

There is no relationship among the Directors or Senior Management, including relationships in terms of finance, business, family or other significant relationships.

Performance Appraisal and Remuneration of Directors and Senior Management

Performance appraisal of Directors

During the Reporting Period, the Directors of the Company strictly complied with the laws, administrative rules and Articles of Association of the Company, and diligently and faithfully performed their responsibilities and obligations.

The Directors of the Company attended meetings of the Board and meetings of relevant specialized committees in accordance with the relevant requirements, at which every proposal was duly considered, and opinions and advice were put forward. They read all sorts of documents and reports provided by the Company carefully during the period between each Board meeting, which enabled them to understand the operating and management condition of the Company in time.

Executive Directors of the Company duly performed their dual duties of making and executing decisions, actively implemented the decisions made by the general meetings of shareholders and the Board, thus effectively served as the bridge between the Board and the management. Non-executive Directors conducted thorough study on the development strategy and operation strategy of the Company, and understood the operating and management condition and the scientific and sound decision making of the Company in time through investigations and research, seminars and communication, which demonstrated their high level of responsibility. Independent non-executive Directors maintained communication with the Company through various ways, such as on-site visits and seminars, attended meetings of the Board and the relevant specialized committees, expressed independent and objective opinions, actively protected the interest of minority Shareholders, gave full play to their professional strengths, and actively contributed to the Company's development.

For details of the performance of duties of Directors of the Company, please refer to the "Performance of duties by Directors" in this report.

Performance of duties and performance appraisal of Senior management

During the Reporting Period, the Company established clear targets for the Senior Management based on the development strategy of the Company and the scope of their duties and evaluated their performances. In addition to focusing on financial performances, market influences, completion of annual key tasks in their respective work sectors and performance of compliance duties, their appraisals were also closely linked with the performance of the Company.

During the Reporting Period, the Senior Management of the Company conscientiously performed their duties, obtained good overall performance, completed the tasks assigned to them by the Board and further enhanced the internal control system and risk control mechanisms of the Company during their term. Under the guidance of the Board, responding to the evolving market and industry, the Senior Management expedited innovations, optimized the operation structures, enhanced cooperation and implemented the Company's international strategies in all respects, achieving relatively good operating results.

Remuneration of Directors and Senior Management for the year

Procedures for determination of the remuneration of the Directors and Senior Management	The Remuneration and Appraisal Committee of the Board is responsible for making recommendations to the Board on the remuneration policy and structure for all Directors and the Senior Management, as well as the establishment of formal and transparent procedures for the formulation of remuneration policy. The Board is responsible for decision making regarding the remuneration, reward and punishment issues for the Senior Management, whereas the remuneration of the Directors is determined by the general meetings of shareholders. The Company will continue to improve the performance, remuneration and other management systems in accordance with the relevant regulatory requirements and the Company's actual conditions.
Whether the Directors abstained when the Board were discussing their own remuneration	Yes
Details of the recommendations provided by the Remuneration and Appraisal Committee or the special meeting of Independent Directors on the remuneration of the Directors and Senior Management	The annual remuneration of Directors and Senior Management was preliminarily considered and approved unanimously by the Remuneration and Appraisal Committee.
Criteria for determination of the remuneration of the Directors and Senior Management	The remuneration of the Directors and Senior Management is determined in strict accordance with the Remuneration Management System of the Company, and is linked with their respective positions and performance.
Actual payment of the remuneration of the Directors and Senior Management	For details, please refer to "Changes in the Shares held by and information on remuneration of incumbent Directors and Senior Management or outgoing during the Reporting Period" in this report. Allowances for the external Directors are calculated on a yearly basis, provided for on a monthly basis, and paid twice a year.
Total remuneration actually received by all the Directors and Senior Management at the end of the Reporting Period	RMB25.9873 million

Assessment criteria and fulfillment status of the remuneration actually received by all the Directors and Senior Management at the end of the Reporting Period

The Company's Independent Non-executive Directors receive allowances with reference to industry benchmarks, and other Non-executive Directors do not draw any remuneration from the Company. The annual salaries of Executive Directors and Senior Management are determined by comprehensively taking into account market factors, together with the remuneration system of the Company, the overall performance of the Company and the results of individual annual assessments. For details, please refer to "Changes in the Shares held by and information on remuneration of incumbent Directors and Senior Management or outgoing during the Reporting Period" in this section.

Deferred payment arrangements for the remuneration actually received by all the Directors and Senior Management at the end of the Reporting Period

The Company has established and implemented a deferred compensation arrangement, whereby no less than 40% of the performance-based annual salaries of Directors and Senior Management are deferred. The deferral period is no less than three years, and payment of the deferred bonuses shall be made in equal installments commencing in the year immediately following the grant year.

Cessation of payment and recourse for the remuneration actually received by all the Directors and Senior Management at the end of the Reporting Period

Nil during the Reporting Period

Share incentives regarding Directors and Senior Management

Implementation of share incentive scheme of the Company

The Company did not implement any new share incentive scheme during the Reporting Period. For share incentive scheme implemented by the Company in 2006, please refer to China Securities Journal, Shanghai Securities News, Securities Times and the SSE website on 7 September 2006. For details of shares held by Directors and Senior Management of the Company, please refer to "Changes in the Shares held by and information on remuneration of incumbent Directors and Senior Management or outgoing during the Reporting Period" of this report.

The Company had not revised the scope of eligible participants for share incentives during the Reporting Period.

Staff Information

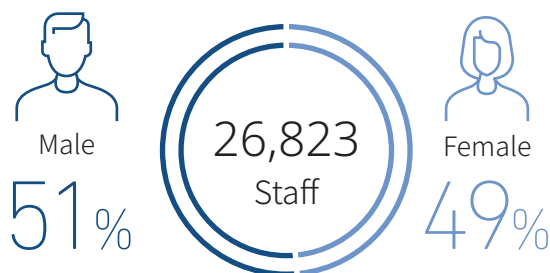
Number and composition of staff

As at the end of the Reporting Period, the Group had a total of 26,823 staff, of which 15,644 were staff of the Company, and their compositions are set out below:

Number of staff

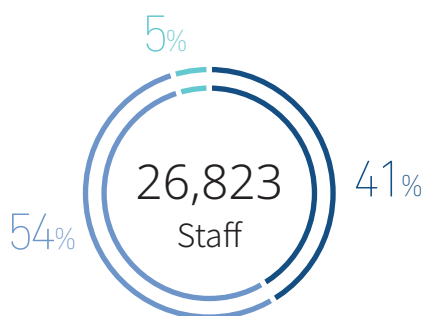
Number of in-service staff of the Parent	15,644
Number of in-service staff of main subsidiaries	11,179
Total number of in-service staff	26,823
Number of resigned and retired staff for which the Group are responsible for their expenses	867

Gender



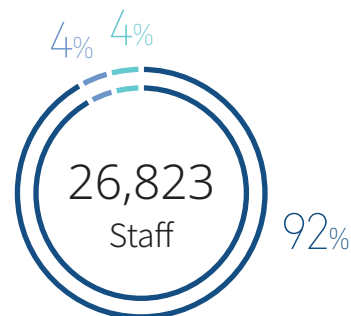
● Male	13,764
● Female	13,059

Age



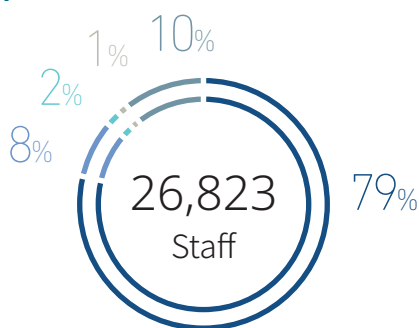
● Below the age of 30	11,112
● The age of 30 to 50	14,496
● The age of over 50	1,215

Region



● Chinese Mainland	24,721
● Hong Kong, Macau and Taiwan regions	974
● Others	1,128

Profession



● Business staff	21,102
● IT staff	2,017
● Financial staff	519
● Administrative staff	404
● Others (including clearing & settlement, risk management, legal, compliance, supervision and audit, etc.)	2,781

Education level



● Doctor's degree	333
● Master's degree	12,242
● Bachelor's degree	13,567
● Associate's degree and below	681

The Group attaches great importance to gender diversity of its employees, and as at the end of the Reporting Period, the proportion of male employees and female employees of the Group was 51% and 49%, respectively. The Group believes that gender diversity has been achieved at the employee level during the Reporting Period and will continue to achieve the level of gender diversity, and at the same time, gender diversity is also considered as one of the selection factors when identifying senior management candidates.

Remuneration policy

The Company implements payroll management. Employees' remuneration and benefits consist of fixed salary, annual performance bonus, special rewards and insurance benefits. The fixed salary is the employees' annual base income and is determined according to the employees' remuneration standards in line with positions and ranks. The remuneration standards in line with positions and ranks are mainly based on factors such as the position's duties, responsibilities, importance, scale of operation, and industry practice. In order to strike a balance between business risks and financial goals, the Company adopts a shared performance bonus incentive system.

The Company has established a number of special rewards such as "Chairman's Incentive Funds" to develop the Company's core competitiveness, to encourage innovation and team spirit, and to maintain the stability of the core human resources.

The Company and its employees take part in various social insurance, enterprise annuity and housing fund programs following nation's relevant regulations. The social insurance and housing fund programs are regulated in accordance with local policies.

In order to raise the level of employee's medical insurance, the Company sets up commercial complementary medical insurance and accident insurance, in addition to basic medical insurance, at its own expense for the employees.

The Company has no share option program for now.

Pension schemes

The Group provides its full-time employees in Chinese Mainland and certain countries or jurisdictions outside Chinese Mainland with relevant pension plans as required by the government authorities or by local labour laws (including the basic pension insurance in Chinese Mainland, the Mandatory Provident Funds in Hong Kong and other statutory schemes in certain countries outside Chinese Mainland). The Group did not have any forfeited contributions under these pension plans.

The Group also provided certain defined contribution plans, including corporate annuity scheme in Chinese Mainland, provident fund scheme in Hong Kong and Master Pooled Fund in Thailand to some of its employees in Chinese Mainland and outside Chinese Mainland. As for the corporate annuity scheme in Chinese Mainland, according to the requirements of the scheme, when an employee resigns, part of the amounts of the Company's contributions not vested in the employee may be reallocated to the corporate annuity account based on the employee's actual working time. Such reallocated contributions would not affect the annuity contribution level of existing employees. The Group did not utilize any of forfeited contributions to reduce the current contribution levels. As for certain defined contribution plans outside Chinese Mainland, the Group will not utilize any of forfeited contributions to reduce the existing contribution levels of the relevant plans.

For details of the pension schemes provided by the Group, please refer to Note 10 to the Consolidated Financial Statements in this report.

Training program

The Company focuses on talent development, continuously refining and optimizing its talent training system focusing on development strategy and providing personalized and high-quality training for operational management talents, young talents, professional talents, international talents and digital finance talents, as well as all employees to constantly improve employees' overall quality and achieve common growth of employees and the Company.

First, the Company valued the establishment of cadre and echelons, and adhered to classified guidance and training. Targeting on managers of mid-level and above, the Company helped in improving the political qualities and management capabilities among leading cadres by organizing training courses, rotation training, and lectures. As for reserve cadres, the Company systematically set up extensive courses. In order to improve the cadres' overall quality and management capabilities, the Company promoted cadres' job rotation and exchange.

Second, the Company placed emphasis on training young employees, establishing a three-dimensional training system. The Company further improved the training programs for new employees, forming a five-stage training system for new employees. Moreover, cultural exchange activities were held simultaneously in Beijing, Shanghai and Shenzhen for the young employees recruited from campus in the past five years, which help young staff establish correct cultural values and concepts, build strict awareness of compliance and risk control, and enhance their sense of belonging, thereby lay the foundation for their sustainable development.

Third, the Company focused on its main businesses, and organized various professional talent trainings. For marketing and sales talents, the Company conducted trainings by adopting diverse models of both online and offline for training on business knowledge and sales skills. For investment research talents, the Company continued to carry out professional empowerment training camps, help participating staffs expand their professional horizons, and enhance their basic business skills. In addition, in order to strengthen the comprehensive business abilities of the Company's employees, the Company organized comprehensive business lectures, face-to-face business meetings and other means to help them master business knowledge of the Company's products, as well as learn the excellent collaborative cases of the Company.

Fourth, the Company implements its internationalization strategy by establishing an international talent development system. It has constructed a framework of international courses and promotes a blend of online and offline international courses to all employees. The Company has established an international talent pool, formulated targeted development programmes, organized specialized training sessions for international talent, and supplemented these with practical development measures such as overseas rotational assignments and mentor-led research projects. At the same time, emphasis is placed on deep integration of domestic and international operations through distinctive two-way exchanges unique to CITIC Securities.

Fifth, the Company empowers its digital transformation by enhancing the skills of digital finance professionals. The Company has built a three-tier, well-structured digital finance talent pipeline from senior experts, through young technology core staff, to digital finance professionals. Through targeted empowerment training, mentor-led research projects and other methods, it cultivates fintech talent, laying a solid talent foundation for the Company's digital transformation. Furthermore, for all employees, the Company continuously enriches its on-the-job training system to help employees grow together with the Company. By organizing on-the-job training for employees at various levels, training for promotion, the CITIC Securities Lecture Hall, workplace skills workshops, and continuing education for professional qualifications, the Company helps all employees continuously enhance their professional capabilities and work skills.

Information on brokers

As at the end of the Reporting Period, CSI's subsidiaries had 66 brokers, all of whom were incorporated into its front office management system and carries out daily supervision over the occupational behaviors of the brokers by a licensed officer of the SFC. The Company has confirmed organization system, practicing conditions, scope of authorities and standards of behaviors of the brokers and has established a filing and inquiry systems for the brokers. The brokers would engage in activities such as customer solicitation and customer services only after obtaining a licence from the SFC, and required to comply with the laws and regulations, accept internal compliance management, attend training, etc. as a licensee.