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China Railway Group Limited

Salary (Remuneration, Work Subsidy) Management Measures of Directors and Supervisors

(Amended in June 2017)

Article 1 These measures are formulated in order to improve the corporate governance system of China Railway Group Limited (the “**Company**”), reinforce and regulate the salary (remuneration) management of directors and supervisors of the Company pursuant to the PRC Company Law, the Code of Corporate Governance for Listed Companies and relevant regulations, and the Articles of Association of the Company in light of the actual circumstances of the Company.

Article 2 Directors and supervisors as referred to in these measures shall include executive directors, non-executive directors and independent non-executive directors of the Company, shareholder representative supervisors and employee representative supervisors of the Company.

Article 3 The salary standard of an executive director who is not concurrently senior management of the Company shall be d

1. The salary of a full-time chairman of the supervisory committee who is within the leading group sequence management shall be determined in accordance with relevant provisions in relation to salary management of principals of centrally-controlled enterprises required by SASAC. The salary of a full-time chairman of the supervisory committee who is not within the leading group sequence management shall be determined pursuant to 80% of the salary standard of the chief official of senior management of the Company.
2. The salary of a full-time supervisor who is not the chairman of the supervisory committee shall be determined based on the salary standard of the chief official of the departments of the headquarters in accordance with the salary management measures of the institutions of the headquarters.
3. The salary of an employee representative supervisor shall be determined in accordance with the salary management measures of the institutions of the headquarters and the salary standard of one's position.

Article 7 These measures shall take effect after being considered and approved by the general meeting of shareholders.