

Directors, Supervisors, Senior Management and Employees



Han Jianguo

Zhang Xiwu

Chen Biting

Chen Xiaoyue

Ling Wen

Zhang Yuzhuo

Anthony Francis
Neoh

Huang Yicheng

Wu Yuan

(I) Directors

CHEN Biting, 60, has served as Chairman of our Board of Directors and an executive Director since November 2004. Mr. Chen is also Chairman of the board of directors of Shenhua Group and was previously the General Manager of Shenhua Group. Mr. Chen also served as the Vice Secretary General of the No. 4 Standing Committee of the Chinese Electricity Council. Prior to joining Shenhua Group in November 2000, Mr. Chen served as Vice Governor of Jiangsu province, Director General of the Economic Planning Commission of Jiangsu province, Vice Secretary General of the Jiangsu provincial government, Deputy Director General of the Economic Planning Commission of Jiangsu province and Executive Vice Mayor of Yancheng City, Jiangsu province. Mr. Chen has over 30 years of experience in macroeconomic and enterprise management. He graduated from the University of Science and Technology of China in 1970.

ZHANG Xiwu, 47, has served as a non-executive Director since November 2004. Dr. Zhang has served as the General Manager of Shenhua Group since 2004. Previously, he served as a Vice General Manager of Shenhua Group, Chairman and General Manager of Shenhua Shendong Coal Company, Chairman of Shenhua Dongsheng Coal Company, Manager of the Fine Coal Business Department of Shenhua Group. Prior to joining Shenhua Group in August 1995, Dr. Zhang was Deputy Chief of the Bureau of Coal Industry of Jilin province and Deputy General Manager of the Northeast Inner Mongolia Coal Group Company. Dr. Zhang has in-depth industry knowledge of, and over 20 years of operational and management experience in the coal industry in China. He graduated from Jixi College of Technology in 1988, and he obtained a master's degree and a Ph.D degree from Liaoning University of Engineering and Technology in 1997 and 2003, respectively.

WU Yuan, 60, has served as the President and an executive Director of our Company since November 2004. Prior to joining our Company, he served as a Vice General Manager of Shenhua Group since 1998. Before joining Shenhua Group, Mr. Wu served as Vice Chairman and General Manager of CIECC Beijing Overseas Consulting Co., Ltd, Head of the Jixi Coal Machinery Plant, Deputy Section Chief of the Manufacturing Bureau of the Former Ministry of Coal Industry and Manager in charge of electric technology management at the Xishan Mining Bureau of Shanxi province. Mr. Wu has in-depth industry knowledge and extensive management experience in the PRC coal industry. He is a Senior Engineer and Vice President of the China Coal Industry Association. Mr. Wu graduated in 1970 from the Electrical Engineering Department of Tsinghua University.

ZHANG Yuzhuo, 44, has served as a non-executive Director since November 2004. Dr. Zhang is also a Vice General Manager of Shenhua Group and Chairman of China Shenhua Coal Liquefaction Company Limited. Prior to joining Shenhua Group in December 2001, Dr. Zhang served as the President of the China Coal Research Institute, Chairman of China Coal Technology Corporation, Chairman of Tiandi Science & Technology Co. Ltd. and Deputy General Manager of Yankuang Group Co. Ltd. Dr. Zhang is experienced in management of research and development activities and has approximately 20 years of enterprise management experience in the coal industry in China. He graduated in 1982 from Shandong University of Science and Technology with a bachelor's degree, received a master's degree from China Coal Research Institute in 1985 and a Ph.D. degree from the University of Science and Technology of Beijing in 1989. From 1992 to 1996, Dr. Zhang conducted post-doctoral research and study of clean coal technology at the University of Southampton and Southern Illinois University at Carbondale.

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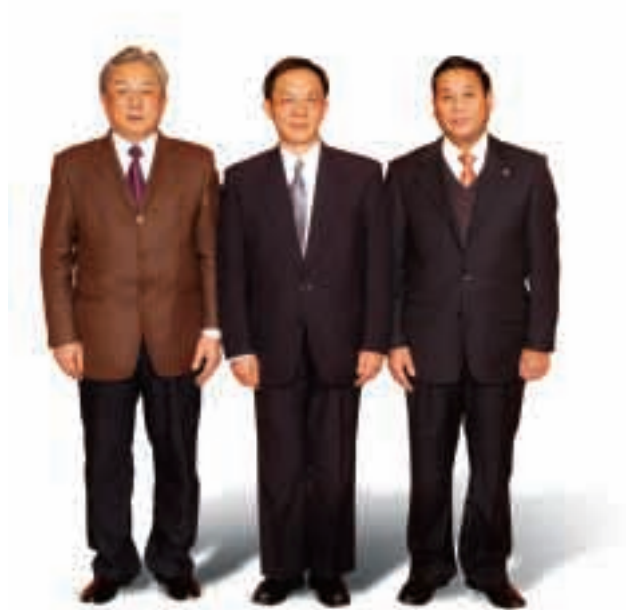
LING Wen, 43, has served as the Executive Vice President, the Chief Financial Officer and an executive Director of our Company since November 2004. Dr. Ling is also Chairman of Shenhua Finance Company Limited. Prior to joining our Company, Dr. Ling served as a Vice General Manager of Shenhua Group. Prior to joining Shenhua Group in December 2001, Dr. Ling served as Deputy General Manager of the International Business Department of the Industrial and Commercial Bank of China, Deputy General Manager of Industrial and Commercial Bank of China (Asia) Limited and Chairman of UB China Business Management Company Limited. Dr. Ling has in-depth and extensive experience in financial institution and enterprise management. He holds a professorship at the school of management of the Harbin Institute of Technology, is a member of the Institute of Financial Accountants of the United Kingdom and is a fellow-professional accountant of the National Institute of Accountants of Australia. Dr. Ling graduated from Shanghai Jiaotong University in 1984 with a bachelor degree in science, received a master's degree in system engineering from Harbin Institute of Technology in 1987 and received a Ph.D. degree in management engineering in 1991. From 1992 to 1994, Dr. Ling conducted research in macroeconomics as a post-doctoral fellow in the Department of Automation of Shanghai Jiaotong University.

HAN Jianguo, 47, has served as a Non-executive Director since November 2004. Mr. Han has also been Vice General Manager of Shenhua Group since 2003. Previously, he served as Chairman and General Manager of Shenhua Coal Trading Company Limited ("Shenhua Trading"). Prior to joining Shenhua Group in April 1998, Mr. Han also served as secretary to the Vice Minister of the former State Development and Planning Commission. Mr. Han is a Senior Engineer and is experienced in macroeconomic and enterprise management in the coal industry in China. He graduated from Fuxin College of Mining and Technology in Liaoning province with a bachelor's degree in 1983 and received a master's degree from Tongji University in 1999.

HUANG Yicheng, 79, has served as an independent non-executive Director of the Company since November 2004. Mr. Huang previously served as the Co-Chairman of the Sino-Russia Friendship, Peace and Development Committee, Deputy Director of the Financial and Economic Committee of the Eighth National People's Congress, Minister of the Ministry of Energy and Vice Minister of the former State Planning Commission. Mr. Huang is also a Senior Engineer.

NEOH Anthony Francis, 59, has served as an independent non-executive Director of the Company since November 2004. Mr. Neoh is a member of the International Advisory Committee of the China Securities Regulatory Commission ("CSRC") and was previously the Chief Advisor to the CSRC. He was Chairman of the Securities and Futures Commission of Hong Kong from 1995 to 1998 and Chairman of the Technical Committee of the International Organisation of Securities Commissions from 1996 to 1998. From 1991 to 1994, he was a member of the Hong Kong Stock Exchange Council and its Listing Committee. He was appointed Queen's Counsel (now retitled Senior Counsel) in 1990. He was Nomura Visiting Professor for International Financial Systems at the Harvard Law School in 2004. He graduated from the University of London with a bachelor's degree in law in 1976. In 2003, Mr. Neoh was granted an honorary doctorate by the Chinese University of Hong Kong.

CHEN Xiaoyue, 59, has served as an independent non-executive Director of the Company since November 2004. Dr. Chen is President of Beijing National Accounting Institute, Director of Accounting Research Institute at Tsinghua University and President of the Education Committee of the China Accounting Academy. He is also a member of the Standing Committee of the China Accounting Academy, and serves as an independent non-executive Director of China United Telecommunications Corporation Limited and First Automotive Works Car Co., Ltd. Dr. Chen was previously Vice Dean of the Economic Management School of Tsinghua University and Dean of the Department of Accounting of Tsinghua University. He graduated in 1982 from Tsinghua University with a bachelor's degree and received his master's and Ph.D degrees from Tsinghua University in 1984 and 1988, respectively. Dr. Chen has an intimate knowledge of both PRC and international accounting standards and has accumulated significant experience in the review and establishment of internal controls, risk management measures and corporate governance of publicly listed companies. The Directors are of the view that Dr. Chen is suitable for the position of independent non-executive Director with appropriate professional qualifications or accounting or related financial management expertise, as required under Rule 3.10(2) of the Listing Rules.



Xu Zufa

Li Jianshe

Wu Gaoqian

(II) Supervisors

XU Zufa, 57, has served as Chairman of our Board of Supervisors since November 2004. Mr. Xu is also Chairman of the Labour Union of Shenhua Group. Prior to joining Shenhua Group in July 2002, Mr. Xu served as Deputy Director and a director-level supervisor of the Organisation Department of the Central Committee of the Communist Party of China. Mr. Xu has extensive human resources management experience. He graduated from the Central Communist Party School with a bachelor's degree in 1993.

WU Gaoqian, 55, has served as a Supervisor of our Company since November 2004. Prior to joining our Company, Mr. Wu joined Shenhua Group in August 1996 served as Director of the Audit and Inspection Office of Shenhua Group. He graduated from the China People's Police University (now retitled China People's Public Security University) in 1987.

LI Jianshe, 52, has served as an employee representative Supervisor of our Company since November 2004. Mr. Li is also Deputy General Manager and Chairman of the Labour Union of Shenhua Huanghua Harbor Administration Company Limited. Prior to joining our company, Mr. Li served as Section Chief of the General Planning Office of Shenhua Group. Before joining Shenhua Group in December 2000, Mr. Li also served as Chief of the Secretary Section of General Office of the Ministry of Communications. Mr. Li is a Senior Engineer and graduated from Beijing University of Technology in 1978.

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(III) Senior Management

HAO Gui, 43, has served as Vice President of the Company in charge of safety, health and environmental management and operational coordination of our Company since November 2004. Prior to joining our Company, he served as Vice Chief Economist of Shenhua Group, Chairman of Shenhua Mengxi Coal Chemical Company Limited, Chairman of Shenhua Zhonglian Shuozhou Coal Company (“Zhonglian Shuozhou”), Chairman of Zhonglian Economic and Technological Development Company, Chief Economist of Shenhua Shenfu Fine Coal Company. Before joining Shenhua Group in May 1996, Mr. Hao acted as Vice Director of the Yanzishan Mine of Datong Coal Mining Bureau and lecturer at the Economics and Trade School of the China University of Mining and Technology. Mr. Hao is a Senior Economist and has in-depth industry knowledge with over 15 years of operational and managerial experience in the coal industry in China. He graduated from China University of Mining and Technology with a bachelor’s degree in 1984 and received a master’s degree in 1987.

WANG Jinli, 46, has served as Vice President in charge of coal production at our Company since November 2004. Prior to joining our Company, Mr. Wang served as the Chairman of the Board and General Manager of Shenhua Shendong Coal Company, Deputy General Manager of Shenhua Shendong Coal Company, Director of Shenhua Port Company, Director of the Changchun Coal Technology Centre and Director of the Hunchun Coal Mining Bureau. Mr. Wang is a Senior Engineer and has approximately 30 years of operational and experience in the coal industry in China. He graduated from Jilin University with a bachelor’s degree in 1992 and received a master’s degree from Liaoning Technical University in 2002.

XUE Jilian, 51, has served as Vice President of the Company in charge of transportation operations at our Company since November 2004. Mr. Xue has also served as Chairman and General Manager of Shuohuang Railway Development Company Limited since September 2003. Prior to joining Shenhua Group in April 1999, Mr. Xue served as Deputy Director and Chief Engineer of Number 16 Engineering Bureau of the Ministry of Railways. Mr. Xue is a professor-level Senior Engineer and has extensive operational and management experience in railway construction and rail transportation enterprises. He graduated in 1993 from Southwest Jiaotong University in Sichuan province with a bachelor's degree and received a master's degree from Southwest Jiaotong University in 2001.

HUA Zeqiao, 54, has served as Vice President of our Company in charge of coal marketing since November 2004. Mr. Hua has also been Chairman and General Manager of Shenhua Trading since 2004. Previously, he served as Deputy General Manager and Chairman of the Labour Union of Shenhua Trading and prior to joining Shenhua Group in September 1998, he also served as Chief Economist of the Jixi Mining Bureau, and Deputy Chief Economist and Head of the Marketing Office of the Jixi Mining Bureau. Mr. Hua is a Senior Economist and has over 30 years of operational and managerial experience in coal production and sales management. He graduated from Harbin Normal University with a bachelor's degree in 1991.

WANG Pingang, 44, has served as Vice President of the Company in charge of power operations of our Company since November 2004. Mr. Wang has also served as Chief Engineer of Beijing Guohua Electric Corporation, since 2004. Previously, he served as General Manager, Deputy General Manager and Chief Engineer of Suizhong Power Generation Company, and prior to joining Shenhua Group in March 1999, he also served as Deputy Head of the Yuanbaoshan Power Plant. Mr. Wang is a Senior Engineer and has extensive operational and management experience in the power industry. He graduated from Northeast China Institute of Electric Power Engineering with a bachelor's degree in 1987.

HUANG Qing, 40, has served as Secretary to our board of Directors since November 2004 and is also a joint company secretary of our Company. Prior to joining our Company, Mr. Huang served as Deputy Director of the General Office of Shenhua Group from 2002 and secretary to the Chairman of Shenhua Group since July 2003. Prior to joining Shenhua Group in 1998, he served as Deputy General Manager of the Hubei Provincial Railway Company and secretary to the Vice Governor of the Hubei provincial government. Mr. Huang obtained a board secretary certification from the Shanghai Stock Exchange in 2004. Mr. Huang graduated from the National University of Defence Technology with a bachelor's degree in 1988 and received a master's degree from Guangxi University in 1991.

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(IV) Joint Company Secretary

Ng Chai Ngee, 46, is a joint company secretary of our Company. Ms. Ng has served as the general counsel of the Legal Department (China Division) of Kerry Holdings Ltd. from June 2004. Prior to that, she served as in-house legal counsel and consultant to various divisions of the Kuok Group, including Shangri-la Asia Ltd. From 1989 to 1991, Ms. Ng was the executive secretary of the Law Society of Singapore, responsible for its organisation and management, including administration, finance, professional education programme, professional conduct and other issues. She carried on private practice as a lawyer at various law firms in Singapore between 1984 and 1989. She is qualified to practice law in Hong Kong, England and Wales and Singapore. She was appointed as our joint company secretary on a part-time basis in May 2005.

(V) Qualified Accountant

The Company's qualified accountant, Ms Liu Yu, resigned from the Company on 15 March 2006 due to personal reasons. The Company is seeking a new qualified accountant to assist the chief financial officer in ensuring that its financial reporting and other relevant matters of the Company are in compliance with applicable requirements. However, given the significant importance of the role and function of the qualified accountant, the Company has not currently, been able to identify a suitable qualified accountant in compliance with Rule 3.24 of the Listing Rules. The Company is making every effort to identify a qualified accountant of the Company, who possesses appropriate qualification and experience, and knowledge about the industries of coal and power, so as to assist our chief financial officer in performing his duties.

(VI) Employees

As at 31 December 2005, the Company had 41,787 employees. The table below sets forth the number of our employees by their functions:

| Composition of employees by function | 2005 | | 2004 | |
|--|------------------|--------------|------------------|--------------|
| | No. of employees | % of Total | No. of employees | % of Total |
| Operations and maintenance | 27,707 | 66.3 | 29,729 | 69.7 |
| Coal mining and transportation | 20,988 | 50.2 | 22,447 | 52.6 |
| Power generation | 6,719 | 16.1 | 7,282 | 17.1 |
| Management, finance and administrative | 4,514 | 10.8 | 4,818 | 11.3 |
| Research and development and technical support | 4,414 | 10.6 | 2,366 | 5.6 |
| Sales and marketing | 945 | 2.2 | 869 | 2.0 |
| Others | 4,207 | 10.1 | 4,879 | 11.4 |
| Total | 41,787 | 100.0 | 42,661 | 100.0 |

Composition of Employees by Function

