

Directors, Supervisors, Senior Management and Employees

Directors



CHEN Biting

aged 61, 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

aged 48, 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, Mr. 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.



ZHANG Yuzhuo

aged 45, 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 Shandong 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.



LING Wen

aged 44, has served as an executive director and the President of our Company since August 2006. Dr. Ling is in charge of the daily operations of the Company. Dr. Ling has served as the executive director of the Company since November 2004. In addition, Dr. Ling is also the Chairman of Shenhua Finance Company Limited ("Shenhua Finance"). Dr. Ling had previously served as the executive vice president and chief financial officer of the Company. 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. Holding a professorship at the school of management of the Harbin Institute of Technology, he 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 with a bachelor's degree in science in 1984, 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 post-doctoral research in macroeconomics in the Department of Automation of Shanghai Jiaotong University.



HAN Jianguo

aged 48, 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 former Vice Minister of the 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. From 2004 to 2006, he studied at the EMBA Sino-European International Business School and obtained a MBA degree.



HUANG Yicheng

aged 80, has served as an independent non-executive director 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 former Vice Minister of the State Planning Commission. Mr. Huang is also a professional-level Senior Engineer.



NEOH Anthony Francis

aged 60, has served as an independent non-executive director 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 ("SFC") 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 Stock Exchange of Hong Kong Limited ("Stock Exchange") Council and its Listing Committee. He was appointed Queen's Counsel (now retitled Senior Counsel) in 1990. He was Visiting Professor for Nomura Securities 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

aged 60, has served as an independent non-executive director since November 2004. Dr. Chen is the Director of Accounting Research Institute at Tsinghua University, a consultant of Beijing National Accounting Institute, a member of the Standing Committee of Accounting Society of China, a professor of Tsinghua University and mentor for doctoral students and vice president of China Appraisal Society. Dr. Chen was previously the President of Beijing National Accounting Institute, vice dean of the Economic Management School of Tsinghua University and dean of the Department of Accounting of Tsinghua University. In addition, Dr. Chen serves as an independent non-executive director of China United Telecommunications Corporation Limited and Yunnan Baiyao Group Co., Ltd. Dr. Chen 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.

Supervisors



XU Zufu

aged 58, has served as Chairman of our board of Supervisors since November 2004. Mr. Xu is also a director 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

aged 56, 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

aged 53, has served as a supervisor of our Company. Mr. Li has served as an employee representative supervisor of our Company since November 2004. Mr. Li has also served as a member of the standing committee and vice president of China Coal City Union. Since November 2006, Mr. Li has held the position of Deputy Chairman of China Coal Urban Development United Promotion Association. 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.

Senior Management



HAO Gui

aged 44, has served as Vice President 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. He graduated from the China University of Mining and Technology and obtained a doctor's degree in management in 2006.



WANG Jinli

aged 47, 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 researcher Senior Engineer and has approximately 30 years of operational 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. In 2006, he graduated from Liaoning Engineering and Technology University and obtained a doctor's degree.



XUE Jilian

aged 52, has served as Vice President in charge of transportation operations at our Company since November 2004. Mr. Xue has also served as Chairman of Shuohuang Railway Development Company Limited since September 2003. Mr. Xue was previously the General Manager of Shuohuang Railway Development Company Limited. 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 from Shijiazhuang Railway Institute in 1979 and graduated in 1993 from Southwest Jiaotong University with a bachelor's degree and received a master's degree in science and engineering management from Southwest Jiaotong University in 2001.



HUA Zeqiao

aged 55, has served as Vice President of our Company in charge of coal marketing of our Company since November 2004. Mr. Hua has also been Chairman and General Manager of Shenhua Trading since 2003. 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, Deputy Chief Economist and Head of the Marketing Office and Head of Muleng Mines 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

aged 45, has served as Vice President in charge of power operations of our Company since November 2004. Mr. Wang has also served as Chief Engineer of Beijing Guohua Power Company since 2004. Previously, he served as General Manager, Deputy General Manager and Chief Engineer of Suizhong Power. 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

aged 41, has served as Secretary to our board of directors since November 2004 and is also a joint company secretary of our Company. Mr. Huang is in charge of investor relations, capital market activities and M&A management. 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.



ZHANG Kehui

aged 44, has served as Chief Financial Officer of our Company since January 2007 and is in charge of financial work of the Company. Ms. Zhang has previously acted as the head of the internal-control auditing department of the Company. Prior to joining our Company, Ms. Zhang acted as Deputy Manager of financial department of Shenhua Group, assistant to the General Manager of Shuohuang Railway Development Company Limited. Being a senior economist as well as certified accountant in China, Ms. Zhang has extensive experience in financial management. Ms. Zhang graduated from Shanxi University with a bachelor's degree in 1985 and received a master's degree in Economics from China University of Mining and Technology in 1994.

JOINT COMPANY SECRETARY

Ng Chai Ngee

aged 47, 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.

QUALIFIED ACCOUNTANT

LEUNG Ho Fai Michael

aged 35, has served as Qualified Accountant of the Company since August 2006. Mr. Leung served as the Chief Financial Officer of Hong Kong BRIGHTSTAR Company since April 2006. Before that, he was Taxation Manager of Hong Kong GT Company, Assistant Taxation Manager of KMPG Hong Kong and Corporate Affairs Consultant of Sidney PWC. He received a MBA from Australian Institute of Management in 2000. He is a certified accountant in Australia since 1997 and in Hong Kong since 1998.

Employees

As at 31 December 2006, the Company had a total of 45,016 employees, a year-on-year increase of 3,229, or 7.7%. The Company places a great deal of emphasis on the career development of its employees, and has been committed to training its personnel in the aspects of operational management, professional skills and technical operations, so as to achieve the harmonious development for both the Company and its staff.

In 2006, the Company operated a training programme to provide training to employees at different levels based on the specific requirements for their positions. The Company conducted various professional training sessions with an aggregate of 170,000 training attendances⁽¹⁾. A series of centralised training programs was also provided to all staff at the headquarters of the Company to foster an enterprise learning culture, with the aim to developing talented people for the sustainable development of the Company.



Management training programme conducted by power segment

Employees	2006		2005	
	Number	% to total	Number	% to total
Operation and maintenance	28,644	63.6	27,707	66.3
Coal mining and transportation	22,645	50.3	20,988	50.2
Power generation	5,999	13.3	6,719	16.1
Management, financial and administrative management	6,381	14.2	4,514	10.8
Research & development & technical support	3,913	8.7	4,414	10.6
Sales and marketing	902	2.0	945	2.2
Others	5,176	11.5	4,207	10.1
Total	45,016	100.0	41,787	100.0

Note:

(1) "Training attendances" is calculated as the number of training sessions multiplied by the number of attendees at each session.