
DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND EMPLOYEES

BOARD OF DIRECTORS

Our Board consists of nine directors: three executive Directors, three non-executive Directors and three independent non-executive Directors. The functions and duties of our Board include: convening shareholders’ meetings, reporting the Board’s work at the shareholders’ meetings, implementing the resolutions passed on the shareholders’ meetings, determining our business plans and investment plans, formulating our annual budget and final accounts, formulating our proposals for profit distributions and for the increase or reduction of registered capital as well as exercising other powers, functions and duties as conferred by our Articles of Association. We have entered into service contracts with each of our executive Directors, non-executive Directors and independent non-executive Directors.

The following table sets out certain information relating to our Directors. All of our existing Directors were elected to their current term to the Board of Directors by our shareholders on July 8, 2009. The current term for all of our Directors expires on July 7, 2012.

Name	Age	Position
Mr. ZHU Yongpeng	58	Chairman of the Board and Non-executive Director
Mr. XIE Changjun	52	Executive Director and President
Mr. WANG Baole.	53	Non-executive Director
Mr. TIAN Shicun	57	Executive Director and Vice President
Mr. LUAN Baoxing	42	Non-executive Director
Mr. WANG Liansheng	57	Executive Director
Mr. LI Junfeng	53	Independent non-executive Director
Mr. ZHANG Songyi	54	Independent non-executive Director
Mr. MENG Yan	54	Independent non-executive Director

DIRECTORS

Non-Executive Directors

Mr. Zhu Yongpeng, aged 58, is a non-executive Director and Chairman of the Board of our Company. Mr. Zhu has been the general manager of Guodian since March 2008, and has also been the chief legal advisor of Guodian since March 2007. Mr. Zhu was deputy general manager of Guodian and vice chairman of GD Power from December 2002 to March 2008. He was the general manager of GD Power from December 2002 to March 2004 and vice chairman, general manager of GD Power from July 2000 to December 2002, the general manager of CLEPG from November 1997 to July 2000. He was the deputy general manager of CLEPG from September 1993 to November 1997. Mr. Zhu was deputy operator of Heilongjiang Hulin Power Plant (“黑龍江虎林發電廠”), technician, assistant engineer, engineer and deputy head of the Power Generation and Technology Division of the Ministry of Water Resources and Electric Power, head of the General Office of the Ministry of Energy Resources. Mr. Zhu graduated in January 1982 from Northeast Dianli University, Power Engineering School, specializing in Relay Protection and Automation with a bachelor’s degree. He is a professor-grade senior engineer.

Mr. Wang Baole, aged 53, is a non-executive Director of the Board of our Company. He has been the assistant general manager of Guodian since November 2006, head of Nuclear Power Office of Guodian since June 2005, and head of Plan & Development Division of Guodian since January 2003. He was cadre and deputy head of Statistics Division of Planning Department of Ministry of Water Resource and Electric Power, deputy head and head of Statistics Division of General Planning Department of Ministry of Energy Resources, head of Statistics & Analysis Division and deputy general of Planning Department of Ministry of Electric Power, deputy head of Planning & Investment Department, deputy head of Planning & Investment Department and deputy head of Strategic Study & Planning Department of the State Power Corporation. Mr. Wang graduated in January 1982 from Planning & Statistics Department of School of Economics of Xiamen University with a bachelor’s degree. He completed his post-graduate studies on Statistics (Investment Decision-making Analysis) at the Planning & Statistics Department of Xiamen University in September 2001. He is a senior statistician.

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Mr. Luan Baoxing, aged 42, is a non-executive Director of the Board of our Company. He has been the head of Capital Operation and Ownership Management Department of Guodian since April 2009 and a supervisor of Guodian Sichuan Power Generation Co., Ltd. (“國電四川發電有限公司”) since December 2006. He was deputy head of Capital Operation and Ownership Management Department of Guodian from October 2008 to April 2009. He was deputy head of Finance and Property Department of Guodian from January 2003 to October 2008. He was deputy head of Property and Fund Division, head of Accounting Cost Division of Finance Department of Heilongjiang Electric Power Company (“黑龍江省電力公司”), deputy head and head of Accounting Cost Division of Finance Department of China Northeast Electric Power Group Company (“中國東北電力集團公司”), deputy head of Finance Department of the State Power Corporation Northeast China Branch, deputy chief accountant and head of Finance Department of Chongqing Electric Power Company (“重慶電力公司”) from September 1999. He worked at Finance Department of Qiqihar Electric Power Bureau (“齊齊哈爾電業局”) from March 1990 to September 1990 and at Finance Department of Mudanjiang No.2 Power Plant (“牡丹江第二發電廠”) from July 1989 to March 1990. Mr. Luan graduated from the Economics Department of Heilongjiang University in July 1989, specializing in Accounting with a bachelor’s degree in Economics. He also graduated in April 2003 from Harbin Institute Technology (post-work education) with a master degree in Business Administration. He is a senior accountant.

Executive Directors

Mr. Xie Changjun, aged 52, is an executive Director of the Board and president of our Company. He has been the assistant to the general manager of Guodian since November 2006. He was the president of CLEPG from July 2001 to July 2009, and the vice-president of CLEPG from June 1999 to July 2001. He was the assistant engineer of Science Technology Department of Ministry of Water Resources and Electric Power, department head, the deputy head of Planning Division of Science & Technology Department of China Electricity Council, and the assistant to the general manager, the manager of engineering project division and the deputy general manager of Zhongneng Power-Tech. Mr. Xie graduated in January 1982 from Northeast Dianli University, specializing in thermal power with a bachelor’s degree in engineering. He is a professor-grade senior engineer.

Mr. Tian Shicun, aged 57, is an executive Director of the Board and the vice president of our Company. He joined the Group in November 2006 and was the vice-president of CLEPG from November 2006 to July 2009. He was the head of production division and the deputy manager of Ningxia Zhongning Power Plant (“寧夏中寧發電廠”), the chief engineer, deputy manager and manager of Daba Power Plant (“大壩發電廠”), deputy general manager of Ningxia Electric Power Bureau (“寧夏電力局”), the general manager of Guodian Northwest. Mr. Tian graduated in October 1975 from Xi’an Jiaotong University, specializing in thermal power with a bachelor’s degree in engineering. He also graduated in July 2002 from Wisconsin International University Ukraine Campus (post-work education) with a bachelor’s degree in engineering. He is a professor-grade senior engineer.

Mr. Wang Liansheng, aged 57, is an executive Director of the Board of our Company. He was the deputy general manager of CLEPG from July 2001 to July 2009. He was the deputy head, head of Publicity Department of Beijing Power Design Institute. Mr. Wang graduated in June 1985 from the History Department of Beijing Normal University with a bachelor’s degree. He is a senior economist.

Independent Non-Executive Directors

Mr. Li Junfeng, aged 53, is an independent non-executive Director of the Board of our Company. He is currently the director of academic members, deputy director general and researcher of the Energy Research Institute under the National Development and Reform Commission. Mr. Li Junfeng is also an independent non-executive director of Zhuzhou Times New Materials Technology Co., Ltd. listed on the Shanghai Stock Exchange (Stock code: Shanghai 600458) and independent director of Trina Solar Limited listed on the New York Stock Exchange (Stock code: TSL), respectively. He is also holding various positions in social academic groups as well as industry associations and organizations. He is currently the Vice-chairman of the International Wind Energy Council, Deputy Chairman of the Board of Directors of the Renewable Energy Society of China and Technology Advisor to the People’s Government of the Inner Mongolia Autonomous

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Region. He was assistant researcher of the Energy Research Institute of the State Economic and Trade Commission and Energy Advisor to the World Bank. Mr. Li Junfeng as a researcher has conducted in-depth studies in the renewable energy areas, he was the person-in-charge and participated in the drafting of the “Renewable Energy Law of the People’s Republic of China,” the “Medium to long term strategic plan of the State for the development of medium to long term renewable energy” and the “Draft Energy Law of the People’s Republic of China.” He was granted the Technology Achievement Award jointly by the National Development and Reform Commission, the State Planning Commission and the Chinese Academy of Sciences. He was the author of “Technical Assessment of Renewable Energy in the PRC,” “Understanding the Renewable Energy Law of the PRC,” “PRC Renewable Energy Development Report,” “PRC Wind Power Development Report 2007” and “PRC Wind Power Development Report 2008,” etc. As an important writer and commentator, Mr. Li Junfeng had participated in the compilation of the Second, Third and Fourth Assessment Reports of the IPCC on Climate Change. He graduated in October 1982 from Electrical Engineering Department of Shandong Mining Institute in 1982 with a bachelor’s degree.

Mr. Zhang Songyi, aged 54, an independent non-executive Director of the Board of the Company. He is currently a director of Sina Corporation (NASDAQ: SINA), a director of Hong Kong Energy (Holdings) Limited (0987.HK) and a director of Lumena Resources Corp. (0067.HK). Mr. Zhang served as a director of Suntech Power Holdings Co. Ltd. He was the vice chairman, managing director and department joint head of Morgan Stanley Asia Limited from 1993 to November 2000 and since leaving Morgan Stanley, has been retained as a senior advisor on a contractual basis. He practiced law at Milbank, Tweed, Hadley & McCloy LLP from 1985 to 1993. Mr. Zhang graduated in June 1985 from Yale University with a Juris Doctor degree.

Mr. Meng Yan, aged 54, an independent non-executive Director of our Board. He is currently the Dean, Professor and Supervisor of Doctorate students in the Department of Accountancy of Central University of Finance and Economics. He is also the Executive Director of the Accounting Society of China and the Banking Accounting Society of China, the member of the Master of Professional Accounting (MPAcc) Education Steering Committee under the Ministry of Education and the member of Steering Committee on Teaching and Learning of Business Administration Disciplines of Higher Education Institutions under the Ministry of Education. He was also the Expert Consultant of the Accounting Standards Committee of the Ministry of Finance for accounting standards and the Expert of the Ministry of Finance for enterprise performance evaluation. At present, Meng Yan serves as the independent director of China Merchants Property Development Company Ltd. (000024.SZ; 200024.SZ), Beijing Bashi Media Co., Ltd. (600386.SH), Yantai Wanhua Polyurethanes Co., Ltd. (600309.SH) and Henan Splendor Science & Technology Co. Ltd. (002296.SZ). He received a Bachelor degree in Economics and a Master degree in Economics (Accounting) from the Central University of Finance and Economics in 1982 and 1988 respectively, and graduated from the Research Institute for Fiscal Science of Ministry of Finance with a Doctorate degree in Economics (Accounting) in 1997. He holds the qualification of Certified Public Accountant and received the special government allowance from the State Council in 1997.

BOARD OF SUPERVISORS

The board of Supervisors of the Company currently consists of three members. Except for the employee representative supervisor elected by employees, the Supervisors are elected by our shareholders for a term of three years, which is renewable upon re-election and re-appointment. The functions and duties of the board of Supervisors include, but not limited to: reviewing and verifying financial reports, business reports and profit distribution proposals prepared by the Board; and, if in doubt, appointing certified public accountants and practicing auditors to re-examine the Company’s financial information; monitoring the financial activities of the Company; supervising the performance of Directors, President and other senior management members, and monitoring as to whether they had acted in violation of the law, administrative stipulations and Articles of Association in the execution of their duties; requesting Directors, President and senior management members to rectify and actions which are damaging to the Company’s interests; and exercising other rights given to them under the Articles of Association.

All of our existing supervisors were elected to their current term to the Board of Supervisors by our shareholders on July 8, 2009.

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SUPERVISORS

Name	Age	Position
Mr. CHEN Bin	50	Chief Supervisor
Mr. YU Yongping	49	Deputy Chief Supervisor
Mr. WANG Jianting	45	Employee Representative Supervisor

Mr. Chen Bin, aged 50, is a Supervisor of the Company. He has been the deputy chief accountant of Guodian since November 2006, a director of Financial Management Department of Guodian since October 2008, a supervisor of Guodian Shandong Electric Power Co., Ltd. (“國電山東電力有限公司”) since December 2007. He served in Guodian as the director of Financial and Property Department from November 2006 to October 2008. He served as deputy section chief, section chief of financial department and chief accountant of Dalian Power Plant (“大連發電總廠”), deputy division chief and division chief of Accounting Cost Division of Financial Department as well as a director accountant, and deputy director of Financial Department of Northeast Electric Power Group Company (“東北電力集團公司”), the division chief of Financial Budget Division of Financial Property Right Management Department of State Power Corporation (“國家電力公司”), the chief accountant of China Hydro Power Construction Company (“中國水利水电工程總公司”) and the chief accountant and deputy general manager of GD Power. Mr. Chen graduated in July 1982 from Financial Accountant Department of Dalian Electric Power Institute (“大連電力技術學校”), a technical secondary school, thereafter, he further graduated in July 1998 from Construction Management Department of Northeast Dianli University. Mr. Chen is a senior accountant.

Mr. Yu Yongping, aged 49, is a Supervisor of the Company. He has been the director of Audit Department of Guodian since April 2009. He was a deputy director of Financial and Property Department of Guodian from October 2008 to April 2009. He served as an accountant of Financial Division of Machinery Manufacturing Bureau of the Ministry of Hydropower. He also served in the State Council Three Gorges Project Construction Committee as a director level clerk of its Financial Planning Office of Emigration Development Bureau, a deputy division chief and division chief of its Financial Department, a deputy leader of its Planning Office of Emigration Development Bureau, a deputy leader of its Resettlement Division of Emigration Development Bureau and an assistant Ombudsman of the State Council Three Gorges Project Construction Committee Office. Besides, he had been served as a division chief of the Market Development Division of Marketing Department of Guodian, a member and a deputy general manager of Guodian Finance Corporation Ltd., a deputy general manager and chief accountant of Guodian Northeast. Mr. Yu graduated in July 1983 from Infrastructure Construction Economics Department of Liaoning Institute of Finance and Economics (“遼寧財經學院”) specializing in infrastructure construction financial and credit with a bachelor’s degree in economics. He also completed a postgraduate course in Civil’s Economy in May 1999 at Northeast Financial University. Mr. Yu is a senior accountant.

Mr. Wang Jianting, aged 45, is a employee representative Supervisor of the Company. He is currently a disciplinary officer and chairman of the trade union of the Company. He held positions as deputy general manager of China Fulin, project manager, assistant to general manager, manager of the audit department, manager of the safety production department, manager of the engineering and construction department, and chief economist of CLEPG, and general manager of Jiangsu Longyuan Wind Power Company from June 1999 to January 2008. He was the project manager of the Planning and Finance Department, deputy general manager, assistant to general manager and also departmental manager of the Finance Department of Zhongneng Power-Tech from December 1994 to April 1999. He was an assistant accountant at technological education department under the Ministry of Water Resources from August 1990 to December 1994. He served as an accountant at the general office of the academic department of the Ministry of Water Resources from September 1985 to October 1988. Mr. Wang graduated in July 1992 from the evening class of Beijing Vocational College of Finance and Commerce and obtained a bachelor’s degree.

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SENIOR MANAGEMENT

Name	Age	Position
Mr. HUANG Qun	48	Vice President
Mr. ZHANG Yuan	53	Vice President
Mr. FEI Zhi	42	Vice President
Ms. LI Hongmei	52	Chief Accountant
Mr. JIA Nansong	47	Board Secretary and Company Secretary

Mr. Huang Qun, aged 48, is a vice president of the Company. He was a deputy general manager of CLEPG from January 2002 to July 2009, the assistant to general manager of CLEPG from August 2000 to January 2002, and the deputy chief economist and manager of the Operational Department of CLEPG from March 1997 to August 2000. He served at CLEPG as the deputy manager and manager of the Manager Department, the manager of the Operational Department and the manager of the First Division of the Operational Department from January 1993. He worked at the Power Division of the Ministry of Energy from June 1988 to January 1993 and worked as an engineer of the Policy Research Office of the Ministry of Hydropower from July 1984 to June 1988. Mr. Huang graduated in July 1984 from Construction Management Department of Tongji University with a bachelor’s degree. Mr. Huang is a senior engineer.

Mr. Zhang Yuan, aged 53, is a vice president of the Company. He was a deputy general manager of CLEPG from February 2003 to July 2009. He worked at the Engineering Division of Guodian Group from December 2002 to February 2003. He served as the division chief of the Power Construction Division of the China Power Corporation from July 2000 to December 2002 and as its division chief of the Hydropower and New Energy Development Division from January 1997 to July 2000. He served as an engineer and office director of Energy Research Institute of Qinghai Province, a cadre of the Rural Electrification Division of the Ministry of Energy and the deputy division chief of the Hydropower and Agriculture Electricity Division of the Ministry of Power. Mr. Zhang graduated in December 1979 from Northwest Telecommunication Construction University (“西北電訊工程大學”) majoring in semiconductor with a bachelor’s degree. Mr. Zhang is a professor-level senior engineer.

Mr. Fei Zhi, aged 42, is a vice president of the Company. He was the general manager of NTPG from July 2001 to June 2009 and the director of the Preparation Office of Guodian Jiangsu Haimen Power Plant (“國電江蘇海門發電廠”) from July 2003 to June 2009, and the assistant to the general manager of NTPG from August 1998 to July 2001. He consecutively served as a deputy section chief of the Educational Section of Tianshenggang Power Plant and the director of the Fuel Department and Maintenance Department of NTPG. He graduated in July 1989 from Shanghai Institute of Electric Power, majoring in production process automation and obtained a bachelor’s degree. He further graduated in July 1998 from Southeast University, majoring in electricity system and automation and obtained a bachelor’s degree. Mr. Fei is a senior engineer.

Ms. Li Hongmei, aged 52, is chief accountant of the Company. She was the chief accountant of CLEPG from April 2004 to July 2009, the deputy chief accountant from October 1996 to April 2004, the manager of Financial Department of CLEPG from February 2003 to April 2004 and the manager of the Plan and Financial Department of CLEPG from October 1996 to January 2003. She consecutively served as a deputy division chief of China Electronic Appliance Corporation, North Branch (“中國電子器材華北公司”), a deputy manager of Shanghai Securities Department of China Information Trust Investment Corporation (“中國資訊信託投資公司”), a deputy manager of Beijing Office of Haitong Securities Co., Ltd. She graduated in June 1985 from Central University of Finance & Economics majoring in accounting and obtained college diploma. Ms. Li is an accountant and PRC Certified Public Accountant.

Mr. Jia Nansong, aged 47, is board secretary of the Company and one of the joint company secretaries. He was the assistant to general manager, the director of the Office of General Manager of CLEPG from December 2008 to July 2009. He was the deputy chief economist of CLEPG from January 2004 to December 2008, the manager of the Human Resource Department and the Auditing Supervision Department of CLEPG

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from February 2003 to December 2008 and the standing deputy manager of Longyuan West Heat (“龍源西熱”) from July 2001 to February 2003. He was the manager of the Technical Development Department of CLEPG from February 2001 to January 2003, the manager of the Project Development Department of CLEPG from August 2000 to February 2001, the manager of the Market Exploitation and Technical Development Department of CLEPG from June 1999 to August 2000, the deputy manager of the Technical Development Department of CLEPG from September 1995 to June 1999 and the project manager of CLEPG from December 1994 to September 1995. From July 1984, he served in the Power Generation Division of the Electric Power Planning and Design Institute and the Information Centre of the Ministry of Electric Power. Mr. Jia graduated in July 1984 from North China Electric Power University majoring in thermodynamic process automation and obtained a bachelor’s degree. Mr. Jia is a senior engineer.

JOINT COMPANY SECRETARIES

Mr. Jia Nansong, is board secretary of our Company and one of the joint company secretaries. Mr. Jia has profound knowledge and understanding of the PRC power industry and abundant operational and management experience. For details of Mr. Jia’s biography, please see the sub-section headed “Senior Management” above.

Mr. Ngai Wai Fung (魏偉峰), *FCIS, FCS(PE), HKICPA, ACCA*, aged 47, was appointed as the joint company secretary of our Company on November 9, 2009. Mr. Ngai is a director of KCS Hong Kong Limited, a corporate secretarial and accounting services provider in Hong Kong. Mr. Ngai is currently the vice president of the Hong Kong Institute of Chartered Secretaries and the chairman of its Membership Committee. Mr. Ngai is a fellow member of the Hong Kong Institute of Chartered Secretaries and the Institute of Chartered Secretaries and Administrators in the United Kingdom, a member of the Hong Kong Institute of Certified Public Accountants and a member of the Association of Chartered Certified Accountants in the United Kingdom. Mr. Ngai holds a Master of Corporate Finance Degree from the Hong Kong Polytechnic University in November 2002, Master of Business Administration Degree from Andrews University of the United States in August 1992 and a Bachelor of Laws (with Honours) Degree from the University of Wolverhampton in October 1994, the United Kingdom. He is also undertaking a PhD course (thesis stage) in Finance at the Shanghai University of Finance and Economics.

EMPLOYEES

As at the Latest Practicable Date, our Company had a total of 3,795 full time employees. Set out below is a breakdown of the number of our employees by function:

	Number of employees
Management	146
Development	105
Finance, accounting	157
Construction	255
Operations	2,891
Human Resource	40
Administration	201

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BOARD OF DIRECTORS COMMITTEES

Nomination Committee

The nomination committee of the Company consists of three Directors: Mr. Xie Changjun, Mr. Li Junfeng (independent non-executive Director) and Mr. Meng Yan (independent non-executive Director). Mr. Xie Changjun currently serves as the chairman of the nomination committee. The primary responsibilities of the Company’s nomination committee are to formulate the nomination procedures and standards for candidates for Directors and senior management, to conduct preliminary review of the qualifications and other credentials of the candidates for Directors and senior management.

Strategic and Planning Committee

The strategic and planning committee of the Company consists of four Directors: Mr. Xie Changjun, Mr. Wang Baole, Mr. Tian Shicun and Mr. Wang Liansheng. Mr. Xie Changjun currently serves as the chairman of the strategic and planning committee. The primary responsibilities of the strategic and planning committee are to formulate our overall development plans and investment decision-making procedures, including, among other things:

- reviewing the Company’s long-term development strategies;
- reviewing the Company’s strategic planning and implementing reports; and
- reviewing significant capital expenditure, investment and financing projects that require approval of the Board.

Remuneration and Assessment Committee

The remuneration and assessment committee of the Company consists of three Directors: Mr. Wang Baole, Mr. Zhang Songyi (independent non-executive Director) and Mr. Li Junfeng (independent non-executive Director). Mr. Wang Baole currently serves as the chairman of the Company’s remuneration and assessment committee. The primary responsibilities of the remuneration and assessment committee are to formulate the evaluation standards and conduct evaluation of the Directors and senior management; to determine, review the compensation policies and schemes for the Directors and senior management, including, among other things:

- approving and overseeing the total compensation package for the Directors and senior management, evaluating the performance of and determining and approving the compensation to be paid to the senior management;
- reviewing and making recommendations to the Board with respect to the Directors’ compensation; and
- reviewing and making recommendations to the Board regarding compensation philosophy, strategy and principles of Directors and senior management.

Audit Committee

The audit committee of the Company consists of three Directors: Mr. Meng Yan (independent non-executive Director), Mr. Zhang Songyi (independent non-executive director) and Mr. Luan Baoxing. Mr. Meng Yan currently serves as the chairman of the audit committee. The primary responsibilities of the audit committee are to review and supervise our financial reporting process, which include, among other things:

- appointing and supervising the work of our independent auditors and pre-approving all non-audit services to be provided by our independent auditors;

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- reviewing our annual and interim financial statements, earnings releases, critical accounting policies and practices used to prepare financial statements, alternative treatments of financial information, the effectiveness of our disclosure controls and procedures and important trends and developments in financial reporting practices and requirements;
- reviewing the planning and staffing of internal audits, the organization, responsibilities, plans, results, budget and staffing of our internal audit team and the quality and effectiveness of our internal controls;
- reviewing our risk assessment and management policies; and
- establishing procedures for the treatment of complaints received by us regarding accounting, internal accounting controls, auditing matters, potential violations of law and questionable accounting or auditing matters.

COMPENSATION OF THE DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

The Directors, Supervisors and senior management receive compensation in the form of salaries, bonuses, allowances and other benefits-in-kind, including the Company’s contribution to the pension plan on their behalf. Total compensation paid to the Directors, Supervisors and senior management for the years ended December 31, 2006, 2007 and 2008 and the six months ended June 30, 2009, were approximately RMB4.6 million, RMB7.5 million, RMB7.9 million and RMB4.7 million, respectively. As required by PRC regulations, we participate in various defined pension schemes for our employees, including those organized by provincial or municipal governments as well as supplemental pension schemes. The employees covered by such schemes include our Directors, Supervisors and management personnel. The Company contributed RMB0.4 million, RMB0.5 million, RMB0.6 million and RMB0.3 million as post-employment benefits for the Directors, Supervisors and senior management for the years ended December 31, 2006, 2007 and 2008 and the six months ended June 30, 2009, respectively. The aggregate amount of compensation the Company paid to the five highest paid individual employees during the years ended December 31, 2006, 2007 and 2008 and the six months ended June 30, 2009 were approximately RMB1.4 million, RMB1.2 million, RMB1.3 million and RMB0.8 million, respectively. Under the existing arrangements currently in force, the aggregate remuneration payable to and benefits-in-kind receivable by the Directors (including three independent non-executive Directors) and Supervisors in respect of the year ending December 2009 are estimated to be approximately RMB2.5 million (including RMB0.4 million to be received by the independent non-executive Directors) and RMB0.5 million, respectively.