

Our People

Senior Management

TSO Kai Sum

Group Managing Director

Aged 80. Appointed to the Board in 1985 and became Group Managing Director in 1997. Mr. Tso is also Managing Director of The Hongkong Electric Company, Limited ("HK Electric") and a Director of most of the subsidiaries of the Company. Mr. Tso worked with the Group from 1966 to 1981, holding the positions of Chief Project Engineer of HK Electric and Executive Director of Associated Technical Services Limited. In 1981, he joined International City Holdings Limited as an Executive Director. In 1987, he joined the Hutchison Whampoa Group as the Group Managing Director of Hutchison Whampoa Properties. In 1997, he re-joined the Group as Group Managing Director. He is also an Executive Director of Cheung Kong Infrastructure Holdings Limited, a listed company and a substantial shareholder of the Company. Mr. Tso holds a Bachelor of Science degree in Civil Engineering.

WAN Chi Tin

Director of Engineering (Planning & Development)

Aged 61. Appointed to the Board in 2005. Mr. Wan is also a Director of HK Electric and certain subsidiaries of the Company. He has worked for the Group since 1978, holding various positions. Between September 2000 and June 2003, he served as Chief Executive Officer of Powercor Australia Limited and CitiPower Pty., associate companies of the Group in Australia. He returned to Hong Kong in July 2003 taking up the role of General Manager (Corporate Development). Mr. Wan holds a Bachelor of Science degree in Electrical Engineering and is also a Chartered Engineer. He is an Honorary Fellow of the Energy Institute, a Fellow of the Institution of Engineering and Technology and a Fellow of the Hong Kong Institution of Engineers. He is a member of the Engineers Registration Board of Hong Kong.

Neil Douglas MCGEE

Group Finance Director

Aged 60. Appointed to the Board in 2005 and became Group Finance Director in 2006. Mr. McGee is also a Director of all the subsidiaries of the Company including HK Electric. Mr. McGee worked with the Group and the Hutchison Whampoa Group from 1978 holding legal, corporate finance and corporate secretarial positions. He then joined Husky Oil Ltd. in 1998 as Vice President and Chief Financial Officer and from 2000 to October 2005, he served as Vice President and Chief Financial Officer of Husky Energy Inc. Mr. McGee holds a Bachelor of Arts degree and a Bachelor of Laws degree.

YUEN Sui See

Director of Operations

Aged 61. Appointed to the Board in 2008. Mr. Yuen is also a Director of HK Electric and certain subsidiaries of the Company. Mr. Yuen joined the Group in 1986 and prior to his appointment as an Executive Director, was General Manager (Transmission & Distribution). Mr. Yuen has over 30 years of experience in the electricity industry. He holds a Bachelor of Science degree and a Master of Science degree in Engineering. He is a Chartered Engineer in the United Kingdom, a Registered Professional Engineer in Hong Kong and a Fellow of the Hong Kong Institution of Engineers.

CHAN Lai Yee, Trini

Aged 57, General Manager (Human Resources), has been with the Group since December 2005. Ms. Chan has over 25 years of experience in human resources management and administration. She holds a Bachelor's degree in Politics and Education.

From left: TSAI Chao Chung Charles, CHAN Lai Yee Trini, Neil Douglas MCGEE, LAU Fuk Hoi Frank

From left: IP Pak Nin, WAN Chi Tin, WONG Lee Wah Lillian



CHENG Cho Ying, Francis

Aged 55, General Manager (Generation), has been with the Group since August 1979. Prior to his promotion to the present position, Mr. Cheng has worked in the Technical Services, Operations and Maintenance Departments of the Generation Division. He holds a Bachelor's degree in Chemistry and is a Fellow of the Royal Society of Chemistry in the United Kingdom. He is also a member of the Hong Kong Institution of Engineers.

IP Pak Nin

Aged 60, General Manager (Transmission & Distribution), has been with the Group since April 1976. Mr. Ip has over 30 years of experience in electricity supply. He holds a Bachelor of Science degree in Electrical Engineering and a Master's degree in Business Administration. He is a Chartered Engineer and a Fellow of the Hong Kong Institution of Engineers.

LAU Fuk Hoi, Frank

Aged 59, General Manager (Projects), has been with the Group since August 1977. Mr. Lau is also General Manager of Associated Technical Services Limited, a wholly owned subsidiary of the Company. He has over 30 years of experience in project management. He also participated in the Group's power plant development projects outside Hong Kong in recent years. He holds a Bachelor's degree in Engineering. He is a Chartered Engineer, and a member of the Hong Kong Institution of Engineers and the Institution of Mechanical Engineers in the United Kingdom.

 TSAI Chao Chung, Charles

Aged 55, Director and General Manager of Power Assets Investments Limited ("PAI"), a wholly owned subsidiary of the Company, has been with the Group since June 1987. He is also a Director or Alternate Director of most of the subsidiaries of PAI. Mr. Tsai has been responsible for the Group's investments outside Hong Kong since 1997. He holds a Bachelor of Applied Science Degree in Mechanical Engineering, and is a Registered Professional Engineer and a Chartered Engineer.

WONG Yuk Keung, Arthur

Aged 54, General Manager (Group Commercial), has been with the Group since January 1982. Mr. Wong was engaged in the construction of Lamma Power Station upon joining the Group and subsequently worked in and promoted to the head of the various departments in the Group Commercial Division. He holds a Bachelor of Science degree and a Master of Science degree in Engineering and a Master's degree in Business Administration.

YEE Tak Chow

Aged 57, General Manager (Corporate Development), has been with the Group since August 1976. Mr. Yee had worked on a number of energy infrastructure projects both in and outside Hong Kong, including stationing in Saudi Arabia and Japan for three years. Between 2005 and 2008, he worked for the Group's investments outside Hong Kong. He holds a Master's degree in Information Technology. He is a Chartered Engineer and Registered Professional Engineer, and a member of The Hong Kong Institution of Engineers, The Institution of Engineers in Australia, and The Institution of Engineering and Technology in the United Kingdom.

YEUNG Yuk Chun, Mimi

Aged 48, General Manager (Public Affairs), has been with the Group since July 2003. Ms. Yeung has over 25 years of experience in journalism and corporate communications. She holds a Bachelor of Arts degree and a Master's degree in Public Administration.

Company Secretary**WONG Lee Wah, Lillian**

Aged 57, Company Secretary, has been with the Group since June 1997. Ms. Wong has over 25 years of experience in company secretarial practice. She is a Fellow of the Institute of Chartered Secretaries and Administrators in the United Kingdom and The Hong Kong Institute of Chartered Secretaries.

From left: YEUNG Yuk Chun Mimi, TSO Kai Sum, YEE Tak Chow

From left: WONG Yuk Keung Arthur, YUEN Sui See, CHENG Cho Ying Francis



Our people

Employees



Many of our talented and motivated employees have grown with us and made Power Assets the company it is today. We have a highly-skilled and diverse workforce and our employees are always an important part of the Group. Our success is the result of their efforts.

In Hong Kong Keep Shining – People's Policy

At Power Assets, our human resources philosophy is aimed at enabling our employees to "SHINE" in their lives and to harness their skills fully in their career development, using Synergy, Holistic Development, Ideal Workplace, Nurturing Future Leadership, and Excellence, as the guiding principles.

Advancing Together

As one of the longest-running power companies in the world, we have continued to emphasise on investing in the training and development of our human resources, creating a great workplace for them and helping them to develop their careers with us, including assigning engineers overseas to widen their working experience.

Having proactive people resources initiatives are also part of our best effort to meet the changing needs of our customers and exceed their expectations.

In 2011, each of our employees spent an average of 37 hours in training, some of which covered leadership development and issues on corporate excellence.

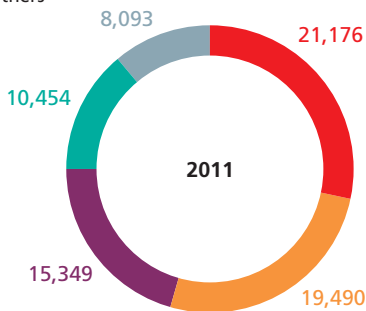
During the year, a corporate excellence workshop was held to discuss how managers could assert personal influences and create synergies to prepare for market changes and challenges in the future. Some 150 managers and supervisors attended the five residential classes, which continued with the efforts and momentum built by the "Corporate Excellence Series" held over the previous years.

At Power Assets, we believe that young talents can add new perspectives and we want to help accelerate the development of their careers with us. A group of six younger engineers and managers attended a development assessment in 2011, and this was followed by a one-year Leadership Development Programme. Another two young engineers were provided six weeks of training at our associate RPCL in Thailand.

With the growing importance of the Corporate Social Responsibility (CSR) aspects along the supply chain, a CSR Workshop was organised in 2011 which focused on the current CSR practices in the supply chain.

Training Hours: 74,562

- Technical
- Management & Communication
- Others
- Environmental, Health & Safety
- Computer & Language



Planning for the Future

For us, investing for the future is essential and we provide dynamic training programmes to nurture our young talents to meet the many opportunities and challenges in the years ahead.

24 new trainees joined the Company in 2011 and to better orientate them into Power Assets, we held a training camp with many outdoor team building

exercises. On the other hand, 26 trainees received their certificates and safety helmets upon graduation and opened a new page in their careers after completing their 2-3 year training in 2011.

In the summer of 2011, we organised a study visit for a group of 23 Form Five Science students to provide them with an opportunity to learn more about the work life of engineers, and to help them determine their vocational and career choices.



A wide array of training programmes prepares our young talents for future challenges.

Working in Concert

To foster better communication and boost the synergies between management and employees, we have developed a network of channels to engage both parties. We have seven Joint Consultation (JC) Panels - represented by more than 70 elected members - that meet regularly to help reflect employees' views to management and convey company policies to employees.

In 2011, a one-day JC workshop was held to enhance team cohesiveness and refresh skills to effectively assume the role of a JC representative. The majority of participants found the workshop useful and interesting.

Other channels of communication include the corporate intranet, on-line suggestion box, employee hotline and suggestion scheme, topical briefing sessions and corporate newsletters.

Our people

Conducive Workplace

When creating a great workplace for our employees, we are committed to providing equal opportunities in all human resources matters and this is regardless of age, gender, physical or mental state, marital status, family status, race, colour, nationality, religion, political affiliation or sexual orientation. In our hiring practices, we have an employee mix that reflects diversity, while being based on qualifications, capabilities and areas of expertise. About 16% of our 2,000-strong workforce are women, including 15% of our senior managers.

To stay competitive, our total remuneration package is reviewed annually, paying special attention to relevant industries and comparable organisations. A set of corporate key performance indicators give direction and guidance to individual work plans. In 2011 we continued our “pay-for-performance” policy that measures and rewards our employees for their initiatives, hard work and achievements.



Around 1,500 employees and family members take part in the Power Assets Family Day.

Ensuring that our employees have a good work-life balance is also a core value for us and we have an extensive programme offering a wide range of activities and courses to promote their physical, emotional,

intellectual and social well-being. A key initiative in 2011 was a series of eight health talks, which focussed on better communication with people of different ages.

Safety – There’s No Compromise

Safety is an integral part of Power Assets. At The Hongkong Electric Company, Limited (HK Electric), ever since we introduced the use of natural gas to generate electricity in 2006, we have maintained an accident-free record in our operational and maintenance activities for gas-fired plants. We also conduct regular inspections to ensure safe working conditions and practices in the workplace.



Being meticulous with attention to details during regular inspections keeps our workplace safe.

We have also implemented various safety initiatives, including “360° Site Safety Inspection Programme”, “Work Site & Workshop Pre-job Assessment” and “Safety Climate Index Survey”, and joined the “International Safe Workplace Programme” organised by the Occupational Safety and Health Council.

Yet, our attention to technical, health and safety, quality and environmental issues is not limited to just our own operations. In 2011, we focussed on enhancing the partnerships with our contractors, with both parties aiming to achieve a win-win outcome on these important matters.

Having a safe working environment is also of utmost importance for our employees and we always take steps to reinforce and maintain a high level of safety awareness at work. Our in-house safety professionals conducted several accident case-study workshops for employees during 2011 to help inculcate the importance of safety.

Being the Best

Pursuit of excellence is one of the Company's core values, and our employees typically participate in and win external and internal competitions that strengthen their personal and professional capabilities. In 2011, more than 200 awards were presented to our employees at an annual ceremony to recognise their efforts in work-related, social and environmental areas.

Outside Hong Kong

Training and Caring

Northern Gas Networks Limited (NGN) took on 16 young people on its gas engineer apprentice programme and made other graduate appointments and university placements during the year. Network News, NGN's internal newsletter, was recognised with an award from the Institute of Internal Communications.



Network News of Northern Gas wins accolade for effective communications with employees.

ETSA Utilities (ETSA) continued its strong focus on nationally recognised accredited training and an apprenticeship programme, which surpasses industry requirements. In 2011, there were 164 apprentices in training and a further 22 engineering graduates participating in a three-year development programme. The company was awarded the title of Employer of the Year at the South Australian Training Awards in September.

ETSA also recently stepped up support for the Asthma Foundation SA services by becoming a Programme Partner of the "Asthma Friendly Workplace Programme", which equips employers and employees with the skills to manage an asthma attack should such a condition arise.



ETSA demonstrates full commitment to training and strives to keep employees engaged.

CitiPower and Powercor demonstrated success with their Return to Work Programme. They also redesigned and improved their Corporate Induction and the Frontline Leader and Mentor programmes. In 2011, CitiPower and Powercor gave out 12 awards to leading apprentices and trainees to formally recognise their achievements and the dedication shown to their careers.

Accolades for Safety Practices

In 2011, NGN became the only gas distribution network in the UK to hold both the International Organisation for Standardisation ISO 14001 environmental accreditation and the Occupational Health and Safety OHSAS 18001 accreditation.

CitiPower and Powercor gained approval from Energy Safe Victoria for new Electricity Safety Management Schemes, and Powercor Network Services obtained Building and Construction OHS accreditation from the Federal Safety Commissioner.

RPCL received a Certificate of Achievement from Thailand's Ministry of Labour for the outstanding performance of Bronze Level at the Zero Accident Campaign in the year in recognition of its safety record of 1.6 million no-lost-time injury hours since commencement of commercial operation in March 2008.