

Human Resources Overview

Structure of Human Resources

As at 31st December 2001, the total number of employees of the Company was 9,067.

The Company was privileged by the service of a team of high-caliber management and professional technical staff. University degree holders, university diploma holders, graduates of intermediary vocational colleges accounted for 38.1%, 35.3% and 15.8%, respectively, of the management team. Of the engineering and technical staff, 47.6% were university degree holders, 25.9% were university diploma holders and 18.0% were graduates of intermediary vocational colleges.

Training programmes in 2001

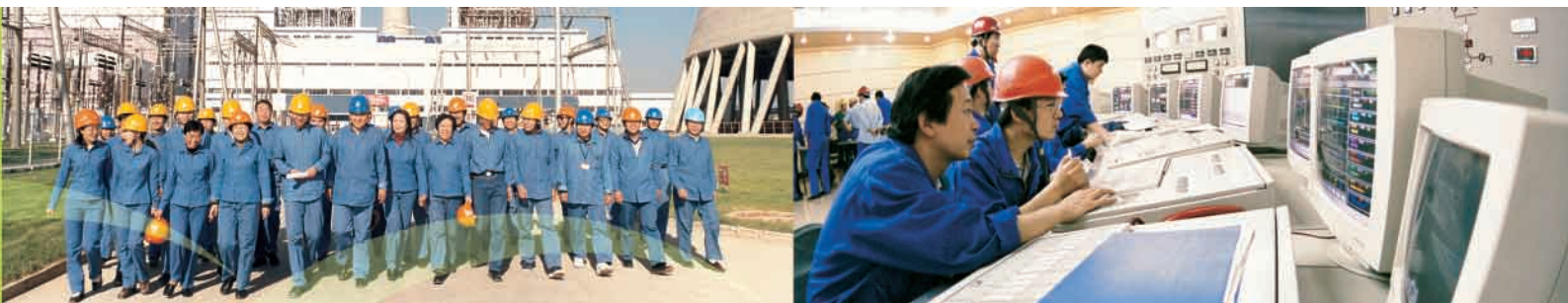
Management personnel of the Company were arranged to attend seminars hosted by renowned domestic economists, management experts and entrepreneurs. Senior management staff from the headquarters and various power plants received training in business administration at the School of Economics and Management of Qinghua University. Around 30 managers at the intermediary or senior levels took part in an in-service training on financial knowledge for a period of four months. Another 100 managers at intermediary level took part in an in-service training on business management for a period of two

months. Nearly 1,300 junior managers and technical staff members took part in training related to new regulations, policies, management rules, as well as new knowledge, technologies, processes and materials organised by local governments, the State Power Company, NCPGC and the Company. Nearly 3,500 workers took part in training sessions prior to receiving technical assessments. About 99% of the staff received training in 2001.

Plans for 2002

Human resource management for power companies listed overseas are facing stern challenges following China's WTO accession and the restructuring of the power sector in China. While persisting in staff training efforts, the Company will seek to maximise its human resource efficiency by adopting effective measures to further assess the overall quality of middle-level and senior managers, engineers and technicians and devising more effective integration of human resources and more specific plans for human resource development, with a view to satisfying both the Company's requirements and the need for personal growth on the part of employees.





Biography of Directors, Supervisors and Senior Management

Directors

Executive Directors



Yu Hongji

aged 60, Vice Chairman and President. Mr. Yu joined the North China Power System in 1968. He had been Deputy Director of North China Power Administration Bureau and Deputy General Manager of North China Power United Company since 1991. Later he became Deputy General Manager of NCPGC, a post he held until July 1997.



Zhang Yi

aged 54, Deputy General Manager. Mr. Zhang joined North China Power System in 1982. Mr. Zhang is a government-sponsored expert designated by the State Council.



Yang Hongming

aged 55, Chief Economist and Company Secretary. Mr. Yang joined the North China Power System in 1968 and has extensive experience in the operation of power systems and macroeconomics of the power industry.



Wang Xianzhou

aged 47, Chief Financial Officer. Mr Wang joined North China Power System in 1970 and has proven expertise in the financial management of power companies.

Non-executive Directors



Zhai Ruoyu

aged 55, Chairman of the Company and General Manager of NCPGC.



Hu Shengmu

aged 41, Chief Accountant of NCPGC.

Human Resources Overview (Cont'd)



Yang Jiayi

aged 43, Deputy General Manager of Beijing International Power Development and Investment Company.



Liu Haixia

aged 40, General Manager of Beijing International Power Development and Investment Company.



Su Tiegang

aged 53, Deputy General Manager of Hebei Construction Investment Company.



Ye Yonghui

aged 49, Manager of the Energy Division of Hebei Construction Investment Company.



Tong Yushang

aged 60, General Manager of Tianjin Jinneng Investment Company.



Zhang Wantuo

aged 55, Deputy General Manager of Tianjin Jinneng Investment Company.

Independent Non-executive Directors



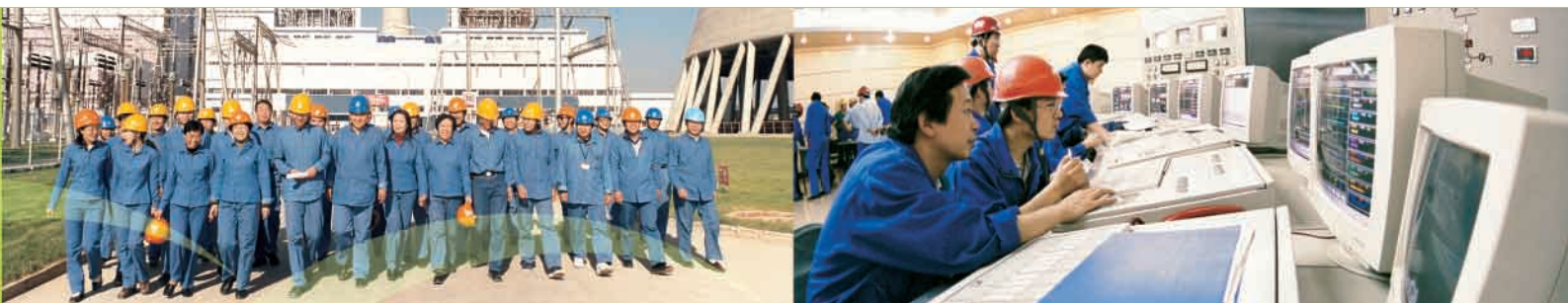
Xu Daping

aged 58, Professor and Adviser for Ph.D students at North China Power University.



Wu Zhentao

aged 48, Managing Director of Cathay International Group.



Supervisors

Zhang Jie

aged 53, Chairman of the Supervisory Committee.

Fu Guoqiang

aged 39, Finance Manager of NCPGC.

Shi Xiaofan

aged 49, Head of the Personnel Department.

Company Secretary

Yang Hongming

aged 55, Chief Economist of the Company.

Senior Management

Jin Yaohua

aged 41, Deputy General Manager and Chief Engineer. Mr. Zhang joined the North China Power System in 1982. Having been involved in the maintenance and testing of power generating units and production technology management for many years, he is well experienced in power plant administration and the management of production operations.

Zhao Qingzheng

aged 58, Assistant to General Manager. Mr. Zhao joined the North China Power System in 1968, and has long been involved in power generation, corporate management and operational management. His expertise in the power generation business is coupled with extensive experience in management.

Qiao Xinyi

aged 50, Director of the Work Division Committee and Head of Corporate Culture Department. Mr. Qiao joined the North China Power System in 1969. He has been involved in the corporate and operational management of power generation companies for many years and is well experienced in administrative management.

Cai Enzhi

aged 58, Deputy Chief Engineer. Mr. Cai joined the North China Power System in 1967.

Song Yuluo

aged 48, Deputy Chief Engineer and Production Manager. Mr. Song joined the North China Power System in 1976.

Wei Yuan

aged 46, Deputy Chief Economist and Planning and Development Manager. Mr. Wei joined the North China Power System in 1977.