

Human Resources Overview

Structure of Human Resources

As at 31st December 2002, the total number of employees of the Company and its subsidiaries was 7,332.

The Company was privileged by the service of a team of high-caliber management and professional technical staff. University degree holders, university diploma holders and graduates of intermediary vocational colleges accounted for 40%, 35% and 15%, respectively, of the management team. Of the engineering and technical staff, 45% were university degree holders, 30% were university diploma holders and 15% were graduates of intermediary vocational colleges.

Training programmes in 2002

Management personnel of the Company, in accordance with their needs, were arranged to attend seminars hosted by renowned state 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 Tsinghua University. Around 28 managers at the intermediary or senior levels took part in an in-service training on financial knowledge for a period of four months. Another 60 managers at intermediary level took part in an in-service training on business management for a period of two months. 55 thermal controllers took part in an in-service training on new knowledge and technologies for a period of nine weeks. And, nearly 1,500 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 Corporation, NCPGC and the Company. Nearly 3,000 workers took part in training sessions prior to receiving technical assessments. Extensive staff training programmes were given to staff of the Company-associated power plants. About 98% of the staff received training in 2002.

Plans for 2003

Human resource management for power companies listed overseas faces stern challenges following the restructuring of the power sector in China. The Company will adopt effective measures to further assess the overall quality of middle-level and senior managers, engineers and technicians and to devise more effective integration of human resources and more specific plans for human resource development. While continuing its efforts in the above training programmes, the Company plans to organise other training programmes on project management and business management for senior management jointly with Renmin University of China, with a view to satisfying both the Company's development requirements and employees' need for personal growth, thereby maximising the effectiveness of the Company's human resources.

Board of Directors, Supervisory Committee and Senior Management

Members of the Board of Directors

Executive Directors

Yu Hongji

Aged 60, graduated from the Mechanical and Electrical Engineering Department of Tsinghua University, professor-grade senior engineer. Mr. Yu joined the North China Power System in 1968. He held various positions including Head of Shanxi Liangziguan Power Plant and Datong Power Plant No. 2 and 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. Mr. Yu became Vice Chairman and President of the Company since July 1999. On 3rd March 2003, the Board approved the resignation of Mr. Yu from the positions of Vice Chairman and President. Mr. Yu has long been engaged in the fields of power production, production technology management and operational management. He has extensive experience in power generation and operational management.



Zhang Yi

Aged 55, postgraduate of North China Power College majoring in thermal engineering and a professor-grade senior engineer. He is currently Vice Chairman and President of the Company. Mr. Zhang joined the North China Power System in 1982. He had held various positions including Head of the Thermal Engineering Office and Deputy Director of the North China Power Laboratory, Deputy Head of North China Power Institute, and Plant Manager of the Tianjin Dagang Power Plant. Mr. Zhang was the Deputy Chief Engineer and Manager of the Technology Department of NCPGC. He joined the Company as Deputy General Manager in December 1998, and became Vice Chairman and President of the Company in March 2003. Mr. Zhang is experienced in power plant systems and equipment, with specific expertise in thermal engineering facilities. Mr. Zhang is a government-sponsored expert designated by the State Council.



Yang Hongming

Aged 56, graduated from North China Power College majoring in power systems and automation. He is a senior economist and is currently Deputy General Manager and Secretary to the Board of Directors of the Company. Mr. Yang joined the North China Power System as he worked in Handan Power Supply Bureau in Hebei Province in 1968. He had held various positions including technician of Handan Power Supply Bureau in Hebei, as well as Research Analyst and Deputy Chief of Production Control Office of Hebei Provincial Economic and Trade Commission. He became the Company's Deputy Chief Economist, Manager of the Planning and Development Department and Chief Economist since July 1996, and was appointed Deputy General Manager of the Company in March 2003. Mr. Yang is knowledgeable in macroeconomics and market administration of the power industry, and is particularly well-experienced in respect of government regulations.





Wang Xianzhou

Aged 49, graduated from Beijing Broadcast Television University majoring in industrial statistics. He is a senior accountant and the Chief Financial Officer of the Company. Mr. Wang joined North China Power System in 1970 and had held various positions including Head of the Financial Department of Xia Hua Yuan Power Plant and Deputy Chief Accountant and Head of the Financial Division of Zhang Jia Kou Power Plant. Since 1995, Mr. Wang had held various positions including Deputy Financial Manager and Financial Manager of NCPGC, Financial Manager and Chief Accountant of the Company. He has been Chief Financial Officer of the Company since August 2000. Mr. Wang has acquired extensive experience in the financial management of power companies from his long-standing focus in this area.

Non-executive Directors

Zhai Ruoyu

Aged 56, graduated from the Economic Management Department of Liaoning University, professor-grade senior engineer. He is currently Chairman of the Company and General Manager of CDT. Mr. Zhai worked in Liaoning Power Plant since 1966 and held various positions including Deputy Director and Director, etc. Since 1992, Mr. Zhai had taken various positions including Deputy Chief of Security and Environmental Protection Division of the Ministry of Energy of the PRC, Deputy Director of the Safety Production Department and Vice Director and Director of Supervisory Bureau of the PRC Ministry of Power Industry, as well as Head of General Office of the State Power Corporation of the PRC Ministry of Power Industry. In March 1999, Mr. Zhai took up the position of General Manager of the Northeast branch of the State Power Corporation. He served as General Manager of NCPGC since December 2000. He became General Manager of CDT since December 2002. Being in the power industry for over 30 years, Mr. Zhai has long been engaged in the fields of power production, production technology management, administration and financial management. He has extensive experience with specific expertise in power generation and business management.



Hu Shengmu

Aged 42, university graduate and senior accountant. He is currently Chief Financial Controller of CDT. Mr. Hu joined the North China Power System as he worked in Beijing Power Supply Bureau in 1981. He had been Deputy Head and Deputy Manager of the Finance Department of the North China Power Administration Bureau of (NCPGC), Chief Accountant and Financial Manager of the Company and Chief Accountant of NCPGC. Mr. Hu was appointed Chief Accountant of CDT in January 2003. Mr. Hu has been involved in financial management of power system for 22 years. He is knowledgeable in financial management and has extensive experience in financial practices.



Yang Jiayi

Aged 44, graduated from the Faculty of Civil Engineering of Taiyuan University of Technology majoring in industrial and civil construction, and subsequently graduated from Zhongnan University of Finance and Economics majoring in investment economics. Mr. Yang is a master degree holder and an associate professor in Economics, a certified public accountant, as well as a senior engineer. He is currently Deputy General Manager of Beijing International Power Development & Investment Company. He had worked in the Municipal Construction Commission of Yuci City, Shanxi Province since 1978. In 1983, he pursued postgraduate studies in investment economics in Zhongnan University of Finance and Economics. Subsequently, Mr. Yang taught in the Department of Investment at Central University of Finance & Economics from 1986 to 1996 and had been Deputy Head of Department. In 1994, he studied at the Faculty of Business Administration of Grenoble Business School No. 2 in France. He has been Deputy General Manager of Beijing International Power Development and Investment Company since 1996. He was engaged in research projects in the School of Government of Harvard University, the U.S. from September 2000 to January 2001. With his long-standing involvement in the theoretical study and actual practice of investment management, Mr. Yang has acquired extensive experience in corporate financial management and investment and corporate finance planning.

**Liu Haixia**

Aged 41, graduated from North China Power College majoring in power plant thermal energy. He subsequently pursued postgraduate studies in Business Administration in the Renmin University of China. He is a senior engineer and Assistant to General Manager of Beijing International Power Development and Investment Co. Mr. Liu joined Beijing Electric Power Company in 1983 and had since undertaken positions of Technician, Engineer and Assistant to Manager and Deputy Manager. He has been Assistant to General Manager of Beijing International Power Development and Investment Company since 1998. With his long-standing involvement in corporate management and planning management of power companies, Mr. Liu has acquired extensive experience in corporate management and industrial planning and investment.

**Su Tiegang**

Aged 54, university graduate and senior engineer. He is currently Deputy General Manager of Hebei Construction Investment Company. He started his career in 1968 and had worked in the Provincial Construction Commission of Qinghai and Qinghai No. 3 Construction Engineering Company. Mr. Su became Head of Project Office of Hebei Construction Investment Company in 1989. Later in 1991, he served in Hebei Provincial Planning Committee as Head of Investment Management Department. He has become Deputy General Manager of Hebei Construction Investment Company since December 1995. With his long-standing involvement in corporate management and planning management, Mr. Su is well experienced in corporate management and industrial planning and investment.





Ye Yonghui

Aged 50, presently Manager of the Energy Branch of Hebei Construction Investment Co. Mr. Ye started his career in 1969 and joined the Energy Branch of Hebei Construction Investment Co. in 1990, holding posts such as Administrative Officer, Deputy Manager and Manager of the Jibei Branch. From August 1999 to date, he has been Manager of the Energy Branch of Hebei Construction Investment Co. With his long-standing involvement in corporate management and planning management, Mr. Ye has acquired extensive experience in corporate management and industrial planning and investment.



Tong Yunshang

Aged 61, graduate of Northeast Forestry College, professor-grade senior engineer. Mr. Tong is presently General Manager of Tianjin Jinneng Investment Company. He started his career in 1965 in Tianjin Stationery Company. Subsequent to this, he had held various positions including Plant Manager of Tianjin Paper Manufacturing Company, and Head of Industrial Department of Tianjin Municipal Planning Committee. He has become General Manager of Tianjin Jinneng Investment Company since 1996. With his long-standing involvement in corporate management and planning management, Mr. Tong is well-experienced in corporate management and industrial planning and investment.



Zhang Wantuo

Aged 56, graduated from the Tianjian University of Finance and Economics, presently Deputy General Manager of Tianjin Jinneng Investment Company. Mr. Zhang started his career in 1970 in Tianjin Teachers Institute. He has been the cadre, Deputy Division and Director of the Energy Department of Tianjin Municipal Planning Committee since March 1981. In February 1999, he became Deputy General Manager of Tianjin Jinneng Investment Company. With his long-standing involvement in energy planning and planning management, Mr. Zhang has acquired extensive experience in corporate management and power planning and investment.

Independent Non-executive Directors



Xu Daping

Aged 59, Professor and Advisor to doctorate students of North China Electric Power University.



Wu Zhentao

Aged 49, Managing Director of Guo Tai International Group.

Members of the Supervisory Committee

Zhang Jie

Aged 55, graduated from the Central Communist Party School majoring in political theories. Mr. Zhang is a senior economist and Chairman of the Supervisory Committee of the Company. He started his career in 1968 and joined the Power System in 1973. Mr. Zhang had held positions including Deputy Head of the Publicity Division, Deputy Director of the Maintenance Office and General Secretary to Party Committee of Datong General Power Plant and Chairman of the Staff Union of Datong Second Power Plant. He worked in Chengde Power Supply Company as Secretary to Party Committee in 1994 and in Beijing Power Supply Company (Power Supply Bureau) as Deputy Secretary to Party Committee in January 1995. Mr. Zhang has become Chairman of the Supervisory Committee of the Company since September 2000. Mr. Zhang has long been engaged in management work at power enterprises and has extensive experience in administrative management.

Fu Guoqiang

Aged 40, university educated, senior accountant. Mr. Fu is Deputy Head of the Finance Department of CDT. He was Head of the Finance and Assets Management Department of Hebei Power Company and Manager of the Finance Department of NCPGC. Mr. Fu took up the position of Deputy Head of the Finance Department of CDT since January 2003. Mr. Fu has been engaged in finance management in power system for an extensive period and has accumulated extensive experience in practice and management.

Shi Xiaofan

Aged 51, tertiary educated, senior economist. He is presently Assistant to General Manager and Head of the Human Resources Department of the Company. Mr. Shi had worked in NCPGC as Head of the Personnel Department. He became Head of the Human Resources Department of the Company in 1996 and Assistant to General Manager and Head of the Human Resources Department of the Company in March 2003. Mr. Shi is well-experienced in human resources development and management in the power industry and is well-experienced in the management of human resources in the sector.

Company Secretary**Yang Hongming**

Aged 56, Executive Director and Deputy General Manager of the Company.

Senior Management**Yu Libin**

Aged 58, graduated from North China Power College majoring in thermal dynamics with a master's degree. Mr. Yu is a professor-grade senior engineer and Deputy General Manager of the Company. He started his career in Northeast Power Construction Company in 1966, serving as Deputy Director of Yuanbaoshan Power Plant, Head of Power Generation Division of the Northeast Power Administration Bureau's Production Department, Director of Tieling Power Plant, Deputy Chief Engineer and Head of the Production Department of Northeast Power Group Company, as well as Deputy General Manager of Liaoning Power Generation Company Limited. He took up the position of Deputy General Manager of Shanxi Power Generation Company Limited in November 2000 and became Deputy General Manager of the Company in March 2003. Mr. Yu has worked in the Power System for over 30 years and is well-experienced in the fields of power generation and management.

Wei Yuan

Aged 47, graduated from the Hebei Broadcast & TV University majoring in party politics. Mr. Wei is a senior economist and is presently Deputy General Manager of the Company. He joined the North China Power System in 1977, serving positions such as Director of Tangshan Power Plant, Deputy Director and Secretary to Party Committee of Dou He Power Plant and Director of Qinhuangdao Thermal Power Plant. Mr. Wei served as the Company's Deputy Chief Economist and Manager of the Development and Planning Department in April 1998, and became Deputy General Manager in March 2003. He has extensive experience in power plant administration and production management.

Qiao Xinyi

Aged 51, graduated from North China Power College majoring in thermal dynamic. He is a senior economist and is presently Director of the Work Division Committee and Head of Corporate Culture Department of the Company. Mr. Qiao joined the North China Power System in 1969. He had undertaken positions as Assistant to Director, Deputy Director and Assistant Manager of Human Resources Department of NCPGC and Deputy General Manager of Qinhuangdao Power Company. He became Director of the Work Deployment Committee and Head of the Professional Culture Department of the Company in February 2000. Mr. Qiao has been involved in the corporate and operational management of power generation companies for many years and is well experienced in administrative management.

Qiu Ling

Aged 57, graduated from Beijing Power College majoring in thermal engineering automation. He is a professor-grade senior engineer and is presently Chief Economist of the Company. Mr. Qiu started his career in 1970 in Luan He Power Plant and had since held positions such as Deputy Director of Hebei Electric Power Testing & Research Institute, NCPGC's Engineering Officer of the Production Technology Department and Engineering Officer of the Power Station Construction Department. He has served the Company as Engineer Officer and Manager of the Construction Department since 1999 and became the Chief Economist since March 2003. Mr. Qiu has been involved in power generation technology for a long time and is well-experienced in power generation construction.

Zhao Qingzheng

Aged 59, graduated from Beijing Power College majoring in thermal dynamics. He is a senior economist and is presently Assistant to General Manager of the Company. Mr. Zhao started his career in 1968, and had since served as Deputy Director of Beijing Thermal Power Plant and The General Thermal Power Plant, Head of Finance Department of NCPGC, General Manager of North China Power Industrial Corporation and Deputy General Manager of NCPGC . He became Assistant to General Manager of the Company in 1999. Mr. Zhao is well experienced in management of power companies.

Cai Enzhi

Aged 59, graduated from Jilin Power College majoring in thermal dynamics. He is a professor-grade senior engineer and is presently Deputy Chief Engineer of the Company. He joined the North China Power System in 1967 and served as Manager of Hebei First Power Infrastructure Company, Deputy Chief Engineer of NCPGC. He became Deputy Chief Engineer of the Company in 1999. Mr. Cai is knowledgeable in power production facilities and corporate management and is well-experienced in management of power companies.

Song Yuluo

Aged 49, graduated with a master's degree from North China Power University majoring in thermal dynamics. He is a senior engineer and is presently Deputy Chief Engineer and Production Manager of the Company. He started his career in 1968 and joined the North China Power System in 1976 and served as Deputy Director and Director of Datong Power Plant No.2 in 1985 and 1994 respectively. He became Deputy Chief Engineer of the Company in January 1997 and Production Manager in October 2000. Mr. Song is knowledgeable in power production process and corporate production process management and is well experienced in management of power generation business.

Zhu Guanqun

Aged 43, graduated from Zhejiang University majoring in precision engineering. He is a senior engineer and is presently Deputy Chief Economist and Director of International Cooperation Department of the Company. He joined the North China Power System in 1982 and served as Deputy Director of Beijing General Power Equipment Plant. Deputy Manager of General Planning Department and Deputy Manager of Finance Department of NCPGC, as well as General Manager of North China Power International Trading Company. He became Deputy Chief Economist and Director of International Cooperation Department of the Company in January 2002. Mr. Zhu has extensive experience in management and marketing of power generation business.



北京大唐发电股份有限公司
BEIJING DATANG POWER GENERATION CO., LTD
二零零二年年度業績公布
2002 Annual Results Announcement



Greater Transparency,
Greater Accountability

