

# Human Resources Overview



## Structure of Human Resources

As at 31st December 2004, the Company and its subsidiaries had 9,891 employees.

During the Year, as the installed capacity of the Company newly put into operation increased by 2,600 MW, the Company strived to contain staff expansion and apply stringent controls over the overall work force, streamlining the organisation and headcount of new business divisions and adopting various measures to encourage internal transfer. Our aim was to “increase capacity without increasing headcount”.

The Company made diligent efforts to develop three teams: 1) a high-calibre operational management team of 1,493 managers at the power plants, including 662 staff (about 44%) being holders of bachelor or higher degrees, and 538 staff (about 36%) being graduates of vocational colleges; 2) a professional technical team of 607 technical staff, of whom 63 held senior titles, 204 held intermediate titles and 230 held junior titles; 3) a technical team of 3,671 technical workers, comprising 37 certified or senior technicians, 465 senior workers, 977 intermediate-grade workers and 902 junior workers.

In order to enhance these three teams, the Company has intensified its education and training programmes during the Year. The Company continued to select senior management staff to enroll in MBA courses at Tsinghua University; and to select core production staff to join production training in the fields of thermal engineering, relay maintenance and energy-saving management. Accounting personnel embarked on their on-the-job training; and human resources management staff were organized to join practical training on staff selection and staff recruitment. Through encouraging its staff to undertake continuous learning, the Company helps enhance knowledge level, technology level and operation skills of its staff.

In 2005, the Company will continue to put effort in training. When formulating education and training policies and plans, it aims to satisfy the need of sustainable development at Datang Power, with raising the operation standards as our basic requirement. The Company will actively develop a variety of staff training programmes and continuously enhance the quality and technology level of its staff.



## Board of Directors, Supervisory Committee and Senior Management

### Members of the Board of Directors

#### Executive Directors



**Zhang Yi**

Aged 57, 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 Vice President 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 58, graduated from North China Power College majoring in power systems and automation. He is a senior economist and is currently Vice President, Executive Director 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 Vice President 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.



## Non-executive Directors



### **Zhai Ruoyu**

Aged 58, graduated from Liaoning University majoring in economic management, professor-grade senior engineer. He is currently Chairman of the Company and President of CDT. Mr. Zhai

worked in the Liaoning Power Plant since 1966 where he held various positions including Deputy Director and Director. 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 and Director of the Supervisory Bureau of the PRC Ministry of Power Industry, as well as Head of the General Office of the State Power Corporation of the PRC Ministry of Power Industry. In March 1999, Mr. Zhai took up the position of President of the Northeast Branch of the State Power Corporation. He served as President of NCPGC since December 2000. He became President of CDT since December 2002. In January 2003, Mr. Zhai was appointed a delegate to the 10th National People's Congress. Having been in the power industry for more than 40 years, Mr. Zhai has long been engaged in the fields of power production, production technology management, administration and operations management. He has extensive experience with specific expertise in power production and operations management.



### **Hu Shengmu**

Aged 44, 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 (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 more than 20 years. He is knowledgeable in financial management and has extensive experience in financial practices.



### **Kou Bing'en**

Aged 42, graduated in Xi'an Jiaotong University majoring in welding. He is a senior economist and currently President of Henan Branch, CDT. In 1983, Mr. Kou joined Shijingshan Main Power Plant,

and have taken up various positions including Deputy Chief Engineer of the Expansion Development Department, Deputy Director and Party Secretary. Since 1996, he had been Head of the Infrastructure Division of the General Planning Department of NCPGC, Deputy Manager and Manager of the Planning and Development Department of the Company and Deputy Manager of the Planning Department of NCPGC. In January 2003, Mr. Kou became Deputy Chief of the Development and Planning Department of CDT and became the President of Henan Branch, CDT since January 2005. Mr. Kou has long been engaged in general planning and management in the power industry and possesses extensive experience in the development and planning in the power generation industry.



**Liu Haixia**

Aged 43, 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 President of Beijing Energy Investment Holding Company Limited. 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 President of Beijing International Power Development and Investment Company since 1998. He has been Assistant to President of Beijing Energy Investment Holding Company Limited since December 2004. 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.



**Guan Tiangang**

Aged 37, graduated from North China Power College majoring in thermal dynamics and possess a master degree in Finance from the Renmin University of China. She is a senior engineer and currently

holds the position of Manager of the Power Generation and Operation Department of Beijing Energy Investment Holding Company Limited. She started her career in 1990, and had worked as a teacher in Shijingshan Thermal Power Plant Education Centre and as Project Manager and Deputy Manager of Beijing International Power Development and Investment Company. She was

Manager of the Power Generation and Operation Department of Beijing International Power Development and Investment Company since February 2004. She was appointed Manager of the Power Generation and Operation Department of Beijing Energy Investment Holding Company Limited in December 2004. Ms. Guan has long been engaged in the work of power investment operation, and has extensive experience in power investment and finance planning and management.



**Su Tiegang**

Aged 57, university graduate and senior engineer. He is currently Vice President 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 Department. He has become Vice President 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 52, presently Manager of the Energy Business Department of Hebei Construction Investment Company. Mr. Ye started his career in 1969 and joined the Energy Branch of Hebei Construction Investment Company 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 and Manager of the Energy Business Department of Hebei Construction Investment Company. 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 63, graduate of Northeast Forestry College, professor-grade senior engineer. Mr. Tong is presently President 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 President 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.

### **Independent Non-executive Directors**



#### **Xie Songlin**

Aged 63, graduated from the Department of Dynamics at Shannxi Industrial University (now known as Xi'an Jiaotong University) majoring in power generation. He is a Senior Accountant and currently holds the positions of committee member of Chinese People's Political Consultative Conference and Senior Consultant of the State Grid Corporation of China. Mr. Xie started his career in 1965. He had worked as technician at the Xinjiang Prospecting and Design Institute for Hydropower; Engineer, Chief of the Bio-tech Department and then Director of the Hunan Yiyang Power Industry Bureau. In 1979, he was appointed Deputy Director of Hunan Power Industry Bureau and Deputy Director of the Central China Power Management Bureau. In 1992, he was appointed as Director of the Audit Bureau of the Ministry of Energy. In 1993, he was appointed Chief of the Economic Adjustment Division of the Ministry of Power. In 1997, he was appointed Chief Economist of the State Power Corporation, Chief of the General Management Division of the Ministry of Power and Manager of the Finance and Assets Operation Department. In 1999, he was Chief Accountant of the State Power Corporation, and became Vice President in June 1999. He has been Consultant of the State Grid Corporation of China since 2003. Mr. Xie has long been engaged in the production and management of the power industry. He has extensive experience in power generation and management.



#### **Xu Daping**

Aged 61, graduated from Tsinghua University specialising in thermal engineering surveying and automatic control. He is currently a professor cum advisor for PhD students at the

North China Power University. Mr. Xu joined the No.1 Engineering Bureau of the Ministry of Hydropower in 1967 responsible for construction management. He then joined Gezhou Dam Hydropower Engineering Institute in 1979, assuming various positions such as Department Head, Deputy Director and Director of the Institute. In 1993 Mr. Xu became Deputy Director of Beijing Dynamics and Economics Institute. Since 1995 he has been Executive Deputy Principal and then Principal of North China Power University, and concurrently as Director of Beijing Institute for Electric Power Management Cadres. He is currently Secretary of the Communist Party Committee of North China Power University. Mr. Xu has a wealth of knowledge and practical experience in power generation and management.



#### **Yu Changchun**

Aged 53, holds a PhD degree in economics from the Tianjian University of Finance and Economics. He is currently Head of the Education Department, Professor of Accounting and an advisor to

postgraduates at the Beijing State Accounting Institute. Mr. Yu had been teaching at the Jilin Institute of Finance and Commerce upon graduation in 1978 and subsequently obtained a master degree

in economics from Shanghai Social Science Institute and a PhD degree in economics from Tianjian University of Finance and Economics. He was Department Head, Professor and Advisor to Postgraduates at the Department of Accounting at the Changchun Institute of Taxation in 1995. He carried out post-doctoral researches in the Financial and Economics Research Institute at the China Academy of Social Sciences in 1997 and worked with the Beijing State Accounting Institute in 1999. Mr. Yu has been engaged in theoretical and practical researches in the areas of Economics and Accounting for many years. The scientific research topics conducted and completed by Mr. Yu have been awarded for a number of Outstanding Achievements at the Ministry (Provincial) Level. He was granted a specific subsidy from the State Council in 1997.



#### **Liu Chaoan**

Aged 49, graduated from the Geological Institute of Jilin University. Mr. Liu is a professor-grade senior engineer, currently as Vice President of North China Design Institute Engineering

Company Limited of the State Power Corporation. Mr. Liu worked as a technician at the Beijing Power Design Institute in 1980, and subsequently had been the Professional Section Chief, Deputy Chief and Assistant to Director at the North China Design Institute. He has been Vice President of North China Design Institute Engineering Company Limited of the State Power Corporation since 2000. Mr. Liu has extensive experience in engineering design and geological prospecting of the power industry.



#### **Xia Qing**

Aged 48, a graduate of Tsinghua University with a PhD degree in Mechanical and Electrical Engineering. He is a professor and an advisor for PhD students as well as Head of the Research Institute of

Economic and Information Technology for Power of the Electrical Engineering Department at Tsinghua University. He was awarded a PhD degree by Tsinghua University in 1989, with major research direction focusing on the power market, power system planning, information technology and economic theories. From March 1996 to March 1997, he was a visiting scholar funded by The Royal Society and was engaged in the research of power markets in the United Kingdom. Mr. Xia has conducted a number of researches with topics on the power market, power resource planning, power demand forecasts, power supervision and so forth. He has also been involved in power market design for the four major regions in the PRC. He is a PRC advisor for Asian Development Bank projects, part-time professor of the Communist Party schools of the State Grid Corporation of China and China Power Investment Company, and an advisor to the South China Power Grid.

## **Members of the Supervisory Committee**

#### **Zhang Jie**

Aged 56, 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.

#### **Zhang Wantuo**

Aged 58, graduated from the Tianjian University of Finance and Economics, senior economist, presently Vice President of Tianjin Jinneng Investment Company. Mr. Zhang started his career in 1970 in Tianjin Teachers Institute. He has been the cadre, Deputy Director and Director of the Energy Department of Tianjin Municipal Planning Committee since March 1981. In February 1999, he became Vice President 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.



### **Fu Guoqiang**

Aged 42, university educated, senior accountant, CPA. 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, Manager of the Finance Department of NCPGC and Deputy Head of Finance and Assets Management Department of CDT. Mr. Fu took up the position of Head of the Finance and Asset Management Department of CDT since December 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 53, tertiary educated, senior economist. He is presently Assistant to President 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 President 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 58, Executive Director and Vice President of the Company.

## **Senior Management**

### **Yu Libin**

Aged 59, graduated from North China Power College majoring in thermal dynamics with a master's degree. Mr. Yu is a professor-grade senior engineer and Vice President of the Company. He started his career in Northeast Power Construction Company in 1966, serving as Head of Production and Technology Department of Qinghe Power Plant, 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 Vice President of Liaoning Power Generation Company Limited. He took up the position of Vice President of Shanxi Power Generation Company Limited in November 2000 and became Vice President 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 49, graduated from the Hebei Broadcast & TV University majoring in party politics. Mr. Wei is a senior economist and is presently Vice President 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 Planning and Development Department in April 1998, and became Vice President in March 2003. He has extensive experience in power plant administration and production management.





#### **Wang Xianzhou**

Aged 50, graduated from Beijing Broadcast and 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.

#### **Qiao Xinyi**

Aged 52, 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 Vice President 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 58, 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 60, graduated from Beijing Power College majoring in thermal dynamics. He is a senior economist and is presently Assistant to President 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, President of North China Power Industrial Corporation and Vice President of NCPGC. He became Assistant to President of the Company in 1999. Mr. Zhao is well experienced in management of power companies.



### **Song Yuluo**

Aged 51, 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 was appointed Manager of the Security and Environmental Protection Department in August 2003. 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 46, graduated from Zhejiang University majoring in precision engineering. He is a senior engineer and is presently Deputy Chief Economist 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 President of North China Power International Trading Company. He became Deputy Chief Economist in January 2002. Mr. Zhu has extensive experience in management and marketing of power generation business.

### **Tong Yiyong**

Aged 42, graduated from North China Power Institute majoring in power plant thermal energy with a master's degree in engineering. A professor-grade senior engineer. Ms. Tong is presently Deputy Chief Engineer and Production Manager of the Company. Ms. Tong joined the North China Power System in 1983 and had held various positions in a number of power generation enterprises. Ms. Tong has been the Company's Deputy Chief Engineer since May 2003, and has also taken up the position of Production Manager since August 2003. Ms. Tong is knowledgeable in power production, operation and management, and is well-experienced in power production management.

### **Li Shidong**

Aged 42, graduated from Hefei Industrial University majoring in Agriculture and Hydraulics, a professor-grade senior engineer. He is presently the Company's Deputy Chief Engineer. Mr. Li worked in the Beijing Prospecting and Design Institute under the Ministry of Hydropower in 1984. He was Head of the Planning Department with China Hydraulics and Hydropower Construction Engineering Consulting Company, Director of the Planning Division with China Hydropower Consulting Company Limited and Deputy Chief Engineer of the Hydropower and Hydraulics Planning Institute. He has been the Company's Deputy Chief Engineer since November 2003. Mr. Li has long been involved in national planning and macro pre-construction works in hydropower, and possesses extensive experience in the planning and design of hydropower and pumped-storage stations.



# Capital •

## Enlarging Our Financing Channels.



The project of issuing A shares is in the pipeline. The successful issue of A shares will definitely provide a strong support to the Company's capital base and will help to adjust the Company's capital structure, providing support to the Company's rapid business growth.