

# *Further Develop* **Wind Power** *Contribute to Environmental* *Protection*

During the Year, the Company's Zhuozi Bayin Wind Power Plant Phase I and Phase II (installed capacity: 88MW) and Shanxi Datong Zuoyun Wind Power Plant Phase I (installed capacity: 49.5MW) have commenced construction, signifying that the Company's wind power operation is developing at full speed. In the future, the Company will strive to further its development of environment-friendly energy sources such as wind power, in order to make contribution to environmental protection.



# *Human Resources*

## *Overview*



### **Structure and Training of Human Resources**

In 2007, the Company carried out its human resource management work by adhering to the principle of serving the Company's operations and development needs. Closely aligning with the Company's development and work deployment, the Company has ensured that securing human resources for its development would be the top priority. The Company optimised its human resource deployment, enhanced the internal assignment mechanism and applied stringent controls over the size of the workforce. Meanwhile, the Company made diligent efforts to develop a high-calibre operational management team, a professional technical team and a team of technicians with special skills. Accordingly, the human resource structure was further improved. Among the 2,586 management staff being engaged in

the principal business, 2,155 of them were graduates of vocational colleges or above, representing 83% of the management staff of the principal operation. Among the 997 professional technical staff being engaged in the principal operation, 331 of them possessed junior professional qualifications, 284 of them possessed intermediate professional and 129 of them possessed senior professional qualifications, professional technical staff possessed intermediate or senior professional qualifications, representing 42% of the professional technical staff. Among the 7,172 technicians engaged in the principal operation, 1,216 of them were junior workers, 2,316 of them were intermediate grade workers, 2,094 of them were senior workers, and 137 of them were certified technicians or senior technicians, intermediate grade workers, senior workers, certified technicians and senior technicians, representing 31% of the technicians.



In 2007, the Company formulated the “Human Resource Planning for Datang International Power Generation Co., Ltd. (2007-2011)” in order to build a sizeable, rationally structured and high-quality team of staff catering for the Company’s development strategy, thereby facilitating the rapid, coordinated and sustainable development of the Company. The planning worked out estimates on the demand and supply of human resources for professions such as those for senior management, coal-fired power, hydropower, wind power, nuclear power, coal mining, chemical industry and railway. The concrete objectives of human resource planning and assurance measures on implementing the human resource planning by 2011 were set out in the planning.

In 2007, the Company actively organised various training and specialised training programmes. All production operation staff of the power generation division were organised to take the 2007 Professional Qualification Examination of All-purpose Integrated Control Staff of China Datang Corporation (the “CDC”). The Company also organised the participation in CDC’s 2007 1st, 2nd and 3rd Professional Qualification Training and Certification Sessions for Desulphurised Operation staff and Facility Management Staff. 57 staff participated in CDC’s 2007 Integrated Control Operation Staff Examination, and 41 staff took part in CDC’s National Professional Qualification Training and Appraisal Programme of Corporate Trainers. 100 staff took the combined “Human Resource Manager” Training Certificate Examination and “Talent Appraiser” Certificate Examination organised by the Ministry of Labour. 39 staff participated in the 2007 application and certification for instructors and senior instructors of power industry simulators.



## Human Resources Overview

### Board, Supervisory Committee and Senior Management

#### Members of the Board

##### Executive Directors



**Zhang Yi**

Aged 60 is a post-graduate of North China Power College majoring in thermal engineering and a professor-grade senior engineer. He is currently the Vice Chairman and the President of the Company. Mr. Zhang joined North China Power Corporation 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 the North China Power Institute, and Plant Manager of the Tianjin Dagang Power Plant. Mr. Zhang was the Deputy Chief Engineer and Manager of the Production Technology Department of North China Power Group Company in 1997. He joined the Company as Vice President in December 1998, and became the Vice Chairman and President of the Company in March 2003. Mr. Zhang is a government-sponsored expert designated by the State Council.



**Zhou Gang**

Aged 44, graduated from East China Institute of Water Conservancy (currently known as Hefei University) with master of technology and master of business administration, is a senior engineer. He is currently Deputy General Manager of the Company and Secretary to the Board. Mr.

Zhou worked for China National Water Resources & Electric Power Materials & Equipment Corporation as Manager of the Information Department, Deputy Director and then Director of the General Manager's Office, Deputy General Engineer and Deputy General Manager; Deputy General Manager of China National Water Resources & Electric Power Materials & Equipment Co., Ltd. and manager of its Shanghai company as well as Deputy Director of the International Cooperation

Division of the General Manager's Office of CDC. Mr. Zhou has extensive experience in international cooperation, power resources management and power generation enterprise operation and management. Mr. Zhou has become Vice President of the Company since June 2007, and he has extensive experience in international cooperation, electricity materials management as well as electricity enterprise operation and management.

##### Non-executive Directors



**Zhai Ruoyu**

Aged 61, graduated from the Economic Management Department of Liaoning University, is a professor-grade senior engineer. He is currently Chairman of the Company and President of China Datang Corporation. Mr. Zhai worked at the Liaoning Power Plant since 1966 and held various

positions including Deputy Director and Director. Since 1992, Mr. Zhai had held various positions including Deputy Chief of the Security and Environmental Protection Division of the Ministry of Energy of the PRC, Deputy chief and Central Disciplinary Committee of Safe Production Division of Ministry of Power Industry, Deputy Director and Director of the PRC Ministry of Supervision's Supervisory Bureau in 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 President of the Northeast Branch of the State Power Corporation. He served as President of North China Power Group Company since October 2000. He became President of China Datang Corporation in December 2002. In March 2003, Mr. Zhai was appointed a delegate to the 10th National People's Congress. In March 2008, Mr. Zhai was appointed a delegate to the 11st National Committee of the Chinese People's Political Consultative Conference. With 40 years' experience in the power industry, 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 generation and operations management.





### Hu Shengmu

Aged 47, university graduate, is a senior accountant. He is currently the Chief Financial Controller of China Datang Corporation. Mr. Hu joined North China Power Corporation as he worked in Beijing Power Supply Bureau in 1981. He had been the Deputy Head and the Deputy Manager

of the Finance Department of the North China Power Administration Bureau (NCPGC), the Chief Accountant and Financial Manager of the Company and the Chief Accountant of NCPGC. Mr. Hu was appointed Chief Accountant of China Datang Corporation 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.



### Fang Qinghai

Aged 54, post-graduate, is a senior engineer. He is currently the Head of the Planning, Investment and Financing Department of China Datang Corporation. Mr. Fang joined Anshan Power Plant in 1974 and since then took up various positions including Deputy Head of the Communist Party

Committee Office of Anshan Power Plant, Division Chief of the Production Planning Division, the Planning Department of Northeast Power Administration Bureau, Engineer Head of the Planning Department, Deputy Head and Head of the Development and Planning Department of the State Power Corporation (Northeast Company), Head of the Power Exchange Centre of Northeast China Power Grid, Deputy Chief Engineer and Head of the Development and Planning Department of Northeast China Power Grid Company Ltd. He became Deputy Chief of the Development and Planning Department of China Datang Corporation in April 2005, and has become Head of the Planning, Investment Planning Department of China Datang Corporation since November 2006. Mr. Fang has been involved in the power system for many years and is well experienced in power generation and operation.



### Liu Haixia

Aged 46, 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 since then took up 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 February 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 40, graduated from North China Power College majoring in thermal dynamics and possesses a master degree in Finance from the Renmin University of China. She is a senior engineer and currently the Vice President and the Secretary to the Board of Directors of Beijing Jingneng International Energy

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 of the Investment Department Beijing International Power Development and Investment Company. She has become the Manager of the Power Generation and Operation Department of Beijing Energy Investment (Group) Company since December 2004. Since February 2007, she has become the Vice President and the Secretary to the Board of Directors of Beijing Jingneng International Energy Company Limited. 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.



## Human Resources Overview



**Su Tiegang**

Aged 60, university graduate, is a senior engineer. He is currently the 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 the Project office of Hebei Construction Investment Company in 1989. In 1991, he served in Hebei Provincial Planning Committee as Head of the Investment Department. He has become Vice President of Hebei Construction Investment Company since May 1993. 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 55, is presently the Deputy Chief Economist 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 September 1999 to January 2004, he was the Manager of the Energy Branch of Hebi Construction Investment Company. From January 2004 to March 2007, he was the Manager of the Energy Business Department of Hebei Construction Investment Company. From 2007 to date, he was the Deputy Chief Economist 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.



**Li Gengsheng**

Aged 47, a holder of MBA, graduated from Northeast Power College with a bachelor's degree in thermal dynamic and from China Europe International Business School with a research MBA degree. Mr. Li is a professor-grade senior engineer and he is currently the general manager of

Tianjin Jinneng Investment Company. Mr. Li joined Hebei Electric Construction Company in 1983, and subsequently worked as assistant supervisor of the Thermal Control Office of Tianjin Power Scientific Institute, deputy manager of Tianjin Power Infrastructure Subcontracting Company, deputy general manager of Huaneng Yangliuqing Thermal Power Co., Ltd., deputy general manager of Tianjin Jinneng Investment Company, and has been general manager of Tianjin Jinneng Investment Company since 2007. Mr. Li has been engaged in power corporate management and corporate investment for a long time, and has rich experience in corporate management and investment.

## Independent Non-executive Directors



**Xie Songlin**

Aged 66, 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 Economist and currently 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 and then Director of the Hunan Yiyang Power Industry Bureau. In 1985, 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 June 1999, he was Chief Accountant of the State Power Corporation, and became its 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.



#### **Yu Changchun**

Aged 56, 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 taught 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 52, graduated from the Geological Institute of Jilin University. Mr. Liu is a professorgrade 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 was Vice President of North China Design Institute Engineering Company Limited of the State Power Corporation since 2000, and he has been the chairman of Beijing North China Design Institute Engineering Company Limited since 2006. Mr. Liu has extensive experience in engineering design and geological prospecting of the power industry.



#### **Xia Qing**

Aged 51, is 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 on topics including the power market, power resources planning, power demand forecasts and power regulatory issues. 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 States Grid Corporation of China and China Power Investment Company, and an advisor to the South China Power Grid.





## Human Resources Overview

### Members of the Supervisory Committee

#### Zhang Jie

Aged 59, 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 Corporation 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 61, graduated from the Tianjin University of Finance and Economics, a senior economist, is presently Vice President of Tianjin Jinneng Investment Company and Vice Chairman of the Supervisory Committee of the 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 longstanding involvement in energy planning and planning management, Mr. Zhang has acquired extensive experience in corporate management and power planning and investment.

#### Fu Guoqiang

Aged 45, a university graduate, is a senior accountant, CPA. Mr. Fu is the Deputy Head of the Finance and Assets Management Department of China Datang Corporation. He was the Head of the Finance and Assets Management Department of Hebei Power Company, Manager of the Finance Department of NCPGC and Deputy Head of the Finance and Assets Management Department of China Datang Corporation. Mr. Fu has been the Head of the Finance and Assets Management Department of China Datang Corporation 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 56, tertiary graduate, is a senior economist. He is presently the Assistant to President and the 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.

### Secretary to the Board

#### Zhou Gang

Aged 44, an Executive Director and Vice President of the Company.



## Senior Management

### An Hongguang

Aged 49, graduated from Wuhan University majoring in Administration Science and Engineering with a master's degree. He is a senior engineer and currently the Vice President of the Company. Mr. An joined North China Power Corporation in 1982 and since then held various positions including Deputy Head of the Chemical Workshop of Xia Hua Yuan Power Plant, Deputy Head and Head of the Chemical Workshop of Dou He Power Plant, Division Chief of the Biotechnology Unit of Dou He Power Plant, Assistant to Director of Tangshan Thermal Power Plant, Assistant to Director of Dou He Power Plant, Deputy Manager of the Production Department of the Company and Director of Zhangjiakou Power Plant. From June 2005 to December 2005, he served as Assistant to President of the Company. He has become Vice President of the Company since December 2005. Mr. An has more than 20 years' experience in the area of power systems and has been long engaged in production and administration management. He is well experienced in power generation and operation, with specific expertise in production safety management of power plants.

### Qin Jianming

Aged 45, graduated from North China Electric Power University majoring in technical economics. He has postgraduate qualification and is a senior engineer. He is currently a Vice President of the Company. Mr. Qin commenced his career in 1984 with Ministry of Water Resources and Power and had been successively person-in-charge of the Office of the Planning Division of the Power Department, Head of the General Office of Project Construction Bureau of the State Power Corporation, Head of the Thermal Power Construction Management Office of the Thermal Power Construction Department, Head of the General Management Office of Power Construction Department and Deputy Director of the Construction Management Department of China Datang Corporation. Mr. Qin has been a Vice President of the Company from June 2007 and he has extensive experience in power project construction and management.

### Wang Xianzhou

Aged 53, 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 Corporation 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 longstanding focus in this area.

