

Human Resources Overview

The Company is privileged by the service of a team of high-caliber management and professional technical staff. University degree holders or above, university diploma holders and graduates of technical school account for 32.03%, 30.50% and 20.75%, respectively, of our management team.

STAFF TRAINING

Staff training has always been a top priority for the management.

During the year under review, senior management staff from our headquarters and various power plants received training in business administration at the School of Economics and Management of Qinghua University. Rotational training was provided to financial officers working at our headquarters and power plants. Other training programmes were also provided extensively to our staff at our power plants.

Starting from 2001, the Company will further enhance its efforts in staff training:



Management staff

While enhancing business administration training for senior management staff, rotational business training for intermediary officers will also commence, so that managers from our headquarters and power plants may systematically gain exposure to management theories from practical experience.

Technical staff

Training in new know-how, technologies, processes and materials, etc will be provided for professional and technical staff in various areas in accordance with relevant institutions, policies and implementation rules issued by the Chinese Government, the State Power Company, NCPGC and the Company, with a view to constantly upgrading their work quality.

Technicians

The Company will procure its operating power plants to enhance training for all workers, under the framework of authentication based on professional skills.

The management believes that articulately planned, well organised and focused training programmes will further improve the overall quality of our staff, preparing them for the upcoming opportunities and challenges presented by the power industry reforms.



BIOGRAPHY OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Directors

Executive Directors



Yu Hongji

aged 59, 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 53, 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 54, 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 46, Chief Financial Officer. Mr Wang joined North China Power System in 1970 and has proven expertise in the financial management of power companies.



Human Resources Overview (Cont'd)

Non-executive Directors



Zhai Ruoyu
aged 54, Chairman of the Company and General Manager of the Group Company.



Hu Shengmu
aged 40, Chief Accountant of the Group Company.



Tong Yushang
aged 59, General Manager of TJIC.



Yang Jiayi
aged 42, Deputy General Manager of BIPDIC.



Zhang Wan Tuo
aged 54, Deputy General Manager of TJIC.



Liu Haixia
aged 39, General Manager of BIPDIC.



So Ngok
aged 54, director of New World Infrastructure Limited.



Su Tiegang
aged 52, Deputy General Manager of HCIC.



Ye Yonghui
aged 48, Manager of Energy Division of HCIC.

Independent Non-executive Directors



Xu Da Ping
aged 57, Professor and adviser for Ph.D students at North China Power University.



Wu Zhen Tao
aged 47, Managing Director of Cathay International Group.



Supervisors

Zhang Jie

aged 52, Chairman of the Supervisory Committee.

Fu Guoqiang

aged 38, Finance Manager of the Group Company.

Shi Xiaofan

aged 48, Head of the Personnel Department.

Company Secretaries

Yang Hongming

aged 54, Chief Economist of the Company.

Gary Lock

aged 37, a partner at Simmons & Simmons.

Management

Jin Yaohua

aged 40, 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 57, 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 49, 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 57, Deputy Chief Engineer. Mr. Cai joined the North China Power System in 1967.

Song Yuluo

aged 47, Deputy Chief Engineer and Production Manager. Mr. Song joined the North China Power System in 1976.

Wei Yuan

aged 45, Deputy Chief Economist and Planning and Development Manager. Mr. Wei joined the North China Power System in 1977.

