



ANNUAL REPORT 2021

3063 MW+



**NORTH-WEST POWER GENERATION
COMPANY LIMITED**

Annual Report-2021

(Draft)



নর্থ-ওয়েস্ট পাওয়ার জেনারেশন কোম্পানি লিঃ

North-West Power Generation Company Ltd.

ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 Certified

(An Enterprise of Bangladesh Power Development Board)

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CHAIRMAN'S MESSAGE



First of all, I would like to pay my humble tributes to the Father of the Nation, Bangabandhu Sheikh Mujibur Rahman and all Heroes of our independence. This is a great pleasure and gladdest event that we are going to organize 14th Annual General Meeting of North-West Power Generation Company Limited (NWPGL) at a time when whole nation is celebrating Mujib Borsho and Golden Jubilee of our independence. On this auspicious moment, we are also on the verge of meeting hundred percent electricity demand of the country as committed by the present Government involving the Power Division under the Ministry of Power, Energy and Mineral Resources.

I would like to take this opportunity to welcome you on behalf of the Board of Directors to this 14th Annual General Meeting of North-West Power Generation Company Limited (NWPGL). It is my pleasure to place the Annual Report of North-West Power Generation Company Limited along with the audited Financial Statements and Auditors' Report thereon for the year ended on 30 June, 2021 in front of our valuable shareholders of the company.

The Covid-19 has left a devastating human and economic toll in its wake as it has spread around the globe at a time when Bangladesh is on the way to graduate to middle income country. However, power sector is of no exception to this impact where electricity plays a prolific role for economic development of the country. In this perspective, North-West Power Generation Company Limited (NWPGL) is at the forefront of energy mix for affordable power generation. Its 14th Annual General Meeting is now noteworthy that the Company is progressing well.

Since the Hon'ble Prime Minister Her Excellency Sheikh Hasina took the office about 13 years ago, the nation has made remarkable progress in power sector. The Government has taken short-term, mid-term and long-term plans for improving the power system. As a result, power generation, transmission and distribution have obtained momentum and achieved unprecedented success. The general mass of the country has been relieved of the dismal state of electricity left by the previous government.

According to the Power System Master Plan (PSMP)-2016, we have to generate 24,000MW by 2021; 40,000MW by 2030 and 60,000 MW by 2041. It needs diversification of fuel sources - especially coal, renewable energy, LNG, nuclear etc. In this context, the consultant has been appointed for the preparation of integrated Power and Energy Master Plan. Under this plan, the existing PSMP-16 is going to be thoroughly reviewed and safe, highly efficient, sophisticated and clean technologies will be given the top priority for inception of any power project in order to meet the acute challenges for fulfilling the future national demand of electricity

The future of power sector's growth has increasingly become dependent on factors like efficiency, cost-effectiveness, digitalization, sustainability and environmental conduciveness.

Our focus on building long-lasting and trusted relationships with our valued customers, partners, employees and other stakeholders remains the bedrock of our long-term sustenance. We aim to energize consumer lifestyle by providing sustainable power.

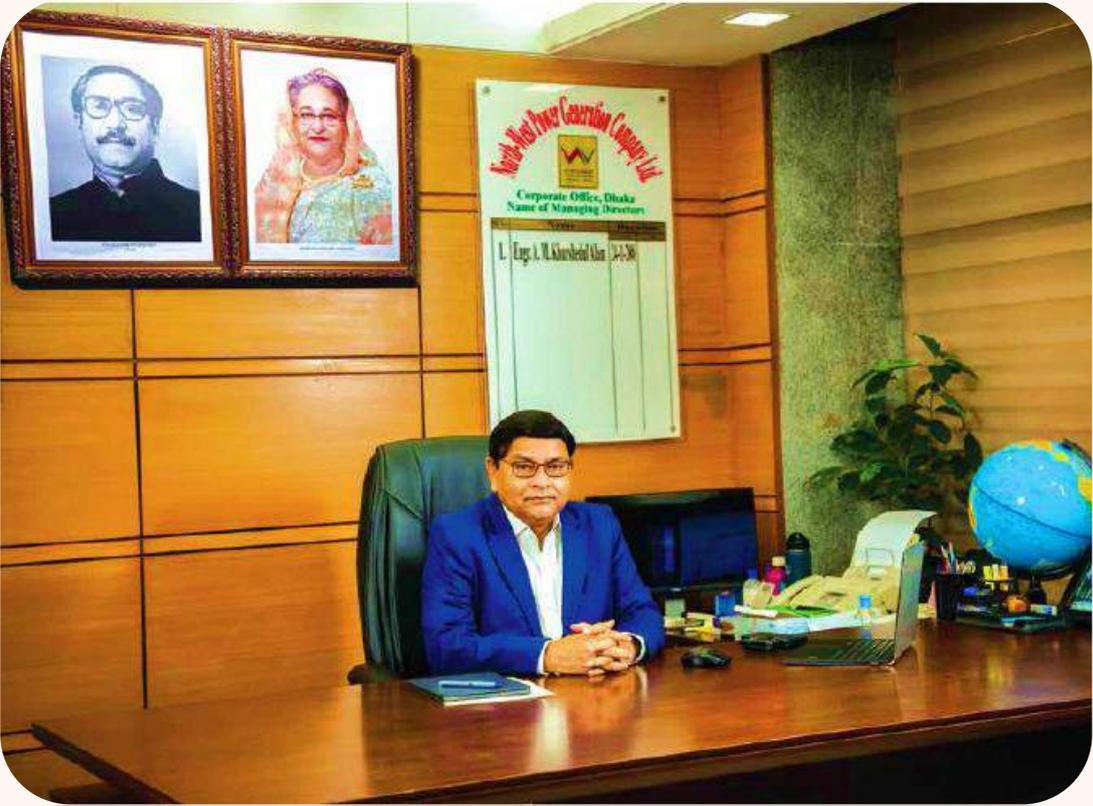
I extend my appreciation and thanks to all the contributors including the Directors of the Board of the Company for their valuable contributions in successful functioning of the Company at a particular time when we all were under lockdown and passing through uncertainties due to prevalence of Covid-19.

NWPGCL follows the global practice of corporate social responsibility to address the environmental and social issues as well as biodiversity conservation. For sustainable development, there is no alternative to dependable power. From this view point, I hope and believe that North-West Power Generation Company Limited will play an important role for economic development by decimating power-scarcity.

Finally, I wish every success for the 14th AGM of NWPGCL. Our people, our strategy and our values have been foundational to our success over the past years. They will continue to underpin our work today, tomorrow and for the years to come.

Md. Habibur Rahman
Chairman, Board of Directors, NWPGCL
&
Secretary, Power Division, MoPEMR

FROM THE DESK OF CHIEF EXECUTIVE OFFICER



With a strong vision to be a fast-growing, sustainable and creative enterprise, North-West Power Generation Company Ltd (NWPGL) has lifted the standard of corporate success as a power generation company in Bangladesh. Being so close to the Golden Jubilee of Independence of our country and as we continue to celebrate "Mujib Borsho" to commemorate the birth centenary of the Father of the Nation, Bangabandhu Sheikh Mujibur Rahman, I am extremely pleased that NWPGL is releasing its annual report for the financial year 2020-2021, despite being in a crucial time when the outbreak of COVID-19 turned into a pandemic.

I want to express my deepest condolences to the people who lost their lives and near ones in this pandemic across the world. We would like to reconfirm our commitment for supplying uninterrupted power to meet the needs across the country, while safeguarding the safety and health of all its employees.

In recent years, the Company has significantly extended its business landscape in the area of power generation. I am glad to inform that 9 (nine) power plants have already been in operation with a collective capacity of 3063 MW. In accordance with Bangabandhu Sheikh Mujibur Rahman's vision on energy security and UN's Sustainable Development Goal-7, on the supply of affordable and clean energy, the Government has adopted several policies. In line with the Government's plan, 6 (six) more power plants are currently under development or construction phase and with the implementation of those plants, the Company targets to expand its capacity to more than 9,000 MW by 2030. NWPGL has expanded its premise to form several Joint Venture Companies to diversify fuel mix and increase the share of renewable energy in the portfolio. Recently, NWPGL formed a JVC to implement up to 500 MW renewable energy-based power projects at different locations of the country. As a successful joint endeavor of NWPGL and CMC, China, the first Ultra Super Critical Coal-fired Power Plant of the country, the Payra 1320 MW Thermal Power Plant has started its commercial operation in the FY 2019-20.

I would like to express my intense, heartfelt and unique appreciation to the Hon'ble Prime Minister, Sheik Hasina for her spontaneous role in shaping the power sector. I also want to express my gratitude to the Hon'ble Advisor to the Prime Minister for Power, Energy & Mineral Resources, Dr. Tawfiq-e-Elahi Chowdhury, BB; Hon'ble State Minister for Power, Energy & Mineral Resources, Mr. Nasrul Hamid, MP; Hon'ble Principal Secretary to the Hon'ble Prime Minister, Dr. Ahmad Kaikus and Hon'ble Secretary of the Power Division, Ministry of Power, Energy & Mineral Resources, Md. Habibur Rahman, for their continuous close supervision, support and guidance. I also want to express my profound and genuine appreciation to the Chairman, Bangladesh Power Development Board, to the Directors of NWPGL Board, to my colleagues and to all levels of employees for their

unwavering support, cooperation, dedication and commitment to make the Company technically and commercially sustainable.

I sincerely believe and trust that the Company will hold the momentum and be successful in all future assignments. I am confident that the Company will stand upright with efficiency, integrity and dignity.

Finally, I request everyone fervently to take care of themselves and remain safe during this global pandemic.

Engr. A. M. Khurshedul Alam
Chief Executive Officer, NWPGL

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CORPORATE ETHOS

Corporate Vision

- Becoming an emerging power generation utility with a strong brand and reliability.

Corporate Mission

- To be an innovative and technology-driven organization.
- To become an attractive employer where employees can excel in their job.
- To be a company that creates value for its stakeholders.
- To be a company that achieves excellence in service, quality, reliability, safety and customer care.
- To become the recognized leader in innovative and sustainable as well as engineered and customer-focused solutions in power generation.
- To be a “We Company”, not a “Me Company”.

Corporate Ethics

- Our motto is **integrity**.
- Our strength is **transparency**.
- Our style is **accountability**.
- Our goal is **excellence with good governance**.

Strategic Goals

- To set-up new power plants by use of solid, liquid and gaseous fuels;
- To undertake and implement any new power plant project as per national development planning;
- To develop alternative / renewable energy sources (wind, solar, etc.);
- To have base-loaded new power generation on a least cost expansion plan;
- To assist the power sector to make it economically and financially viable and self-reliant to facilitate the total growth of the country;
- To increase the sector's efficiency and make the sector commercially viable;
- To harness public-private partnership to mobilize finance;
- To develop database on the existing system;
- To build long-term human capital and mutual trust;
- To develop new mindset for all of employees congruent with the corporate culture and
- To set-up a new benchmark in standards of corporate culture and good governance through the pursuit of operational and financial excellence denoting responsible citizenship and establishing profitable growth.

Core Objectives

- Business portfolio growth
- Customer focus
- Performance leadership
- Human resource development
- Financial soundness
- Sustainable power development
- Research and development

COMPANY OVERVIEW

With a view to mitigating the growing demand and low-voltage problem of electricity of the North-West region of the country, North-West Power Generation Company Limited was formed and incorporated on 28 August, 2007 under the framework of the Government Power Sector Reforms Policy as well as the provision of the Companies Act 1994. The Company primarily started its functioning with Sirajganj 150 MW Peaking Power Plant Project and Khulna 150 MW Peaking Power Plant Project and then Bheramara 360 MW Combined Cycle Power Plant Development Project.

Within the shortest period after incorporation, North-West Power Generation Company Limited has become one of the leading power generating utility in the country. At present, the Company have been generating **3063 MW** power from **09 (Nine)** power plants, which are as follows:

- ❖ Sirajganj 225 MW Combined Cycle Power Plant (Unit-1)
- ❖ Sirajganj 225 MW Combined Cycle Power Plant (Unit-2)
- ❖ Sirajganj 225 MW Combined Cycle Power Plant (Unit-3)
- ❖ Sirajganj 414 MW Combined Cycle Power Plant (Unit-4) (Under JVC)
- ❖ Sirajganj 7.6 MWp Grid Connected Solar Photovoltaic Power Plant
- ❖ Khulna 225 MW Combined Cycle Power Plant
- ❖ Bheramara 410 MW Combined Cycle Power Plant
- ❖ Madhumati 100 MW Power Plant
- ❖ Payra 1320 MW Thermal Power Plant (1st Phase) (Under JVC)

For achieving technical and financial synergies including quick project financing and securing foreign direct investment in the country, NWPGCL has taken initiatives to form joint venture company. The Joint Venture Companies are as follows:

- Bangladesh-China Power Company (Pvt) Limited (BCPCL) (A Joint Venture of NWPGCL & CMC, China)
- Sembcorp North-West Power Company Limited (SNWPCL) (A Joint Venture of NWPGCL & M/s Sembcorp Utilities Pte Ltd, Singapore)
- Bangladesh-China Renewable Energy Company (Pvt.) Limited (BCRECL) (A Joint Venture of NWPGCL & CMC, China)

North-West Power Generation Company Limited has already become competent and capable enough to incept cost-effective power generation projects of any capacity and any type of primary fuel. It has a schematic plan for installing coal-fired power plants, LNG-based power plants and so on. The Company hopes to generate over 9,000 MW electricity within 2030.

COMPANY PROFILE

Name of the Company	: North-West Power Generation Company Limited ISO 9001:2015, ISO 14001:2015 & ISO 45001:2018 Certified (An Enterprise of Bangladesh Power Development Board)
Date of Incorporation and Commencement of Business	: 28 August, 2007
Registered & Corporate Office	: UTC Building (Level-4) 8 Panthapath, Kawran Bazar, Dhaka-1215
Status of the Company	: Public Limited Company
Business Line	: Generation of Electricity
Present Generation Capacity	: 3063 MW
On-going Projects	: 3578 MW
Future Projects	: 2722 MW
Chairman	: Md. Habibur Rahman Secretary, Power Division
Chief Executive Officer	: Engr. A. M. Khurshedul Alam
Company Secretary	: Bimal Chandra Roy FCS
Legal Retainer	: M/s. Sheikh & Chowdhury (Barristers & Advocates), Banglar Bani Bhaban (2nd Floor) 81 Motijheel C/A, Dhaka-1000
Auditors	: ACNABIN (Chartered Accountants) BDBL Bhaban (Level-13),12 Kawran Bazar Commercial Area, Dhaka-1215, Bangladesh.
Bankers	: Janata Bank Ltd Rupali Bank Ltd Sonali Bank Ltd Agrani Bank Ltd AB Bank Ltd Standard Chartered Bank Ltd City Bank Ltd Basic Bank Ltd
E-mail Address	: info@nwpgcl.gov.bd ceo@nwpgcl.gov.bd cs@nwpgcl.gov.bd
Website	: www.nwpgcl.gov.bd

GOVERNANCE

Bangladesh Power Development Board (BPDB) owns 100% shares of the Company. Currently the total paid up capital of the Company is Tk **456,21,62,030** (Taka Four hundred fifty-six crore twenty-one lac sixty two thousand thirty) divided into **45,62,16,203** (Forty five crore sixty two lac sixteen thousand two hundred three) ordinary shares of Tk 10 (Ten) each. BPDB's shareholding in the Company is given below:

S/L	Shareholders	Folio No.	Number of Shares		Share Capital (BDT)	
			30 June 2021	30 June 2020	30 June 2021	30 June 2020
01	Chairman, Bangladesh Power Development Board	01	456,216,123	256,216,143	4,562,161,230	2,562,161,430
02	Member (Finance) Bangladesh Power Development Board	09	10	10	100	100
03	Member (Generation) Bangladesh Power Development Board	10	10	10	100	100
04	Member (P & D) Bangladesh Power Development Board	11	10	10	100	100
05	Member (Admin) Bangladesh Power Development Board	12	10	10	100	100
06	Member (Company Affairs) Bangladesh Power Development Board	13	10	10	100	100
07	Member (Distribution) Bangladesh Power Development Board	14	10	10	100	100
08	General Manager (Commercial operation), Bangladesh Power Development Board	15	05	00	50	00
09	Controller (Accounts and Finance) Bangladesh Power Development Board	16	05	00	50	00
10	Secretary (Board) Bangladesh Power Development Board	17	05	00	50	00
11	Director (Finance) Bangladesh Power Development Board	18	05	00	50	00
			456,216,203	256,216,203	4562,162,030	2562,162,030



13th AGM of North-West Power Generation Company Limited

BOARD OF DIRECTORS

The Board of Directors is the highest level of authority in the organization structure of NWPGL. In accordance with the Articles of Association of the Company [Article-78(B)(i)], the strength of the Board shall not be less than 9 (nine) Directors or more than 12 (twelve) Directors. At present the 12 (twelve) members of the Board of Directors are overall responsible for the direction, strategic planning and policy guidelines of the Company. The Board meets periodically to transact matters placed before it that require Board's approval and direction for execution.

Chairman

Mr. Md. Habibur Rahman
Secretary, Power Division

Directors

Engr. Md. Belayet Hossain
Chairman, BPDB

Mr. Md. Mohsin Chowdhury
Additional Secretary (Development), Power Division

Dr. Maglub Al Nur
Professor, BUET

Mr. SK Aktar Hossain
Member (Finance), BPDB

Engr. Md. Abdul Mottalib
Managing Director, CPGCBL

Mr. Md. Osman Gony
Director (Admin), Prime Minister's Office

Engr. Ali Mohd. Al-Mamun
Director (Operation & Mines), Petrobangla

Dr. Syed Abdulla Al Mamun
CEO, BDRAL, Dhaka

Mr. Md. Sadrul Islam
Director, RCCI, Rajshahi

Mr. Md. Abu Naser
Director, FBCCI, Dhaka

Engr. A. M. Khurshedul Alam
Chief Executive Officer, NWPGL

DIRECTORS' PROFILE



**Md. Habibur
Rahman**
Chairman, NWPGCL
&
Secretary
Power Division
MoPEMR, Dhaka.

Mr. Md. Habibur Rahman, Secretary, Power Division, joined as the Chairman of North-West Power Generation Company Ltd. on 18th May 2021. He is the Convener of the Administrative Affairs Committee of the Company.

He joined the post of Secretary, Power Division, Ministry of Power, Energy and Mineral Resources on 12 November 2020. Prior to joining this post, he served as Additional Secretary (Budget-1) in the Finance Division of the Ministry of Finance.

Md. Habibur Rahman joined Bangladesh Civil Service (Administration) cadre in 1991. He is a 10th batch officer. He started his bright career by joining the Office of Commissioner, Rajshahi Division as Assistant Commissioner. He was later posted to the Deputy Commissioner's Office in Natore and served as Assistant Commissioner till February 1993. He served in the Office of the Commissioner for Refugees, Relief and Repatriation, Cox's Bazar from March 1993 to February 1994. He was posted at the Deputy Commissioner's Office, Habiganj and served as Assistant Commissioner. He served as Assistant Commissioner (Land), Habiganj Sadar from April 1994 to September 1996. He served as Assistant Director of the Anti-Corruption Bureau from October 1996 to November 1996. He then served as an Assignment Officer in the Prime Minister's Office until September 2001. As Senior Assistant Secretary, he served in the Finance Department from January 2003 to September 2005 and in the Ministry of Education from February 2007 to May 2008.

More than 15 years of working experience in the Finance Division is the most significant chapter of his career. He is one of the foremost executives who has played a pioneering role in transforming the budget formulation from the conventional method to the Medium-Term Budget Framework (MTBF). Prior to his promotion to Additional Secretary (Budget-1), he served as Joint Secretary (Budget-1) and Deputy Secretary (Budget-1) and played a central role in the formulation of the national budget for more than a decade. He has been a Budget Specialist in the Financial Management

Reform Program and Deepening DMTBF and Strengthening Financial Accountability Project of the Finance Division. He has been imparting training in Public Financial Management related institutes at the Institute of Public Finance and many other training institutes and has played a significant role in forming a Critical Mass of government officials interested in Public Finance.

Md. Habibur Rahman holds a Bachelor's and Master's degree in Applied Physics and Electronics from Dhaka University. He later earned an M.Sc in Economic Development Research and Policy from the University of Birmingham in the UK. He has also received training in Government Budget Management, Public Financial Management, Professional Development and Performance Management in India, Singapore, UK, USA and New Zealand. He has participated in many seminars, workshops, educational tours and government trips at home and abroad. In 2016, he was awarded the prestigious Public Administration Medal for his significant contribution to public service.

Md. Habibur Rahman's village home is in Bangakhangram of Laxmipur Sadar upazila of Laxmipur district. In private life he is married and a proud father of three daughters.



**Engr. Md. Belayet
Hossain**

Director, NWPGCL
&
Chairman, BPDB

Engr. Md. Belayet Hossain, Chairman of Bangladesh Power Development Board (BPDB) joined NWPGCL as a Director on 23 February 2020. He is the Convener of the Technical and Engineering Committee. He is also a Member of Administrative Affairs Committee and Project Steering Committee of NWPGCL.

He was born in Madaripur on 1 February, 1963. He did his Bachelor of Science in Mechanical Engineering from BUET in 1984. He joined as Chairman of BPDB on 12 February, 2020. He is the 37th Chairman of BPDB. Before joining as Chairman, he was the Member (Generation) of BPDB.

Engr. Belayet joined Bangladesh Power Development Board (BPDB) as an Assistant Engineer on 28 October, 1984. He worked at the Ghorashal 3rd & 4th Unit Extension Projects, Ghorashal Power Station, Siddhirganj Power Station, Tongi 80 MW Gas Turbine Power Station, Renewable Energy Research & Development Directorate. He was the Project Director of Pre-Payment Metering Project and Chief Engineer, Ghorashal Power Station and Chief Engineer (P&D), BPDB. Moreover, he worked in lieu at a Gas Turbine Power Station under the Dubai Electricity & Water Authority.

Currently he is also the Chairman of Ashuganj Power Station Company Ltd. & United Ashuganj Energy Ltd. and Member of the Board of Directors of Bay of Bengal Power Company Ltd., Power Grid Company of Bangladesh Ltd., Coal Power Generation Company Bangladesh Ltd., Nuclear Power Plant Company Bangladesh Ltd., Bangladesh India Friendship Power Company Ltd., Bangladesh China Power Company Ltd.; Sembcorp North West Power Company Ltd., Titas Gas Transmission & Distribution Company Ltd. and Bakhrabad Gas Distribution Company Ltd.

He visited Russia, China, USA, Singapore, Thailand, India, Italy, Germany, Netherlands, Switzerland, France, Belgium etc. for training and professional purposes. He is married and blessed with four offspring.



Md. Mohsin Chowdhury
Director, NWPGCL
&
Additional Secretary
(Development), Power
Division

Md Mohsin Chowdhury, Additional Secretary to the Government of Bangladesh, born on 6th July 1964 in the Kadalpur Village of Rauzan Upazila of Chattogram District. He completed his B.Com (hons) and M.Com in Accounting from Chattogram University. He Completed Post Graduate Degree in Government Studies. He also Completed Banking Diploma. He joined in BCS Administration Cadre, Batch 11 in the year of 1993. At the inception His radiant career he was posted as Assistant Commissioner in Pabna District. Besides working as 1st class magistrate and Speedy Trial Magistrate he served in almost all position of the field administration. During working in the field administration, he experienced people's expectations, achievements and unlimited cooperation which he preserved as unmatched values. Now he is working as Additional Secretary (Development), Power Division, Ministry of Power, Energy and Mineral Resources.

Fateh Ali Chowdhury is the ancestor of Md Mohsin Chowdhury. His father is Late Nurul Alom Chowdhury and mother is Late Khaleda Begam. Among three brother and two sisters, he is the fourth. His Wife, Begam Qamrunnesa, is a housewife. He is the proud father of two sons.

He visited many countries during executing his responsibilities. Team work on the basis of good governance, honesty, skill and effectiveness is the dictum he follows in his working arena. He gives highest emphasis on people centric development activities. Parallel to his busy working spectrum he involved himself in many social works and organisations.

He is working as a Director in the board of North-West Power Generation Company Limited (NWPGCL). He is the Convener of the Legal Affairs Committee and he is a Member of the Administrative Affairs Committee and Project Steering Committee of the Company. He is also the present Chairman of Northern Electricity Supply Company Limited (NESCO). He is committed to ensure uninterrupted quality power supply to the consumers of NESCO.



Dr. Maglub Al Nur
Director, NWPGL
&
Professor, BUET

Dr. Maglub Al Nur, Professor, Department of Mechanical Engineering, BUET joined NWPGL as a Director on 03 March 2010. He is a Member of the Technical & Engineering Committee and Audit & Finance Committee of the Company.

He completed his B.Sc. in Mechanical Engineering from BUET in 1980 and Master of Engineering (Industrial Engineering and Management) from AIT, Bangkok in 1982. He joined as a Lecturer in the Department of Mechanical Engineering, BUET in 1983. He completed his Ph.D. from the University of Cambridge, UK under Cambridge Commonwealth Trust Scholarship in 1991. He became Professor in 1998. He was the Director, Advisory Extension and Research Services (DAERS), BUET from 1999 to 2000. In 2000 he went to University of Cambridge as a post-doctoral research fellow under the Commonwealth Research Fellowship Programme. Simultaneously, he was a Visiting Fellow at Clare Hall College, University of Cambridge, UK. He became the Head of the Department of Mechanical Engineering, BUET during 2002-2004. He served as Assistant Provost of Suhrawardy Hall and Ahsanullah Hall, BUET. He was the Director of Student's Welfare, BUET. He is currently a Member, Academic Council of BUET. He was an Ex-Dean of the Faculty of Mechanical Engineering of BUET. He published significant number of academic publications in well reputed national and international journals. He is a Life Fellow of Clare Hall College, Cambridge, UK. His field of specialization is energy systems modelling, energy & environment and automobile engineering.



SK Aktar Hossain
Director, NWPGL

&

Member (Finance),
Bangladesh Power
Development Board

SK Aktar Hossain is currently the Member (Finance) of Bangladesh Power Development Board (BPDB). He, as Member (Finance) of BPDB, holds the position of Director, NWPGL. He is also a Member of the Legal Affairs Committee and Audit & Finance Committee of the Company.

Mr. Hossain is a Joint Secretary to the Government of the People's Republic of Bangladesh. Prior to his present assignment, he was Joint Secretary of the Energy and Mineral Resources Division, Dhaka.

He has over 22 years long experience in managing public affairs. He has participated in a good number of local and foreign training programs. His official assignments took him to many countries across the globe.



**Engr. Md. Abdul
Mottalib**
Director, NWPGCL
&
Managing Director,
CPGCBL

Engr. Md. Abdul Mottalib is the Managing Director of Coal Power Generation Company Bangladesh Limited (CPGCBL). He joined NWPGCL as a Director on 21 January, 2020. He is a Member of Technical and Engineering Committee, Audit & Finance Committee and Project Steering Committee of NWPGCL.

Mr. Mottalib was born in Faridpur. He completed his graduation in Electrical and Electronic Engineering (EEE) in 1982 from Bangladesh University of Engineering and Technology (BUET). Then he started his career as an Assistant Engineer of Bangladesh Power Development Board (BPDB) in 1984. He holds more than 37 (thirty-seven) years of diverse experience in the power sector in his credit. In his long career, he has worked in planning & designing of distribution lines & transformers; construction, operation and maintenance of substations, and many other engineering fields. In his service life, he also contributed in reducing system loss and increasing revenue collection. He supervised and implemented various projects of BPDB of which the installation of world standard submarine cable for the first time in Bangladesh to connect Sandwip Island with the national grid via Sitakunda is worth mentioning.

He served in various engineering posts before joining as the Member (Distribution) of BPDB. He took part in many trainings and workshops at home and abroad, visited many countries as an official delegate. In his personal life, Mr. Mottalib is married and blessed with two sons.



Md. Osman Gony

Director,
NWPGL

&

Director
(Administration),
Prime Minister's
Office, Dhaka

Mr. Md. Osman Gony is a Deputy Secretary of the Government of the People's Republic of Bangladesh. At present he is working as Director (Administration) of Prime Minister's Office. He joined NWPGL as a Director in September, 2019. He is a Member of the Administrative Affairs Committee, Audit & Finance Committee, Legal Affairs Committee and Project Steering Committee of the Company.

Mr. Osman obtained Bachelor of Commerce degree and Master of Commerce degree in Accounting from the University of Dhaka. He pursued Masters of Public Policy (MPP) degree from KDI School of Public Policy and Management, Seoul, Korea having concentration in trade and industrial policy.

He joined the Administration Cadre of Bangladesh Civil Service on 31 May 2003. He also served field administration, Cabinet Division and Power Division in different capacities. Before starting career in civil service, he served the Bangladesh Bank.



Engr. Ali Mohd. Al-Mamun

Director, NWPGL
&

Director (Operation &
Mines) Petrobangla

Engr. Ali Mohd. Al-Mamun, Director (Operations & Mines), Petrobangla joined NWPGL as a Director on 03 February, 2021. He is a Member of Technical and Engineering Committee of North-West Power Generation Company Limited

He was born on 15 July 1963 in Kazipur upazila of Sirajganj district. He completed his Secondary School Certificate and Higher Secondary Certificate Examination from Ideal High School, Motijheel, Dhaka and Notre Dame College, Dhaka respectively. He obtained B. Sc. in Civil Engineering from Bangladesh University of Engineering and Technology (BUET) in 1986.

Mr. Ali Mohd. Al-Mamun has completed various short courses at home and abroad during his long service period. He started his career as an Assistant Engineer (Civil) in International Technical Consulting Engineers (INTECH) in 1986. Later he joined Bakhrabad Gas Systems Limited (BGS), a company of Petrobangla as Engineer (Sales) on 31 August 1987. During his nine-year period in BGS, he was engaged in gas pipeline construction works, approving process to gas sales line, riser construction, commissioning, planning & designing of gas pipelines, maintenance work of gas pipelines & associated facilities etc.

On 19 October 1996, he joined Gas Transmission Company Limited (GTCL) as Deputy Manager. During his 21 years period of stay in GTCL, he worked in GTCL Twinning Project, R-A Project, monitoring of gas supply, dispatching, scheduling & nomination, maintenance of gas pipelines & associated facilities, procurement of foreign & local materials, appointment of carrying contractor, C&F agent & PSI agent, civil construction etc. Besides these, he worked as member and member secretary of different committees of the Company. At the time, he was deployed as Project Director of GTCL Head Office Building Construction Project and he has successfully completed 13-storied (With 2 basements) Head Office Building with all modern facilities.

Then, he was appointed as Managing Director of Karnaphuli Gas Distribution Company Limited (KGDCL) on 13 December 2017. On 24 April 2018 he joined Gas Transmission Company Limited (GTCL) as Managing Director. He became Managing Director of Titas Gas Transmission & Distribution Company Limited (TGTDC) on 4 December 2019. On 30 November 2020, Mr. Ali Mohd. Al-Mamun was appointed as Director (Operation & Mines) of Bangladesh Oil, Gas and Mineral Corporation (Petrobangla).

Throughout his long journey in energy sector, Mr. Ali Mohd. Al-Mamun has obtained vast experience in system planning, designing, project management, construction of gas transmission pipelines & associated facilities, public procurement & preparation of tender documents, international codes, standards & specification on design and construction, construction of multi-storied building, government policies relation to design and development, human resource management, establishing testing laboratory, LNG supply, SCADA, ERP/EAM, system operation, lead management, maintenance, tender evaluation, contract management, testing & commissioning, on stream pigging activities, HDD river crossing etc.

He attended numerous conferences, seminars, workshops and training programs at home and abroad. He is married and blessed with one son and one daughter.



**Dr. Syed Abdulla Al
Mamun, FCMA,
CSRS**

Director, NWPGL

&

Chief Executive Officer,
The Bangladesh Rating
Agency Limited
(BDRAL)

Dr. Syed Abdulla Al Mamun FCMA CSRS, Chief Executive Officer (CEO) of The Bangladesh Rating Agency Limited (a subsidiary of Dun & Bradstreet SAME), joined NWPGL as a Director on 21 January 2020. He is the Convenor of the Audit & Finance Committee of the Company.

Dr. Mamun earned his PhD in Finance from School of Management, Asian Institute of Technology (AIT), Thailand. He completed BBA (Accounting) and MBA (Strategic Management Accounting) from Department of Accounting and Information Systems, University of Dhaka. Dr. Mamun is a certified professional Cost & Management Accountant (CMA) and Fellow member (FCMA) of Institute of Cost & Management Accountants of Bangladesh (ICMAB), a statutory professional accounting body in Bangladesh, and also a Certified Sustainable Reporting Specialist (CSRS), Institute of Certified Sustainability Practitioners (ICSP), Indonesia.

As an inquisitive finance professional, he has more than 15 years of professional experience in Business Strategy, Financial Analysis, Industry Analysis and Business Research Areas. Earlier, he worked in Credit Rating information and Services Limited (CRISL) more than a decade with multiple roles including Deputy CEO, industry analyst, member of rating committee and Director of CRISL School of Finance. In addition, he worked as consultant of different projects including International Financial Corporation (IFC), World Bank, Japan International Cooperation Agency (JICA), SNV Netherland, UNCDF. Dr. Mamun also teaches Finance & Accounting Courses in different reputed local and international institutions including Asian Institute of Technology (AIT), Thailand; Indian Institute of Management (IIM) Amritsar as Visiting Professor; University of Utara Malaysia (UUM), Malaysia; Institute of Business Administration (IBA) University of Dhaka; North South University (NSU); Brac Business School and Islami Bank Training & Research Academy of Islami Bank

Bangladesh Limited (IBBL).

His research-interest focuses on Corporate Governance, Strategic Finance, Fintech, Intellectual Capital, Family Business, Business Strategy, Special Economic Zone and Sustainability. He has more than 35 research articles published in peer reviewed national and international journals. His book titled "Internal Corporate Governance in an Emerging Economy: Impact on the Performance of Financial Institutions in Bangladesh" published from Germany.

Dr. Mamun is also engaged in professional community leadership and currently the Councillor and Vice Chairman of Dhaka Branch Council (DBC) of ICMAB, a statutory professional accounting institution in Bangladesh under Ministry of Commerce. He is also a Life Member Alumni of Dhaka University Accounting Alumni and Bangladesh Accounting Association (BAA).



Md. Sadrul Islam
Director, NWPGL
&
Director, RCCI

Mr. Md. Sadrul Islam joined NWPGL as a Director on 25 August, 2010. He is a Member of the Audit and Finance Committee of the Company.

He is a Director of Rajshahi Chamber of Commerce & Industry, Rajshahi. He is a Member of the Federation of Bangladesh Chambers of Commerce and Industry (FBCCI), Dhaka; Regional Transport Committee (RTC), Rajshahi and Metro Transport Committee (MTC), Rajshahi. He is a Vice-President of Bangladesh Bricks Manufacturer Owners Association, Dhaka. He was an Ex-Director of BRTC. He has visited many countries for personal and business purposes. He is associated with many social organizations and performs social welfare activities. He is a man of pleasing personality.



Md. Abu Naser
Director, NWPGL
&
Director, FBCCI

Mr. Abu Naser is the Managing Director of “Kachina Agro Complex Ltd (Poultry, Fisheries & Dairy Farm) and Finix Trading (Pvt) Ltd”. He is also a Director of Federation of Bangladesh Chambers of Commerce & Industries (FBCCI). He joined North-West Power Generation Company as a Director on 22 October, 2020. He is a Member of the Legal Affairs Committee of the Company. Moreover, he is the President of Outsourcing & Logistic Service Provider Association of Bangladesh and a Member of SAARC Chamber of Commerce & Industries.

Mr. Abu Naser hails from Tangail. He is a post graduate in International Relations from Dhaka University. He also completed his second Masters in Mass Communication from University of Liberal Arts Bangladesh (ULAB). Mr. Abu Naser is a seasoned businessman, political and social activist.

He was a former Director, Janata Bank Limited. Currently, he is the Director of Future Infrastructure Development Ltd. He runs a top class logistic company named “Fame & Faith (Outsourcing & Logistic Service Company)”. He is the Proprietor & CEO of the company. His entrepreneurial engagement spreads over real estate, readymade garments, RMG buying house, trading and many more. He is a reputed and well-known entrepreneur in the business community.

His Social and Professional Credentials are as follows:

- **Chairman**, Kalihati Foundation
- **President**, Haji Shamsher Ali Vocational School & College, Kalihati, Tangail.
- **President**, Mogra Vocational Dakhil Madrasha, Kalihati, Tangail.
- **Lifetime Donor**, Salla Cooperative High School, Kalihati, Tangail.
- **Lifetime Donor**, Elanga High School, Kalihati, Tangail.
- **Vice-President**, Abahoni Supporters Unit, Central Assembly.
- **Chief Adviser**, Natto Proyash, Dhaka.
- **Lifetime Donor**, Tangail District Society, Dhaka.

In addition, he benevolently carries out his social responsibilities to develop the Educational Sector of Bangladesh by donating computers to all the secondary and higher secondary schools in Kalihati Upazila; building schools with own finance in different remote areas of Kalihati Upazila; helping poor students for their excellence.



**Engr. A.M.
Khurshedul Alam**

Director, NWPGCL

&

Chief Executive
Officer, NWPGCL

Engr. A.M. Khurshedul Alam, Chief Executive Officer, NWPGCL is the Ex-officio Director of the NWPGCL Board. He is also the Managing Director of Bangladesh-China Power Company (Pvt.) Limited and Bangladesh-China Renewable Energy Company (Pvt.) Limited. He is a member of the Administrative Affairs Committee, the Legal Affairs Committee, Technical and Engineering Committee and Project Steering Committee of the Company. He is also a Director of the Board of Coal Power Generation Company Bangladesh Limited (CPGCBL) and a Member of the Technical & Engineering Committee of CPGCBL.

He came of a respectable Muslim family from Jamalpur district. He did his B.Sc. in Mechanical Engineering from BUET in 1976. He has a rich and varied experience of over 44 years in engineering management. He caught the helm of North-West Power Generation Company Limited on 24 November 2008; Bangladesh-China Power Company (Pvt.) Limited on 01 October 2014 and Bangladesh-China Power Company (Pvt.) Limited on 9 September 2020 in addition. He is responsible for overall administration, finance, corporate planning, business development and co-ordination of the Company. He is also responsible for development of rules, regulations, systems and legal functions and negotiations with commercial sources of credit for future expansion of the Company. He is the key architect to build and expand the brightest corporate image of the Company. Prior to his current assignment of Chief Executive Officer, he was an Additional Chief Engineer of Bangladesh Power Development Board and had held various posts in multifarious project works of BPDB.

Engr. A. M. Khurshedul Alam has received much prestigious recognition at home and abroad for his outstanding performance in power plant project management. For his transparent and innovative role in project implementation, he has been awarded the Integrity Award for the FY 2018-19 by the Government of the Peoples' Republic of Bangladesh. Moreover, under his dynamic leadership and close monitoring of the project activities, North-West Power Generation Company Limited

(NWPGCL) has been awarded as the Fastest Growing Power Generation Organization of Bangladesh and Hon'ble Prime Minister Her Excellency Sheikh Hasina handed over a trophy to him at the inauguration of the National Power & Energy Week, 2018.

He is privileged to take part in many high profile training courses, seminars, symposiums, workshops, meetings, inspections, factory tests at home and abroad. He is married and blessed with a daughter and a son.



Board Meeting of North-West Power Generation Company Ltd.

BOARD COMMITTEES

To ensure the efficiency of the Company's works, the Board has a total of 4 (four) standing committees, which prepare the proposals and issues to be dealt with at the Board's plenary meetings. The Conveners of the Board Committees report to the Board on the committee's work at the subsequent Board meetings. The Board has established the following committees:

Administrative Affairs Committee

Md. Habibur Rahman, Chairman, NWPGL Board	Convener
Engr. Md Belayet Hossain, Director, NWPGL Board	Member
Mr. Md. Mohsin Chowdhury, Director, NWPGL Board	Member
Mr. Md. Osman Gony, Director, NWPGL Board	Member
Chief Executive Officer, NWPGL	Member
Company Secretary, NWPGL	Member-Secretary

Legal Affairs Committee

Mr. Md. Mohsin Chowdhury, Director, NWPGL Board	Convener
Mr. SK Aktar Hossain, NWPGL Board	Member
Mr. Md. Osman Gony, Director, NWPGL Board	Member
Mr. Md. Abu Naser, Director, NWPGL Board	Member
Chief Executive Officer, NWPGL	Member
Company Secretary, NWPGL	Member-Secretary

Technical and Engineering Committee

Engr. Md Belayet Hossain, Director, NWPGL Board	Convener
Dr. Maglub Al Nur, Director, NWPGL Board	Member
Engr. Md. Abdul Mottalib, Director, NWPGL Board	Member
Engr. Md. Ali Mohd. Al-Mamun, Director, NWPGL Board	Member
Chief Executive Officer, NWPGL	Member
Executive Director (P&D/Engg.), NWPGL (as applicable)	Member-Secretary

Audit and Finance Committee

Dr. Syed Abdulla Al Mamun, FCMA, CSRS, Director, NWPGL Board	Convener
Dr. Maglub Al Nur, Director, NWPGL Board	Member
Mr. SK Aktar Hossain, NWPGL Board	Member
Engr. Md. Abdul Mottalib, Director, NWPGL Board	Member
Mr. Md. Osman Gony, Director, NWPGL Board	Member
Mr. Md. Sadrul Islam, Director, NWPGL Board	Member
Executive Director (Finance), NWPGL	Member-Secretary

KEY OFFICERS

Chief Executive Officer



The Chief Executive Officer is the responsible Officer of the Company reporting to the Board of Directors. He is the leader of the Management Team of the Company, responsible for overall management of administration, finance, corporate planning, business development and ensuring the compliances of laws, rules and regulations, good governance, corporate culture, including development of set-up, rules, regulations, systems and legal functions of the organization. He is also responsible for supervision of all technical, financial and welfare aspects, negotiation for project financing issues with development partners and listing the Company in the stock exchange(s) etc.

Executive Director (P&D)



The Executive Director (P&D) is one of the two Chief Technical Officers of the Company reporting through the Chief Executive Officer to the Board of Directors. He acts as a member of the Management Team of the Company to assist the Chief Executive Officer for overall co-ordination of Company's planning, development and preparation of the project profiles for the electricity generation system, ensuring the compliances of laws, rules and regulations for good governance and corporate culture. He is also responsible for the technical studies, especially construction and supervision of the development facilities of the Company, and assists the Chief Executive Officer for negotiating project financing issues with development partners.

Executive Director (Finance)



The Executive Director (Finance) acts as a member of the Management Team of the Company to assist the Chief Executive Officer for overall financial management, ensuring compliances of laws, rules and regulations for good governance and corporate culture. He reports through the Chief Executive Officer to the Board of Directors. He is responsible for the financial forecasting, and assists the Chief Executive Officer for negotiating the project financing issues with the development partners and listing the Company in the stock exchange(s), etc. Other fields of important activities include developing and implementing computerized accounting system for the Company, development of internal audit and delegation of financial power, etc.

Executive Director (Engineering)



The Executive Director (Engineering) acts as a member of the Management Team of the Company to assist the Chief Executive Officer for overall co-ordination of Company's management and engineering for the electricity generation system, ensuring the compliances of laws, rules and regulations for good governance and corporate culture. He reports through the Chief Executive Officer to the Board of Directors. He is responsible for the engineering and operation & maintenance of the plant facilities of the Company, and

assists the Chief Executive Officer for negotiating the LTSA issues with the development partners.

Company Secretary



The Company Secretary is the compliance officer to the Board. He is the spokesperson of the Company. He reports through the Chief Executive Officer to the Board of Directors. He is responsible for providing support services to the Board of Directors of the Company for ensuring compliances of laws, rules and regulations for good governance and corporate culture of the organization. He keeps proper records of the Board meetings and assists the Chief Executive Officer in monitoring the implementation of the decisions of the Board of

Directors, and is responsible for convening meetings of the Board of Directors as advised with recording minutes of meetings. He has contribution to discussions and reminds the Directors about the legal, governance and other implications of the policies proposed in the meeting; monitor changes in relevant regulatory environment and takes appropriate action liaising with Auditors, Advisors and Solicitors. He is engaged in arranging statutory requirements and filing returns and statements with the concerned authorities.

TOP MANAGEMENT TEAM



Md. Mamunur Rahman Mondal
General Manager (HR & Admin)
Corporate Office



Md. Harunar Rashid
Chief Engineer
Sirajganj Power Station



Hasibul Hasan
Plant Manager (Chief Engineer) Khulna
225 MW Combined Cycle Power Plant



Mohammad Mosharraf Hossain
Plant Manager (Chief Engineer)
Bheramara 410 MW Combined Cycle
Power Plant



Md. Mashiur Rahman
Project Director (Chief Engineer)
Rupsha 800 MW Combined
Cycle Power Plant Project



S.M. Habibur Rahman Siddique
General Manager (Fin & Accts)
Corporate Office



Hasina Rahman
Deputy General Manager (Audit)
Corporate Office

Memo No. 27.28.0000.101.06.008.19.

Date: December, 2021

Demo Notice of the 14th Annual General Meeting

The notice is hereby given that the **14th Annual General Meeting** of the Hon'ble Shareholders of North-West Power Generation Company Ltd will be held by **December 2021 at a convenient time** to transact the following businesses:

Agenda

1. To receive, consider and adopt the Directors' Report, Audited Accounts of the Company for the year ended June 30, 2021 together with the Auditors' Report and the Annual Report of the Board of Directors thereon.
2. To declare dividend for the year ended June 30, 2021 as recommended by the Board of Directors.
3. To appoint Auditors for FY 2021-2022 and fix their remuneration.
4. To elect Directors of the Company.
5. To transact any other business of the Company with the permission of the chair.

All Hon'ble Shareholders and Directors of the Board of the Company are requested to attend the meeting.

By order of the Board,

(Bimal Chandra Roy)

Company Secretary

North-West Power Generation Co. Ltd, Dhaka.

Copy for kind distribution to:

1. Md. Habibur Rahman, Chairman, NWPGL and Secretary, Power Division, Ministry of Power, Energy & Mineral Resources, Bangladesh Secretariat, Dhaka.
2. Engr. Md. Belayet Hossain, Director, NWPGL and Chairman, BPDB, Dhaka.
3. Mr. Md. Mohsin Chowdhury, Director, NWPGL and Additional Secretary (Admin) , Power Division, MoPEMR, Dhaka.
4. Mr. SK Aktar Hossain, Director, NWPGL and Member (Finance), BPDB, Dhaka.
5. Dr. Maglub Al Nur, Director, NWPGL and Professor, Department of Mechanical Engineering, BUET, Dhaka.
6. Engr. Md. Abdul Mottalib, Director, NWPGL and Managing Director, CPGCBL, Dhaka.
7. Mr. Md. Osman Gony, Director, NWPGL and Director (Admin), Prime Minister's Office, Dhaka.
8. Engr. Ali Mohd. Al-Mamun, Director, NWPGL and Director (Operation & Mines) Petrobangla, Dhaka.
9. Dr. Syed Abdulla Al Mamun, FCMA, CSRS, Director, NWPGL and CEO, BDRAL, Dhaka.
10. Mr. Md. Sadrul Islam, Director, NWPGL and Director, RCCI, Rajshahi.
11. Mr. Md. Abu Naser, Director, NWPGL and Director FBCCI, Dhaka.
12. Engr. A.M. Khurshedul Alam, Director, NWPGL and Chief Executive Officer, NWPGL, Dhaka.

Copy for kind information to:

1. Secretary, Power Division, MoPEMR, Bangladesh Secretariat, Dhaka.
2. Chairman, Bangladesh Power Development Board, Dhaka.
3. Chairman, Bangladesh Securities and Exchange Commission, Dhaka.
4. Registrar of Joint Stock Companies and Firms, Bangladesh.
5. Member (Admin/Finance/Generation/P&D/Company Affairs/Distribution), BPDB, Dhaka.
6. Chief Executive Officer, North-West Power Generation Company Ltd, Dhaka.
7. Executive Director (P&D/Engineering/ Finance), NWPGL, Dhaka.
8. All CEs/GMs/Plant Managers, NWPGL, Dhaka.
9. All DGMs/SEs, NWPGL, Dhaka.
10. All Project Directors, NWPGL, Dhaka.
11. M/s. Sheikh & Chowdhury (Barristers & Advocates), Legal Retainer, Banglar Bani Bhaban (2nd Floor), 81 Motijheel C/A, Dhaka-1000.
12. M/s. ACNABIN (Chartered Accountants), BDBL Bhaban (Level-3), 12 Kawran Bazar C/A, Dhaka.
13. Office Copy.

Company Secretary
North-West Power Generation Co. Ltd, Dhaka.

DIRECTORS' REPORT

Hon'ble Shareholders,

I am proud to announce that in spite of financial crisis around the world due to the Covid-19 pandemic, the Financial Year 2020-2021 was an eventful and successful year for North-West Power Generation Company Limited (NWPGCL). Our operating performance was stronger than the past and achievements were satisfactory during the period. The Company established its efficiency as a reliable force to the Government as well as to the customer, shareholders, business partners and employees. If we assess the whole journey of NWPGCL, we will find that, we work to build an environment of business to pursue our goal by maximizing the potential values of our assets and by minimizing risk, protecting our shareholders interest and maintaining a strong economic position to ensure our winning future.

Representing the Board of Directors and Management, I greet you all to the 14th Annual General Meeting (AGM) of North-West Power Generation Company Ltd. We are happy to place the Annual Report 2021 containing Directors' Report and the Audited Financial Statements of the Company, for the year ended 30 June, 2021 for your kind consideration.

The Environment we operate in

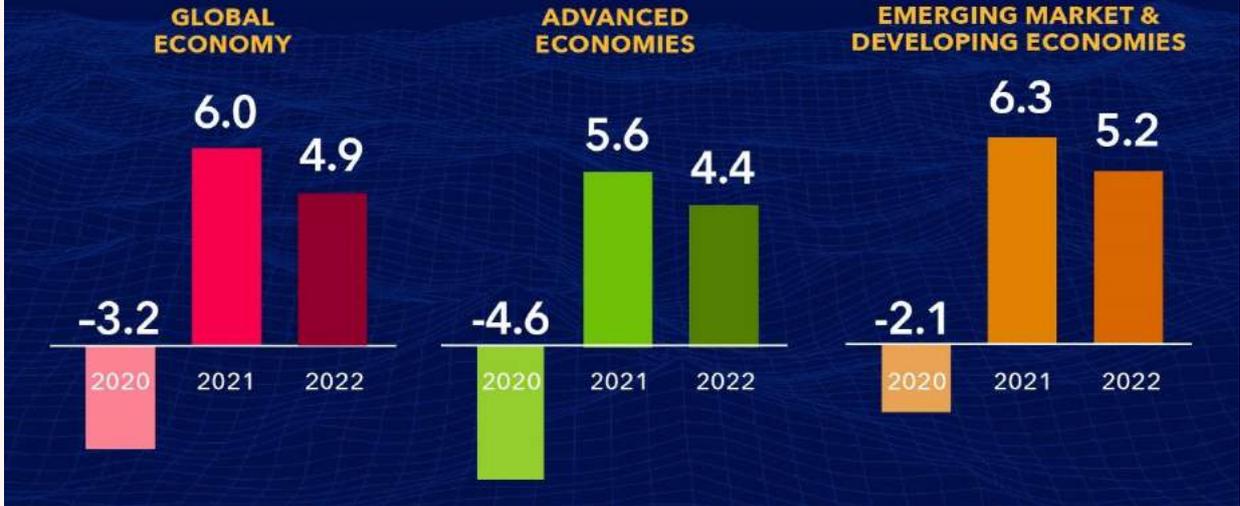
World Economy

The world economy is struggling to come out from the depths to which it had plunged due to COVID-19 pandemic and which leaves a scar to the economy of most of the countries. Many countries compelled to continue Lockdown as a measure against Covid-19 throughout the FY 2020-21. But many countries considering the economy went for slow reopening and some were clinging to partial lockdowns to protect their people as the pandemic continues to spread.

In this circumstance, experts projected that the global economy may grow 6.0 percent in 2021 and perhaps the year 2022 may see 4.9 percent growth. The World Economic Outlook (WEO) 2021 a survey report run by International Monetary Fund, marked projections for emerging market and developing economies for 2021, especially for Emerging Asia. At end of the FY the forecast for world economies is revised up considering the pandemic developments and changes in policy support taken by countries.

The COVID-19 will act as the key force in reduction for the vast majority of emerging market and developing economies. In future it might accelerate a long-term damage to labour efficiency and prospective output. The immediate policy priorities are to alleviate the human costs and soothe the near-term economic losses. Once the crisis fades away, it will be necessary to confirm a considerable commitment to sustainable policies and undertake the reforms necessary to support long-term projection. It is obvious that global coordination and cooperation will be critical in future. Though, the pre-pandemic projection showed, economic growths in developing countries were stable. Now, it is time for new plan and initiatives to put the economy on a constant track compatible with previous projections.

GROWTH PROJECTIONS



GROWTH PROJECTIONS BY REGION

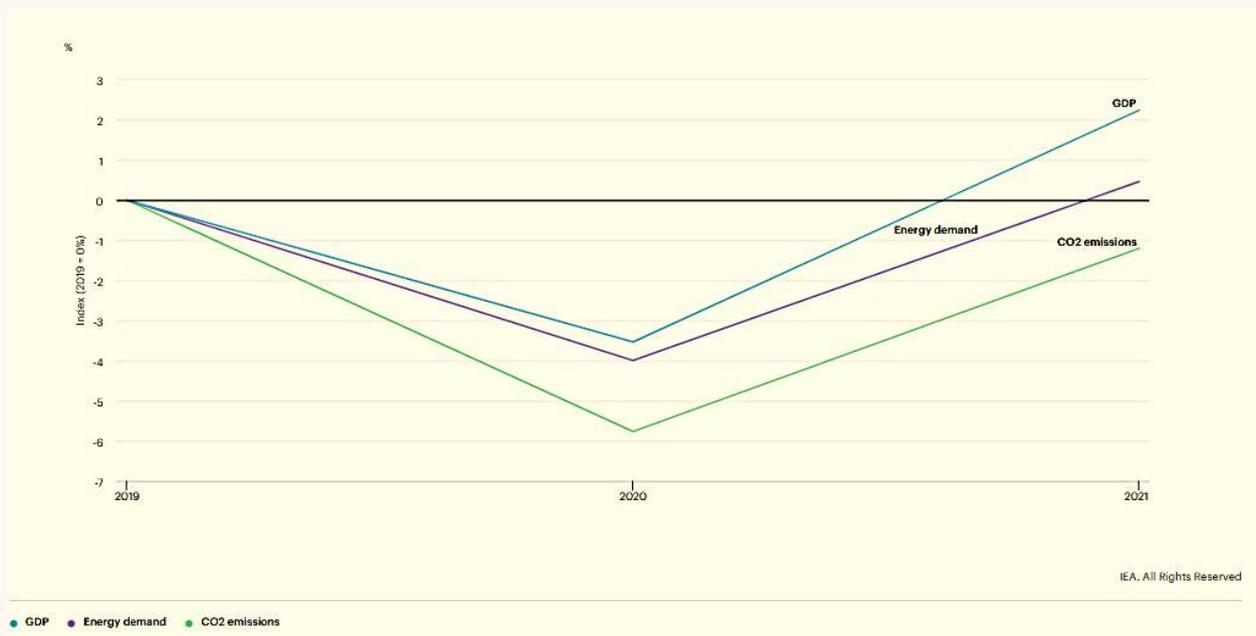
(PERCENT CHANGE)



Economic impacts of Covid-19 on Global Energy Demand

In the pandemic period global energy demand in 2020 fell by 4% which is considered the largest decline since World War II and the largest ever absolute decline. The latest data for energy demand in the first quarter of 2021 depicts the continued effects of the pandemic on global energy consumption. Projections for 2021 indicate that as Covid restrictions are lifted and economies recover, energy demand is expected to rebound by 4.6%, pushing global energy use in 2021 0.5% above pre-Covid-19 levels. Though it depends on vaccine deployment, the extent to which the Covid-19-induced lockdowns scarred economies and the size and effectiveness of incentive packages. Recent economic outlooks assume global GDP will surpass 2019 levels, lifting demand for goods, services and energy. However, transport activity and particularly, international travel remain severely suppressed. If transport demand returns to pre-Covid levels across 2021, global energy demand will rise even higher, to almost 2% above 2019 levels.

Ups and Down Scenario of World GDP, Energy Demand and Energy related CO2 Emissions



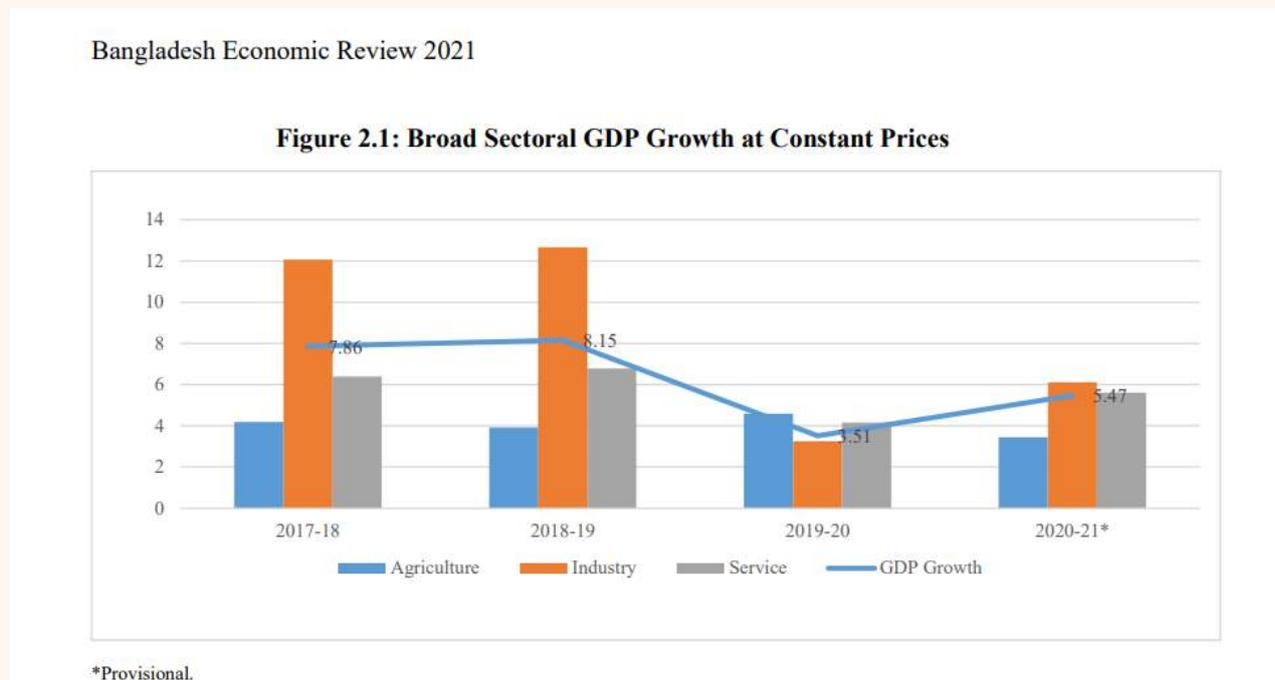
	2020	2021
GDP	-3.50%	2.20%
Energy Demand	-4%	0.50%
CO2 Emissions	-5.80%	-1.20%

Source: Global Energy Review 2021, International Energy Agency

Macroeconomic Situation in Bangladesh

The Bangladesh government has taken Perspective Plan ‘Vision 2041’ which seeks to eliminate extreme poverty and reach Upper Middle-Income Country (UMIC) status by 2030 and High-Income Country (HIC) status around 2041 with poverty becoming non-existent. To convert Vision 2041 into a development strategy, the government is formulating the Perspective Plan 2022-2041 (PP2041) with required policies and programmes. It is forecasted that over the next two decades, Bangladesh will experience an accelerated pace of change that will be rapid. It will have to cope with rapid revolutionary shifts in agriculture, trade and industry, in education and healthcare, in transportation and communication, and in the way we work and conduct business.

In this context, economic growth of Bangladesh exceeded 7 percent in FY 2015-16 and 8 percent in FY 2018-19. In FY 2018-19, the growth reached at 8.15 percent. The global economy has come to a standstill due to the COVID-19 pandemic which has also had a huge negative impact on the economy of Bangladesh. According to the final calculations of Bangladesh Bureau of Statistics (BBS), the GDP growth in FY 2019-20 has slowed to 3.51 percent. Though Bangladesh's economy is turning around in the context of tackling the coronavirus. However, according to the interim estimates of BBS, the GDP growth in FY 2020-21 stood at 5.47 percent.



Source: Bangladesh Economic Review 2021, Ministry of Finance

To address the crisis resulting from the outbreak of COVID-19 and overcome its potential adverse effects on the economy, Hon'ble Prime Minister Sheikh Hasina has guided the formulation of an overall programme with short, medium and long term targets. This programme has four main strategic aspects. Which are as follows:

1. The first strategy is to increase government spending. In this respect, priority will be given to creating jobs and discouraging luxury spending.

2. The second strategy is to provide low-interest credit facilities through the banking system to industries and business enterprises to revive economic activities and increase the competitiveness of entrepreneurs at home and abroad.

3. The third strategy is to increase the scope of the government's social security programmes to protect the ultra-poor and the low-income groups that have suddenly become unemployed as well as the people engaged in informal sectors.

4. The fourth and last strategy is to increase money supply in the market. However, this strategy is being implemented with utmost caution so that the negative effects of inflation can be controlled.

The government has decided to disburse stimulus packages of Tk. 1,28,441 crore (Up to April, 2021), that is 4.2 percent of GDP. The government aims at aiding further expenditure in the healthcare sector, emergency humanitarian assistance and the overall economic recovery programme through the stimulus packages.

In the microeconomic situation stated above, the role of Power Sector in socio-economic development, industrialisation and poverty alleviation of the country is huge. At present total installed electricity generation capacity is more than 25,000 MW. Considering the country's energy security and fuel diversification plan, government is generating power from coal, LNG, dual-fuel, nuclear and renewable energy alongside establishing gas and liquid fuel-based power plants. Furthermore, electricity is being imported through regional and sub- regional cooperation. By using each and every possible way, Bangladesh government is working to ensure uninterrupted power supply to the industries and to the people.

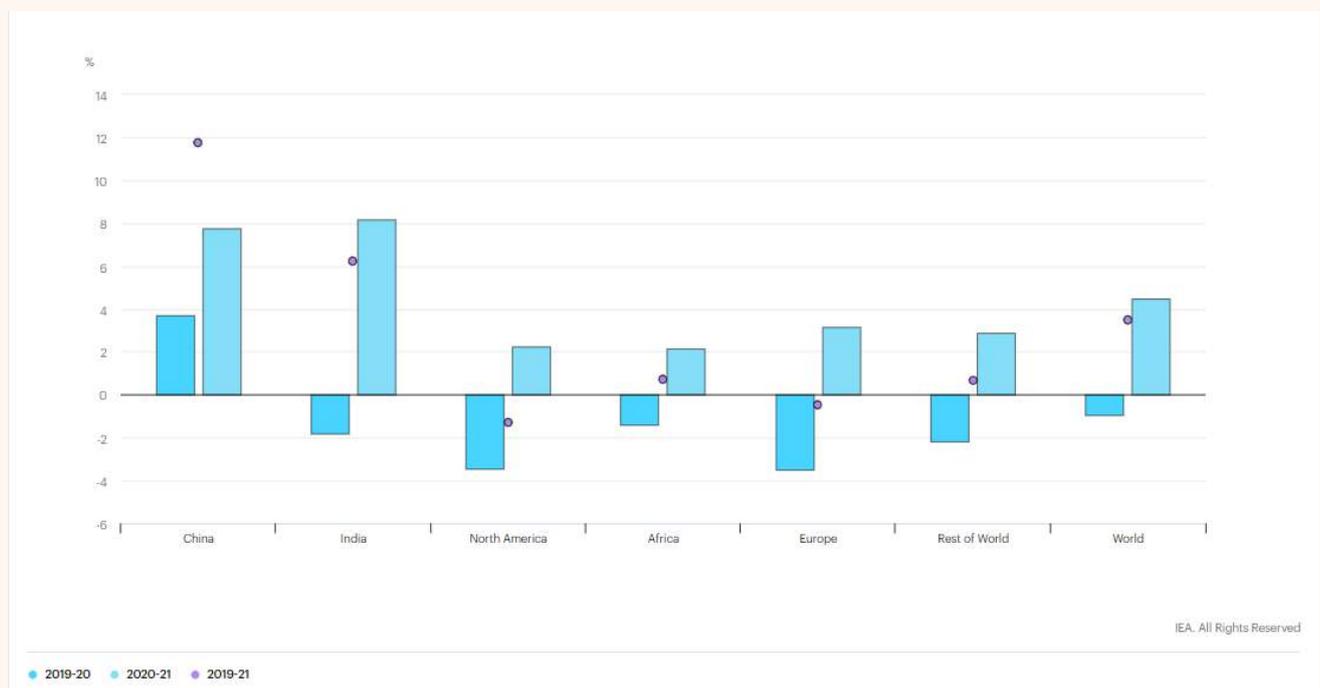
The Sector we operate in

Global Energy Scenario

The Covid-19 crisis has underlined the importance of a reliable, affordable and secure electricity supply that is able to accommodate sudden changes in behaviour and economic activity while continuing to support vital health and information services. The electricity sector will play a key role in supporting economic recovery, and an increasingly important long-term role in providing the energy that the world needs.

It is assumed, electricity demand is due to increase by 4.5% in 2021, or over 1 000 TWh. This is almost five times greater than the decline in 2020, reinforcing electricity's share in final energy demand above 20%. Almost 80% of the projected increase in demand is in emerging market and developing economies, with the People's Republic China alone accounting for half of global growth. Demand in advanced economies remains below 2019 levels. In this state, Southeast Asian countries are expected to see a strong return to growth, with demand increasing 5% in 2021, putting total demand almost 3% higher than 2019.

Change in electricity demand in 2020 and 2021 by region



Bangladesh Power Sector

The power sector of Bangladesh has been experiencing enormous progress over the last 12 years. The power generation capacity has been expanded more than five times within this short period. At present, total installed electricity generation capacity stood at 25,235 MW (including captive and renewable energy sources). The highest generation was 13,792 MW on 27 April 2021. About 99.50 percent people of Bangladesh have access to electricity. Fuel-wise installed capacity of the sector is laid down in the below table:

Fuel Type	Capacity (MW)	Percentage share (%)
Coal	1,768	8.03%
Gas	11,450	51.97%
HFO	5,953	27.02%
HSD	1,341	6.09%
Hydro	230	1.04%
Imported	1,160	5.27%
Solar	129	0.59%
Total	22,031	100%
Captive	2,800	
Off-grid Renewable	404	
Grand Total	25,235	

Table: Installed Capacity of Power Sector [as on Sept 2021] (Source: BPDB)

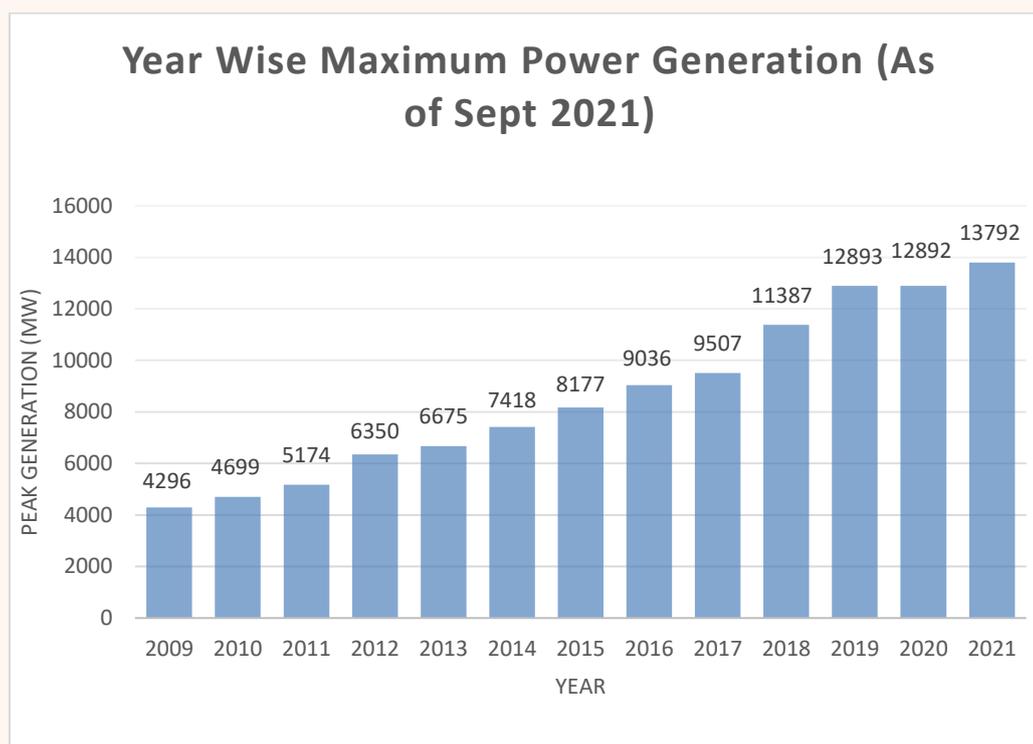
According to the Power System Master Plan (PSMP) 2016, the government has set a target to increase installed electricity generation capacity to 24,000 MW by 2021, 40,000 MW by 2030 and 60,000 MW by 2041. In order to meet the growing demands of natural gas and fuel oil and to secure energy supply of the country in long term, the highest emphasis is given on the diversification of energy sources, particularly on the efficient and best use of energy. Some key statistics of the power sector are presented below:

Bangladesh Power Sector at a Glance

Generation Capacity (MW) (including captive and RE)	25,235 MW
Highest Generation (MW)	13,792 (27/04/2021)
Total Consumers	40.90 Million
Transmission Line	12,976 Ckt.km
Distribution Line	6,14,000 km
Total System Loss	8.48 %
Per Capita Generation	560 (kWh)
Access to Electricity	99.5 %

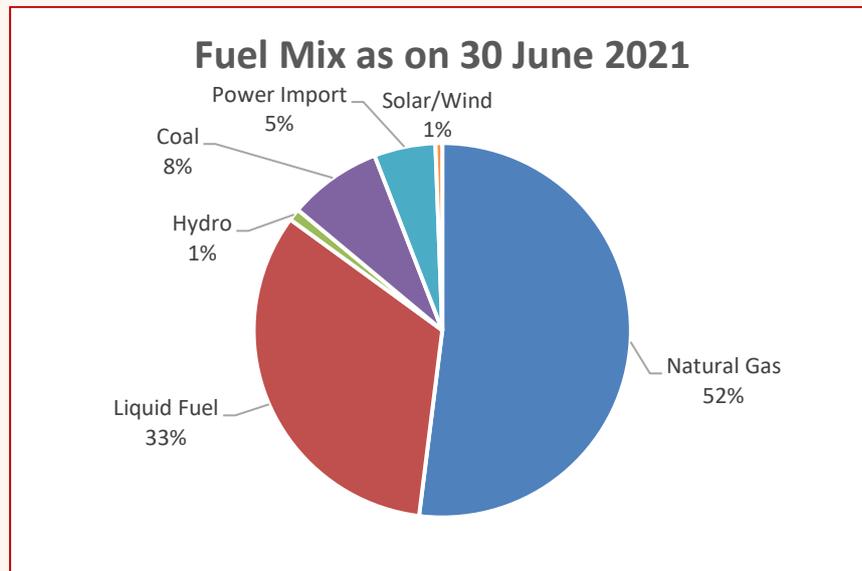
Source: Power Cell (As of September 2021)

Year wise Maximum Power Generation (MW) in Bangladesh



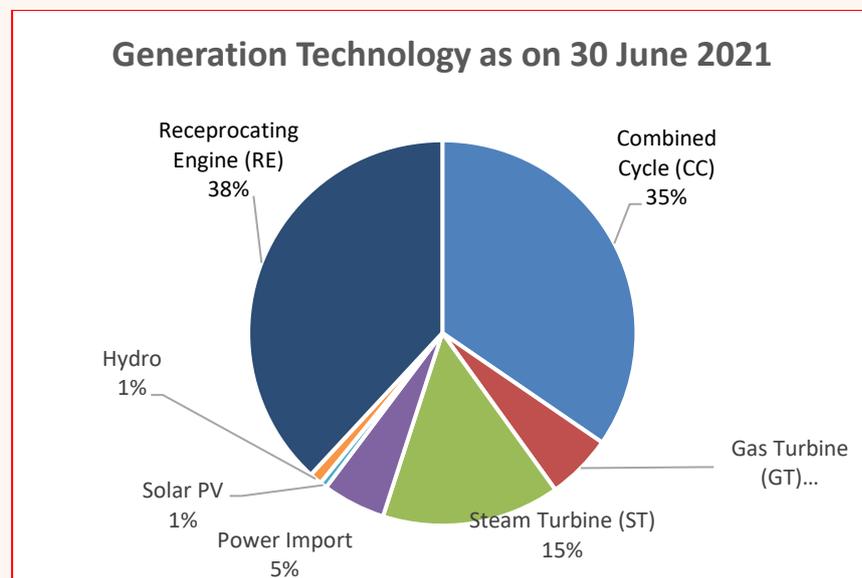
Source: BPDB & Power Cell, Power Division

Fuel Mix Scenario for power generation of the country:



Source: BPDB

Power Generation Technology currently used in Bangladesh:



Source: BPDB

NWPGCL'S ACTIVITIES AND PERFORMANCE

Our Activities on Mujib Borsho

On the occasion of the centennial birth anniversary of the founding leader of the Country as well as Father of the Nation Bangabandhu Sheikh Mujibur Rahman, the Government of Bangladesh has announced the commemoration of 2020–2021 as the Mujib Year. The Mujib Borsho has been celebrating from March 17, 2020 to March 26, 2021. Later in was extended to December 16, 2021 Accordingly, North-West Power Generation Company Ltd took several programs in line with the action program taken by the Power Division the following activities were planned by NWPGCL during the Mujib Borsho:

- To observe 17 March, 2020 to 17 March, 2021 as the “Sheba Borsho” or “Service Year”.
- To arrange Innovation Competition to create enthusiasm among the employees.
- To arrange the Regular Electrician Course at power plants to provide training to the local youth with a view to building skilled manpower in the profession of electrical work.
- To give away the Bangabandhu Service Excellence Award for achievement at the workplace.
- NWPGCL kept power plants and all offices clean under the program “Clean Village, Clean City” and organize competitions on cleanliness among the power plants of NWPGCL.
- To distribute the flyers / leaflets to make people aware of energy saving and accident prevention measures.
- To display the statements of Bangabandhu regarding service at the entrance of the power stations in the electronic board.
- To conduct awareness activities with school / college level teachers and students to prevent the power wastage and power accidents under the supervision of power plants.
- To formulate a 'career development' plan for the employees of NWPGCL.
- To establish ‘Bangabandhu Corner’ as a token of humble respect to the great architect of independence Father of the Nation Bangabandhu Sheikh Mujibur Rahman
- To establish Mural of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman at Sirajganj, Khulna, Bheramara and Bagherhat in the Power Plant area.

NWPGCL is always eager to run its business aligned with the dream of the Father of the Nation of the Country, Bangabandhu Sheikh Mujibur Rahman to make this country “Sonar Bangla”. The work spirit of the employees gets a new pace on the “Mujib Borsho”. NWPGCL is confident, the initiatives taken by it will spread the ideals of Bangabandhu Sheikh Mujibur Rahman far and wide.



Mural at Khulna 225 MW Combined Cycle Power Plant



Mural at Bheramara 410 MW Combined Cycle Power Plant

Inauguration of Modhumati 100 MW Power Plant

Sheikh Hasina, Hon'ble Prime Minister of the Government of the People's Republic of Bangladesh inaugurated the Madhumati 100 MW Power Plant of North-West Power Generation Company Ltd on 12 September 2021 through video conferencing from Ganabhaban as the Chief Guest.



Hon'ble Prime Minister virtually inaugurates Modhumati 100 MW Power Plant

The power plant is located in Mollahat upazila of Bagerhat. The total generating capacity of the power plant is 105 MW. The Commercial Operation Date (COD) of the power plant is on 16 April 2019. China National Machinery Import & Export Corporation (CMC),

China was the EPC Contractor for the Power Plant. Agrani Bank Limited was the Financer for the power plant.



Foundation Stone, Modhumati 100 MW Power Plant



Modhumati 100 MW Power Plant

Inauguration of Bangabandhu Corner of NWPGL

On the occasion of Mujib Year North-West Power Generation Company Ltd. (NWPGL) is determined to pay humble respect to the great architect of independence Father of the Nation Bangabandhu Sheikh Mujibur Rahman and pass on Bangabandhu's ideals to future generations. For this purpose, NWPGL has constructed 'Bangabandhu Corner' at the corporate office. Mr. Nasrul Hamid, MP, Hon'ble State Minister, Ministry of Power, Energy and Mineral Resources inaugurated the 'Bangabandhu Corner' on 25 August 2021 through digital platform.

'Bangabandhu Corner' is one of the presentations of North-West Power Generation Company on the birth centenary of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman. The company hopes that such an initiative will spread the exemplary way of life of the Father of the Nation from generation to generation.



Mr. Nasrul Hamid MP, Hon'ble State Minister, Ministry of Power Energy and Mineral Resources virtually inauguration the Bangabandhu Corner of North-West Power Generation Company Limited



Virtual Inauguration of Bangabandhu Corner



Bangabandhu Corner of North-West Power Generation Company Limited



Sculpture of the Father of the Nation Bangabandhu Sheikh Mujibur Rahman at Bangabandhu Corner of NWPGL



Book Collection at Bangabandhu Corner

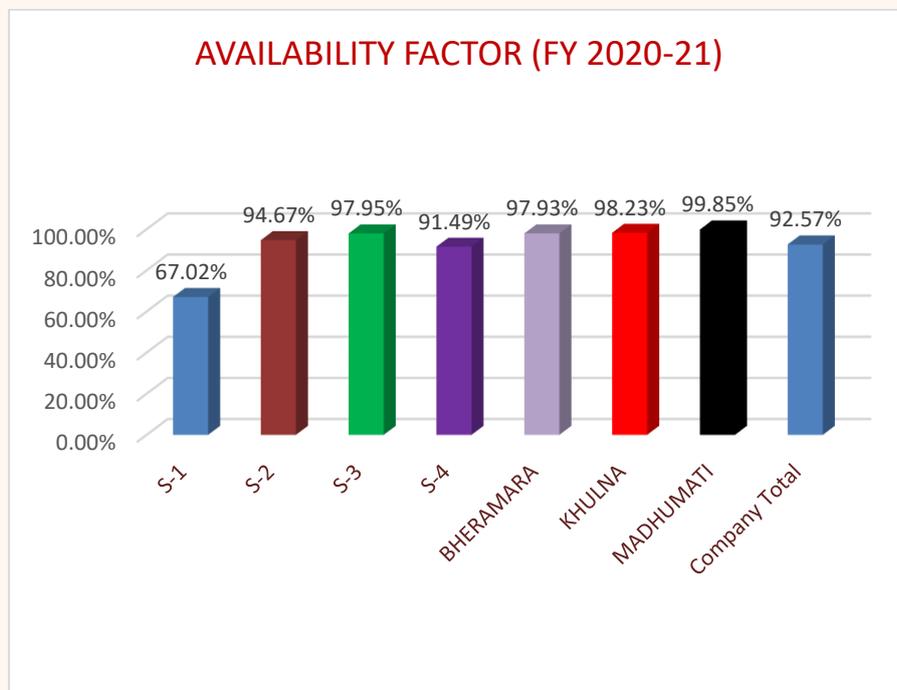
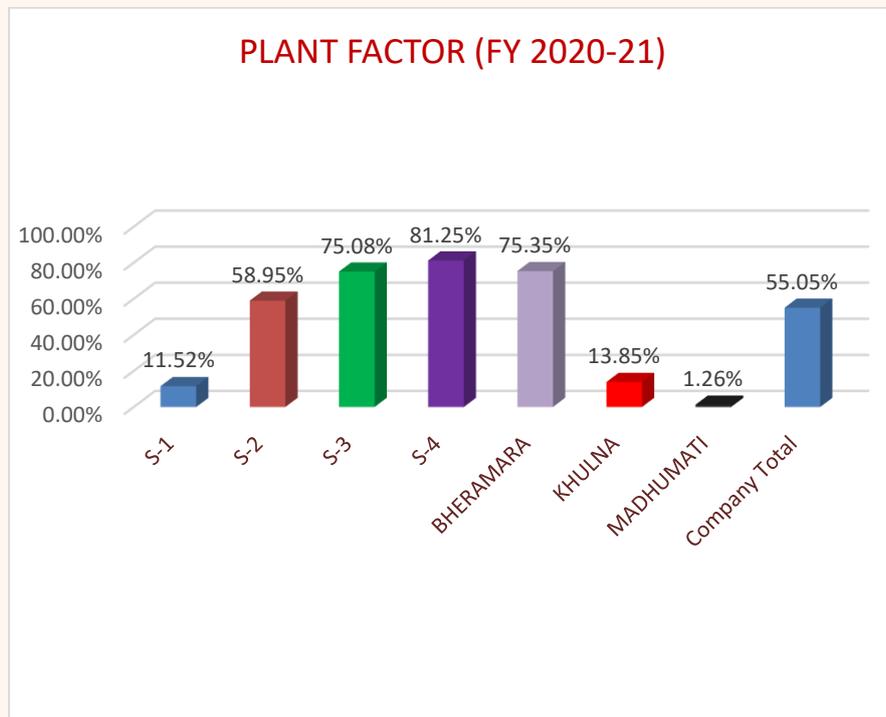
OPERATIONAL INFORMATION

NWPGCL began its journey in 2007. With efficient management and technical excellence, the Company is currently operating 09 (nine) Power Plants having a total capacity of 3,063 MW including the plants under Joint Ventures. The Company is expected to increase its capacity to about 10,000 MW by 2030. The list of existing power plants and projects are furnished below:

Power Plants under NWPGCL & its JVC

SL. No.	Name of the Power Plant	Type of Fuel	Generation Capacity (MW)	COD
1.	Sirajganj 225 MW Combined Cycle Power Plant (Unit-1)	Natural Gas / HSD	214	Simple Cycle: 22/11/2012 Combined Cycle: 14/07/2014
2.	Khulna 225 MW Combined Cycle Power Plant	Natural Gas / HSD	230	Simple Cycle: 23/09/2013 Combined Cycle: 25/06/2016
3.	Bheramara 410 MW Combined Cycle Power Plant	Natural Gas / HSD	410	Simple Cycle: 09/05/2017 Combined Cycle: 14/12/2017
4.	Sirajganj 225 MW Combined Cycle Power Plant (Unit-2)	Natural Gas / HSD	220	05/02/2018
5.	Sirajganj 225 MW Combined Cycle Power Plant (Unit-3)	Natural Gas / HSD	220	Simple Cycle: 09/08/2018 Combined Cycle: 20/01/2019
6.	Madhumati 100 MW HFO Based Power Plant	HFO	105	17/04/2019
7.	Sirajganj 7.6 MWp Grid Connected Photovoltaic Solar Power Plant	Solar	6	29/03/2021
<i>Under Joint Venture:</i>				
8.	Sirajganj 414 MW Combined Cycle Power Plant (Unit-4)	Natural Gas / HSD	414	Simple Cycle: 10 Oct 2018 Combined Cycle: 8 Apr 2019
9.	Payra 1320 MW Thermal Power Plant (Phase I)	Imported Coal	1244	15 May 2020 (1 st Unit) 08 Dec 2020 (2 nd Unit)
Total Generation Capacity			3063	

The annual Plant Factor and Availability Factor achieved by NWPGL in FY 2020-21 are illustrated in the following charts:





Sirajganj Power Generation Hub (Unit:1, 2, 3 & 4)



Khulna 225 MW Combined Cycle Power Plant



Bheramara 410 MW Combined Cycle Power Plant



Madhumati 100 MW HFO Based Power Plant



Sirajganj 7.6 MWp Grid Connected Photovoltaic Solar Power Plant



Payra 1320 MW Thermal Power Plant (1st Phase) (Under JVC)

Current Development Activities

SN	Name of the Project	Fuel	Generation Capacity (MW)	Expected COD
1.	Payra 1320 MW Thermal Power Plant Project (Phase II) (Under JVC)	Imported Coal	1320	1st Unit: May 2024 2nd Unit: June 2024
2.	Rupsha 800 MW Combined Cycle Power Plant Project	Natural Gas/ HSD	880	1st Unit: Feb 2023 2nd Unit: Aug 2023
3.	Sirajganj 68 MW Solar Park Project (Under JVC)	Solar	68	June 2023
4.	Pabna 60 MW Solar Park Project (Under JVC)	Solar	60	June 2023
5.	Payra 50 MW Wind Power Plant Project (Under JVC)	Wind	50	Dec 2023
6.	Payra 3600 MW LNG-to-Power Project – 1 st Phase	LNG	1200	Dec 2024
Total Capacity			3578	



Rupsha 800 MW Combined Cycle Power Plant Project Site



Main Stack-1 Foundation area at Rupsha 800 MW Combined Cycle Power Plant Project Site



HRSG-1 area at Rupsha 800 MW Combined Cycle Power Plant Project Site



3D View of Rupsha 800 MW Combined Cycle Power Plant

Future Development Plan

SN	Name of the Project	Fuel	Generation Capacity (MW)	Expected COD
1.	Payra 3600 MW LNG-to-Power Project – 2 nd Phase	LNG	1200	Dec 2027
2.	Payra 3600 MW LNG-to-Power Project–3 rd Phase	LNG	1200	Dec 2030
3.	Future Renewable Energy Based Power Plant Projects (Under JVC)	Solar/Wind	322	---
Total Capacity			2722	

Joint Venture

North-West Power Generation Company Limited (NWPGL) has formed several joint venture companies to achieve technological and financial synergies, including quick project financing and securing foreign direct investment in the Country. The Joint Venture Companies (JVC) were basically formed as strategic platforms to secure foreign investments for development projects.

NWPGL signed the Joint Venture Agreement (JVA) with China National Machinery Import & Export Corporation (CMC), China on 09 June 2014 in Beijing, China in presence of the Hon'ble Prime Minister of the Government of Bangladesh and her counterpart the Hon'ble Prime Minister of the People's Republic of China in order to implement Payra 1320 MW Thermal Power Plant Project by using Ultra Supercritical Technology (UST) and by establishing a JVC. Then, Bangladesh-China Power Company (Pvt.) Limited (BCPCL) was constituted and registered with the Registrar of Joint Stock Companies and Firms, Bangladesh on 01 October 2014 as a Joint Venture Company under the banner of NWPGL and CMC to implement the said project. BCPCL is a particular type of JVC in which the participants intend to follow some business objectives for the execution of coal-fired mega projects. BCPCL has already implemented Payra 1320 MW Thermal Power Plant (Phase I) and the implementation of Payra 1320 MW Thermal Power Plant Project (Phase II) is in progress.

NWPGL has also developed strategic alliance with M/s Sembcorp Utilities Pte Ltd, Singapore and formed another Joint Venture Company, namely Sembcorp North-West

Power Company Limited (SNWPCL), which was registered with the Registrar of Joint Stock Companies and Firms, Bangladesh on 07.01.2016. This Company has already established Sirajganj 414 MW Combined Cycle Power Plant at the Sirajganj Power Generation Hub.

To increase the footprint for renewable energy as well as to achieve the target of 10% of total renewable energy generation as set out in the Renewable Energy Policy-2008 adopted by GoB, the Company has signed MoU with CMC on 27 August 2019 in order to establish a JVC to implement 500 MW renewable energy-based power plants in the Country. The Joint Venture Agreement (JVA) between the NWPGCL and CMC was signed on 14 July 2020 and subsequently a Joint Venture Company named Bangladesh-China Renewable Energy Company (Pvt.) Ltd. (BCRECL) was formed on 1 September, 2020. Presently, development activities of Pabna 60 MW Solar Park Project, Payra 50 MW Wind Project and Sirajganj 68 MW Solar Park Project are being carried out under the jurisdiction of the newly formed company.

Table: JV Companies of NWPGCL

Name of Company	Consortium Partners	Share of NWPGCL	Implemented Projects	On-Going Projects
Bangladesh-China Power Company (Pvt.) Ltd. (BCPCL)	1. North-West Power Generation Co. Ltd. (NWPGCL), Bangladesh 2. China National Machinery Import and Export Corporation (CMC), China	50%	Payra 1320 MW Thermal Power Plant (Phase I)	Payra 1320 MW Thermal Power Plant (Phase II)
Sembcorp North-West Power Company Limited (SNWPCL)	1. North-West Power Generation Co. Ltd. (NWPGCL), Bangladesh 2. Sembcorp Utilities Pte Ltd, Singapore	29%	Sirajganj 414 MW CCPP	-
Bangladesh-China Renewable Energy Company (Pvt.) Ltd. (BCRECL)	1. North-West Power Generation Co. Ltd. (NWPGCL), Bangladesh 2. China National Machinery Import and Export Corporation (CMC), China	50%	-	1. Pabna 60 MW Solar Park 2. Sirajganj 68 MW Solar Park 3. Payra 50 MW Wind Power Plant

Annual Performance Agreement (APA)

The Government (Power Division) has set performance targets as effective measurement tool for monitoring and regulating business practices, technical standards, cost control, optimum plant availability to ensure reliable supply of power of the Company. The APA targets and achievement of NWPGL for strategic objectives during the FY 2020-21 are given below:

S. N.	Performance Indicator	Unit	Target	Weight (%)	Achievement
1.	New Capacity Addition	MW	600	15	628.13
2.	Plant Factor	%	54	5	55.05
3.	Availability Factor	%	90	10	92.57
4.	Auxiliary Consumption	%	4.25	8	4.21
5.	Heat Rate (Net)	kJ/ kWh	8,500	8	8,214.91
6.	Current Ratio	Ratio	1.80:1	5	
7.	Quick Ratio	Ratio	1.15:1	5	
8.	Debt Service Coverage Ratio	Ratio	1.20:1	5	
9.	DSL Payment to Govt. (if any)	current	current dues plus 10% of arrear	5	No dues
10.	Implementation of ADP (Fin.)	%	100	5	109.54
11.	E-GP Tender (all local below 100 crore)	%	100	4	100

HUMAN RESOURCE MANAGEMENT (HRM) & ADMINISTRATION

Human Resource Management (HRM) is a part of management process which develops and manages the human element of the enterprise considering their resourcefulness in terms of knowledge, skills, abilities, talents, aptitudes and potentialities for effectively contributing to the achievement of organizational objectives. It is the strategic and coherent approach to the management of an organization’s most valued assets – “THE PEOPLE”. This is a process by which an organization ensures that it has the right number and kinds of people at the right place at the right time to do the job effectively and efficiently. The Human Resource & Administration Division of this organization has primary responsibility for managing, assisting and dealing with all employee related matters including functions such as recruitment process, new employee orientation, training and development, policy administration, benefits administration, employment and labour laws, motivation, work life balance, employee relations, conflict management, personnel records retention and employee support program. The Human Resource & Administration Division works closely with other departments to cooperate and respond to their needs. The summary is drawn below are the functions performed by the Human Resource and Administration Division of North-West Power Generation Company Limited under the guidelines and supervision of the top management.



HR Vision

To promote excellence among employees by delivering innovative HR programs and strategies to accomplish the company’s goals.

HR Objectives

- Recruit and retain talented people.
- Offer industry wise competitive compensation package to attract and retain employees.
- Enrich talent with professional expertise and career development opportunities through training and development programs.
- Encourage innovation, creativity and flexibility necessary to enhance employee competitiveness.
- Performance based Management.
- Manage and utilize people effectively.
- Develop competencies to enhance individual and company's performance.

The Company takes pride in its highly motivated and competent human resources who contribute their best to bring the Company to its present heights. It has a well-diversified pool of human resources, which is composed of personnel with high academic background. It intends to re-shape and upgrade its Human Resources so that they become more effective and efficient. Moreover positive demographic characteristics are also prevail as Most employees are comparatively young in age, but matured in experience. The overall employee relations are peaceful and harmonious.

The company always emphasis on creating a productive, learning and caring environment by implementing robust and comprehensive HR processes. The commitment of the Company to all-round contribution has resulted in benefits to all the stakeholders. This has been possible primarily due to the highly competent and dedicated workforce who is kept motivated through forward looking HR policies and practices.

In 2020-2021, during the Covid-19 Pandemic, the Company focused on carrying out activities ensuring proper health and safety issues measures. Amid the covid-19 pandemic in the whole country, this organization put through its activities and achieved the organization's targeted goal eventually. Human Resource and Administration Division, emphasizes on the safety of the employees first then the task to complete. It took several steps to make employees comfortable as well as safe to work in the office. The employees were provided the privilege to perform the official activities from home. Moreover, Heath hygiene items like hand sanitizer, hand gloves, face masks were supplied to the employees. As this organization falls in the emergency service category, unlike corporate office, ensuring the electricity generation, the Plant offices were needed to carry out regular functions. So, most of the employees of plant offices perform their official activities keeping themselves present at office. Human Resource and Administration division of plant offices played a vital role in successful management of safe work environment maintaining social distance as per the direction of competent authority. Even

to maintain and ensure the social distance, job roster/job rotation system developed and implemented in every office. However, in this period Company has strengthened human resource management to enhance employee's competence in a coordinated and planned way to meet the need of organization. It has developed through this period a highly talented pool of committed professionals and has been able to induct, develop and retain the best talent. It has manpower of 836 employees (386 Officers and 450 Staffs) creating value for the Company.

Manpower Statistics as on 30th June 2021

Revenue Set-Up of the Corporate Office & Power Plants

SL NO	DESIGNATION	SET-UP	WORKING	VACANT
Officers				
1	Chief Executive Officer	1	1	0
2	Executive Director (Engineering)	1	1	0
3	Executive Director (P&D)	1	1	0
4	Executive Director (Fin)	1	1	0
5	Chief Engineer	4	4	0
6	General Manager (HR & Admin)	1	1	0
7	General Manager (Acc. & Fin.)	1	1	0
8	Company Secretary	1	1	0
9	Superintending Engineer	10	10	0
10	Deputy General Manager (HR)	1	1	0
11	Deputy General Manager (Acc./Fin/Aud.)	3	2	1
12	Executive Engineer	37	35	2
13	Manager (HR & Admin)	5	3	2
14	Manager (Acc./Fin/Aud.)	7	7	0
15	Manager (ICT/MIS)	2	1	1
16	Manager (EH&S)	1	1	0
17	Manager (Chemical)	4	0	4
18	Manager (Security)	1	0	1

19	Senior Medical Officer	1	0	1
20	Sub-Divisional Engineer	58	58	0
21	Deputy Manager (HR & Admin)	8	8	0
22	Deputy Manager (Acc./Fin/Aud.)	9	8	1
23	Deputy Manager (ICT/MIS)	2	0	2
24	Deputy Manager (EH&S)	1	0	1
25	Deputy Manager (Chemical)	3	3	0
26	Senior Security Officer	1	0	1
27	Assistant Engineer	79	69	10
28	Assistant Manager (HR & Admin)	10	7	3
29	Assistant Manager (Acc./Fin/Aud.)	14	9	5
30	Assistant Manager (ICT/MIS)	3	3	0
31	Assistant Manager (EH&S)	5	5	0
32	Assistant Manager (Chemical)	2	2	0
33	Medical Officer	2	2	0
34	Security Officer	2	1	1
35	Assistant Architect	1	0	1
36	Assistant Manager (PRO)	1	1	0
37	Assistant Manager (Legal)	1	1	0
38	Sub-Assistant Engineer	103	98	5
39	Junior Assistant Manager (HR & Admin)	10	6	4
40	Junior Assistant Manager (Acc./Fin/Aud.)	9	6	3
41	Junior Assistant Manager (ICT/MIS)	4	4	0
42	Junior Assistant Manager (EH&S)	2	2	0
43	Junior Assistant Manager (Chemical)	17	17	0
44	Assistant Security Officer	4	4	0

45	PS to CEO	1	1	0
Total Officer		435	386	49
Staffs				
SL NO	DESIGNATION	SET-UP	WORKING	VACANT
46	Office Asst. / Computer Operator	56	47	9
47	Accounts Assistant	12	8	4
48	Medical Assistant	5	3	2
49	Security Supervisor	13	13	0
50	Plumber	2	2	0
51	Caretaker	3	2	1
52	Foreman	21	13	8
53	Welder	8	6	2
54	Machinist	7	6	1
55	Electrician	12	12	0
56	Attendant (WTP) /Technician (Chem)	12	12	0
57	Attendant	12	12	0
58	Fitter	16	15	1
59	Instrument Mechanic	10	10	0
60	Crane Operator	4	3	1
61	Liquate Fuel Pump Operator	2	0	2
62	Pump Operator	4	0	4
63	Driver	76	76	0
64	Work Assistant /Helper	143	78	65
65	Cook Helper	4	3	1
66	Power House Cleaner	13	2	11
Sub Total		435	323	111
67	Cook	4	3	1

68	Bearer	2	1	1
69	Office Support Staff (MLSS)	86	51	35
70	Sec. Guard	82	63	19
71	Gardener	7	5	2
72	Cleaner	13	4	9
Sub Total		194	127	67
Total Staff		629	450	178
Grand Total		1064	836	226

Recruitment

Human Resource Division plays the main role in case of recruitment. The objectives of recruitment of NWPGL are to provide the company with quality human resources to ensure health, survival and growth of the company and to ensure adequate and consistent human resources for the effective operation of the company through a transparent recruitment system.

Recruitment is carried out most efficiently and effectively in the company. Emphasis is given to the development of team work in the company. Therefore, special care is being taken to recruit an employee having appropriate qualities and aptitude. No discrimination is made in respect of sex, caste, creed, locality etc. while recruiting in the company.

NWPGL maintains strict screening process to identify the most suitable candidate for the company. This screening shall be carried out at the following stages for all categories of employees of the company. These are (i) Screening of eligible applications (ii) Screening through written test (iii) Screening through viva voce and interview and (iv) Medical check-up. All applications shall be scrutinized in respect of completeness and eligibility.

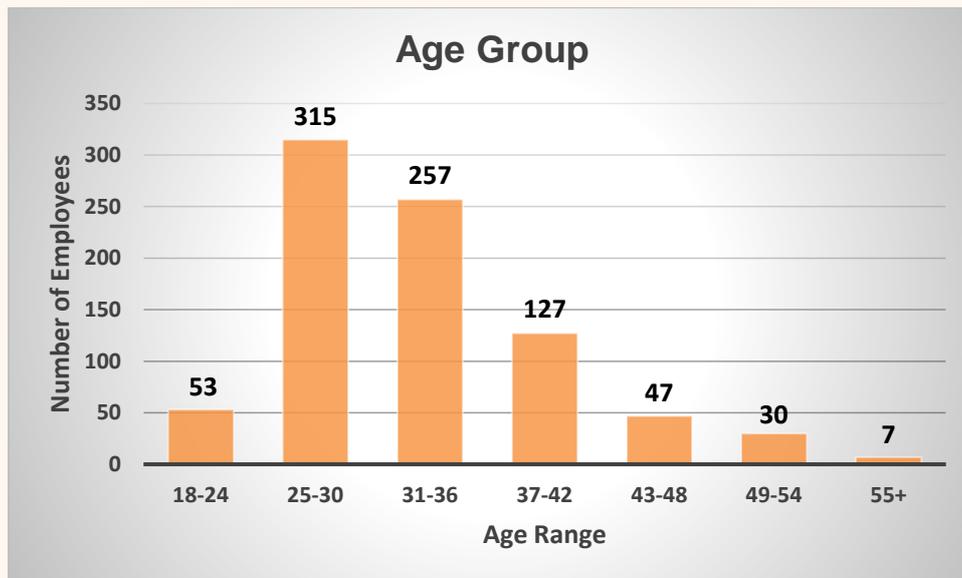
In 2020-2021, the company recruited the employees mostly for the entry level posts against vacancy. Total 36 (Thirty Six) employees (24 Officers and 12 Staffs) were recruited during this period.

Promotion Policy

North-West Power Generation Company Limited follows Promotion Schedule which is the part of its service rules. The main objective of promotion policy of the company is to ensure competent personnel and to create an internal environment for high morale and good performance of employees that ensure a sense of belongingness among the employees. Promotion is made keeping the long-term organizational and individual goal in view. Promotion is administered against vacancy with due consideration to the terms and conditions envisaged in the service rules. The company develops the employees with talent and high potentials for the higher and leading posts through success planning process. Therefore, promotion to the higher posts in the Company is given on the basis of merit and performance instead of seniority. In this case merit shall be determined through exam /interview or both. Promotion of all employees is subject to the fulfilment of required period of service as stipulated in the schedule of Recruitment and Promotion and the rating of performance appraisal. During the 2020-2021, in NWPGL, 31 (Thirty One) employees got promotion.

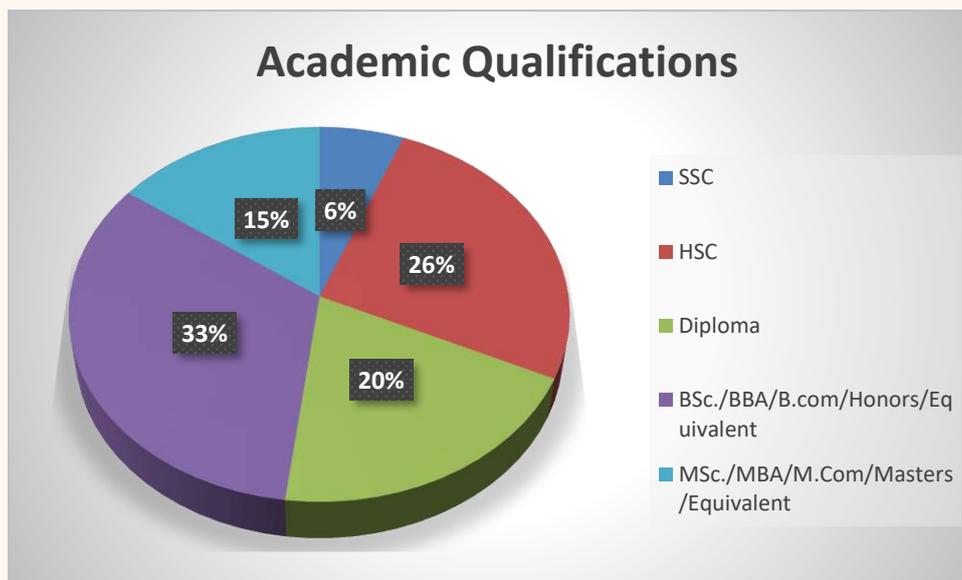
Demographic Statistics of Employees

Demographic dividend of employees in NWPGL is properly exercised and maintained. The age variation of employees is illustrated as follows:



Academic Qualifications:

Employees working in NWPGL are competent and capable with the required qualifications mentioned in Service Rules.



Employee Relations

NWPGL maintains strong employee relations regarding company's efforts to manage relationships between employers and employees. The company with a good employee relations program provides fair and consistent treatment to all employees so they will be committed to their jobs and loyal to the company. It describes the company's philosophy, rules, and procedures for addressing employee-related matters and resolving problems in

the workplace. As a commitment towards the Company's core values, employees' participation in management is effective based on mutual respect, trust and a feeling of being a progressive partner in growth and success. Both employees and management complement each other's efforts in furthering the interest of the Company as well as its stakeholders, signifying and highlighting overall harmony and cordial employee relations prevalent in the Company.

Training and Development

North-West Power Generation Company Ltd. (NWPGCL) always considers training as a dominant factor to enrich the skills, knowledge, efficiencies of the employees. NWPGCL is committed to ensuring that all employees have access to learning, development and training opportunities which enable them to be suitably knowledgeable and skilled to carry out their role within the Company. NWPGCL help employees develop their talents in ways that fit with the Company's development to meet its strategic objectives. NWPGCL considers it appropriate to base training and development opportunities on the requirements of the business. The employees of the company have been given foreign training for the development of their skills & learning. Leadership training has been arranged for senior management. Besides, employees who have required training based on their requirements are given through need analysis. Therefore, decisions about investment in employee training and development will always be made having regard to the needs of the business as well as the employee's individual needs. This Company always recognizes the contributions of all employees towards achieving its goals.

NWPGCL aims to ensure that:

- Each employee understands what his or her work role involves
- Each employee is developed as appropriate, to enable them to achieve their work objectives
- Employees are prepared and equipped to deal with changes & challenges of the Company.

Keeping this view in mind, and recognizing the significance and importance of training for professional excellence, the Company has introduced on-the-job training and off-the-job training methods, and has poured it's all possible efforts to extract the best services from its people. In line with its objective of being a learning organization, the Company has continuously promoted training and development of its own employees. Though the Company has not its own training centre, but it has a well-equipped training Room for organizing in-house training courses. Internal training Courses are conducted as per yearly training schedule. Besides it imparts training through Bangladesh Power Management Institute (BPMI), Rural Public Administration Training Centre (RPATC), National Academy for Planning & Development (NAPD), BIAM foundation, Bangladesh Institute of Management (BIM), Engineering Staff College of Bangladesh (ESCB) and so on. Moreover, overseas training is also arranged for the technical employees for proper operation and maintenance of the power plants and for other employees for development of

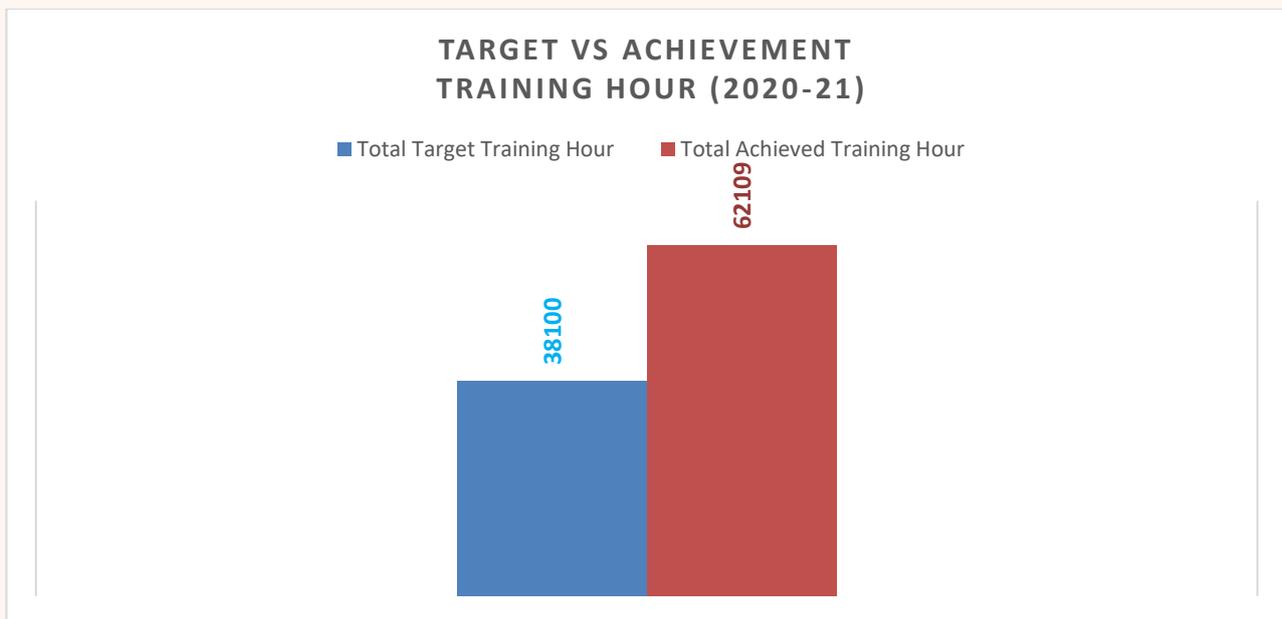
the management skills. During 2020-2021, the Company organized a number of training programs in power and energy related areas in home and abroad and successfully achieved the target of giving 50 man-hour training of each employee in the FY 2020-21.

The COVID-19 pandemic and global lockdown represent an unprecedented challenge for skills development program throughout the country. Albeit COVID-19 pandemic NWPGL achieved its mandatory training target by arranging numerous skill development programs on digital platform. All training program had been shifted to virtual sessions during last few months of previous FY. These Online Training Programs was organized to meet up the skill gap and targeted hours of Training of employees. Considering the unwanted Pandemic situation for future period of time NWPGL training department have already planned training calendar for the FY 2021-22 emphasizing mostly which is based on online training programs for giving 50 man-hours training to each of its employee.

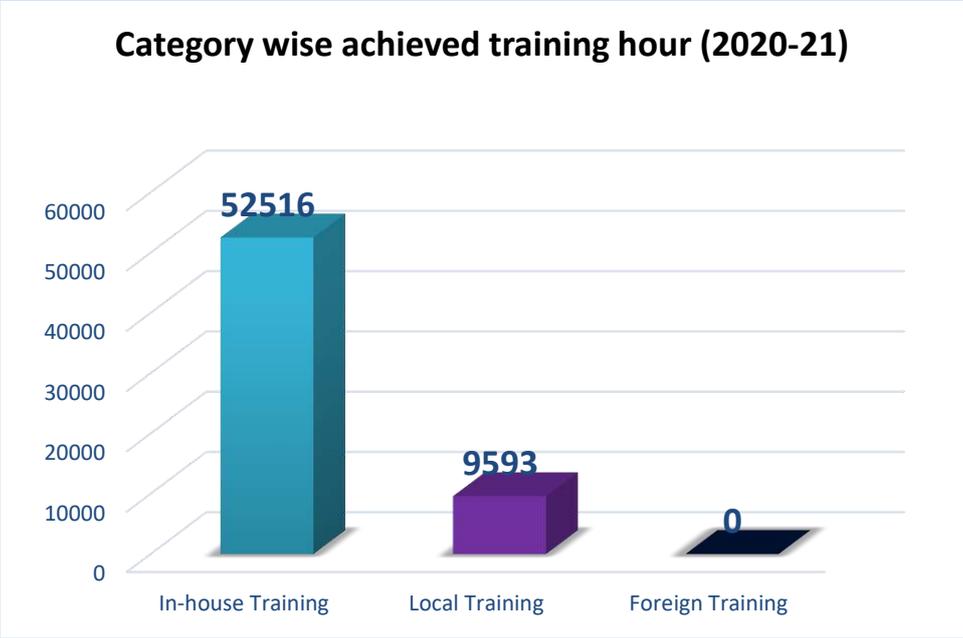
In the FY 2020-2021, the target and achievement in training of the Company was as below:

SL No.	Particulars	Target	Achievement	Achievement in %
01	Training Hours	38,100 Man-hour	62,109 Man-hour	163%

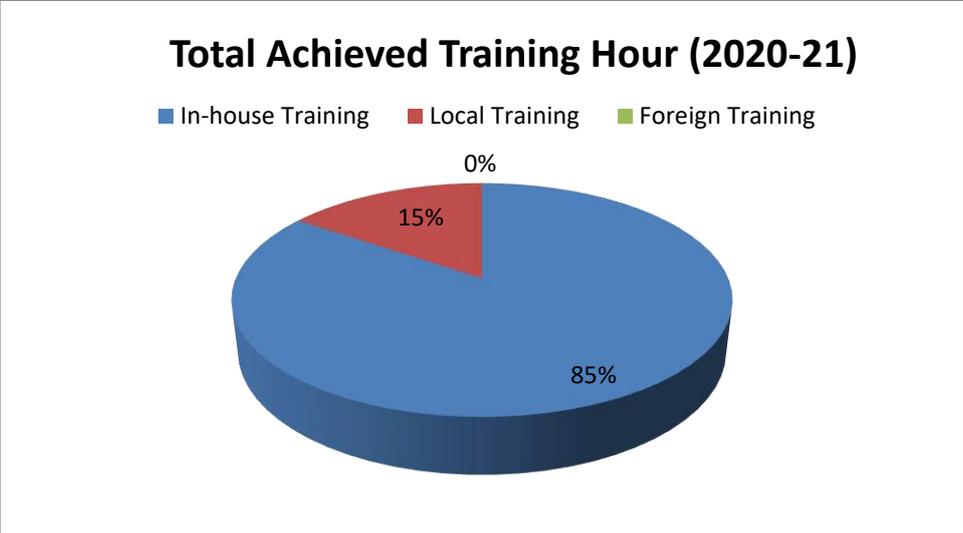
Graphical Representation of Fiscal Year 2020-21 Training Status



Graph-1: Target & Achievement of Training Man-Hour of Fiscal Year 2020-21

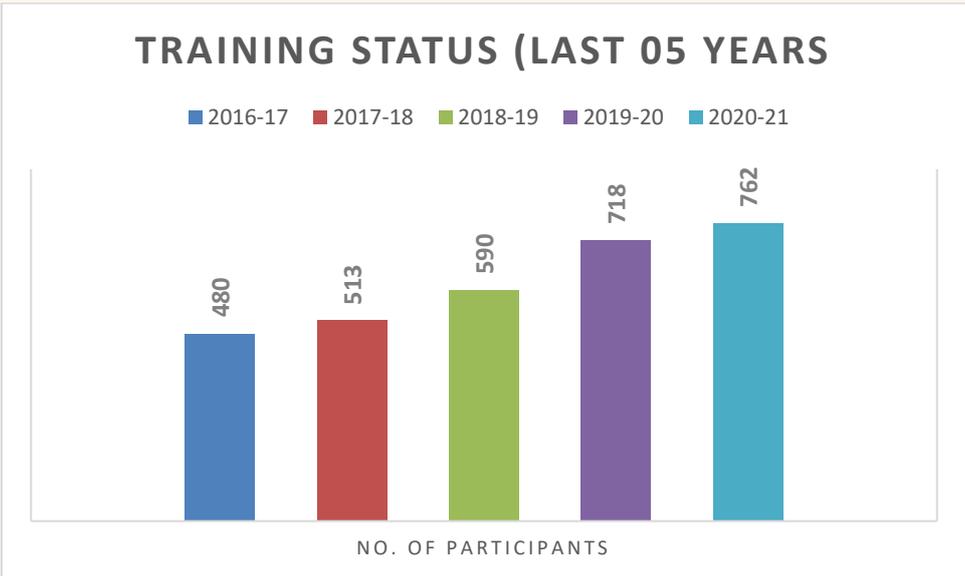


Graph-2: Training Summary 2020-21



Graph-3: Training Summary 2020-21

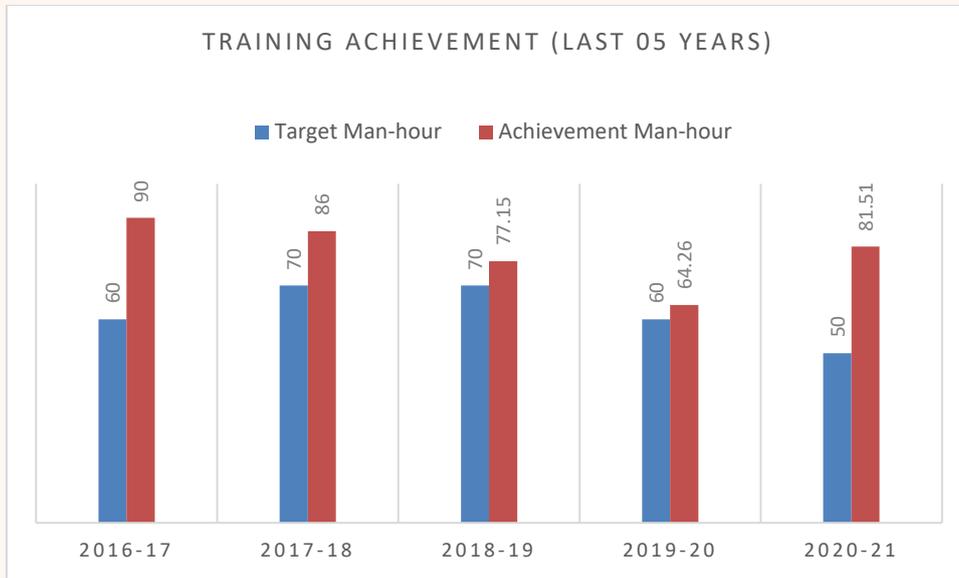
Graphical Representation of Last 05 Fiscal Years Training Status of NWPGL:



Graph-4: Number of Training Participants for the last 05 (Five) Years



Graph-5: Achievement of Training Man-Hour for last 05 (Five) Years



Graph-6: Target & Achievement of Training Man-hr for last Five (5) Years



Employees of NWPGL is attending Mental Health Workshop



Employees of NWPGL attending a training to create awareness to fight Covid-19



Employees of NWPGL attending a training to create awareness to fight Covid-19

APA (Annual Performance Agreement) implementation

Every financial year an Annual Performance Agreement (APA) is signed between the Secretary of Power division & the CEO of NWPGL. This APA is cascading into various responsibilities which act as APAs for senior management i.e. Executive Directors, General Managers, Chief Engineers, Deputy General Managers, Superintendent Engineers & Company Secretary. Then, their APAs are further delegated into jobs and divided among Managers/Executive Engineers, Deputy Managers/Sub-divisional Engineers, Assistant Managers/Assistant Engineers, Junior Assistant Managers/ Sub-Assistant Engineers. The supporting staffs are also given annual job targets. At the end of the financial year, everyone is evaluated by their controlling officers. Based on evaluation, good performers are rewarded with KPI bonus. This system allows employees to be positively motivated & to improve performance. APA helps to attain company goal achievement and revenue generation. Also, six officers of the company have been rewarded with “APA Incentive Award” for special contribution in achievement of APA 2019-20, in which NWPGL achieved 100% marks in evaluation of Power Division, MoPEMR.



Hon'ble Secretary, Power Division Handing over the APA Award 2019-20 to the Chief Executive Officer of NWPGL

"APA Incentive Award" for the FY 2019-2020 was given to Mr. Mohammad Mosharraf Hossain, Chief Engineer (Plant Manager), Bheramara 410 MW Combined Cycle Power Plant; Mr. Muhammad Saifuddin Ahsan, Superintending Engineer (P&D), Corporate Office; Mr. Shafiqul Islam, Executive Engineer (Electrical Conservation), Khulna 225 MW Combined Cycle Power Plant; Mr. Md. Tariqur Rahman, Assistant Engineer, Sirajganj Power Station (2nd Unit); Mr. Shishir Vardwan, Assistant Engineer, Sirajganj Power Station (3rd Unit) and Mr. Md. Ibrahim Hossain, Assistant Engineer, Madhumati 100 MW HFO based Power Station in recognition to their significant contribution to the implementation of Company's APA for the fiscal year 2019-20. Due to the Covid epidemic only Mr. Muhammad Saifuddin Ahsan, Superintending Engineer (P&D), Corporate Office received the award physically and other award-winning officers were greeted vitrually.



Hon'ble Chief Executive Officer handing over the 'APA Incentive Award' to Muhammad Saifuddin Ahsan, Superintending Engineer (P&D) of NWP GCL for outstanding performance in FY 2019-2020



Hon'ble Chief Executive Officer showing the token of 'APA Incentive Award' to Officers of Plants of NWP GCL outstanding performance in FY 2019-2020

APA signing between Chief Executive Officer (CEO) and Department Heads of NWPGCL for the FY 2021-22:



APA Signing between CEO & Executive Director (P&D)



APA Signing between CEO & Executive Director (Finance)



APA Signing between CEO & Executive Director (Finance)



APA Signing between CEO & General Manager (HR & Admin)



APA Signing between CEO & Deputy General Manager (Audit) for the FY 2021-22



APA Signing between CEO & Company Secretary for the FY 2021-22

National Integrity Strategy

NWPGCL achieved full marks (100) for implementation of National Integrity Strategy Planning & Implementation Framework in the financial year 2020-21. Also, according to the NIS plan, an officer, Mr Afsanul Tanveer, Plant Manager (XEN), Madhumati 100 MW HFO Based Power Plant and a staff, Mr Mobarak Hossain, Foreman, Sirajganj 225 MW CCPP (Unit-3), have been rewarded with the “Integrity Award” by the CEO.

Right to Information

Under the ‘Right to Information Act, 2009’ and the ‘Right to Information Rules 2010’, the Company has given responsibility to several designated officers for giving information sought by people. But none or no organization has sought any information from the Company during the FY 2020-2021. In addition, based on Information Act, 2009 the Company prepared ‘Self Motivated Information Guide 2020-21’ and uploaded the guide to Company website.

Safety and Security

The Company recognizes and accepts its responsibility for establishing and maintaining safe working environment for all its employees and associates. Occupational health and safety at workplace is one of the prime concerns of the Company Management and utmost importance is given to provide safe working environment and inculcate safety awareness among the employees. The Company takes all such steps which are reasonably practicable to ensure best possible conditions of work.

Cross functional safety task force for O&M and construction projects are functional at all sites to monitor unsafe working conditions at sites and its rectification. Concrete steps are being taken for upgrading surveillance systems at all of the projects and power plants by installing state-of-the-art security systems. For this purpose, a Central Security Committee was constituted for each power plant / project for supervision of safety and security of the installation as per decision and guidelines given by the Power Division. Besides this, the concerned authority maintains liaison with the local administration in order to maintain congenial and working environment within the campus of the power plant. Each plant has safety equipment, fire-fighting equipment, etc. and has set CCTV camera.

Some pictures of Fire Drill as a part of safety & security at
Corporate Office and Power Plants of NWPGCL



Key Point Installation (KPI) of NWPGCL

Any concentrated sites or installations (Determined by the Ministry of Home Affairs) those are vital in terms of war capacity or economic strength of a country and the destruction or capture of which would seriously affect the war effort or the economy is called Key Point Installation (KPI). North-West Power Generation Company Limited has the following types of KPI:

Name of KPI	Sirajganj Cycle Power Plant (Unit-1,2,3)	Combined Plant	Bheramara 410 MW Combined Cycle Power Plan	Khulna 225 MW Combined Cycle Power Plant	Madhumati 100 MW HFO Based Power Plant
Category of KPI	1 (Ka)		1 (Ka)	1(Kha)	1(Kha)

Welfare activities

The company recognizes the importance of welfare activities for employees from welfare fund. For the welfare of employees, a trustee board has been formed for taking necessary actions. The board is responsible for the decision considering the incidents. Employees are compensated for serious diseases (Cancer, Paralysis etc.) & for operations. This fund has been incorporated for the financial support in case of employees' long-term sufferings of the above said diseases.

Insurance coverage

North-West Power Generation Company Ltd has introduced Group Term Life Insurance as Fringe benefits for the employees. In order to introduce the facilities a contract was signed between NWPGCL and Delta Life Insurance Company Ltd. for covering Group Term Life Insurance. In this coverage an employee will be compensated by 50 (fifty) times of his/her basic salary (but not exceeding BDT 50 Lac) in case of death & in case of accidental deaths he/she has been given hundred (100) basic equal to his/her salary. Along with it also covers Permanent and Total Disability (PTD) & Permanent and Partial Disability (PPD) which is added in the contract so that the wide range of employees can get benefits from the coverage for their disabilities. This insurance policy can be beneficial for the victims' family.

Recreational and Cultural Activities

The load of work in the modern competitive world is increasing day by day. It's a challenge for working professionals to release work pressure and spend relax time with family, friends and colleagues. In this regard, NWPGCL always try to make a difference in workplace by arranging recreational and cultural activities for employees. Every year a group of employees take part in annual sport competition arranged by Bangladesh Power Development Board. Moreover, NWPGCL arranges Picnic for employees as a part of Corporate Culture. These activities develop the bond between management and employees to a great level. Due to the Covid-19 Pandemic, it was not possible to arrange any kind of recreational and cultural activities in the FY 2020-2021.

CORPORATE SOCIAL RESPONSIBILITIES

NWPGCL is committed to CSR principles by implementing the activities related to SDG & by maintaining superior alignment to environment and its stakeholders.

Our initiative to continual improvement of the country by complementing the Bangladesh government's efforts is to achieve the national goals in support of the United Nations' Sustainable Development Goals (SDGs). Our CSR Activities impact 10 of the 17 SDGs, as illustrated below:

Contributing in Poverty Alleviation and Zero Hunger

During the present pandemic out-break of COVID-19, NWPGCL has played a crucial role by standing beside the government to fight against COVID-19. As well as company supports the poor and jobless people for surviving in COVID-19 Situation. NWPGCL has contributed 1,55,00,000 tk BDT to the "Honorable Prime Minister's Relief and Welfare Fund" for preventing Corona Virus (COVID-19). At the time of general vacation (Lockdown) for preventing COVID-19, NWPGCL stands besides the poor and jobless people. NWPGCL has distributed humanitarian relief assistance to the total amount of 2,27,68,750 BDT for surviving COVID-19 Situation and also to the victims of natural calamities.

Good Health and Well-being

NWPGCL is always concerned to public health. The company is providing continuous medical support for the adjacent inhabitants of all Power Stations.

In this pandemic of COVID-19, NWPGCL has donated Testing Kits and High-Flow Nasal Cannula to the Government for the treatment of corona affected people of Bangladesh. Moreover, NWPGCL helps the ailing employees of BPDB and other organization time to time. For this purpose, NWPGCL has spent 1,27,42,000 BDT over the financial year 2020-21.

Quality Education & Skill Development

To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all the Company organized First Batch and Second Batch 'Regular Electrician Course' at the Power Plants (Sirajganj, Bheramara and Khulna) under the program for Developing Skilled Manpower in the field of electrical work profession.

Besides this, NWPGL has contributed to ICMAB and Bangladesh University of Engineering and Technology (BUET) for arranging different development programs & competitions.

Sustainable Cities and Communities

To ensure access for all to adequate, safe and affordable housing and basic services NWPGL allotted house to the affected person for land acquisition under Payra Thermal Power Plant Resettlement Program. Moreover, NWPGL has always supported development of the community through donating in community programs, which amounted in BDT 40,77,605 in the FY 2020-21.

Affordable and Clean Energy

NWPGL's mission is to become the recognized leader in innovative and sustainable as well as engineered and customer-focused solutions in power generation. And for that to ensure access to affordable, reliable, sustainable and modern energy for all the company focusing on increasing substantially the share of renewable energy. To promote investment in energy infrastructure and clean energy technology NWPGL is going to establish solar power plant at Sirajganj and Pabna. In order to encroachment the acquisitioned land for Pabna 60 MW Solar Power Plant, Company compensated the landless people for land acquisition to from its CSR fund.

Some auspicious moments of CSR activities of NWPGL:



Sirajganj Power Plant handed over a cheque of 05 (five) lakhs to Superintendent of Police, Sirajganj for security measures with closed circuit cameras on behalf of NWPGL



NWPGL distributed sewing Machine to poor women around Bheramara 410 MW Combined Cycle Power Plant



NWPGCL distributed Rickshaw Van to the poor men around Bheramara 410 MW Combined Cycle Power Plant



NWPGCL distributed blanket among poor and helpless people around Khulna City Corporation

Health assistant by NWPGL to covid affected people during covid-19 Pandemic:



NWPGCL handed over 5 (Five) Oxegen Concentrator to Upazila Health Complex, Bheramara, Kushtia to assisst Covid affected patients



NWPGCL handed over 10 (Ten) High Flow Nasal Cannula to Khulna District Commissioner, from Bheramara 410 MW Power Plant to assisst Covid affected patients



Sirajganj Power Plant handed over 5 (Five) High Flow Nasal Cannula to Divisional Commissioner, Rajshahi on behalf of NWPGCL to assist Covid affected patients



Sirajganj Power Plant handed over 05 (Five) Oxygen Concentrator to Deputy Commissioner, Sirajganj on behalf of NWPGCL to assist Covid affected patients



Khulna 225 MW Combined Cycle Power Plant handed over 10 (Ten) High Flow Nasal Cannula to Divisional Commissioner, Khulna on behalf of NWPGCL to assist Covid affected patients



Rupsha 800 MW Combined Cycle Power Plant Project handed over High flow Nasal Cannula to Khulna Medical College from to assist Covid affected patients



Rupsha 800 MW Combined Cycle Power Plant Project handed over High flow Nasal Cannula to Shaheed Sheikh Abu Naser Specialized Hospital, Khulna on behalf of NWPGL to assist Covid affected patients

Food assistance by NWPGL to covid affected people on the Occasion of the National Mourning Day 2021:



NWPGCL gave food assistance to helpless people around Sirajganj Power Plant during the Covid-19 pandemic



NWPGCL gave food assistance to helpless people around Sirajganj Power Plant during the Covid-19 pandemic



NWPGCL gave food assistance to helpless people around Khulna 225 MW Combined Cycle Power Plant during the Covid-19 pandemic



NWPGCL gave food assistance to helpless people around Khulna 225 MW Combined Cycle Power Plant during the Covid-19 pandemic



NWPGCL gave food assistance to helpless people around Bheramara 410 MW Combined Cycle Power Plant during the Covid-19 pandemic



NWPGCL gave food assistance to helpless people around Bheramara 410 MW Power Plant the during Covid-19 pandemic



NWPGCL gave food assistance to helpless people around Modhumati 100 MW Power Plant during the Covid-19 pandemic



NWPGCL gave food assistance to helpless people around Modhumati 100 MW Power Plant during the Covid-19 pandemic



Payra 1320 MW Thermal Power Plant gave food assistance to helpless people around the Plant during the Covid-19 pandemic



Payra 1320 MW Thermal Power Plant gave food assistance to helpless people around the Plant during the Covid-19 pandemic



NWPGCL gave food assistance to helpless people around the country jointly with Engineers' Institute of Bangladesh (IEB) during the Covid-19 pandemic

INFORMATION SYSTEM AND TECHNOLOGY

The Company uses the latest Information Systems and Technology to enhance its business performance and improve the operational excellence. The Company has in place state-of-the-art IT infrastructure and implements effective IT policies, supported by tools. It has been continuously improving to meet even growing business needs. To enhance the employees' efficiency and business productivity, collaborative solutions have been implemented. The Company has already implemented Finance, HR, Fixed Asset and Procurement Module of ERP system, which improved performance of the business through information sharing and integration. Inventory Module of ERP system will be implemented soon. In addition, best-in-class information systems are used in the areas of Design & Engineering, Project Management, Human Resources and Electricity Generation & Sales.

New technological advances and new market forces are creating a new economy. The new economy is based on the Digital Revolution and the management of information. The world is becoming a digital planet. Bangladesh cannot remain out of it. We must build a Digital Bangladesh and establish a knowledge-based society. We must work for this achievement. Bangladesh Government envisages that Bangladesh will attain a trajectory of high performing growth supported by advanced and innovative technology. ICT (Information and Communication Technology) will, by that time, lead us to new paths of excellence giving the country a new identity to be branded as Digital Bangladesh.

In consonance with **ICT Policy 2018, Aspire to Innovate (A2I) Program** of the present democratic Government, the Company intends to introduce and re-shape its on-going and up-coming activities. In the mean time, the Company resumes ICT in its multifarious activities in the light of Government development philosophy and socio-economic goals. They are as follows:

Office Automation and Paperless Office

In 2020-2021, steady progress was made in the Company's IT development. First, digital systems e.g. ERP, e-nothi, epg, store management system have been implemented in different offices. Presently, more than 98% files are being executed through e-nothi system. Management can check real-time balance of inventory items through store management

software. Salaries of every employee are being disbursed through ERP system. Employees can view their salary related information through employee self service module of ERP. Besides, every kind of leave can be taken through this module. Management can view real-time financial and asset related information through ERP system.

NWPGCL upgraded their career portal in 2020-21 to incorporate new technologies which eased the recruitment process and reduced lots of manual work. Besides, stationery and vehicle requisition system has been implemented corporate office which helped in achieving target of paperless office. Presently, requisition for stationery items is being taken through this platform. Officers can raise requisition for official vehicle through this system.

Second, IT infrastructure was improved to ensure information security.

Inclusion in National Portal

According to the decision of cabinet division NWPGCL's website was moved to national portal (nwpgcl.gov.bd). Different publications, news, tender information, project related information etc. are being published there regularly.

Centralized Monitoring of Power Plant

Every power plant of NWPGCL is being monitored remotely through web-based plant information system (PIS). Management can view generation specific real-time data of power plant. Presently, NWPGCL is working to build centralized archival system to store every power plant data.

ADDITIONAL CORPORATE INFORMATION

Technology

The Company is using wide range of technologies such as combined cycle power plants, coal-fired ultra-super critical power plant, reciprocating engine-based and solar PV plants, etc. State-of the art technologies have been used in all power plants. Six combined cycle power plants owned by NWPGL are designed on dual fuel; natural gas as primary fuel and liquid fuel as secondary/back-up fuel; to increase reliability of the plants through flexible fuel operation.

Ultra-supercritical boilers are also a focus area for the Company, with the objective of increasing the steam parameters and ultimately improving efficiency. By using ultra-supercritical boilers, NWPGL is generating 1244 MW electricity at Payra 1320 MW TPP (Phase-1) and the construction of Payra 1320 MW TPP (Phase-2) is going on.

With Renewable Energy gaining more and more importance in modern times all over the world, NWPGL aims at exploring the potential of this sector for power generation purposes. The Company has already constructed a Solar Photovoltaic Grid Connected Power Plant and a number of similar projects have also been undertaken. Potential of Wind Energy for power generation purposes is also being explored. Besides, other non-conventional sources of energy with potential of power generation are being explored.

Research and Development

One of the missions of NWPGL is to be an innovative and technology-driven organization. Therefore, any innovative thinking is always welcome in the working culture of this Company. The employees of the Company are free to share their insights about the use of new technologies and methods or to modify existing systems in order to increase the efficiency and reliability of electricity production. The Research & Development under the Planning & Design Division is primarily focused on the following activities:

A. Innovation Activities

- Under the guidance of the Power Division, NWPGL and its field offices are continuously engaged in different innovation activities in order to ensure continuous improvement of operational performance.

B. Research Related

- The R&D team of the Planning and Design Division of NWPGL are engaged in different research activities on equipment and machinery relating to power

generation, in collaborating with various reputed universities and research organizations.

C. Climate Change Adaptation and Mitigation Related

- Another focus area of R&D is to conduct different studies and research on incorporating various environment friendly technologies to the existing and future power plants based on fossil fuels such as, carbon capture and storage (CCS), ensuring zero emission, zero liquid discharge, Selective Catalytic Reduction (SCR), etc. NWPGL is also actively investigating the feasibility of replacing fossil fuel with Hydrogen for power generation.

D. Renewable Energy Related

- Wide range of renewable applications is one of the main objectives of research & development of NWPGL which is managed by conducting study on the applicability and feasibility of non-conventional sources of energy such as, geothermal, offshore wind, floating solar, ocean tide, biomass, etc.

E. Energy Efficiency and Conservation Related

- Conducting study on the various procedures for enhancing energy efficiency & conservation such as, optimization of fuel system, turbine blade upgrade, reduction of auxiliary consumption, reducing plant start-up time, decreasing energy losses in various auxiliary systems, etc.
- NWPGL has recently introduced energy auditing at its power plants in order to assess the overall pattern of energy consumption, energy inputs and production output, identifying potential areas of thermal and electrical energy economy, etc. The company is eyeing to ISO 50001 certification in near future.

F. Digitalization of process

- Under the research and development, NWPGL is acquiring various application software and simulators for power plant design, operation, and maintenance.

G. Arranging Technical Training

- Under R&D, some specialized technical training on O&M of power plant, project management, 4th Industrial Revolution and its challenges, etc. are being arranged.

H. Process Standardization Related

- A power generating utility like NWPGL has to prepare various documents during project formulation such as, Bidding Document, Request for Proposal, etc. In addition, various procedures are to be followed during O&M stage. Preparing

standard format for such documents is also taken as a research and development related activity.

I. New Project Related

- There are a number of procedures that are to be followed during formulation of a new project such as, approval of line ministry, approval of other ministries, approval from ECNEC, etc. In addition, there are other requirements of license/approval/clearance from various other organizations such as, DoE, DoEXP, clearance from local government authority, etc. Preparing and maintaining/updating a standard flow chart for these procedures is also a function of research and development wing.

J. Factory Acceptance/Equipment Testing Related:

- As a contractual requirement, before shipping of any major plant equipment, Engineers visit the factory of the manufacturer of the equipment to witness the testing procedures. Hence, preparing, maintaining and updating a standard testing procedure will ensure proper testing of the equipment and gradually decrease dependence on third party consultants. This is one of the major focus areas for R&D as well.

K. O&M Related

During O&M of a power plant, there are a number of issues which need continuous monitoring and evaluation for the proper functioning of the power plant. Some of the prime issues are:

- Understand and adhere to all Local, Corporate Safety and Environmental Policies;
- Plan, develop and implement tests procedures to monitor GT, ST and all plant systems for their condition and performance;
- Ensure best use of the Plant performance software package. Generate report using performance software package on regular basis and analysis of generated data to guide operation team for better performance of plant;
- Analysis of generation report/MOD;
- Documentation of all generated report in both soft and hard copy on regular basis in a systematic method;
- Provide and maintain a technical and maintenance library which shall include maintenance and test procedures, instruction books, technical manuals and drawings for all plant equipment and systems;
- Periodic monitoring and analysis of all critical operating materials and fluids going in and out of plant;

- Study the requirement of any modification required for the better performance of the power plant;
- Carryout technical study and provide engineering decision for any proposed change of operation or maintenance procedure/ System;
- Establish and maintain complete equipment and systems maintenance and test history records;

Performing the above-stated activities and collaborating with other functional departments in carrying out those activities successfully is also a major R&D activity.

Recent Innovation Activities

The Government of the Peoples' Republic of Bangladesh is committed to build innovation culture in public sector. With a view to achieving this goal, Innovation Committee in Corporate Office of North-West Power Generation Company Limited was formed in 2015-2016 according to the decision of cabinet division. According to the directions of power division innovation sub committees were formed in all power plants under NWPGL.

The committee is playing vital role in developing innovation culture in NWPGL. Officials from the power plants and corporate office present their innovative idea in innovation committee meeting. The innovation committee reviews proposals for feedback, enhancements or modifications to those ideas.

NWPGL has been taking part in innovation showcasing arranged by Power Division every year. In 2018-2019, NWPGL took part in innovation showcasing with a concept named "Remote Monitoring and Power Plant Performance Analyzer" which was primarily a software tool developed to monitor and analyze different performance parameters of power plants under NWPGL. The idea has been selected for scale up and replication. Presently, NWPGL is working to develop a common interface for acquiring live data and different performance parameters from existing power plants of the Company.

In 2019-2020, NWPGL took two innovation ideas. Among those "Compost Fertilizer from Waste Management" was adopted and implemented by Bheramara 410 MW Combined Cycle Power Plant. Organic composite fertilizer is being produced from waste material in Bheramara 410 MW Combined Cycle Power Plant. Waste management has become smarter and respective power plant need not buy fertilizer from outside.

Another innovation idea "Knowledge Based Problem Analysis and Solving" was adopted and is being implemented by Khulna 225 MW Combined Cycle Power Plant. Past incident, design modification, O&M procedure data have been captured in prescribed format and uploaded in common platform. All officers of Khulna 225 MW Combined Cycle Power

Plant have access to the common platform. Presently, all incident, design modification, O&M procedure related data are being uploaded in the common platform.

ISO Certification

North-West Power Generation Company Limited started implementation of Integrated Management System (IMS) from 1st September, 2015 and obtained certification on ISO 9001:2008 (Quality Management System), ISO 14001:2004 (Environmental Management System) & OHSAS 18001:2007 (Occupational Health & Safety Assessment System) standards in October, 2016. In 2018 NWPGL renewed current certification of ISO 9001 from 2008 to 2015 version, ISO 14001 from 2004 to 2015 version and achieved ISO 45001:2018 (Occupational Health & Safety Management System). Since ISO 45001:2018 was published in March 2018, therefore, NWPGL is the first Bangladeshi organization to achieve this certificate.

Scope of Certification

Head Office	Corporate Management of Power Plants along with Human Resource Department and Procurement Division.
Sirajganj Power Station (Unit- 1,2 & 3)	Power Generation and Supply to the National Grid.
Khulna 225 MW CCPP	
Bheramara 410 MW CCPP	
Madhumati 100 MW HFO Based Power Plant	

IMS Policy

- To become an emerging power generation utility with a strong brand and reliability.
- To be an innovative and technology driven organization.
- To be a company that achieves excellence in service, quality, reliability, safety and customer care.

IMS Commitments

- To comply with all applicable legislations, regulations and other requirements related to power generation.
- To prevent pollution, injury and ill health.
- To continually improve our quality, environment, occupational health and safety, performance by setting objectives and targets.

AUDIT & COMPLIANCE

Internal Audit & Control

The Company has robust internal systems and processes in place for smooth and efficient conduct of business and complies with relevant laws and regulations. A comprehensive delegation of power exists for smooth decision making which is being further reviewed to align it with changing business environment and speedier decision making. Elaborate guidelines for preparation of accounts are followed consistently for uniform compliance. In order to ensure that all checks and balances are in place and all internal control systems are in order, the Company's internal Audit Department conducts an exhaustive internal audit regularly to all the offices under the Company. The Audit Team raises observations relating to irregularities to develop the internal control system etc. Accordingly, the Auditee takes necessary action to settle the same. If the replies are not satisfactory, it is reported to the management immediately for action. Besides this, the Company's internal Audit Department plays a vital role in settlement of government audit objections. The Audit Department of the Company functionally reports to the Company's Audit & Finance Committee. The Company's Audit & Finance Committee guides the internal audit.

The Company has four Board committees viz. Administrative Affairs Committee, Legal Affairs Committee, Audit & Finance Committee, and Technical & Engineering Committee on management controls to keep a close watch on compliance with internal control systems.

Role of the Audit & Finance Committee

The Audit and Finance Committee's authorities, duties and responsibilities flow from the Board's oversight function. The major responsibilities of the Committee are delineated below.

1. Reviewing the quarterly, half-yearly and annual financial statements and other financial results of the Company and, upon its satisfaction of the review, the Committee recommends them to the Board for approval.
2. Reviewing the revised revenue budget, capital expenditure budget, and project development budget of the current year and proposed revenue budget, capital expenditure budget, and project development budget of the next year, the Committee recommends them to the Board for approval.
3. Monitoring and reviewing the adequacy and effectiveness of the Company's financial reporting process, internal control and risk management system.
4. Recommending to the Board the appointment, re-appointment or removal of external auditors.
5. Reviewing and monitoring the Company's ethical standards and procedures to ensure compliance with the regulatory and financial reporting requirements.

Dividend

The Company NWPGCL paid cash dividend of BDT 400 million from its profit for the year ended 30 June 2020 which was 15.612% on the then paid-up capital amounting BDT 2,562.16 million.

Auditor's Report

The auditors, ACNABIN, Chartered Accounts have submitted the Audit Report for the FY 2020-2021. I, on behalf of the Board of Directors, request the Hon'ble Shareholders (Members) to receive and adopt the Auditor's Report.

The Annual Report-2021

The Company has prepared the Annual Report-2021. I, on behalf of the Board of Directors, request the honor of the Hon'ble Shareholders (Members) to receive and adopt the Annual Report-2021.

Acknowledgement

The Company also wishes to convey its grateful thanks to the Company's esteemed Shareholders (Members); and other associated officers and employees of the Company for their full support, hearty co-operation and relentless efforts throughout the Fiscal Year.

(Md. Habibur Rahman)
Chairman
Board of Directors, NWPGCL
&
Secretary
Power Division, MoPEMR

ACHIEVEMENTS, AWARDS & AGREEMENTS

Major Achievements in FY 2020-21

SL No	Title of Achievement	Date
1.	COD of Payra 1320 MW Thermal Power Plant (1st Phase) was achieved	08.12.2020
2.	COD of Sirajganj 7.6 MW Solar Power Plant was achieved.	29.03.2021



Employees of North-West Power Generation Company Limited and Bangladesh-China Power Company (Pvt) Limited Celebrating the COD of Payra 1320 MW Thermal Power Plant (1st Phase)

Important Agreements & Contracts Signed in FY 2020-21

S/L	Name of Contract	By and between	Signing Date
1.	JVA signing for the formation of Bangladesh-China Renewable Energy Company (Pvt.) Limited (BCRECL) for the development of approximately 500 MW renewable energy-based power plants	North-West Power Generation Company Ltd. & China National Machinery Import & Export Corporation, China	14.07.2020
2.	MoU signing to lease land for setting up Sirajganj 68 MW Solar Park Power Plant	North-West Power Generation Company Limited and Bangladesh Bridge Authority	21.01.2021
3.	Power Purchase Agreement Signing for Sirajganj 7.6 MWp Grid Connected Photovoltaic Solar Power Plant Project	North-West Power Generation Company Ltd. and BPDB	28.02.2021
4.	Power Purchase Agreement Signing for Payra 1320 MW Thermal Power Plant Project (2 nd Phase)	Bangladesh China Power Company (Pvt.) Limited (BCPCL) and BPDB	01.06.2021
5.	Implementation Agreement Signing for Payra 1320 MW Thermal Power Plant Project (2 nd Phase)	Government of Bangladesh, Bangladesh China Power Company (Pvt.) Limited (BCPCL) and PGCB	01.06.2021



JVA Signing ceremony of Bangladesh-China Renewable Energy Power Company (Pvt.) Limited



JVA Signing ceremony of Bangladesh-China Renewable Energy Power Company (Pvt.) Limited

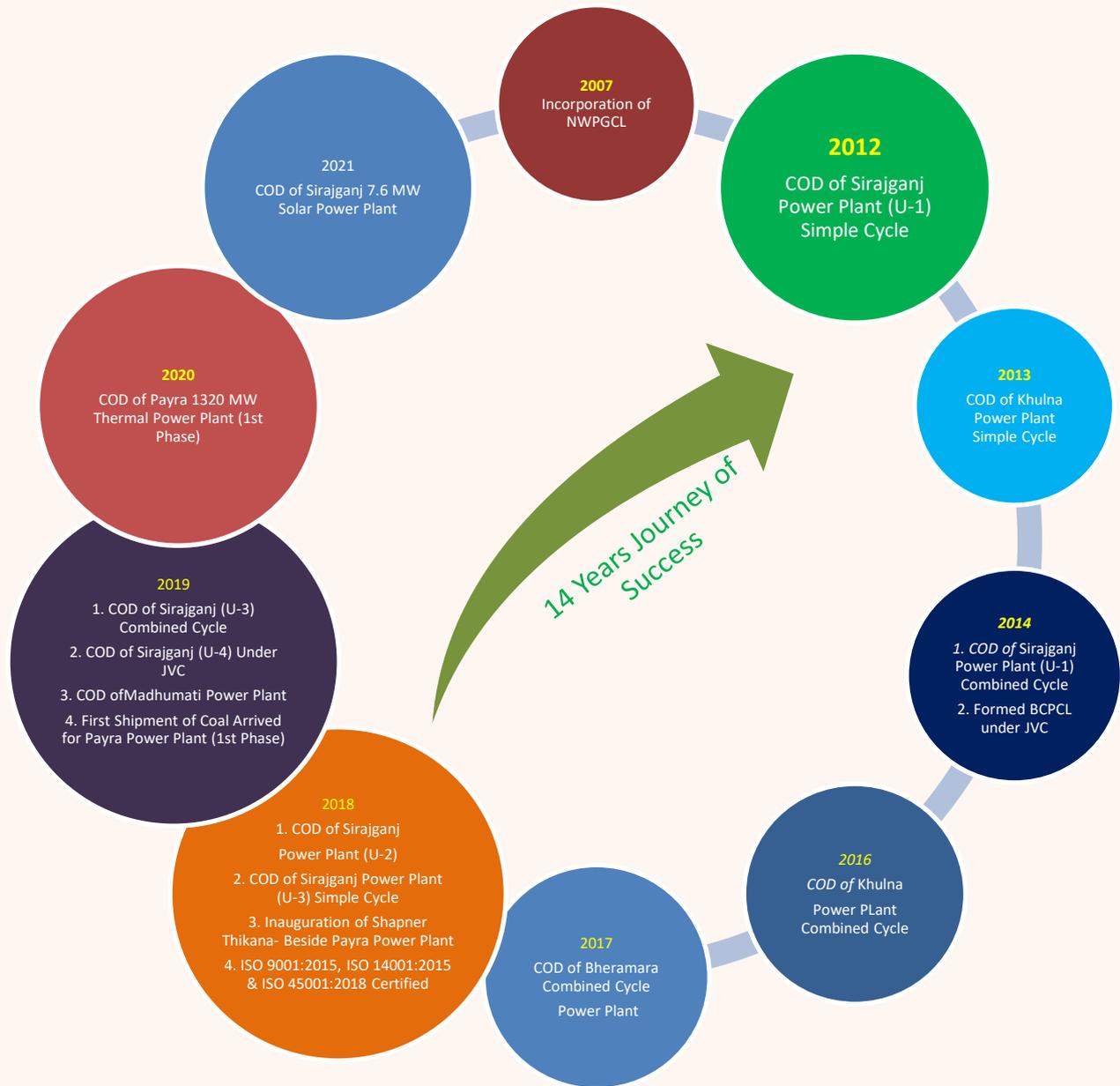


MoU signing on January 21, 2021 between Bangladesh Bridge Authority and North-West Power Generation Company Limited to lease land for setting up Renewable Energy Based Power Plant



Bangladesh Bridge Authority handing over 214 acre of leased land to North-West Power Generation Company Ltd for implementing Sirajganj 68 MW Solar Power Plant on 13 March 2021

JOURNEY OF NWPGCL AT A GLANCE



MEMORABLE EVENTS



Hon'ble the then Chairman of NWPGL handing over the Dividend Cheque to the Chairman of BPDB for the FY 2019-2020



NWPGCL Authority paid homage to the National Mourning Day at Bidyut Bhaban, Dhaka



NWPGCL paid homage to the National Mourning Day at Bangabandhu Corner, Corporate Office, Dhaka



CEO of NWPGCL Praying for the peace of the soul of Bangabandhu at Corporate Office, Dhaka



**Bheramara 410 MW Combined Cycle Power Plant
paying homage on National Mourning Day**



**Madhumati 100 MW Power Plant paying
homage on National Mourning Day**



**Sirajganj Power Plant
paying homage on National Mourning Day**



Prayer at Sirajganj Power Plant on National Mourning Day



Prayer at Bheramara 410 MW CC Power Plant on National Mourning Day



Prayer and food distribution at Mosque on National Mourning Day by Madhumati 100 MW Power Plant



Entertaining orphans at a Madrasa on National Mourning Day by Madhumati 100 MW Power Plant



Farewell Program of Dr. Sultan Ahmed, Former Secretary, Power Division and the then Chairman of NWPGL



NWPGL is greeting Md. Habibur Rahman, Secretary, Power Division and the Chairman of the Company