

Human Resources Management

We value talented employees and their creativity



Employee Evaluation System

In 2000, the Company established and implemented an employee evaluation system, which includes three segments: capabilities evaluation, performance review and future development plan.

- Capabilities evaluation: utilize a series of measurable parameters to evaluate all aspects of employee's capabilities. The results form the basis for the employee's future development plan.
- Performance review: establish objectives and goals for the year based on previous year's performance review. The results will be the reference for salary adjustment, year-end bonus, and the guidance for next year's assignments.
- Future development: based on capabilities evaluation results, we make future development plan and tailor-made training programs for individuals.

The implementation of the employee evaluation system created competitive mechanisms and strong external pressure on employees. This initiated self-improvement among employees and resulted in a more positive working environment.

Incentive Program

We established an incentive system to maintain a long-term relationship between our senior management and the Company. On February 4, 2001, the Company adopted a

share option scheme for the senior management. Under this scheme, the compensation committee of our Board of Directors will from time to time propose individual recipients and corresponding number of options for board approval.

We established the Chairman's Special Award in 1999 to award individual employees and business units who made outstanding contributions in areas of management and research. In the year 2000, 23 employees and three business units were honored with this award.

Training

Based on the results of the employee evaluation system, the Company will develop a tailor-made future development plan and offer training for each individual. In 2000, a total of 248 training sessions/workshops were held with 5,191 attendees. A series of training programs have created a favourable learning environment within the Company, and have promoted the Company's ambition to become "a learning organization".

