

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員
簡介

Brief Introduction of Directors, Supervisors
and Senior Officers

董事：

Directors



高慶剛先生
Mr Gao Qinggang

郭琴女士
Ms Guo Qin

魯省民先生
Mr Lu Shengmin

賀端湜先生
Mr He Duanshi

劉從德先生
Mr Liu Congde

李士祥先生
Mr Li Shixiang

賀端湜先生，59歲，高級經濟師，執業藥師，一九六七年畢業於中國武漢大學化學專業。一九七零年到山東新華製藥廠工作，歷任車間副主任及廠長。賀先生為第八屆、第九屆、第十屆全國人民代表大會代表。現任本公司董事長，兼任山東新華醫藥集團有限責任公司董事長，並兼任新華魯抗藥業集團有限責任公司董事長。

Mr. He Duanshi, aged 59, senior economist and practising public pharmacist, graduated from Wuhan University in 1967, specialising in chemistry. Mr. He joined Shandong Xinhua Pharmaceutical Factory ("Factory") in 1970 and had previously held the positions of deputy director of workshop and manager of the Factory. Mr. He is a representative of the Eighth, Ninth and Tenth National People's Congress of the PRC. Mr. He is the chairman of the Board of Directors ("Chairman"), SXPGC and XLPGC.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員 簡介 (續)

董事：(續)

魯省民先生，57歲，副主任藥師，一九六九年畢業於瀋陽藥學院化學製藥專業，同年到山東新華製藥廠工作，歷任車間副主任，勞資科科長及本公司黨委書記。現任本公司副董事長，兼任山東新華醫藥集團有限責任公司副董事長，並兼任新華魯抗藥業集團有限責任公司董事。

劉從德先生，38歲，高級工程師，一九八五年畢業於中國武漢化工學院化學製藥專業，同年到山東新華製藥廠工作，歷任總經理助理、副總經理。現任本公司董事，兼任山東新華醫藥集團有限責任公司董事、總經理，並兼任新華魯抗藥業集團有限責任公司董事。

郭琴女士，44歲，高級工程師，執業藥師，畢業於山東醫科大學藥學專業。一九八二年到山東新華製藥廠工作，歷任製劑車間副主任，製劑科副科長，質監處副處長、處長兼國家醫藥局山東藥品質量檢測站副站長、站長，企管處處長，總經理助理，副總經理。現任本公司董事、總經理，兼任山東新華醫藥集團有限責任公司董事。

李士祥先生，58歲，高級政工師，一九七零年畢業於南京工學院(現為東南大學)無線電工程專業，同年到山東新華製藥廠工作，歷任車間主任、紀委書記、工會主席。現任本公司董事，兼任山東新華醫藥集團有限責任公司董事。

Brief Introduction of Directors, Supervisors and Senior Officers (continued)

Directors (continued)

Mr. Lu Shengmin, aged 57, deputy chief pharmacist, graduated from Shenyang Pharmaceutical College, specialising in pharmaceuticals and joined the Factory in 1969. Mr. Lu had previously held the positions of deputy director of workshop and head of division of labor, and was secretary to the Company's Communist Party Committee. Mr. Lu is the vice chairman of the Board of Directors ("Vice Chairman") and SXPGC and is also a director of XLPGC.

Mr. Liu Congde, aged 38, senior engineer, graduated from Wuhan Institute of Chemical Technology, specialising in pharmaceuticals and joined the Factory in 1985. Mr. Liu had previously held the positions of assistant to the general manager and deputy general manager of the Company. Mr. Liu is a director of the Company, and concurrently holds the positions of director and general manager of SXPGC, as well as being a director of XLPGC.

Ms. Guo Qin, aged 44, senior engineer and practising public pharmacist, graduated from Shandong Medical University, specialising in pharmacy. Ms. Guo joined the Factory in 1982, and had previously held the positions of deputy director of the preparation workshop and the preparation sales department, deputy director and director of the quality controlling department, as well as deputy director and director of Inspection Center for the Quality of Drugs, a subsidiary of Shandong Pharmaceutical Administration. She was also the director of enterprise management department, assistant to the general manager and deputy general manager of the Company. Ms. Guo is the general manager of the Company and is also a director of SXPGC.

Mr. Li Shixiang, aged 58, senior political work specialist, graduated from Nanjing Institute of Technology (now Southeast University), specialising in radio engineering. Mr. Li joined the Factory in 1970 and was previously the director of workshop, secretary to the Disciplinary Committee of the Communist Party and chairman of the labor union of the Factory. Mr. Li is concurrently a director of the Company and SXPGC.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員 簡介 (續)

董事：(續)

高慶剛先生，53歲，高級會計師，畢業於中國山東廣播電視大學財務與會計專業，一九七八年到山東新華製藥廠工作，歷任財務處副處長、處長，股份制改制辦公室主任。現任本公司董事，兼任山東新華醫藥集團有限責任公司董事、副總經理、財務負責人。

肖瑜先生，76歲，研究員，山東省註冊會計師協會諮詢委員會委員、山東省會計學會顧問、山東財政學院兼職教授。現任本公司獨立非執行董事。

莫仲堃先生，38歲，香港西蒙斯律師行合夥人。莫先生於一九八九年獲認可為澳洲新南威爾斯最高法院訴訟律師，並於一九九二年獲認可為英格蘭及威爾斯與香港最高法院訴訟律師。現任本公司獨立非執行董事。

孫華先生，35歲，一九九六年畢業於中國人民大學，獲工商管理碩士學位，同年到長江證券有限責任公司工作，歷任投行總部項目經理、發行部副經理、發行一部經理、總經理助理、副總經理。現任華資資產管理有限公司董事、總經理。兼任大慶華科股份有限公司獨立董事、上海棱光實業股份有限公司獨立董事、陝西中科納米材料股份有限公司董事、長沙巨星輕質建材股份有限公司監事。現任本公司獨立非執行董事。

Brief Introduction of Directors, Supervisors and Senior Officers (continued)

Directors (continued)

Mr. Gao Qinggang, aged 53, senior accountant, graduated from Shandong Television and Broadcasting University, specialising in industrial accounting. Mr. Gao joined the Factory in 1978 and was previously the deputy director and director of finance department of the Factory, as well as chief of the Shareholding System Reform Office. Mr. Gao is concurrently a director of the Company and is also a director, deputy general manager and financial controller of SXPGC.

Mr. Xiao Yu, aged 76, researcher, the member of the consulting committee of Shandong Public Accountant Associates, consultant of Shandong Accountant Academy and part-time professor of Shandong Finance College. Mr. Xiao is an independent non-executive director of the Company.

Mr. Stephen Mok, aged 38, a partner of the law firm, Simmons & Simmons. Mr. Mok was admitted as a solicitor of the Supreme Court of New South Wales, Australia in 1989, and of England and Wales and Hong Kong in 1992. Mr. Mok is an independent non-executive director of the Company.

Mr. Sun Hua, aged 35, graduated from Renmin University of China and obtained a master degree in business administration in 1996 and had previously held the positions of project manager of the investment bank department, deputy manager and manager of the issue division, assistant to the general manager and deputy general manager of the investment bank department of Changjiang Securities Company Limited. Mr. Sun is a director and general manager of Huazi Assets Management Company Limited, an independent non-executive director of Daqing Huake (Group) Company Limited and Shanghai Lengguang Industrial Company Limited, a director of Shanxi Zhongke Nano Material Company Limited and a supervisor of Changsha Star Building Material Company Limited. Mr. Sun is an independent non-executive director of the Company.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員 簡介 (續)

董事：(續)

李奕偉先生，59歲，高級工程師，一九六七年畢業於中國武漢大學化學專業。一九七零年到山東新華製藥廠工作，歷任車間副主任，生產調度室科長及副廠長、副總經理、總經理。李先生任職本公司董事屆滿，並於二零零二年六月七日離任。

于公福先生，52歲，高級工程師，1974年畢業於山東工學院工業自動化專業，一九六八年到山東新華製藥廠工作，歷任工會副主席及副廠長，副總經理。于先生任職本公司董事屆滿，並於二零零二年六月七日離任。

齊謀甲先生，69歲，高級工程師，前國家醫藥管理局局長。齊先生任職本公司獨立非執行董事屆滿，並於二零零二年六月七日離任。

周怡菁女士，43歲，易周律師行負責人。周女士分別於一九八五年及一九八七年獲認可為英格蘭及威爾斯最高法院與香港最高法院的律師。周女士任職本公司獨立非執行董事屆滿，並於二零零二年六月七日離任。

Brief Introduction of Directors, Supervisors and Senior Officers (continued)

Directors (continued)

Mr. Li Yiwei, aged 59, senior engineer, graduated from Wuhan University in 1967, specialising in chemistry. Mr. Li joined the Factory in 1970 and was previously the deputy director of workshop, head of production control division and deputy manager of the Factory and was the deputy general manager and general manager of the Company. Mr. Li was a director of the Company until the expiration of his term of service on 7 June 2002. Mr. Li is also the deputy manager of SXPGC.

Mr. Yu Gongfu, aged 52, senior engineer, graduated from Shandong Engineering College in 1974, specialising in industrial automation and joined the Factory in 1968. Mr. Yu had previously held the positions of vice-chairman of labor union, deputy manager of the Factory and deputy general manager of the Company. Mr. Yu was a director of the Company until the expiration of his term of service on 7 June 2002.

Mr. Qi Moujia, aged 69, senior engineer, the former director-general of the State Pharmaceutical Administration of the PRC. Mr. Qi was an independent non-executive director of the Company until the expiration of his term of service on 7 June 2002.

Ms. Julia Frances Charlton, aged 43, a partner of Charltons, Solicitors and Notary Public. Ms. Charlton was admitted as a solicitor of the Supreme Courts of England and Wales and of Hong Kong in 1985 and 1987 respectively. Ms. Charlton was an independent non-executive director of the Company until the expiration of her term of service on 7 June 2002.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員 簡介 (續)

監事：

馬景星先生，58歲，高級政工師，一九八一年到山東新華製藥廠工作，歷任車間副主任，監察處處長，紀委書記。現任本公司監事會主席。

翟魯敏女士，42歲，助理會計師，一九七六年到山東新華製藥廠工作，任職山東新華醫藥集團有限責任公司財務資產部部長。現任本公司監事。

呂忠德先生，46歲，政工師，一九七五年到山東新華製藥廠工作，歷任團委副書記、書記，工會副主席兼團委書記，工會副主席。現任本公司職工監事。

張月順先生，53歲，高級會計師、中國註冊評估師，歷任企業財務負責人、財政部駐淄博地區中央企業管理處副處長、淄博市國有資產管理局副局長、山東淄博會計師事務所主任會計師，現任淄博雙信有限責任公司會計師事務所高級顧問。本公司獨立監事。

Brief Introduction of Directors, Supervisors and Senior Officers (continued)

Supervisors

Mr. Ma Jingxing, aged 58, senior political work specialist. Mr. Ma joined the Factory in 1981 and had held the positions of deputy director of workshop, director of supervisory department and secretary to the Disciplinary Committee of the Communist Party of the Company. Mr. Ma is the chairman of the Supervisory Committee of the Company (the "Supervisory Committee").

Ms. Zhai Lumin, aged 42, assistant accountant, joined the Factory in 1976 and is the director of Finance and Assets Department of SXPGC. Ms. Zhai is a member of the Supervisory Committee.

Lü Zhongde, aged 46, Mr. Lü joined the Factory in 1975 and had held the positions of deputy secretary and secretary to the Company's Communist Youth Party Committee. Mr. Lü is the vice chairman of labour union of the Company. According to the resolution passed at the Employees' General Meeting held on 22 February 2002, Mr. Lü was elected as the new supervisor who is the representative of employees in compliance with the requirement of the Articles of Association.

Mr. Zhang Yueshun, aged 53, Senior Accountant and Certified Public Assessor of the PRC. Mr. Zhang was the controller of an enterprise, a deputy chief of Zibo Office affiliated to Enterprise Department of the Ministry of Finance of the PRC, vice director of the Zibo Municipal State-owned Assets Administration and the general manager of Shandong Zibo Accountant Firm. Mr. Zhang is currently a consultant for Zibo Shuangxin Accountant Firm and an independent supervisor of the Company.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員 簡介 (續)

監事：(續)

陶志超先生，33歲，畢業於華東政法學院法律系，獲法學學士學位，並取得山東大學法律碩士專業學位。現為山東致公律師事務所合夥人。本公司獨立監事。

于長杰先生，47歲，一九七六年到山東新華製藥廠工作，任職技師，現任公司八車間工段長，班組工作管理委員會主任委員。于先生任職本公司監事屆滿，並於二零零二年六月七日離任。

王烜女士，29歲，經濟師，一九九四年畢業於山東農業大學，同年到山東新華藥廠工作，任職山東淄博新達製藥有限公司副總經理。王女士任職本公司監事屆滿，並於二零零二年六月七日離任。

劉愛紅女士，31歲，工程師，一九九四年畢業於中國藥科大學，同年到山東新華製藥廠工作，任職山東淄博新華肯孚製藥有限公司總經理助理。劉女士任職本公司監事屆滿，並於二零零二年六月七日離任。

Brief Introduction of Directors, Supervisors and Senior Officers (continued)

Supervisors (continued)

Mr. Tao Zhichao, aged 33, graduated from East China University of Politics and Laws and obtained the bachelor degree of law. Mr. Tao was also awarded the master of law from Shandong University. Mr. Tao is a partner of Shandong Zhigong Associates and an independent supervisor of the Company.

Mr. Yu Changjie, aged 47, joined the Factory in 1976 and is a technical worker of the Company. Mr. Yu is currently a section leader at Workshop No. 8 and the chairman of the team management committee of the Company. Mr. Yu was a member of the Supervisory Committee until the expiration of his term of service on 7 June 2002.

Ms. Wang Xuan, aged 29, economist, graduated from Shandong Agricultural University and joined the Factory in 1994. Ms. Wang is the deputy general manager of Shandong Zibo Xincat Pharmaceutical Company Limited. Ms. Wang was a member of the Supervisory Committee until the expiration of her term of service on 7 June 2002.

Ms. Liu Aihong, aged 31, engineer, graduated from China Pharmaceutical University and joined the Factory in 1994. Ms. Liu is the administrative assistant to the general manager of Shandong Zibo Xinhua-Chemferm Pharmaceutical Company Limited. Ms. Liu was a member of the Supervisory Committee until the expiration of her term of service on 7 June 2002.

董事、監事、高級管理人員和員工情況

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董事、監事及其他高級管理人員
簡介 (續)

Brief Introduction of Directors, Supervisors
and Senior Officers (continued)

其他高級管理人員簡介：

Senior Officers



馬永先生 張代銘先生 霍永先生 郭琴女士 張忠明先生 王小龍先生 趙松國先生
Mr Ma Yong Mr Zhang Daiming Mr Huo Yong Ms Guo Qin Mr Zhang Zhongming Mr Wang Xiaolong Mr Zhao Songguo

張忠明先生，56歲，研究員，畢業於中國藥科大學藥學專業，曾獲德國CDC獎學金，並獲CDC頒發的專業進修文憑。一九六九年到山東新華製藥廠工作，歷任產品技術員、車間工程師、技術處處長、副總工程師，並為第七屆、第八屆國家藥典委員會委員，現任本公司副總經理。

Mr. Zhang Zhongming, aged 56, senior engineer, graduated from China Pharmaceutical University, specialising in pharmacy and obtained a diploma of advanced course financed by the CDC in Germany. Mr. Zhang joined the Factory in 1969 and had held the positions of product technician, workshop engineer, director of the technology department and deputy engineer in general of the Company. Mr. Zhang is also a member of the Seventh State Pharmacopoeia Committee. Mr. Zhang is a deputy general manager of the Company.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員 簡介 (續)

其他高級管理人員簡介：(續)

霍永先生，55歲，高級經濟師，畢業於北京化校。一九六九年到山東新華製藥廠工作，歷任勞資科副科長、人事處副處長、人事處處長兼幹部處處長，現任本公司副總經理。

張代銘先生，40歲，高級經濟師，畢業於青島化工學院有機化工專業，上海財經大學經濟學碩士。一九八七年到山東新華製藥廠工作，歷任國際貿易部副經理、經理，現任本公司副總經理。

王小龍先生，38歲，高級工程師，畢業於山東工業大學自動化專業，一九八八年到山東新華製藥廠工作，歷任電氣車間副主任、主任，機械分廠廠長，現任本公司副總經理。

趙松國先生，39歲，高級會計師，畢業於山東廣播電視大學企業經營管理專業，現就讀於中國海洋大學財務管理專業研究生班。一九八零年到在山東新華製藥廠工作，歷任財務處科長、處長，總經理助理，現任本公司副總經理。

馬永先生，42歲，高級工程師，畢業於山東工學院，一九八四年到山東新華製藥廠工作，歷任機械分廠副科長、科長，研究院副院長、機動處副處長、處長，總經理助理，現任本公司副總經理。

Brief Introduction of Directors, Supervisors and Senior Officers (continued)

Senior Officers (continued)

Mr. Huo Yong, aged 55, senior economist, graduated from Beijing Chemical Industry School and joined the Factory in 1969. Mr. Huo had previously held the positions of deputy chief of labor division, deputy director and director of personnel and cadre department of the Company. Mr. Huo is a deputy general manager of the Company.

Mr. Zhang Daiming, aged 40, senior economist, graduated from Qingdao Chemical Engineering College, specialising in organic chemistry and obtained a Master's degree in economics from Shanghai Financial and Economic University. Mr. Zhang joined the Factory in 1987 and was previously the deputy manager and manager of international trade department of the Company. Mr. Zhang is a deputy general manager of the Company.

Mr. Wang Xiaolong, aged 38, senior engineer, graduated from Shandong University of Technology, specialising in automation. Mr. Wang joined the Factory in 1988 and had previously held the positions of deputy director and director of electricity workshop and director of machinery sub-factory. Mr. Wang is a deputy general manager of the Company.

Mr. Zhao Songguo, aged 39, senior accountant, graduated from Shandong Television and Broadcasting University, specialising in enterprise management. Mr. Zhao joined the Factory in 1980 and had previously held the positions of head and director of the finance department and an assistant to the general manager of the Company. Mr. Zhao is a deputy general manager of the Company.

Mr. Ma Yong, aged 42, senior engineer, graduated from Shandong Institute of Technology. Mr. Ma joined the Factory in 1984 and had previously held the positions of deputy director and director of machinery sub-factory, and was the vice director of institute of research, vice director and director of machine and power department and an assistant to the general manager of the Company. Mr. Ma is a deputy general manager of the Company.

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其他高級管理人員簡介：(續)

曹長求先生，33歲，高級經濟師，一九九一年畢業於中國海洋大學經濟管理專業，同年到山東新華製藥廠工作，現任本公司董事會秘書。

郭磊女士，34歲，經濟師，一九九二年畢業於廣州外貿學院會計專業，同年到山東新華製藥廠工作，現任本公司董事會秘書。

本公司現任董事、監事及高級管理人員任職自二零零二年六月七日起任期三年。

Brief Introduction of Directors, Supervisors and Senior Officers (continued)

Senior Officers (continued)

Mr. Cao Changqiu, aged 33, economist, graduated from Qingdao Ocean University, specialising in economic management and joined the Factory in 1991. Mr. Cao is one of the company secretaries of the Company.

Ms. Guo Lei, aged 34, economist, graduated from Guangzhou Foreign Trade College, specialising in accounting and joined the Factory in 1992. Ms. Guo is one of the company secretaries of the Company.

The Directors, Supervisors and Senior Officers of the Company were appointed for a term of 3 years commencing from 7 June 2002.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員
持有本公司股份情況

Directors' and Supervisors' and Senior
Officers' Interests in Shares

姓名 Name	2002年 12月31日 As at 31 December 2002	2002年 1月1日 As at 1 January 2002
	持股數 Number of shares	持股數 Number of shares
董事 Directors		
賀端湜 Mr. He Duanshi	4,500	4,500
魯省民 Mr. Lu Shengmin	4,500	4,500
劉從德 Mr. Liu Congde	3,500	3,500
郭琴 Ms. Guo Qin	12,483	12,483
李士祥 Mr. Li Shixiang	4,500	4,500
高慶剛 Mr. Gao Qinggang	3,237	3,237
肖瑜 Mr. Xiao Yu	未持有 Nil	未持有 Nil
孫華 Mr. Stephen Mok	未持有 Nil	未持有 Nil
莫仲堃 Mr. Sun Hua	未持有 Nil	未持有 Nil
李奕偉 Mr. Li Yiwei	4,500	4,500
于公福 Mr. Yu Gongfu	4,500	4,500
齊謀甲 Mr. Qi Moujia	未持有 Nil	未持有 Nil
周怡菁 Ms. Julia Frances Charlton	未持有 Nil	未持有 Nil

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員
持有本公司股份情況 (續)

Directors' and Supervisors' and Senior
Officers' Interests in Shares (continued)

姓名 Name	2002年 12月31日 As at 31 December 2002 持股數 Number of shares	2002年 1月1日 As at 1 January 2002 持股數 Number of shares
監事		
Supervisors		
馬景星 Mr. Ma Jingxing	4,500	4,500
翟魯敏 Ms. Zhai Lumin	未持有 Nil	未持有 Nil
呂忠德 Mr. Lü Zhongde	未持有 Nil	未持有 Nil
張月順 Mr. Zhang Yueshun	未持有 Nil	未持有 Nil
陶志超 Mr. Tao Zhichao	未持有 Nil	未持有 Nil
于長杰 Mr. Yu Changjie	3,000	3,000
王煊 Ms. Wang Xuan	未持有 Nil	未持有 Nil
劉愛紅 Ms. Liu Aihong	未持有 Nil	未持有 Nil
高級管理人員		
Senior Officers		
張忠明 Mr. Zhang Zhongming	3,237	3,237
霍永 Mr. Huo Yong	2,983	2,983
張代銘 Mr. Zhang Daiming	未持有 Nil	未持有 Nil
王小龍 Mr. Wang Xiaolong	2,507	2,507
趙松國 Mr. Zhao Songguo	未持有 Nil	未持有 Nil
馬永 Mr. Ma Yong	未持有 Nil	未持有 Nil
曹長求 Mr. Cao Changqiu	3,000	3,000
郭磊 Ms. Guo Lei	未持有 Nil	未持有 Nil

本公司董事、監事及其他高級管理人員所持有的股份均為A股，截至二零零二年十二月三十一日止年度內董事、監事及其他高級管理人員所持股份無增減變動。

Shares held by the Directors, Supervisors and Senior Officers are A Shares. The number of shares held by the Directors, Supervisors and Senior Officers remained unchanged during the year ended 31 December 2002.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事和其他高級管理人員 酬金

本公司主要依據國家政策、公司經濟效益情況和個人工作業績，並參考社會報酬水平，確定董事、監事及其他高級人員薪酬。董事、監事的報酬由董事會提交股東大會審議通過，高級管理人員的報酬由董事會審議通過。

二零零二年度董事、監事和高級管理人員的年度報酬總額為人民幣3,900千元，金額最高的前三名董事的報酬總額為人民幣1,303千元，金額最高的前三名其他高級管理的報酬總額為人民幣843千元。

董事、監事及高級管理人員報酬區間：

區間 Bands	人民幣10萬元以下 Under RMB100,000	人民幣10-20萬元 From RMB100,000 to RMB200,000	人民幣20-30萬元 From RMB200,000 to RMB300,000	人民幣30萬元以上 Above RMB300,000
人數 Number	8	0	7	4

獨立非執行董事齊謀甲、周怡菁不在公司領取報酬。獨立非執行董事肖瑜、莫仲堃、孫華的董事津貼分別為人民幣3萬元。

監事翟魯敏、王烜、劉愛紅不在公司領取報酬，翟魯敏在山東新華醫藥集團有限責任公司領取報酬，王烜在山東淄博新達製藥有限公司領取報酬，劉愛紅在山東淄博新華肯孚製藥有限公司領取報酬。獨立監事張月順、陶志超的監事津貼分別為人民幣1萬元。

Remuneration of Directors, Supervisors and Senior Officers

The remuneration of the Directors, Supervisors and Senior Officers are based on the Company's profit realized in the corresponding period, individual achievement and the average income of local residents determined in accordance with State policies. The Directors' and the Supervisors' remuneration must be approved by general meetings of the Company, whereas the remuneration of Senior Officers must be approved by the Board of Directors.

The aggregate remuneration of the Directors and Supervisors for the financial year ended 31 December 2002 was RMB3,900,000. The aggregate remuneration of the three highest paid Directors was RMB1,303,000. The aggregate of remuneration of the three highest paid Senior Officers was RMB843,000.

An analysis of remuneration of Directors, Supervisors and Senior Officers within the different bands is as follows:

The former independent non-executive directors, namely Mr. Qi Moujia and Ms. Julia Frances Charlton did not receive any emolument from the Company. The current independent non-executive directors, namely Mr. Xiao Yu, Mr. Stephen Mok and Mr. Sun Hua received the annual allowance of RMB30,000 each from the Company.

One of the supervisors Ms. Zhai Lumin, and the former supervisors, namely Ms. Wang Xuan and Ms. Liu Aihong did not receive any emolument from the Company. They received their remuneration from SXPGC, Shandong Zibo Xincat Pharmaceutical Company Limited and Shandong Zibo Xinhua-Chemferm Pharmaceutical Company Limited respectively. The independent supervisors, namely Mr. Zhang Yueshun and Mr. Tao Zhichao received the annual allowance of supervisors of RMB10,000 respectively from the Company.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

董事、監事及其他高級管理人員變動情況

2002年6月7日召開的本公司2001年度周年股東大會選舉產生了第四屆董事會、第四屆監事會，會議選舉賀端湜先生、魯省民先生、劉從德先生、郭琴女士、李士祥先生、高慶剛先生、肖瑜先生、孫華先生、莫仲堃先生為本公司第四屆董事會董事；其中：肖瑜先生、孫華先生、莫仲堃先生為本公司第四屆董事會獨立非執行董事。會議選舉馬景星先生、翟魯敏女士、張月順先生、陶志超先生為本公司第四屆監事會監事；其中：張月順先生、陶志超先生為本公司第四屆監事會獨立監事。

根據本公司《公司章程》有關規定及本公司於2002年2月22日召開的職工代表大會決議，呂忠德先生被選舉為本公司第四屆監事會職工監事。

2002年6月7日第四屆董事會第一次會議選舉賀端湜先生為本公司董事長、魯省民先生為本公司副董事長；聘任郭琴女士為本公司總經理；聘任高慶剛先生、張忠明先生、霍永先生、張代銘先生、王小龍先生為本公司副總經理；聘任曹長求先生、郭磊女士為本公司董事會秘書。

2002年6月7日監事會選舉馬景星先生為本公司監事會主席。

2003年1月17日本公司第四屆董事會第五次會議接受高慶剛先生辭呈，同意高先生因工作變動，辭去本公司副總經理、財務負責人等職務，聘任趙松國先生為本公司副總經理、財務負責人，馬永先生為本公司副總經理。

Change of Directors, Supervisors and Senior Officers

On 7 June 2002, members of the Fourth Board of Directors and the Fourth Supervisory Committee were elected in 2001 Annual General Meeting of the Company. Members of the Fourth Board of Directors of the Company are Mr. He Duanshi, Mr. Lu Shengmin, Mr. Liu Congde, Ms. Guo Qin, Mr. Li Shixiang, Mr. Gao Qinggang, Mr. Xiao Yu, Mr. Sun Hua and Mr. Stephen Mok, amongst which Mr. Xiao Yu, Mr. Sun Hua and Mr. Stephen Mok were elected as the independent non-executive directors of the Company. Mr. Ma Jingxing, Ms. Zhai Lumin, Mr. Zhang Yueshun and Mr. Tao Zhichao were elected as the member of the Fourth Supervisory Committee of the Company, amongst which Mr. Zhang Yueshun and Mr. Tao Zhichao were elected as the independent supervisors.

According to the resolution passed at the Staff Representative Meeting of the Company held on 22 February 2002, Mr. Lü Zhongde was elected as the representative of employees in compliance with the requirement of the Articles of Association of the Company ("Articles of Association").

On 7 June 2002, Mr. He Duanshi and Mr. Lu Shengmin were elected as the chairman and vice chairman of the Company by the members of the Fourth Board of Directors. Ms. Guo Qin was appointed as the general manager of the Company, while Mr. Gao Qinggang, Mr. Zhang Zhongming, Mr. Zhang Daiming and Mr. Wang Xiaolong were appointed as deputy general managers of the Company and Mr. Cao Changqiu and Ms. Guo Lei were appointed as the company secretaries of the Company.

On 7 June 2002, Mr. Ma Jingxing was elected as the chairman of the Supervisory Committee.

On 17 January 2003, the fifth meeting of the Fourth Board of Directors approved the resignation of Mr. Gao Qinggang from the positions of deputy general manager and financial controller of the Company for reasons in respect of changes in the job. The Board of Directors also appointed Mr. Zhao Songguo as the deputy general manager and financial controller of the Company and Mr. Ma Yong as the deputy general manager.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF

員工及其薪金

本公司主要依據國家政策、公司經濟效益情況，並參考社會報酬水平，確定員工薪酬。

於二零零二年十二月三十一日本公司員工為4,980人，該年度本公司全體員工工資總額為人民幣91,349千元。

按職能及教育程度劃分如下：

員工職能 Area of Work		員工人數 Number of Employees
生產人員	Staff in production	3,585
工程技術人員	Staff in engineering and technology	366
行政管理人員	Staff in administration	245
財務人員	Staff in finance	89
產品開發人員	Staff in research and development	151
採購人員	Staff in procurement of raw materials	29
銷售人員	Staff in sale	278
質量監督檢測人員	Staff in quality control and inspection	237
合計	Total	<u>4,980</u>

員工教育程度 Academic Qualification Attained		員工人數 Number of Employees
大學及以上學歷	University or above	546
大專學歷	Institutes	785
中專學歷	Intermediate institutes	861
高中及技校學歷	Senior secondary and technical schools	1,646
初中及以下學歷	Junior secondary or below	1,142
合計	Total	<u>4,980</u>

截至二零零二年十二月三十一日止本公司退休職工人數為2,057人。

Staff and Remuneration

The staff remuneration plan of the Group was worked out based on the Company's profit realised in the corresponding period and the average revenue of local residents determined in accordance with State policies.

The number of staff of the Group as at 31 December 2002 was 4,980, and their total amount of salaries and wages payable for the year ended 31 December 2002 was RMB91,349,000.

The staff of the Group can be categorized by their work and educational level as follows:

As at 31 December 2002, the number of retired staff of the Company was 2,057.