

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND STAFF

(I) GENERAL INFORMATION

Names	Gender	Position Age	Term of with the Company	Office
Shen Chang Quan	M	57	Chairman	From May 2003 to 2006
Xie Jia Quan	M	54	Executive Director, General Manager	From January 2006 to 2006
Sun Hong Ning	M	44	Non-executive Director	From May 2003 to 2006
Chen Xiang Hui	M	42	Non-executive Director	From May 2003 to 2006
Zhang Wen Sheng	M	58	Non-executive Director	From May 2003 to 2006
Fan Yu Shu	F	53	Non-executive Director	From May 2003 to 2006
Cui Xiao Long	M	44	Non-executive Director	From May 2003 to 2006
Chang Yung Tsung	F	73	Independent Non-executive Director	From May 2003 to 2006
Fang Keng	M	66	Independent Non-executive Director	From May 2003 to 2006
Hong Yin Xing	M	55	Independent Non-executive Director	From May 2003 to 2006
Yang Xiong Sheng	M	45	Independent Non-executive Director	From May 2003 to 2006
Zhou Jian Qiang	M	52	Chairman of the Supervisory Committee	From May 2003 to 2006
Zhang Cheng Yu	M	54	Supervisor	From May 2003 to 2006
Ma Ning	F	48	Supervisor	From May 2003 to 2006
Wu Yu Jun	M	42	Supervisor representing staff	From May 2003 to 2006
Shang Hong	F	42	Supervisor representing staff	From July 2004 to 2006
Li Da Peng	M	52	Deputy General Manager	From December 2003 to 2006
Wu Zan Ping	M	41	Deputy General Manager	From December 2003 to 2006
Qian Yong Xiang	M	41	Deputy General Manager	From January 2004 to 2007
Yao Yong Jia	M	41	Secretary to the Board of Directors	From December 2003 to 2006
Liu Wei	F	49	Manager of the Financial Accounting Department	From December 2003 to 2006
Lee Wai Fun, Betty	F	44	Company Secretary (Hong Kong)	From August 2004 to 31st May 2005

Notes:

- (1) During the reporting period, the Directors, Supervisors and senior management staff did not hold any shares of the Company, including their spouses or children under 18 years of age or their relatives or their controlled entities or trusts with more than 30% equity interests.
- (2) Mr. Hong Yin Xing tendered his resignation in October 2004. The Company has found a suitable succeeding candidate, and will put forward the appointment at the 2004 Annual General Meeting to be held on 18th May 2005.
- (3) The Directors and the senior management of the Company are not associated or related.



(II) INFORMATION OF DIRECTORS AND SUPERVISORS WORKING IN SHAREHOLDERS' COMPANIES

Name	Employer	Title	Term of Office
Shen Chang Quan	Jiangsu Communications Holding Company Ltd.	Chairman	From January 2001 up to now
Sun Hong Ning	Jiangsu Communications Holding Company Ltd.	Deputy General Manager	From May 2003 up to now
Chen Xiang Hui	Jiangsu Communications Holding Company Ltd.	Deputy General Manager	From May 2003 up to now
Zhang Wen Sheng	Huajian Transportation Economic Development Centre	Deputy General Manager	From November 1998 up to now
Fan Yu Shu	Jiangsu Communications Holding Company Ltd.	Director of Financial Auditing Department	From December 2002 up to now
Cui Xiao Long	Jiangsu Communications Holding Company Ltd.	Director of Operational	From February 2002 up to now
Zhou Jian Qiang	Jiangsu Communications Holding Company Ltd.	General Manager	From November 2000 up to now
Zhang Cheng Yu	Jiangsu Communications Holding Company Ltd.	Director of Human Resources Department	From January 2002 up to now
Ma Ning	Huajian Transportation Economic Development Centre	Assistant Manager of Planning and Finance Department	From September 1998 up to now

(III) EMOLUMENTS FOR THE YEAR

The emoluments for directors, supervisors and other senior management are recommended by the Board of Directors and approved by the Nomination, Remuneration and Appraisal Committee under the Board of Directors in accordance with their salary agreements entered into with the Company. The Company's four independent directors received the emoluments for independent directors for year 2004. The rest of the directors and supervisors (including those in office) did not receive emoluments for directors or supervisors. The directors and supervisors holding other positions receive management remuneration based on their specific management positions.

1. The annual allowances paid for each of the two overseas independent directors and each of the two domestic independent directors by the Company are HK\$106,000 and RMB\$40,000 respectively. Apart from the above-mentioned allowances, the independent directors did not receive any other remuneration from the Company. The total remuneration amounted to RMB292,000.
2. In 2004, except for four independent directors who received remunerations for independent directors and Mr. Xie Jia Quan, director, and Mr. Wu Yu Jun and Ms. Shang Hong, both supervisors who received management remunerations from the Company, all other directors and supervisors did not receive any remuneration or allowance.

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Details of remunerations received by the directors and supervisors:

Personnel	RMB'000		
	Remuneration of directors or supervisors	Management remuneration	Total
Directors			
Shen Chang Quan	–	–	–
Xie Jia Quan	–	300	300
Zhang Wen Sheng	–	–	–
Sun Hong Ning	–	–	–
Chen Xiang Hui	–	–	–
Fan Yu Shu	–	–	–
Cui Xiao Long	–	–	–
Independent Directors			
Chang Yung Tsung	106	–	106
Fang Keng	106	–	106
Hong Yin Xing	40	–	40
Yang Xiong Sheng	40	–	40
Supervisors			
Zhou Jian Qiang	–	–	–
Zhang Cheng Yu	–	–	–
Ma Ning	–	–	–
Wu Yu Jun	–	166	166
Shang Hong	–	166	166
Total	292	632	924

3. There were 22 directors, supervisors and other senior management who were in office in 2004. Among them, 12 received remuneration from the Company and their total annual remuneration amounted to RMB1,931,000. The three highest paid directors received emoluments of RMB512,000 in aggregate. The three highest paid senior management staff received emoluments in the total amount of RMB675,000. Their fringe benefits included pension scheme contribution and various social insurance scheme. There were no housing allowances or other allowances.

4. The range of annual emoluments of the directors, supervisors and other senior management in 2004 are as follows:

	RMB nil to RMB100,000	RMB100,001 to RMB200,000	RMB200,001 to RMB300,000
Directors	2	2	1
Supervisors	0	2	0
Senior management	0	2	3

The directors and supervisors who received remuneration from shareholders' companies included Mr. Shen Chang Quan, Mr. Zhang Wen Sheng, Mr. Sun Hong Ning, Mr. Chen Xiang Hui, Mr. Fan Yu Shu, Mr. Cui Xiao Long, Mr. Zhou Jian Qiang, Mr. Zhang Cheng Yu and Mr. Ma Ning.

(IV) CHANGES IN DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

In January 2004, the Company's General Manager Mr. Chen Xiang Hui and Deputy General Manager Mr. Liu Bu Cun resigned from their positions with the Company due to job changes. At the fourth meeting of the fourth session of the Board of Directors, Mr. Xie Jia Quan was appointed General Manager of the Company. Mr. Qian Yong Xiang resigned as Supervisor and took up the position of Deputy General Manager. Both appointments have a term of 3 years.

Mr. Wang Zheng Yi has resigned as a director of the Company due to job changes. At the 2003 Annual General Meeting, Mr. Xie Jia Quan was appointed as a director of the Company for a term from 28th June 2004 (the date of 2003 Annual General Meeting) until the Annual General Meeting to be held in 2006.

Ms. Shang Hong was elected as a supervisor representing the staff at the Staff Work Conference on 30th July 2004.

Mr. Hong Yin Xing tendered his resignation as an independent director of the Company in October 2004 due to his appointment as a State civil servant.

Mr. Lam Che Wah resigned as the Company Secretary in Hong Kong of the Company in August 2004. The Company has appointed Ms. Lee Wai Fun, Betty to succeed the post.



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(V) OTHER INFORMATION OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Directors' and Supervisors' contracts

Apart from the employment contract of Mr. Xie Jia Quan, each of the directors and supervisors has entered into a service contract with the Company. The content of these contracts was primarily the same. The terms of these contracts started from the 2003 Annual General Meeting or the appointment date until the Annual General Meeting to be held in 2006. The Company, the directors or the supervisors can terminate the contracts by giving not less than three months prior notice in writing to the other party. Save as the above-mentioned, none of the directors or supervisors has entered into or has proposed to enter into any service contracts with the Company expiring or determinable by the employer within one year with payment of compensation (other than statutory compensation). The Company was not required to pay compensation to any director for the reason that the directors intended to be re-elected in the next Annual General Meeting but their service contracts have not expired.

Interests of Directors and Supervisors in Contracts

The Company was not aware of any material contracts in which any directors or supervisors held direct or indirect interests or had significant direct or indirect conflict of interests.

The Statement and Undertaking of Directors, Supervisors and Senior Management

During the reporting period, the directors, supervisors and senior management of the Company have signed statements and letters of undertaking in accordance with the requirements of the Shanghai Stock Exchange.

Dealings in Securities by the Directors, Supervisors and Senior Management

During the reporting period, there was no record showing that any directors, supervisors or senior management or any of their associates held any interests in the registered capital of the Company and its subsidiaries or associates being disclosable under the Securities and Futures Ordinance or the Model Code for Securities Transactions by Directors of Listed Companies.

During the year, none of the directors, supervisors, senior management or any of their respective associates (including their spouses and children under 18) were granted any interests under any arrangement to subscribe for the equity or debenture of the Company, its subsidiaries or its associated companies.

(VI) PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

Directors

Mr. Shen Chang Quan, born in 1948, economist, is Chairman of the Board of Directors of the Company. Mr. Shen had been the mayor and the party secretary of Wu County since 1981, and a deputy mayor of Suzhou City since 1992. He was in charge of the urban and communications developments of Suzhou City for a long time and is responsible for the development of the Suzhou City New Technology Development Zone from 1992 to 1997. He has extensive experience in engineering and management. He has been chairman of the board of Communications Holding since January 2001.

Mr. Xie Jia Quan, born in 1951, is Director and General Manager of the Company. He is a university graduate and a senior engineer, Mr. Xie was a technical staff at the Jiangsu Communications Planning and Design Institute in 1978, and deputy head of the Planning Department of Jiangsu Communications Bureau in 1985. He was deputy head of the Engineering Department of the Jiangsu Expressway Construction Command Office in 1992, head of its Planning Department, Deputy Chief Engineer and then the Commander. He has been the Deputy Commander of the Expansion Project Command Office of the Company since August 2003, and has assumed the position of General Manager of the Company since January 2004. Mr. Xie is a senior expert with substantial experience in expressway construction and management.

Mr. Zhang Wen Sheng, born in 1947, senior economist, is a director of the Company. Mr. Zhang started working at the Tianjin Port in 1968. In 1974, he joined the Ministry of Communications where he has been Secretary of the General Office, Deputy Director of the Production Regulatory Bureau, Deputy Director of the Enterprise Administrative Bureau, Director of the System Reformation Office, Director of the System Regulatory Office and Assistant Supervisor, etc, underscoring his longstanding involvement in communications administration. In 1998, he became Deputy General Manager of Huajian Transportation Economic and Development Centre. Currently, he is also Vice Chairman of Northeastern Expressway Co., Ltd., Sichuan Expressway Co., Ltd. and Guangxi Wuzhou Communications Co. Ltd. and a director of Anhui Expressway Co., Ltd. Mr. Zhang has extensive experience in the research of corporate laws and business management.

Mr. Sun Hong Ning, born in 1961, tertiary educated and currently studying the EMBA course at China Europe International School, is a director of the Company. Mr. Sun had been deputy division head at the Jiangsu State Secrecy Bureau since 1994. He was Secretary of General Office at the Jiangsu Provincial Party Committee in 1995, Secretary of General Office of the Jiangsu Provincial Government in 2001; and Director and Deputy General Manager of Communications Holding in 2003. Mr. Sun is also Vice Chairman of Jiangsu Sujiahang Expressway Co., Ltd., a director of Huatai Securities Co. Ltd. and a director of Jinling Hotel Co. Ltd. He has substantial experience in business and management.



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Mr. Chen Xiang Hui, born in 1963, with a Bachelor degree in industrial engineering and an MBA, researcher-grace senior engineer, is a director of the Company. Mr. Chen has been involved in communications construction and management for a long time. Mr. Chen was Deputy Director of the Project Quality Supervisory Section of Jiangsu Communications Department, a director of Jiangsu Ninglian Ningtong Management Office and General Manager of the Company. Mr. Chen is currently Director and Deputy General Manger of Communications Holding. He is Vice Chairman of the Jiangsu Young Businessmen Association, Deputy Secretary General of the Expressway Operations Management Association of China's Academy of Highways and a standing committee member of the Expressway Operations Committee of Jiangsu Academy of Highways.

Ms. Fan Yu Shu, born in 1952, is a director of the Company. She is tertiary educated and an accountant. Ms.Fan was a manager of the Transportation Business Department of Jiangsu Leasing Company and a vice manager of Jiangsu Communications Investment Corp. She is a director of the Finance Department of Communications Holdings, a director of Jiangsu Yangtze Bridge Co., Ltd and Jiangsu Guangjing Xicheng Expressway Co., Ltd., and Vice Chairman of the Jiangsu Communications Accountant Association. She has over 20 years of experience in finance and accounting management.

Mr. Cui Xiao Long, born in 1961, university graduate, senior economist, is a director of the Company. Mr. Cui had been working in the Jiangsu Communications Bureau since 1984. He was the section chief of Finance Division and the Deputy General Manager of Jiangsu Communications Investment Corp. Mr. Cui is Director of the Operational Safety Department at Jiangsu Communications Holding Co. Ltd.; a director of Yangtze Bridge Co. Ltd and Jiangsu Provincial Leasing Company Limited; and Deputy Secretary General of Communications Enterprise Association of Jiangsu Province. He has approximately 20 years of experience in corporate management and finance management.

Ms. Chang Yung Tsung, Alice, born in 1932, is an independent non-executive director. She was a member of the Preparatory Committee for the Hong Kong Special Administrative Region and an advisor for the Hong Kong & Macau Affairs Office and the Xinhua News Agency (Hong Kong Branch).She is currently a Standing Committee member of the National Committee of the Chinese People's Political Consultative Conference, and Chairman of the Business Enterprise Management Centre of the Hong Kong Management Association. She is also Managing Director of Taching Petroleum Co. Ltd., President of Yung Shing Enterprise Co., the China Senior Advisor for T lefonaktiebolaget LM Ericsson, a director of Nanjing Ericsson Panda Communications Co., Ltd., a director of Beijing SE Putian Mobile Communications Co., Ltd., Chairman of Shanghai Overseas Chinese Commercial Centre Co., Ltd., and Chairman of Jiangsu Hong Kong Aero Enterprise Ltd. Ms. Chang has decades of experience in business development and investment. Ms. Chang has been awarded the Insignia of the Commander of the Royal Order of the Polar Star bestowed by His Swedish Majesty King Carl Gustav XVI of the Kingdom of Sweden and the Gold Bauhinia Star of the Government of Hong Kong Special Administrative Region.

Mr. Fang Keng, born in 1939, originated from Shanghai, graduated from Massachusetts Institute of Technology with a Chemical Engineering Master's degree in 1960s, is an independent director of the Company. He is Chairman of Jiangsu Trendy Supermarket Company, Chairman of Fang Brothers Knitting Ltd., and a committee member of the National Committee of the Chinese People's Political Consultative Conference. He also undertakes many other key positions in major industrial or commercial associations, such as Honorary Chairman of Textile Council of Hong Kong and Hong Kong Wollen & Synthetic Knitting Manufacturers Association Limited and a member of the Textile Advisory Board.

Mr. Hong Yin Xing, born in 1950, is an independent director of the Company, a supervisor for doctoral candidates and a renowned economist nationwide. Mr. Hong was a teaching assistant at Nanjing Teachers' University in 1976, an instructor at Nanjing University in 1982 and has been a professor at Nanjing University since 1987. He is currently Deputy Chancellor of Nanjing University. Mr. Hong has devoted his career to economics research and is very knowledgeable in economic theories. He has received numerous national awards to honour his contributions as an expert.

Mr. Yang Xiong Sheng, born in 1960, is an independent director of the Company and a supervisor for doctoral candidates. Mr. Yang became Research Office Director of Jiangsu Lianyungang Finance School in 1981 before joining the Lianyungang Audit Bureau in 1987. In 1994 he was posted to the Accounting Department of Nanjing University, where he has been Department Head since 1999, underpinning his profound expertise in the accounting profession.

Supervisors

Mr. Zhou Jian Qiang, born in 1953, senior economist and senior engineer, graduated in 1985 with a master's degree, is a supervisor of the Company. Mr. Zhou has been a director of the Jiangsu Provincial Planning Economy Committee since 1985, and Deputy General Manager of Jiangsu ITIC in 1997; Deputy Director of the Jiangsu Provincial Planning Economy Committee in 1999; and Vice Chairman and General Manager of Communications Holding since January 2001. Mr. Zhou has been involved in investment management, finance and securities for a long time, and has extensive experience in operation and management.



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Mr. Zhang Cheng Yu, born in 1951, tertiary educated, senior economist, is a supervisor of the Company. Mr. Zhang has been Deputy General Manager, Deputy Secretary of the Communist Party Committee, General Manager and Secretary of the Communist Party Committee of Yangzhou Motoring Corporation. He became Deputy Head of the Communications Bureau of Yangzhou City in 1996 and then joined Jiangsu Yangtze Bridge Co., Ltd. as Deputy General Manager in January 2001. In July 2001, he became General Manager of Jiangsu Ningjingyuan Expressway and in January 2002, he became Personnel Director of Jiangsu Communications Holding Ltd. Mr. Zhang has extensive experience in financial management.

Ms. Ma Ning, born in 1956, tertiary educated, accountant, is Deputy Manager of the Finance Department of Huajian Center. Ms. Ma had been an accountant in the finance department of the Ministry of Communications since 1975 and an accountant of China Association of Navigation since January 1990. She has been working for Huajian Center since June 1994 and is now Deputy Manager of the Planning & Finance Department.

Mr. Wu Yu Jun, born in 1963, university graduate with two bachelor's degrees, senior engineer, is a supervisor of the Company. Mr. Wu worked at the Suzhou Communications Engineering Management Department in 1991, then at the Suzhou Expressway Command Office in 1992 and became chief of the engineering department of the Command Office in 1993. Since 1997 Mr. Wu was deputy head of the Suzhou Management Office of the Company, and has been the Company's human resources manager since 2002. Mr. Wu has been engaged in transport management work for a long time and has substantial experience in highway development and operations management of enterprises.

Ms. Shang Hong, born in 1963, university graduate and senior engineer, is a the supervisor of the Company. Ms. Shang taught in the Civil Engineering Department of Nanjing Jinling Vocational University from July 1985 to May 1993. She was an engineer of the Engineering Department of the Jiangsu Expressway Command Office from June 1993 to September 1996. She was deputy head of the Planning Division of the Manager Department of the Company in September 1996, head of the Planning Division of the Securities Department of the Company in May 2000 and deputy manager of the Investment Development Department of the Company. She has been manager of the Investment Development Department since January 2004 until now.

Senior Management

Mr. Li Da Peng, born in 1953, university graduate, senior economist, is Deputy General Manager of the Company. Mr. Li joined the Company in January 1996. He was once deputy head of the Communications Design and Planning Institute of Jiangsu Province and chairman of the board of directors and general manager of Jiangsu Bus and general manager of Xicheng Co. Mr. Li has over 20 years of experience in economic and transport management.

Mr. Wu Zan Ping, born in 1964, university graduate, senior engineer, is Deputy General Manager of the Company. Mr. Wu joined the Company in August 1992. He was deputy director and director of the Jiangsu Expressways Command Office and deputy director, manager and assistant to the general manager of the Engineering and Technology Department of the Company. He has been involved in the management of transportation projects for more than 10 years.

Mr. Qian Yong Xiang, born in 1964, with a master's degree in industries and an MBA, is Deputy General Manager of the Company. He taught at Southeast University from 1987 to 1992. He joined the Company in 1992 and has been head of the Planning Section and deputy manager of the Investment and Securities Department. Mr. Qian has long been involved in strategies studies of the transport industry, the Company's investment analysis and management, project construction and operational management.

Mr. Yao Yong Jia, born in 1964, master, senior engineer, is Secretary to the Board of Directors. Mr. Yao joined the Company in August 1992. He has been a section chief of the Communications Design and Planning Institute of Jiangsu Province, the Jiangsu Expressways Command Office and the Securities Department, as well as director of the Secretariat to the Board of Directors of the Company. Mr. Yao has extensive experience and has been engaging in project management, investment analysis, financing and securities.

Ms. Liu Wei, born in 1956, university graduate, senior accountant, is Manager of the Financial Accounting Department of the Company. Ms. Liu joined the Company in August 1992. She has been the deputy section chief of the Planning Division of the Communications Department of Jiangsu Province, the person-in-charge of the Finance Department of Jiangsu Roads & Bridges Construction Co. and the section chief of the Finance Division of the Jiangsu Expressways Command Office. Ms. Liu was also the deputy division chief and manager of the Finance Department of the Company. She has been working in the economic and financial management for 20 years and has extensive experience in the areas.

Ms. Lee Wai Fun, Betty, born in 1961, is Secretary to the Board of Directors in Hong Kong. She obtained a diploma in company secretaryship and management from the Hong Kong Polytechnic (presently the Hong Kong Polytechnic University) in 1983. She is a chartered secretary in Hong Kong. She is a member of the Institute of Chartered Secretaries and Administration and the Hong Kong Institute of Company Secretaries.



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(VII) INFORMATION ON THE STAFF OF THE COMPANY

As at 31st December 2004, the Company had 2,409 staff, including 339 administrative staff, 68 finance staff, 90 technical staff and 2,070 production staff. Staff with professional qualifications accounted for 12% of the total number, while staff graduated from universities and tertiary institutions accounted for 36% of the total number.

1. Staff Salaries and Fringe Benefits Policies

Staff salary

The aggregate staff remuneration shall be approved by the Board of Directors. The current remuneration system is one in which salaries are determined based on technical skills. Staff salaries are determined on the basis on the appraisals when renewing their employment contracts. It is a system that proportionately eliminates those with the poorest performance and rewards those with outstanding performance. The aggregate salaries actually utilised by the Company amounted to RMB92,887,000.

Reforms on employment, human resources and salaries system

The Company furthered its reform of its employment, human resources and salaries systems in 2004. The employment is based on the job position and progressively categorised into labour contracts and work purposes. The human resources system will openly recruit candidates to fill certain management positions, allowing outstanding staff of lower ranks to apply. The remuneration system reforms the existing salaries policy based on technical skills to a position salaries system based on performance results. This system will be implemented in 2005.

Staff housing subsidies

Staff housing subsidies were provided by way of lump-sum payments. Housing subsidies in lump sums were paid to the staff who entered the Company before 30th November 1998 for a service term of at least five years and not yet offered staff quarters, and the staff with staff quarters area not up to the stipulated standards. The subsidies were directly charged to the current operating expenses. The monthly housing subsidy payment has been cancelled since 2004.

The Company paid RMB10,800,000 in staff housing subsidies in 2004.

Staff insurance scheme

The Company participates in the central retirement and pension fund scheme administrated by the State. The Comany is required to make an annual contribution equivalent to 21% of employees' salaries and the proportion of individual employees' contribution was to be adjusted to 8%. The Company has paid in full its required contributions to pension fund in 2004. The total amount paid was RMB13,400,000, which was included in the operating expenses of the Company. The retirement fund administered by the State shall undertake the pension payment to the Company's retired employees.

The Company's staff basic medical insurance scheme was fully implemented in December 2003 in accordance with the Implementation Opinion on Staff Medical Insurance Scheme Reforms promulgated by the Jiangsu Provincial Government. The payment ratio is capped at 9%. This expense was charged against operating expenses. Besides, the Company has purchased the labour injury insurance, unemployment insurance and pregnancy insurance policies for its staff.

In order to enhance fringe benefits for staff, the Company took out a supplementary medical insurance and accident insurance policies for its staff from a commercial insurance company.

The Company paid RMB18,670,000 in the aggregate insurance expenses in 2004.

Staff annual leave

With a view to enhancing staff moral, sense of belonging, unity and living standards and to improving their staff health, the Company has established an annual leave system.

2. Staff education and training

The Company emphasises staff education and training. In order to improve the education and training system, the Company commenced a practical, pragmatic and effective training scheme with specific goals. Training topics include enhancing the integrative management level of management staff, enhancing staff position skills, continuing education for professional technical staff and work-related certificate courses for special skills. We aim at raising our staff's overall capabilities, enhancing team spirit and pursuing the long-term development goals.

In 2004, various departments and divisions of the Company have organised a total of 14 training programmes on special topics, with 562 participants. We have provided training on enhancing functional skills and safety production. The staff training ratio reached 100%.