

董事、監事及其他高級管理人員簡介

董事

郭琴女士，48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、總經理。郭女士現為山東省淄博市人民代表大會常務委員會委員。二零零六年三月二十四日郭女士任本公司董事長，兼任山東新華醫藥集團有限責任公司董事長，淄博新華一百利高製藥有限公責任公司董事長。

劉振文先生，54歲，高級經濟師。一九六六年到山東新華製藥廠工作，一九六八年調山東濟寧抗生素廠，歷任班長、車間工段長，車間副主任、主任，生產技術處處長、山東魯抗醫藥集團有限公司生產計劃部經理、副總經理、董事、副董事長、黨委副書記、總經理、山東魯抗醫藥股份有限公司董事。山東新華醫藥集團有限責任公司黨委副書記、總經理、董事。二零零六年六月九日獲委任為本公司董事，兼任山東新華工貿股份有限公司董事長，山東淄博新達製藥有限公司董事長。

任福龍先生，44歲，高級工程師、執業藥師，一九八五年畢業於山東昌濰醫學院醫學專業。一九八五年至一九八八年任住院醫師。一九九一年獲得北京醫科大學醫學碩士學位，同年到山東新華製藥廠工作，歷任研究院副院長、院長，本公司總經理助理、副總經理，新華醫藥集團副總經理。二零零六年三月二十四日任先生任本公司總經理，同年六月九日獲委任為本公司董事，兼任山東新華醫藥貿易有限公司董事長，山東新華隆信化工有限公司董事。

Brief Introduction of Directors, Supervisors and Senior Officers

Directors

Ms. Guo Qin, aged 48, is a senior engineer and practising pharmacist, she graduated from Shandong Medical University, specialising in pharmacy. Ms. Guo joined the Shandong Xinhua Pharmaceutical Factory (the "Factory") in 1982, and previously held the positions of the deputy director of the preparation workshop and the preparation sales department, the deputy director and the director of the quality control department, as well as the deputy director and the director of the Inspection Center for the Quality of Drugs, a subsidiary of Shandong Pharmaceutical Administration. She was also the director of the enterprise management department, the assistant to the general manager, the deputy general manager of the Company and the general manager of the Company. Ms. Guo is currently a member of the Standing Committee of Zibo People's Congress. Ms. Guo has been elected as the Chairman of the Company with effect from 24 March 2006. Ms. Guo is also the Chairman of SXPGC and the Chairman of Zibo Xinhua-Perrigo Pharmaceutical Company Limited.

Mr. Liu Zhenwen, aged 54, is a senior economist. He joined Shandong Xinhua Pharmaceutical Factory in 1966 and was transferred to Shandong Jining Antibiotics Factory in 1968 where he has served as the group leader, the workshop section head, the deputy head and the head of workshop and the head of the Department of Production and Technology. He has also served as the manager, deputy general manager, director, vice-chairman, deputy secretary to the Company's Communist Party Committee and general manager of the Production and Planning Department of Shandong Lukang Pharmaceutical Co., Ltd. He is currently the deputy secretary to the Company's Communist Party Committee and the director and the general manager of SXPGC. Mr. Liu has been elected as the director of the Company with effect from 9 June 2006. Mr. Liu is the Chairman of Shandong Xinhua Industry & Trade Company Limited and the Chairman of Shandong Zibo XinCat Pharmaceutical Company Limited.

Mr. Ren Fulong, aged 44, is a senior engineer and practicing public pharmacist. He graduated from Shandong Changwei Medicine College in 1985. From 1985 to 1988, Mr. Ren was a resident physician. In 1991, Mr. Ren obtained his master of medicine from Beijing Medicine University and joined the Factory in the same year. He previously held the positions of the deputy director and the director of research institute of the Company, the assistant to the general manager and the deputy general manager of the Company, the deputy general manager of SXPGC. Mr. Ren has been appointed the general manager of the Company with effect from 24 March 2006 and has been elected as the director of the Company with effect from 9 June 2006. Mr. Ren is the Chairman of Shandong Xinhua Medical Trade Company Limited and a director of Shandong Xinhua Longxin Chemical & Industrial Company Limited.

董事、監事及其他高級管理人員簡介 (續)

董事 (續)

趙松國先生，43歲，高級會計師，一九八六年畢業於山東廣播電視大學企業經營管理專業，二零零四年結業於中國海洋大學財務管理專業研究生課程進修班。一九八零年到山東新華製藥廠工作，歷任財務處科長、處長，總經理助理，現任本公司董事、副總經理、財務負責人。兼任山東新華醫藥貿易有限公司董事，淄博新華大藥店連鎖有限公司董事，山東新華製藥(歐洲)有限公司董事，山東新華隆信化工有限公司董事，淄博新華中西製藥有限責任公司董事，山東大地新華化學有限公司監事。

馬永先生，46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，副總經理、工會主席。現任本公司董事。

戴慶駿先生，64歲，一九六七年畢業於清華大學高分子化學專業。同年到山東新華製藥廠工作，歷任技術員、副總工程師、副廠長。歷任山東省醫藥總公司總經理、山東省醫藥管理局局長、國家醫藥管理局科教司司長、國家醫藥管理局副局長，國家藥品監督管理局副局長。現任本公司獨立非執行董事。戴先生兼任山東魯抗醫藥股份有限公司獨立董事。

莫仲堃先生，42歲，香港王桂壠律師行聯合法朗克律師行合夥人。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。

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

Directors (continued)

Mr. Zhao Songguo, aged 43, is a senior accountant. He graduated from Shandong Television and Broadcasting University, specialising in enterprise management in 1986. He also completed a refresher course in Qingdao Ocean University in 2004. Mr. Zhao joined the Factory in 1980 and previously held the positions of the head and the director of the finance department and the assistant to the general manager of the Company. Mr. Zhao is the director, and the deputy general manager and the financial controller of the Company. He is also a director of Shandong Xinhua Medical Trade Co., Ltd., a director of Shandong Zibo Xinhua Pharmacy Chain Co., Ltd., a director of Shandong Xinhua Pharmaceutical (Europe) GmbH and a director of Shandong Xinhua Longxin Chemical Co., Ltd., a director of Zibo Xinhua Eastwest Pharmaceutical Company Limited and a supervisor of Shandong Dadi Xinhua Chemical Company Limited.

Mr. Ma Yong, aged 46, is a senior engineer. He graduated from Shandong Institute of Technology. Mr. Ma joined the Factory in 1984 and previously held the positions of the deputy director and the director of machinery sub-factory, the vice director of institute of research, the vice director and the director of machine and power department and the assistant to the general manager and the deputy general manager of the Company, and the chairman of the labour union. Mr. Ma is a director of the Company.

Mr. Dai Qingjun, aged 64, graduated from Tsinghua University specialising in macromolecule chemistry and joined the Factory in 1967. Mr. Dai previously held the positions of a technician, the vice engineer-general and the deputy general manager of the Factory. Mr. Dai was the former general manager of Shandong Provincial Pharmaceutical Company, the director-general of Shandong Pharmaceutical Administration, the director of science and education department and the vice director general of the State Pharmaceutical Administration of China and the vice director general of the State Drug Administration of the PRC. Mr. Dai is an independent non-executive director of the Company. Mr. Dai is also an independent non-executive director of Shandong Lukang Pharmaceutical Co., Ltd.

Mr. Mok Chung Kwan, Stephen, aged 42, is a partner of a law firm in Hong Kong, Huen Wong & Co in association with Fried Frank Harris Shriver & Jacobson LLP. 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.

董事、監事及其他高級管理人員簡介 (續)

董事 (續)

徐國君先生，44歲，中國人民大學會計學博士研究生畢業，中國註冊會計師(非執業會員)，教授，博士研究生導師，現任中國海洋大學校長助理兼任副總會計師。同時，社會兼職有青島市政府專家諮詢委員會委員、青島市社科聯副主席等。徐國君先生長期從事會計與財務管理方面的教學、科研及實際研究工作，在會計與財務管理理論等領域著述頗豐，曾多次被評為青島市青年學術、工程技術帶頭人，並獲山東省優秀教師、省高校系統十大優秀教師等稱號。現任本公司獨立非執行董事。兼任山東新華醫療器械股份有限公司獨立董事、青島黃海橡膠股份有限公司獨立董事、青島市商業銀行獨立董事、青島國家大學科技園有限公司董事。

孫明高先生，42歲，天津大學管理學博士，高級經濟師。二零零一年創立了深圳天成投資集團有限公司。現擔任董事長、總裁，兼任《中國創業投資與高科技》常務理事、湖北省十堰市人民政府財務顧問、山東省臨邑縣人民政府高級經濟顧問、深圳市創業投資同業公會的常務理事、山東省生產力學會副會長、山東省物流與採購協會副會長。現任本公司獨立非執行董事。

賀端湜先生，63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，本公司董事長，新華集團董事長，新華魯抗集團董事長。賀先生為第八屆、第九屆、第十屆全國人民代表大會代表。賀先生因年齡原因，二零零六年六月九日辭去本公司董事職務。

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

Directors (continued)

Mr. Xu Guojun, aged 44, is a doctorate class graduate in the Accounting of Renmin University of China, Certified Public Accountant (Non-practicing members), professor, and tutor of postgraduates, is currently an assistant to the president of Ocean University of China and the deputy chief accountant. Mr. Xu is also the member of Qingdao Municipal Government Expert Consultancy Committee and the vice chairman of Qingdao Social Academy. With years' experience in teaching accounting and financial management courses, engaging in scientific research and practical research as well as releasing lots of written works in accounting and financial management theories, he has been rewarded as the leader of Qingdao Youth Science and Engineering for many times and he has been named as the Excellent Teacher in Shandong Province and one of Ten Excellent Teachers of Provincial Colleges. Mr. Xu is an independent non-executive director of the Company. Mr. Xu is also an independent director of Shandong Xinhua Medical Instrument Co., Ltd., an independent director of Qingdao Yellow Sea Rubber Company Limited, an independent director of Qingdao Commercial Bank and a director of Qingdao National University Science Park Company Limited.

Mr. Sun Minggao, aged 42, is a doctorate degree holder in Management of Tianjin University and a senior economist. Mr. Sun founded Shenzhen Tactician Investment (Group) Co., Ltd. in 2001, where he is the Chairman and President. He is also the standing member of "China Investment Capital & High-Tech", the financial adviser of Shiyan Municipal People Government of Hubei Province and the senior economics consultant of the People Government of Linyi County of Shandong Province, the standing member of Shenzhen Venture Capital Association, the deputy director of Shandong Production Committee, and the deputy director of Shandong Logistics & Procurement Committee. Mr. Sun is an independent non-executive director of the Company.

Mr. He Duanshi, aged 63, is a senior economist and practising pharmacist. He graduated from Wuhan University in 1967, specialising in chemistry. Mr. He joined the Factory in 1970 and previously was the deputy director of workshop and the manager of the Factory, the Chairman of the Company and SXPGC and XLPGC. Mr. He is a representative of the Eighth, Ninth and Tenth National People's Congress of the PRC. Mr. He has resigned from the position of Director of the Company with effect from 9 June, 2006 for the reason of his age.

董事、監事及其他高級管理人員簡介 (續)

董事 (續)

劉從德先生，42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，新華集團董事、總經理，本公司董事，新華魯抗集團董事長，山東魯抗醫藥集團有限公司董事長。劉先生因工作變動，二零零六年六月九日辭去本公司董事職務。

監事：

于公福先生，56歲，高級工程師，一九七四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、董事，山東新華醫藥集團有限責任公司董事、副總經理，黨委副書記、紀委書記。現任本公司監事會主席。

高慶剛先生，57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，股份製改製辦公室主任、本公司董事、副總經理、財務負責人。現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。現任本公司監事。

呂忠德先生，50歲，高級政工師，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。

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

Directors (continued)

Mr. Liu Congde, aged 42, is a senior engineer. He graduated from Wuhan Institute of Chemical Technology, specialising in pharmaceuticals and joined the Factory in 1985. Mr. Liu previously held the positions of the assistant to the general manager and the deputy general manager of the Company, the director and general manager of SXPGC, the director of the Company, and the Chairman of XLPGC and Shandong Lukang Pharmaceutical Group Co., Ltd.. Mr. Liu has resigned from the position of the Director of the Company with effect from 9 June, 2006 due to the change of his work.

Supervisors

Mr. Yu Gongfu, aged 56, is a senior engineer. He graduated from Shandong Engineering College in 1974, specialising in industrial automation. He joined the Factory in 1968. Mr. Yu had previously held the positions of the vice-chairman of the labour union and the deputy manager of the Factory and was the deputy general manager of the Company and was a director of the Company. He was also a director, deputy general manager, deputy secretary to the Communist Party Committee and the secretary to the Disciplinary Committee of the Communist Party of SXPGC. Mr. Yu is the chairman of the Supervisory Committee of the Company.

Mr. Gao Qinggang, aged 57, senior accountant, graduated from Shandong Television and Broadcasting University, specialising in finance and accounting. Mr. Gao joined the Factory in 1978 and was previously the deputy director and the director of the finance department of the Factory, as well as the chief of the Shareholding System Reform Office, and the director, deputy general manager and financial controller of the Company. Mr. Gao is a director, the deputy general manager and the financial controller of SXPGC. Mr. Gao is currently a supervisor of the Company.

Mr. Lü Zhongde, aged 50, is a political work specialist. Mr. Lü joined the Factory in 1975 and held the positions of the deputy secretary and the secretary to the Company's Communist Youth Party Committee and the vice chairman of labour union of the Company. He is currently a supervisor elected by the employees of the Company.

董事、監事及其他高級管理人員簡介 (續)

監事：(續)

張月順先生，57歲，中國註冊會計師、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，現任山東普華會計師事務所有限公司高級顧問。本公司獨立監事。

陶志超先生，37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，山東淄博市人民政府法律顧問。本公司獨立監事。

其他高級管理人員簡介：

張代銘先生，44歲，高級經濟師，畢業於青島科技大學有機化工專業，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。兼任山東新華製藥(歐洲)有限公司董事長，山東新華製藥進出口有限責任公司董事長，山東新華醫藥貿易有限公司董事，淄博新華-百利高製藥有限公司董事，淄博新華中西製藥有限責任公司董事。

霍永先生，59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。

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

Supervisors (continued)

Mr. Zhang Yueshun, aged 57, Certified Public Accountant and Certified Public Assessor of the PRC. Mr. Zhang was the controller of an enterprise, the deputy chief of Zibo Office affiliated to the Enterprise Department of the Ministry of Finance of the PRC, the vice director of the Zibo Municipal State-owned Assets Administration and the chief accountant of Shandong Zibo Accountant Firm. Mr. Zhang is currently a senior consultant for Zibo Puhua Accountant Firm and an independent supervisor of the Company.

Mr. Tao Zhichao, aged 37, graduated from East China University of Politics and Laws and obtained a bachelor's degree in law. Mr. Tao was also awarded a master's degree in law from Shandong University. Mr. Tao is a partner of Shandong Zhigong Associates, the legal consultant for the People's Government of Zibo, Shandong and an independent supervisor of the Company.

Senior Officers

Mr. Zhang Daiming, aged 44, is a senior economist. He graduated from Qingdao Science and Technology University, specialising in organic chemical engineering 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, the chairman of Shandong Xinhua Pharmaceutical (Europe) GmbH, the chairman of Shandong Xinhua Import and Export Company Limited, a director of Shandong Xinhua Medical Trade Company Limited, a director of Zibo Xinhua-Perrigo Pharmaceutical Company Limited and a director of Zibo Xinhua Eastwest Pharmaceutical Company Limited.

Mr. Huo Yong, aged 59, is a senior economist. He graduated from Beijing Chemical Industry School. Mr. Huo joined the Factory in 1969. Mr. Huo previously held the positions of the deputy chief of labour division, the deputy director and the director of personnel and cadre department of the Company. Mr. Huo is the deputy general manager of the Company.

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)

傅恒謙先生，57歲，高級經濟師。一九七零年到山東新華製藥廠工作，歷任車間工程師、主任、調度處處長、計統處處長，山東新華醫藥集團有限責任公司規劃部部長、新華魯抗藥業集團有限責任公司規劃部部長、總經理助理、副總經理。二零零六年三月二十四日任本公司副總經理，兼任山東大地新華化學有限公司董事。

王小龍先生，42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，兼任山東新華長星化工設備有限公司董事。

曹長求先生，37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，38歲，北京大學經濟學碩士，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、總經理任職自二零零五年十二月二十二日起任期三年；其他高級管理人員任期至二零零七年三月三十一日。

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

Senior Officers (continued)

Mr. Fu Hengqian, aged 57, senior economist. He joined the Factory in 1970. Mr. Fu previously held the positions of the workshop engineer, the director of workshop, the director of the dispatch department and the director of planning and statistics department of the Factory, the director of the planning department of SXPGC, the director of the planning department, the assistant to the general manager and the deputy general manager of XLPGC. Mr. Fu has become the deputy general manager of the Company since 24 March 2006. Mr. Fu is a director of Shandong Dadi Xinhua Chemical Company Limited.

Mr. Wang Xiaolong, aged 42, was a senior engineer. He graduated from Shandong University of Technology, specialising in automation. Mr. Wang joined the Factory in 1988 and previously held the positions of the deputy director and the director of electricity workshop and the director of machinery sub-factory. Mr. Wang is a the deputy general manager of the Company. Mr. Wang is a director of Shandong Xinhua Changxing Chemical Equipment Company Limited.

Mr. Cao Changqiu, aged 37, is a senior economist. He 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 38, Master of Economics of Beijing University and a economist. She 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 Director, Supervisors and General Manager of the Company were appointed for a term of 3 years commencing from 22 December 2005. The Senior Officers of the Company were appointed for a term to 31 March 2007.

董事、監事、高級管理人員和員工情況 (續)

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF (continued)

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 of the Company

姓名 Name	職務 Duty	於2006年12月31日	於2006年1月1日
		As at 31 December 2006	As at 1 January 2006
		股數 Number of shares	股數 Number of shares
董事			
Directors			
郭琴 Ms. Guo Qin	董事長 Chairman	16,852	12,483
劉振文 Mr. Liu Zhenwen	非執行董事 (於2006年6月9日獲委任) Non-executive director (appointed on 9 June 2006)	未持有 Nil	未持有 Nil
任福龍 Mr. Ren Fulong	執行董事 (於2006年6月9日獲委任)、 總經理 (於2006年3月24日獲聘任) Executive director (appointed on 9 June 2006), General manager (appointed on 24 March 2006)	未持有 Nil	未持有 Nil
趙松國 Mr. Zhao Songguo	執行董事、副總經理、財務負責人 Executive director, deputy general manager, financial controller	未持有 Nil	未持有 Nil
馬永 Mr. Ma Yong	非執行董事 Non-executive director	未持有 Nil	未持有 Nil
戴慶駿 Mr. Dai Qingjun	獨立非執行董事 Independent Non-executive director	未持有 Nil	未持有 Nil
莫仲堃 Mr. Mok Chung Kwan, Stephen	獨立非執行董事 Independent Non-executive director	未持有 Nil	未持有 Nil
徐國君 Mr. Xu Guojun	獨立非執行董事 Independent Non-executive director	未持有 Nil	未持有 Nil
孫明高 Mr. Sun Minggao	獨立非執行董事 Independent Non-executive director	未持有 Nil	未持有 Nil
賀端湜 Mr. He Duanshi	原董事 (於2006年6月9日辭任) Predecessor director (retired on 9 June 2006)	6,075	4,500
劉從德 Mr. Liu Congde	原董事 (於2006年6月9日辭任) Predecessor director (retired on 9 June 2006)	4,725	3,500
監事			
Supervisors			
于公福 Mr. Yu Gongfu	監事會主席 Chairman of the Supervisory Committee	6,075	4,500
高慶剛 Mr. Gao Qinggang	監事 Supervisor	4,370	3,237
呂忠德 Mr. Lǚ Zhongde	監事 Supervisor	未持有 Nil	未持有 Nil
張月順 Mr. Zhang Yueshun	獨立監事 Independent supervisor	未持有 Nil	未持有 Nil
陶志超 Mr. Tao Zhichao	獨立監事 Independent supervisor	未持有 Nil	未持有 Nil

董事、監事、高級管理人員和員工情況 (續)

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF (continued)

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 of the Company (continued)

姓名 Name	職務 Duty	於2006年12月31日	於2006年1月1日
		As at 31 December 2006	As at 1 January 2006
		股數 Number of shares	股數 Number of shares
其他高級管理人員			
Senior Officers			
張代銘	副總經理	未持有	未持有
Mr. Zhang Daiming	Deputy general manager	Nil	Nil
霍永	副總經理	4,027	2,983
Mr. Huo Yong	Deputy general manager		
傅恒謙	副總經理(於2006年3月24日獲聘任)	未持有	未持有
Mr. Fu Hengqian	Deputy general manager (appointed on 24 March 2006)	Nil	Nil
王小龍	副總經理	3,384	2,507
Mr. Wang Xiaolong	Deputy general manager		
曹長求	董事會秘書	4,050	3,000
Mr. Cao Changqiu	Company secretary		
郭磊	董事會秘書	未持有	未持有
Ms. Guo Lei	Company secretary	Nil	Nil

本公司董事、監事及高級管理人員所持有本公司股份均為A股。

All shares held by the Director, Supervisors and Senior Officers are A shares.

股份變動原因是：2006年6月5日持有本公司股份的上述董事、監事及高級管理人員每10股股份獲得非流通股股東支付的3.5股的對價股份。

The changes in the number of shares held by the Directors, Supervisors and Senior Officers were due to the offering of 3.5 shares by the shareholders of non-tradable A Shares for every 10 shares held by the above mentioned Directors, Supervisors and Senior Officers on 5 June 2006.

除上文所披露外，就公司之董事、高級管理人員及監事所知悉，於二零零六年十二月三十一日，沒有本公司之董事、高級管理人員及監事在本公司及其/或任何相聯法團(定義見《證券及期貨條例》第XV部)的股份、相關股份及/或債券證(視情況而定)中擁有任何需根據《證券及期貨條例》第XV部第7和第8部份需知會本公司及香港聯交所的權益或淡倉(包括根據《證券及期貨條例》該些章節的規定或當作這些董事、高級管理人員及監事擁有的權益或淡倉)，或根據《證券及期貨條例》第352條規定而記錄於本公司保存的登記冊的權益或淡倉，或根據上市規則附錄十中的「上市公司董事進行證券交易的標準規則」須知會本公司及香港聯交所的權益或淡倉。

Save as disclosed above, so far as the Directors, the Senior Officers and the Supervisors of the Company are aware, as at 31 December 2006, none of the Director, the Senior Officer or the Supervisor of the Company had any interest or short position in the shares, underlying shares and/or debentures (as the case may be) of the Company or any of its associated corporations (as defined in Part XV of the Securities and Futures Ordinance ("SFO")) which was required to be notified to the Company and The SEHK pursuant to Divisions 7 and 8 of Part XV of the SFO (including interest and short position which any such Director, Senior Officer or Supervisor is taken or deemed to have under such provisions of the SFO) of which was required to be entered in the register required to be kept by the Company pursuant to Section 352 of the SFO or which was otherwise required to be notified to the Company and SEHK pursuant to the Model Code for Securities Transactions by Directors of Listed Companies as contained in Appendix 10 to the Rules Governing The Listing of Securities on The Stock Exchange of Hong Kong Limited ("Listing Rules").

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、監事及其他高級管理人員薪酬。本年度內薪酬與考核委員會審議通過了《關於二零零六年度董事、監事酬金的議案》、《關於二零零六年度高級管理人員酬金的議案》，並建議提交董事會審議。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。

董事、監事及其他高級管理人員酬金

董事

郭 琴
 劉振文
 任福龍
 趙松國
 馬 永
 戴慶駿
 莫仲堃
 徐國君
 孫明高
 賀端湜
 劉從德

監事

于公福
 高慶剛
 呂忠德
 張月順
 陶志超

其他高級管理人員

張代銘
 霍 永
 傅恒謙
 王小龍
 曹長求
 郭 磊

Remuneration of Directors, Supervisors and Senior Officers

The remuneration policy of the Directors, the Supervisors and the Senior Officers are based on the state policies, the Company's profit realized in the corresponding period, individual achievement and the average income of local residents determined in accordance with State policies. During the year, the remuneration and examination committee of the Company has passed The Proposal of 2006 Annual Remuneration of Directors and Supervisors and The Proposal of 2006 Annual Remuneration of Senior Officers, and submitted the above proposals to the Board of Directors for approval. The Directors' and the Supervisors' remuneration must be approved in a shareholders meeting of the Company, whereas the remuneration of the Senior Officers must be approved by the Board of Directors.

Remuneration of the Directors, Supervisors and Senior Officers

2006年度
 2006
 人民幣萬元
 RMB0'000

Directors

Ms. Guo Qin	29.5
Mr. Liu Zhenwen	14.7
Mr. Ren Fulong	24
Mr. Zhao Songguo	18
Mr. Ma Yong	17
Mr. Dai Qingjun	5
Mr. Mok Chung Kwan, Stephen	5
Mr. Xu Guojun	5
Mr. Sun Minggao	5
Mr. He Duanshi	14.4
Mr. Liu Congde	2

Supervisors

Mr. Yu Gongfu	17
Mr. Gao Qinggang	12
Mr. Lü Zhongde	5.6
Mr. Zhang Yueshun	2
Mr. Tao Zhichao	2

Senior Officers

Mr. Zhang Daiming	18
Mr. Huo Yong	16
Mr. Fu Hengqian	17
Mr. Wang Xiaolong	16
Mr. Cao Changqiu	7
Ms. Guo Lei	7

二零零六年度董事、監事和高級管理人員的年度報酬總額為人民幣259.2萬元。

The aggregate remuneration of the Directors and the Supervisors for the financial year ended 31 December 2006 was approximately RMB2,592,000.

董事、監事及其他高級管理人員變動情況

二零零六年三月二十四日賀端湜先生因年齡原因辭去董事長職務。二零零六年三月二十四日本公司召開第五屆董事會第二次會議選舉郭琴女士為本公司董事長，郭琴女士因工作變動辭去本公司總經理職務，董事會聘任任福龍先生為本公司總經理、傅恒謙先生為本公司副總經理。

二零零六年六月九日，賀端湜先生因年齡原因辭去董事職務，劉從德先生因工作變動，辭去董事職務；同日，股東大會選舉劉振文先生為本公司非執行董事、任福龍先生為本公司執行董事。

員工及其薪金

本集團主要依據國家政策、企業經濟效益情況，並參考社會報酬水平，確定員工薪酬。

截至二零零六年十二月三十一日止本公司員工為4,793人，該年度集團全體員工工資總額為人民幣92,448千元。

Change of Directors, Supervisors and Senior Officers

Mr. He Duanshi has resigned from the position of Chairman of the Company with effect from 24 March 2006 for the reason of his age. Ms. Guo Qin has been elected as the Chairman of the Company with effect from 24 March 2006 and she has resigned from the position of general manager of the Company on the same day due to the change of her work. Mr. Ren Fulong and Mr. Fu Hengqian have been appointed as the general manager and deputy general manager of the Company respectively.

Mr. He Duanshi and Mr. Liu Congde have resigned from the position of Director of the Company with effect from 9 June 2006 for the reasons of his age and the change of his work respectively. On the same day, Mr. Liu Zhenwen and Mr. Ren Fulong have been elected the Non-executive director and the Executive director of the Company respectively.

Staff and Remuneration

The staff remuneration plan of the Group was determined in accordance with the State policies, the Group's profit in the corresponding period and the average income of local residents.

As at 31 December 2006, the number of staff of the Group was 4,793, and the total amount of their salaries and wages for the year 2006 was approximately RMB92,448,000.

員工及其薪金 (續)

Staff and Remuneration (continued)

本集團員工按職能及教育程度劃分如下：

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

員工職能 Area of Work		員工人數 Number of Employees
生產人員	Staff in production	3,643
工程技術人員	Staff in engineering and technology	331
行政管理人員	Staff in administration	153
財務人員	Staff in finance	79
產品開發人員	Staff in research and development	117
採購人員	Staff in procurement of raw materials	24
銷售人員	Staff in sales	264
質量監督檢測人員	Staff in quality control and inspection	182
合計	Total	<u>4,793</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	476
大專學歷	Institutes	769
中專學歷	Intermediate institutes	904
高中及技校學歷	Senior secondary and technical schools	1,743
初中及以下學歷	Junior secondary or below	901
合計	Total	<u>4,793</u>

截至二零零六年十二月三十一日止本集團退休職工人數為2,235人。

As at 31 December 2006, the number of retired staff of the Group was 2,235.