

HUMAN RESOURCES

The Company's human resources management system was established in line with its internal and external development. The Company is committed to perfecting its human resources development, retaining talents and attaining its people oriented philosophy to solidify the growth foundation for the Company and its staff.

Talent

With the belief that the worth and value of an enterprise are created by the joint efforts of its staff, talent represents the foremost and most important resources of the Company. The Company, in contributing to the society, simultaneously provides the staff with material rewards, spiritual rewards, cultural rewards and environmental rewards.

The Company is committed to attaining its philosophy of "people oriented with tender solicitude" and focusing on human resources development and talent training to



provide each member of staff with favorable surrounding and level playing field so as to achieve objectives.

Leading by the Company's development strategies and objectives, the Company stresses the importance of capability. The Company established three teams of talents that included management, technology and operations, cultivating a group of dedicated professionals with common values and retaining talents for future development.

Salary and remuneration

In 2006, the Company formulated its staff salary code and standardized its staff remuneration plan. The Company established appraisal system for assessing the staff's salary and altered staff's positions and salary packages according to their capability. The new system brought significant incentive to motivate the staff in terms of achieving higher performance and obtaining more knowledge.



Training management

In view of enhancing the staff's competitiveness, the Company, through various training, promoted the "Sharing of knowledge and techniques". The Company also put forward its "three teams" and developed capability assessment. As the Company takes people as its first priority, the Company offered specific training for each level of staff to enhance awareness and consciousness of all management and technical staff. The Company also introduced training and activities promoting "communication, assistance and leadership" including position practice, skills contest and case study activities. The Company aims at cultivating a group of all-rounded talents. Grounding on its highly efficient R&D talents, coupled with the leadership of the management, the Company secured its smooth execution of its development strategies.

Apart from establishing an all-rounded training system, the Company also keeps improving its management by designating different courses for all levels of management and technical and operating staff. Mentoring program was also adopted for new comers.

In 2006, the Company, in accordance with the annual training schedules, carried out 261 training programmes, for which 7,476 persons participated in the training and the total training hours amounted to 64,052 hours.