



Chapter IV Directors, Supervisors, Senior Management and Staff

Section 1. Directors, supervisors and senior management

1. The following is a list of all current directors, supervisors and senior management:

Executive directors

Mr. Lu Yunliang, aged 51, engineer, is the Chairman of the Company and, currently, the Chairman of China National Textile Machinery (Group) Company Limited.

Mr. Fan Xinmin, aged 51, senior economist, is the secretary of the party committee and Vice-Chairman of the Company.

Mr. Liu Hong, aged 42, senior economist, is a director and the deputy general manager of China National Machinery (Group) Company Limited.

Mr. Li Shaoping, aged 50, senior accountant, is the Chief Accountant of China National Textile Machinery (Group) Company Limited.

Mr. Ye Maoxin, aged 39, senior engineer, is the general manager of the Company.

Mr. Yao Yuming, aged 40, senior accountant, is the executive deputy general manager of the Company.

Mr. Liu Haitao, aged 37, economist, is the factory director and vice-secretary of the party committee of Zhengzhou Textile Machinery Factory and Chairman of Zhengzhou Hongda New Textile Machinery Company Limited.

Mr. Gong Enqing, aged 53, senior economist, is the secretary of the party committee of Qingdao Textile Machinery Factory, the Chairman of Qingdao Hongda Textile Machinery Company Limited and a director of China National Textile Machinery (Group) Company Limited.

Mr. Liu Xianming, aged 39, senior engineer, is the secretary of the party committee of Shenyang Textile machinery Factory and the Chairman and secretary of the party committee of Shenyang Hongda Textile Machinery Company Limited.

Mr. Zhang Jianguo, aged 49, economist, is the secretary of the party committee of Tianjin Textile Machinery Factory and the Chairman and secretary of the party committee of Tianjin Hongda Textile Machinery Company Limited.

Mr. Wang Weizhi, aged 44, senior political engineer, is the general manager and the party secretary of Jingwei Textile Machinery (Holding) Company Limited.

Non-executive directors

Mr. Wang Zengjing, aged 68, is the head of the PRC Textile Industry Federation and the Vice-Chairman of the PRC Small to Medium Enterprises International Cooperation Association.

Mr. Kon Hiu King, Kenneth, aged 39, an executive director of Dan Form Holdings Co., Ltd.

Supervisors

Mr. Yin Shouen, aged 60, senior engineer, is the Chairman of the supervisory committee.

Mr. Liu Shitong, aged 60, senior economist, is the Vice-Chairman of the Company.

Mr. Tu Kelin, aged 50, senior political engineer, is the secretary of the disciplinary committee of China National Textile Machinery (Group) Company Limited.

Mr. Yan Fuquan, aged 38, senior accountant, is the director of finance of China National Textile Machinery (Group) Company Limited.

Mr. Wu Manju, aged 39, accountant, is the chief account and director of finance of Zhengzhou Hongda New Textile Machinery Company Limited.

Mr. Zhao Wenjie, aged 52, political engineer, is the vice-secretary of the party committee of Shenyang Hongda Textile machinery Company Limited.

Mr. Bao Weiguo, aged 51, political engineer, is the chairman of the labour union of the Yuci branch company of Jingwei Textile Machinery Company Limited.

Section 1. Directors, supervisors and senior management (continued)**1. The following is a list of all current directors, supervisors and senior management (continued):****Deputy general managers**

Mr. Lin Jianwang, aged 46, is a senior engineer.

Ms. Shu Hong, aged 38, is a senior engineer.

Mr. Zhang Qingxi, aged 57, is a senior engineer.

Company secretary

Mr. Ye Xuehua, aged 37, is a senior engineer.

2. Term of office and equity interest of directors, supervisors and senior management

As at 31st December 2001, the equity interests of the directors, supervisors and senior management of the Company in the share capital of the Company are as follows:

Name	Position	Gender	Term of office	Number of A Shares held at beginning of the year	Number of A Shares held at end of the year
Lu Yunliang	Chairman	Male	15/8/2001-15/8/2004	0	0
Fan Xinmin	Vice-chairman	Male	15/8/2001-15/8/2004	0	0
Liu Hong	Director	Male	15/8/2001-15/8/2004	0	0
Li Shaoping	Director	Male	15/8/2001-15/8/2004	0	0
Ye Maoxin	Director	Male	15/8/2001-15/8/2004	10,214	10,214
Yao Yuming	Director	Male	15/8/2001-15/8/2004	9,200	9,200
Liu Haitao	Director	Male	15/8/2001-15/8/2004	0	0
Gong Enqing	Director	Male	15/8/2001-15/8/2004	0	0
Liu Xianming	Director	Male	15/8/2001-15/8/2004	0	0
Zhang Jianguo	Director	Male	15/8/2001-15/8/2004	0	0
Wang Weizhi	Director	Male	15/8/2001-15/8/2004	0	0
Wang Zengjing	Non-executive Director	Male	15/8/2001-15/8/2004	0	0
Kon Hiu King	Non-executive Director	Male	15/8/2001-15/8/2004	0	0
Yin Shouen	Chairman of the supervisory committee	Male	15/8/2001-15/8/2004	0	0
Liu Shitong	Supervisor	Male	15/8/2001-15/8/2004	12,800	12,800
Tu Kelin	Supervisor	Male	15/8/2001-15/8/2004	0	0
Yan Fuquan	Supervisor	Male	15/2/2000-15/8/2001	0	0
Wu Manju	Supervisor	Female	15/8/1998-15/8/2001	0	0
Zhao Wenjie	Supervisor	Male	15/8/2001-15/8/2004	0	0
Bao Weiguo	Supervisor	Male	15/8/2001-15/8/2004	0	0
Lin Jianwang	Deputy General Manager	Male		0	0
Shu Hong	Deputy General Manager	Female		0	0
Zhang Qingxi	Deputy General Manager	Male		2,370	2,370
Ye Xuehua	Company Secretary	Male		0	0

Except as disclosed above, none of the directors or supervisors or their spouses or children under the age of 18 had any interests in the shares or debentures of or other interests in the Company, and none of them had been granted any right to subscribe for the shares or debentures of the Company or had exercised such right. During the reporting period, none of the directors or supervisors had a material interest in any contracts to which the Company or any of its subsidiaries was a party.



Section 1. Directors, supervisors and senior management (continued)

3. Remuneration during the year

1. The remuneration of directors, supervisors and senior management had been determined in accordance with the remuneration and appraisal system established by the Company. Directors, supervisors and senior management receiving remuneration from the Company are subject to the yearly remuneration package system. Pursuant to the relevant provisions in the Articles of Association of the Company, the remuneration of directors and supervisors are determined by general meetings while those of the senior management had been determined by the Board. The Company's board implements an annual appraisal policy for senior managers and its production and business operations are monitored by the Supervisory Committee. The Human Resources Department of the Company administers the appraisal policy.
2. During the year, the eight directors, supervisors and senior managers had received from the Company a total remuneration of approximately RMB400,000, of which approximately a total of RMB170,000 was given to the three highest paid directors. The remuneration to the three highest paid senior managers totalled approximately RMB160,000. Individuals' annual salaries fell within the range from RMB40,000 to RMB60,000.
3. Messrs. Lu Yunliang, Liu Hong, Li Shaoping, Yin Shouen, Tu Kelin and Yan Fuquan received remunerations from the controlling shareholder, China National Textile Machinery (Group) Company Limited. Mr. Liu Haitao, Mr. Gong Enqing, Mr. Liu Xianming, Mr. Zhang Jianguo, Mr. Wang Weizhi, Ms. Wu Manju, Mr. Bao Weiguo and Mr. Zhao Wenjie received remuneration from their respective serving companies.
4. Independent directors did not receive any allowances from the Company.

4. Changes in directors, supervisors and senior management

With the approval of Extraordinary General Meeting on 15th August 2001, Messrs. Yin Shouen and Liu Shitong ceased to be the Chairman and Vice-chairman of the Company due to age limit. Subject to rotation and reshuffling of duties, Mr. Lu Yunliang ceased to be the Chairman of the Supervisory Committee and Messrs. Bao Shanjun, Yang Enchang and Cong Yongfa ceased to be the Supervisors representing the staff of the Company.

Section 2. Staff

As at 31st December 2001, the total staff strength of the Group was 9,323, in which the number of senior, middle and junior level staff were 219, 736 and 575 respectively, 1,952 staff had tertiary education. Amongst them, 977 were deployed to technical, scientific research and development, 363 in sales and marketing, 323 in operations management, 162 in finance, 6,600 in production and 898 in others. In addition, the number of retired staff was 1,543 as at 31st December 2001.

Wage level was determined on the basis of individual performance.