

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

董事

賀端湜先生，60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。

魯省民先生，58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，39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，45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。

Brief Introduction of Directors, Supervisors and Senior Officers

Directors

Mr. He Duanshi, aged 60, 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 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.

Mr. Lu Shengmin, aged 58, deputy chief pharmacist, graduated from Shenyang Pharmaceutical College, specialising in pharmaceuticals and joined the Factory in 1969. Mr. Lu previously held the positions of deputy director of workshop and head of division of labour, and was secretary to the Company's Communist Party Committee. Mr. Lu is the vice chairman of the Board of Directors of the Company ("Vice Chairman") and SXPGC and is also a director of XLPGC.

Mr. Liu Congde, aged 39, senior engineer, graduated from Wuhan Institute of Chemical Technology, specialising in pharmaceuticals and joined the Factory in 1985. Mr. Liu 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 a director of XLPGC.

Ms. Guo Qin, aged 45, senior engineer and practising public pharmacist, graduated from Shandong Medical University, specialising in pharmacy. Ms. Guo joined the Factory in 1982, and previously held the positions of deputy director of the preparation workshop and the preparation sales department, deputy director and director of the quality control department, as well as deputy director and 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, 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.

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簡介 (續)

董事 (續)

李士祥先生，59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。

高慶剛先生，54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。

戴慶駿先生，61歲，1967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。二零零三年六月九日起任本公司獨立非執行董事。

肖瑜先生，77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。

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

Directors (continued)

Mr. Li Shixiang, aged 59, 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 labour union of the Factory. Mr. Li is concurrently a director of the Company and of SXPGC.

Mr. Gao Qinggang, aged 54, 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 the 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. Dai Qingjun, aged 61, graduated from Tsinghua University specialising in macromolecule chemistry and joined the Factory in 1967. Mr. Dai had held the positions of technician, vice engineer-general and 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 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 has been an independent non-executive director of the Company since 9 June 2003.

Mr. Xiao Yu, aged 77, researcher, a member of the consulting committee of Shandong Public Accountant Associates, consultant of Shandong Accountant Academy and a part-time professor of Shandong Finance College. Mr. Xiao is an independent non-executive director of the Company.

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簡介 (續)

董事 (續)

莫仲堃先生，39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，36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。

監事

馬景星先生，59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。現任本公司監事會監事長。

翟魯敏女士，43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，47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。

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

Directors (continued)

Mr. Stephen Mok, aged 39, 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 36, graduated from Renmin University of China and obtained a master's degree of business administration in 1996 and 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.

Supervisors

Mr. Ma Jingxing, aged 59, 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 43, 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.

Mr. Lü Zhongde, aged 47, Mr. Lü joined the Factory in 1975 and 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.

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簡介 (續)

監事 (續)

張月順先生，54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。

陶志超先生，34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。

其他高級管理人員簡介

張忠明先生，57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。

霍永先生，56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，41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。

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

Supervisors (continued)

Mr. Zhang Yueshun, aged 54, Certified Public Accountant and Certified Public Assessor of the PRC. Mr. Zhang was the controller of an enterprise, a deputy chief of Zibo Office affiliated to the 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.

Mr. Tao Zhichao, aged 34, graduated from East China University of Politics and Laws and obtained a bachelor of law degree. Mr. Tao was also awarded a master's degree of law from Shandong University. Mr. Tao is a partner of Shandong Zhigong Associates and an independent supervisor of the Company.

Senior Officers

Mr. Zhang Zhongming, aged 57, 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 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.

Mr. Huo Yong, aged 56, senior economist, graduated from Beijing Chemical Industry School and joined the Factory in 1969. Mr. Huo previously held the positions of deputy chief of labour 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 41, senior economist, graduated from Qingdao University of Science and Technology, specialising in organic chemical engineering and obtained a Master's degree of 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.

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簡介 (續)

其他高級管理人員簡介 (續)

王小龍先生，39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，40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、財務負責人。

馬永先生，43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。

曹長求先生，34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，35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. Wang Xiaolong, aged 39, senior engineer, graduated from Shandong University of Technology, specialising in automation. Mr. Wang joined the Factory in 1988 and 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 40, senior accountant, graduated from Shandong Television and Broadcasting University, specialising in enterprise management. Mr. Zhao joined the Factory in 1980 and previously held the positions of a head and a director of the finance department and an assistant to the general manager of the Company. Mr. Zhao is a deputy general manager and financial controller of the Company.

Mr. Ma Yong, aged 43, senior engineer, graduated from Shandong Institute of Technology. Mr. Ma joined the Factory in 1984 and 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.

Mr. Cao Changqiu, aged 34, 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 35, 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 (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	於2003年12月31日 As at 31 December 2003 股數 Number of shares	於2003年1月1日 As at 1 January 2003 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
戴慶駿 (於2003年6月9日獲委任) Mr. Dai Qingjun (appointed on 9 June 2003)	未持有 Nil	未持有 Nil
肖瑜 Mr. Xiao Yu	未持有 Nil	未持有 Nil
孫華 Mr. Sun Hua	未持有 Nil	未持有 Nil
莫仲堃 Mr. Stephen Mok	未持有 Nil	未持有 Nil
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

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	於2003年12月31日 As at 31 December 2003 股數 Number of shares	於2003年1月1日 As at 1 January 2003 股數 Number of shares
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 (於2003年1月17日獲聘任) Mr. Zhao Songguo (appointed on 17 January 2003)	未持有 Nil	未持有 Nil
馬永 (於2003年1月17日獲聘任) Mr. Ma Yong (appointed on 17 January 2003)	200	200
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的股份均為A股，截至二零零三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 2003.

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)

就公司之董事、高級管理人員及監事所知悉，於二零零三年十二月三十一日，沒有本公司之董事、高級管理人員及監事在本公司及/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部分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。

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。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。

二零零三年度董事、監事和高級管理人員的年度報酬總額為人民幣4,876千元，金額最高的前三名董事的報酬總額為人民幣1,424千元，金額最高的前三名其他高級管理人員的報酬總額為人民幣909千元。

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

So far as the Directors, Senior Officers and Supervisors of the Company are aware, as at 31 December 2003, no Director, Senior Officer or 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 Stock Exchange of Hong Kong Limited 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 The Stock Exchange of the Hong Kong Limited pursuant to the Model Code for Securities Transactions by Directors of Listed Companies as contained in Appendix 10 to the Listing Rules.

Remuneration of Directors, Supervisors and Senior Officers

The remuneration plan of the Directors, Supervisors and Senior Officers are based on the Company's profit in the corresponding period, individual achievement and the average income of local residents determined in accordance with State policies. The Directors' and the Supervisors' remunerations must be approved in a general meeting 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 2003 was RMB4,876,000. The aggregate remuneration of the three highest paid Directors was RMB1,424,000. The aggregate remuneration of the three highest paid Senior Officers was RMB909,000.

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、監事和其他高級管理人員 酬金 (續)

Remuneration of Directors, Supervisors and Senior Officers (continued)

董事、監事及高級管理人員報酬區間：

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

區間 Bands	人民幣15萬元以下 Under RMB150,000	人民幣15-25萬元 From RMB150,000 to RMB250,000	人民幣25-35萬元 From RMB250,000 to RMB350,000	人民幣35萬元以上 Above RMB350,000
人數 Number	10	0	9	4

獨立非執行董事戴慶駿、肖瑜、莫仲堃、孫華董事年度津貼分別為人民幣4萬元。

Each of the existing independent non-executive directors, namely Mr. Dai Qingjun, Mr. Xiao Yu, Mr. Stephen Mok and Mr. Sun Hua received annual allowance of RMB40,000 respectively from the Company.

獨立監事張月順、陶志超監事年度津貼分別為人民幣1.5萬元。

Each of the independent supervisors, namely Mr. Zhang Yueshun and Mr. Tao Zhichao received annual allowance of RMB15,000 respectively from the Company.

董事、監事及其他高級管理人員 變動情況

Change of Directors, Supervisors and Senior Officers

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。

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 reason of changes in job nature. 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.

2003年6月9日本公司舉行的二零零二年度周年股東大會上，戴慶駿先生被增補為本公司獨立董事。

On 9 June 2003, Mr. Dai Qingjun was elected as an independent non-executive director in 2002 Annual General Meeting of the Company.

董事、監事、高級管理人員和員工情況 (續)

DIRECTORS, SUPERVISORS, SENIOR OFFICERS AND STAFF (continued)

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。

於二零零三年十二月三十一日本公司員工為4,960人，該年度本公司全體員工工資總額為人民幣87,453千元。

按職能及教育程度劃分如下：

Staff and Remuneration

The staff remuneration plan of the Group was determined based on the Group's profit 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 2003 was 4,960, and their total amount of salaries and wages payable for the year ended 31 December 2003 was RMB87,453,000.

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

員工職能		員工人數
Area of Work		Number of Employees
生產人員	Staff in production	3,576
工程技術人員	Staff in engineering and technology	357
行政管理人員	Staff in administration	227
財務人員	Staff in finance	92
產品開發人員	Staff in research and development	146
採購人員	Staff in procurement of raw materials	27
銷售人員	Staff in sales	301
質量監督檢測人員	Staff in quality control and inspection	234
合計	Total	4,960

員工教育程度		員工人數
Academic Qualification Attained		Number of Employees
大學及以上學歷	University or above	574
大專學歷	Institutes	787
中專學歷	Intermediate institutes	841
高中及技校學歷	Senior secondary and technical schools	1,662
初中及以下學歷	Junior secondary or below	1,096
合計	Total	4,960

截至二零零三年十二月三十一日止本公司退休職工人數為2,119人。

As at 31 December 2003, the number of retired staff of the Company was 2,119.