

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND STAFF

(一) 董事、監事、高級管理人員情況

董事、監事、高級管理人員基本情況

(1) DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT STAFF

Basic Status of Directors, Supervisors and Senior Management Staff

單位：股
Unit: Share

姓名	職務	性別	年齡	任期 起始日期	任期 終止日期	年初 持股數	年末 持股數	股份 增減數	變動 原因
Name	Position	Sex	Age	Date of appointment	End of appointment	Shareholding at the beginning of the year	Shareholding at the end of the year	Increase or decrease in shares	Reasons of change
朱武安	董事長	男	56	2002-07-14	2005-07-13	5,760	5,760		
Zhu Wuan	Chairman	Male	56	2002-07-14	2005-07-13	5,760	5,760		
陸長安	副董事長	男	56	2002-07-14	2005-07-13	4,800	4,800		
Lu Changan	Vice-chairman	Male	56	2002-07-14	2005-07-13	4,800	4,800		
王國華	執行董事、總經理	男	41	2002-07-14	2005-07-13	1,200	1,200		
Wang Guohua	Executive Director and General Manager	Male	41	2002-07-14	2005-07-13	1,200	1,200		
龐連東	董事	男	55	2002-07-14	2005-07-13	4,100	4,100		
Pang Liandong	Director	Male	55	2002-07-14	2005-07-13	4,100	4,100		
于寶貴	董事	男	55	2002-07-14	2005-07-13	4,200	4,200		
Yu Baogui	Director	Male	55	2002-07-14	2005-07-13	4,200	4,200		
戎佩敏	執行董事、董事會秘書	女	53	2002-07-14	2005-07-13	0	0		
Rong Peimin	Executive Director and Company Secretary	Female	53	2002-07-14	2005-07-13	0	0		
齊生林	董事	男	56	2002-07-14	2005-07-13	0	0		
Qi Shenglin	Director	Male	56	2002-07-14	2005-07-13	0	0		
武文祥	獨立董事	男	70	2004-07-14	2005-07-13	0	0		
Wu Wenxiang	Independent Director	Male	70	2004-07-14	2005-07-13	0	0		
胡匡佐	獨立董事	男	58	2002-07-14	2005-07-13	0	0		
Wu Hongzuo	Independent Director	Male	58	2002-07-14	2005-07-13	0	0		
李一經	獨立董事	女	53	2002-07-14	2005-07-13	0	0		
Li Yijing	Independent Director	Female	53	2002-07-14	2005-07-13	0	0		
周小明	獨立董事	男	38	2002-07-14	2005-07-13	0	0		
Zhou Xiaoming	Independent Director	Male	38	2002-07-14	2005-07-13	0	0		
肖茂林	監事長	男	55	2002-07-14	2005-07-13	0	0		
Xiao Maolin	Chairman of the Supervisory Committee	Male	55	2002-07-14	2005-07-13	0	0		
薛克新	監事	男	39	2002-07-14	2005-07-13	0	0		
Xue Kexin	Supervisor	Male	39	2002-07-14	2005-07-13	0	0		
田福仁	監事	男	56	2002-07-14	2005-07-13	4,100	4,100		
Tian Furen	Supervisor	Male	56	2002-07-14	2005-07-13	4,100	4,100		
郭寧	副總經理	男	50	2002-07-14	2005-07-13	0	0		
Guo Ning	Deputy General Manager	Male	50	2002-07-14	2005-07-13	0	0		
王文元	副總經理	男	57	2002-07-14	2005-07-13	0	0		
Wang Wenyuan	Deputy General Manager	Male	57	2002-07-14	2005-07-13	0	0		
楊振東	總工程師	男	42	2002-07-14	2005-07-13	0	0		
Yang Zhendong	Chief Engineer	Male	42	2002-07-14	2005-07-13	0	0		

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1. 說明：

- (1) 除上文所披露者外，於2004年12月31日，各董事、監事及高級管理人員或彼等聯繫人概無與本公司或任何關聯公司（定義見《證券及期貨條例》之股份中擁有權益），而各董事及監事或彼等之配偶或未滿十八歲子女概無認購本公司證券之權利，亦無使用該項權利。
- (2) 在本年結算日或年內之任何時間，除下述服務合約外，本公司各董事及監事均無在本公司任何重要合約中直接或間接擁有權益。
- (3) 除上述所載各董事及監事須根據香港證券及期貨條例第352條而保存之登記冊所示外，在本年內，本公司均無參與任何安排，使本公司董事或監事或任何其他法人團體之股份或債券獲益，並未有任何須根據證券及期貨條例第352條予以記錄之權益。
- (4) 除上文所披露者外，於2004年12月31日，本公司董事、監事或高級管理人員概無於本公司或其任何相關法團（定義見證券及期貨條例）之股份、相關股份或債券中擁有根據證券及期貨條例第XV部第7及8分部之規定，彼等須知會本公司或香港聯合交易所有限公司（「聯交所」）之任何權益或淡倉，或根據證券及期貨條例第352條規定，須列入所指定之登記冊之權益或淡倉。
- (5) 概無任何董事、監事及高級管理人員或其相關人士獲公司或其附屬公司授出購入公司股份或債券之權益，或在2004年12月31日前已行使任何此等權益。

1. Explanations:

- (1) Save as disclosed above, none of the directors, supervisors and senior management or any of their associates, as at 31 December 2004, had any interest in the shares of the Company or its associated corporations (within the meaning of the Securities and Futures Ordinance (the "SFO")). None of the directors and supervisors or their spouse or children under the age of 18 was granted any right to acquire securities of the Company or had exercise any such right.
- (2) As at the balance sheet date or at any time during the year, none of the directors and supervisors of the Company was directly or indirectly interested in any material contract of the Company other than the service contracts mentioned below.
- (3) Save as those set out in the register required to be maintained by directors and supervisors under section 352 of the SFO, during the year, the Company did not engage in any arrangement which would enable the directors or supervisors of the Company of their respective associates to acquire any interest in any shares or debt securities of the Company by the purchase of any other corporation, nor did the directors or supervisors had any interest which was required to be recorded in the register under section 352 of the SFO.
- (4) Save as disclosed above, none of the Directors, supervisors and senior management of the Company, as at 31 December 2004, had any interest or short positions in the shares, underlying shares and debentures of the Company or its associated corporations (within the meaning of Part XV of the SFO) which would have to be notified to the Company and The Stock Exchange of Hong Kong Limited (the "Stock Exchange") pursuant to Divisions 7 and 8 of Part XV of the SFO or which were required to be entered in the register required to be kept by the Company pursuant to Section 352 of the SFO.
- (5) None of the Directors, supervisors and senior management of the Company or the respective associates was granted by the Company or its subsidiaries any right to acquire shares or debentures of the Company or had exercised any such right as at 31 December 2004.

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2. 董事與監事服務合約

董事及監事與本公司訂立書面合約，主要方面如下：

- (1) 除武文祥外，第四屆董事、監事每份合約由2002年7月14日開始，至2005年7月13日止，武文祥之服務合約由2004年7月14日開始，至2005年7月13日止。
- (2) 在服務合約的合約期內董事及監事之薪酬每年可以增加15%。
- (3) 各董事有權收取由董事會決定參照本公司除稅後綜合淨盈利（不包括非常項目）授予之管理花紅，惟付予董事之花紅總額不得超過該盈利1%，董事須放棄就有關彼收取之數額之決議案投票。
- (4) 報告期內本公司獨立非執行董事認真履行了職責。

2. Service contracts of directors and supervisors

The directors and supervisors have entered into written contracts with the Company, the main contents of which are as follows:

- (1) Other than Wu Wenxiang, each contract for the directors of the fourth Board of Directors and supervisors of the fourth Supervisory Committee is for a term commencing from 14 July 2002 to 13 July 2005. Service contract of Wu Wenxiang commenced from 14 July 2004 to 13 July 2005.
- (2) The salary payable to the directors and supervisors is subject to a 15% increment for each subsequent year within the contract term of the service contracts.
- (3) Each of the directors is entitled to a management bonus calculated by reference to the consolidated net profit of the Company (excluding extraordinary items) after taxation as decided by the Board of Directors provided that the aggregate amount of bonus payable to the directors may not exceed 1% of such profit. The directors shall abstain from voting in respect of the resolution on the amount payable to them.
- (4) The independent non-executive directors of the Company performed their duties diligently during the reporting period.

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董事、監事、高級管理人員主要工作經歷：

1. 董事

- (1) **朱武安先生**，中國國籍，56歲，董事長，發展戰略委員會主席，工商管理碩士，高級經濟師。1992年任北人集團公司副總經理；1993年任本公司董事、副總經理；1996年任本公司董事、董事會秘書、副總經理；現任北人集團公司董事長、本公司董事長兼首席執行官。朱先生負責本公司的整體戰略性管理，具有三十餘年的企業管理經驗及十餘年上市公司治理與運作的知識與技巧。
- (2) **陸長安先生**，中國國籍，56歲，副董事長，發展戰略委員會委員，研究生畢業，高級經濟師。1992年任北人集團公司企管處處長；1993年任北人集團公司總經濟師、北人印刷機械股份有限公司董事；1996年任北人印刷機械股份有限公司副總經理；1998年任北人印刷機械股份有限公司總經理；現任北人集團公司總經理。陸先生在北人集團公司任職三十餘年，有三十餘年的企業管理經驗。
- (3) **王國華先生**，中國國籍，41歲，執行董事、總經理，發展戰略委員會委員，工商管理碩士，高級工程師。1992年曾任北人集團公司印機研究所副所長；1995年任北人集團公司總工程師；1996年任北人印刷機械股份有限公司董事、總工程師；1997年任北京印刷機械研究所所長；現任北人印刷機械股份有限公司董事、總經理。王先生多年從事產品設計及技術管理工作。

PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

1. Directors

- (1) **Mr. Zhu Wuan**, Chinese nationality, aged 56, Chairman of the Board, Chairman of the Strategic Committee, an MBA holder and a senior economist. Mr. Zhu was the Deputy General Manager of Beiren Group Corporation in 1992; a Director and Deputy General Manager of the Company in 1993; and a Director, Secretary to the Board of Directors and Deputy General Manager of the Company in 1996. He is currently the Chairman of Beiren Group Corporation, the Chairman and the Chief Executive Officer of the Company. He is in charge of the Company's overall strategic management and has over 30 years' experience in corporate management and over 10 years' knowledge and skills in administering and running a listed company.
- (2) **Mr. Lu Changan**, Chinese nationality, aged 56, Vice-chairman, a member of the Strategic Committee, a postgraduate and a senior economist. Mr. Lu was the Head of Corporate Management Office of Beiren Group Corporation in 1992; Chief Economist of Beiren Group Corporation and a Director of Beiren Printing Machinery Holdings Ltd. in 1993; Deputy General Manager of Beiren Printing Machinery Holdings Ltd. in 1996; and General Manager of Beiren Printing Machinery Holdings Ltd. in 1998. He is currently the General Manager of Beiren Group Corporation. He has been working for Beiren Group Corporation for over 30 years and has over 30 years' experience in corporate management.
- (3) **Mr. Wang Guohua**, Chinese nationality, aged 41, Executive director, General Manager, a member of the Strategic Committee, an MBA holder and a senior economist. Mr. Wang was the Deputy Head of Institute of Printing Machinery of Beiren Group in 1992; Chief Engineer of Beiren Group Corporation in 1995; Director and Chief Engineer of Beiren Printing Machinery Holdings Ltd. in 1996; and Head of Beijing Research Institute of Printing Machinery in 1997. He is currently the Director and General Manager of Beiren Printing Machinery Holdings Ltd. He has been engaged in product design and technical management for a number of years.

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(4) **龐連東先生**，中國國籍，55歲，董事，發展戰略委員會委員，研究生畢業，高級經濟師。1992年任北人集團公司三分廠副廠長；1993年任北人印刷機械股份有限公司董事、總經理助理兼單雙色機廠廠長；1995年任北人集團公司常務副總經理至今。龐先生在北人集團公司任職三十餘年，有三十餘年的企業管理經驗。

(5) **于寶貴先生**，中國國籍，55歲，董事，提名委員會委員，大專畢業，政工師。1993年任北人集團公司工會主席；1996年任北人印刷機械股份有限公司董事；現任公司工會主席。于先生在生產管理勞工關係方面有十多年的經驗。

(6) **戎佩敏女士**，中國國籍，53歲，執行董事，董事會秘書，薪酬與考核委員會委員，研究生畢業，高級經濟師。於1988年加入北人集團公司；加入前，在北京市印刷中等專業學校任職任教；1995年任本公司駐香港辦事處主任，1997年任本公司董事會秘書室主任。1999年任本公司董事會秘書至今，戎女士有多年的公司管理經驗及境內外上市公司法律法規的掌握與運用經驗。

(7) **齊生林先生**，中國國籍，56歲，董事，審計委員會會員，大學畢業，高級會計師。曾任北人集團公司財務處處長、副總會計師。1998年任本公司總會計師，現任北人集團公司總會計師，齊先生從事財會工作二十多年，具有豐富的財務管理經驗。

(4) **Mr. Pang Liandong**, Chinese nationality, aged 55, Director, a member of the Strategic Committee, a postgraduate and a senior economist. Mr. Pang was the Deputy Factory Manager of Plant 3 of Beiren Group Corporation in 1992; Director and Assistant to General Manager of Beiren Printing Machinery Holdings Ltd. as well as Factory Manager of a single and dual color printer factory in 1993; and has been the Deputy General Manager of Beiren Group Corporation since 1995. He has been working in Beiren Group Corporation for more than 30 years and has over 30 years' experience in corporate management.

(5) **Mr. Yu Baogui**, Chinese nationality, aged 55, Director, a member of the Nominee Committee, a post-secondary graduate and a political work engineer. Mr. Yu was the Chairman of the Labour Union of Beiren Group Corporation in 1993 and a Director of Beiren Printing Machinery Holdings Ltd. in 1996. He is currently the Chairman of the Labour Union of the Company. He has over 10 years' experience in production management and employees' relations.

(6) **Madam Rong Peimin**, Chinese nationality, aged 53, Executive director, Secretary to the Board of Directors, a member of the Remuneration and Monitoring Committee, a postgraduate and a senior economist. Madam Rong joined Beiren Group Corporation in 1988. Prior to this, she was a teacher in Beijing Secondary Printing Technical School; Director of Hong Kong Office of the Company in 1995; and Chief of Secretariat of the Board of Directors of the Company in 1997. She has been a secretary to the Board of Directors since 1999. She has a number of years' experience in corporate management and is experienced in the application and knowledge of the legislation for domestic and overseas listed companies.

(7) **Mr. Qi Shenglin**, Chinese nationality, aged 56, a Director, university graduate and a senior accountant. He was the Director and Deputy Chief Accountant of the Finance Office of Beiren Group Corporation and became the Chief Accountant of the Company in 1998. He is currently the Chief Accountant of Beiren Group Corporation. He has been engaging in finance for more than 20 years and has rich experience in financial control.

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(8) **武文祥先生**，中國國籍，男，70歲，中國人民大學工業統計系專科畢業，高級經濟師。武先生曾任中國印刷總公司總經理、董事長；國家經委印刷技術裝備協調小組成員；中國印刷及設備器材工業協會秘書長、副會長；中國印刷博物館監事顧問委員會常務副會長；現任中國印刷技術協會理事長；中國出版工作者協會副主席；中國包裝技術協會副會長。1992年被評為國家有突出貢獻專家，獲國務院頒發的政府特殊津貼。武先生1995年主持研製宣紙膠印國畫獲國家專利。1997年獲中國印刷界最高獎——畢升獎。

(9) **胡匡佐先生**，香港特別行政區，58歲，獨立非執行董事，提名委員會主席，薪酬與考核委員會委員，香港大學法律系畢業，執業律師。曾任職香港政府律政處及司法部從事法律及勞工事務工作，1988年至2001年為執業律師。從事集團財務，收購合併等法律事務。1991年開始先後加入北海集團有限公司（香港上市公司），Capital Citybus Limited（英國之公共巴士公司）等擔任執行董事職位，對企業融資，項目策劃，集團管理等擁有十多年經驗。現時業務投資管理事務，任新海環保能源有限公司（香港上市公司）及Prime CCIF Capital Limited執行董事，並為深圳市中外企業家協會執行委員。

(8) **Mr. Wu Wenxiang**, Chinese, Male, aged 70. Mr. Wu was graduated from the People's University of China with major in industrial statistics. He is a senior economist. Mr. Wu had worked as the general manager and chairman of China Printing Holding Company, a member of the printing technology equipment coordination team of the National Economic Commission, the secretary general and vice-chairman of China Printing and Equipment Machinery Industrial Association, the vice-chairman of standing committee for the Supervisors and Consultants Committee of China Printing Museum, He was accredited as outstanding contribution expertise of the State and was granted special subsidy in 1992. Mr. Wu is the chairman of China Printing Technology Association, the vice-chairman of China Publishing Workers Association, and the vice-chairman of China Packaging Technology Association. In 1995, Mr. Wu was in charge of research and production of national drawings printed by plastic seal on soft paper and obtained the national patent right. In 1997, Mr. Wu was awarded the Bi Sheng Award, the highest prize for the printing industry in the PRC.

(9) **Mr. Wu Hongzuo**, from the Hong Kong Special Administrative Region, aged 58, an independent non-executive director, Chairman of the Nominee Committee and a member of the Remuneration and Monitoring Committee, graduated from the Faculty of Law at the University of Hong Kong and a practicing lawyer. He dealt with legal and labour affairs in the Legal Department and Judicial Department of the Hong Kong Government. He worked as a practicing lawyer from 1988 to 2001, dealing with legal matters such as corporate finance and mergers and acquisitions. From 1991, he acted as executive directors for a number of companies such as North Sea Group Co., Ltd. (a Hong Kong listed company), Capital Citybus Limited (a British public bus company), etc., and has over 10 years' experience in corporate finance, project planning, corporate management, etc. He currently focuses on investment management business and is an executive director of New Ocean Green Energy Holdings Ltd. (a Hong Kong listed company) and Prime CCIF Capital Limited as well as an executive member of the Shenzhen Association for Sino-foreign Entrepreneurs.

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(10) **李一經女士**，中國國籍，53歲，獨立非執行董事，審計委員會主席，提名委員會委員，研究生畢業，註冊會計師。曾任北京建材局黨校財會教師，北京機械局黨校教研室主任、副校長，北京中平建會計師事務所副主任會計師，1998年至現在任北京市第十屆人民代表大會代表，1997年至現在任中國民主建國會第七屆北京市市委委員。

(11) **周小明先生**，中國國籍，38歲，獨立非執行董事，薪酬與考核委員會主席，審計委員會委員，法學博士，高級經濟師。1990年任職於浙江大學，講授民法、商法、金融法、工商管理學等課程。1995年任職於中國人民銀行非銀行金融機構監管司，從事信託投資公司、證券公司等非銀行金融機構的監管工作。現任職北京市君澤君律師事務所，為高級合夥人。

2. 監事

(1) **肖茂林先生**，中國國籍，55歲，監事長，研究生畢業，經濟師。1991年任北人集團公司黨委辦公室主任兼黨委書記助理；1998年任北人集團公司紀委書記、北人印刷機械股份有限公司監事長；現任北人集團公司黨委副書記兼紀委書記。肖先生在北人集團公司任職三十餘年，具有二十多年的企業管理經驗。

(2) **薛克新先生**，中國國籍，39歲，監事，研究生畢業，經濟師。薛先生曾任本公司生產技安處處長助理，多色機分廠廠長助理，現任本公司綜合管理部經理。薛先生長期從事公司生產管理工作和戰略管理及財務分析工作，具有較為豐富的企業管理經驗及財務分析能力。

(10) **Madam Li Yijing**, Chinese nationality, aged 53, an independent non-executive director, Chairman of the Audit Committee and a member of the Nominee Committee, a postgraduate and a certified accountant. She was a teacher in the Party's School of Beijing Construction Materials Bureau; a Supervisor and Deputy Headmaster of the Research Office of the Party's School of Beijing Mechanical Bureau; and Deputy Chief Accountant of Beijing Zhongpingjian Accountants Firm. She has been a delegate to the 10th National People's Congress of Beijing since 1998 and a member of the 7th Beijing Municipal Committee of the Association for China Democratic Foundation since 1997.

(11) **Mr. Zhou Xiaoming**, Chinese nationality, aged 38, an independent non-executive director, Chairman of the Remuneration and Monitoring Committee and a member of the Audit Committee, a doctorate in law and a senior economist. Mr. Zhou was a teacher in civil law, commercial law, financial law and commercial and industrial administration, etc. at the University of Zhejiang in 1990. He was a supervisor of non-banking institutions at the People's Bank of China in 1995 in charge of regulating non-banking institutions such as trust investment companies and securities companies. He is currently a senior partner with Beijing Jun Ze Jun Law Firm.

2. Supervisors

(1) **Mr. Xiao Maolin**, Chinese nationality, aged 55, Chairman of the Supervisory Committee, a postgraduate and an economist. Mr. Xiao was the Director of the Office of Party Committee of Beiren Group Corporation and an Assistant to the Secretary to the Party Committee in 1991; as well as Secretary to the Party Committee of Beiren Group Corporation and Chairman of Supervisory Committee of Beiren Printing Machinery Holdings Ltd in 1998. He is currently the Deputy Secretary of the Party Committee and Secretary of Discipline Committee of Beiren Group Corporation. He has been working for more than 30 years in Beiren Group Corporation and has over 20 years' experience in corporate management.

(2) **Mr. Xue Kexin**, Chinese nationality, aged 39, a Supervisor, a postgraduate and an economist. Mr. Xue was an Assistant to the Director of Production and Technical Safety Office of the Company and an Assistant to the Factory Manager of Multi-coloring Press Factory. He is currently the manager of multi-business department of the Company. He has been engaged in production and strategic management and financial analysis for a long period of time. He has rich corporate management experience and financial analysis capabilities.

董事、監事、高級管理人員和員工情況 DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND STAFF

- (3) **田福仁先生**，中國國籍，56歲，監事，中專畢業，高級技工師。在北人工作三十年。田先生為公司之模範員工，長期擔任員工代表，在處理、維護員工利益方面有豐富的經驗。

- (3) **Mr. Tian Furen**, Chinese nationality, aged 56, a Supervisor, a secondary technical graduate and a senior technician. Mr. Tian has been working in Beiren for 30 years. He has been a model worker of the Company and has been a staff representative for a long period of time. He has rich experience in handling and maintaining welfare benefits of staff.

3. 高級管理人員

- (1) **郭寧先生**，中國國籍，50歲，副總經理，大學畢業，工程師。1993年任北人印刷機械股份有限公司單雙色機廠常務副廠長、廠長；1998年至今任北人印刷機械股份有限公司副總經理。

3. Senior management

- (1) **Mr. Guo Ning**, Chinese nationality, aged 50, Deputy General Manager, a university graduate and an engineer. Mr. Guo was the Managing Deputy Factory Manager and Factory Manager of Single-dual Colouring Press Factory of Beiren Printing Machinery Holdings Ltd. in 1993. He has been the Deputy General Manager of Beiren Printing Machinery Holdings Ltd. since 1998.

- (2) **王文元先生**，中國國籍，57歲，副總經理，大學畢業，經濟師。曾任北人集團公司生產總調度、生產計劃處處長；1994年任北人印刷機械股份有限公司多色機廠常務副廠長；1998年至今任北人印刷機械股份有限公司副總經理。

- (2) **Mr. Wang Wenyuan**, Chinese nationality, aged 57, Deputy General Manager, a university graduate and an economist. Mr. Wang was the Director of Production Control and Planning Office of Beiren Group Corporation and Managing Deputy Factory Manager of Multi-colouring Press Factory of Beiren Printing Machinery Holdings Ltd. in 1994. He has been the Deputy General Manager of Beiren Printing Machinery Holdings Ltd since 1998.

- (3) **楊振東先生**，中國國籍，42歲，總工程師，碩士研究生，高級工程師。1992年任北人集團公司研究所設計科副科長；1998年任北人印刷機械股份有限公司研究所副所長；2000年至今任北人印刷機械股份有限公司總工程師。

- (3) **Mr. Yang Zhendong**, Chinese nationality, aged 42, Chief Engineer, a postgraduate student of a master's degree and a senior engineer; Deputy Chief of Design Office of Research Institute of Beiren Group Corporation in 1992 and Deputy Chief of Research Institute of Beiren Printing Machinery Holdings Ltd. in 1998. He has been the Chief Engineer of Beiren Printing Machinery Holdings Ltd. since 2000.



2004年3月，本公司榮獲2003北京企聯系統先進管理企業證書
In March 2004, the Company was awarded the Systematic Advanced Management Enterprise Certificate presented by Beijing Enterprise Union.



2004年3月，本公司被北京市工商行政管理局公示為2003年守信企業榮譽證書
In March 2004, the Company was honoured with the Promise Keeping Enterprise Certificate by Industry and Commerce Bureau of Beijing.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND STAFF

4. 在股東單位任職情況

4. Positions in shareholders' unit

姓名	股東單位名稱	擔任的職務	任期起始日期	任期終止日期	是否領取報酬津貼
Name	Name of shareholders' unit	Positions	Appointing date	End of appointment	Whether receiving an remuneration or allowance
朱武安	北人集團公司	董事長、黨委書記	2000-03-21		是
Zhu Wuan	Beiren Group Corporation	Chairman, Secretary to the Party Committee	2000-03-21		Yes
陸長安	北人集團公司	總經理	2000-03-21		是
Lu Changan	Beiren Group Corporation	General Manager	2000-03-21		Yes
龐連東	北人集團公司	常務副總經理	2000-03-21		是
Pang Liandong	Beiren Group Corporation	Standing Deputy General Manager	2000-03-21		Yes
于寶貴	北人集團公司	工會主席	2000-03-21		是
Yu Baogui	Beiren Group Corporation	Chairman of the Labour Union	2000-03-21		Yes
齊生林	北人集團公司	總會計師	2002-09-13		是
Qi Shenglin	Beiren Group Corporation	Chief Accountant	2002-09-13		Yes
肖茂林	北人集團公司	紀委書記、黨委副書記	2000-03-21		是
Xiao Maolin	Beiren Group Corporation	Secretary to the Disciplinary Committee and Deputy Secretary to the Party Committee	2000-03-21		Yes

(二) 在其他單位任職情況

(2) POSITION IN OTHER UNITS

截止本報告期末公司無董事、監事、高管在其他單位任職。

No Directors, Supervisors and other senior management of the Company held positions in other unit at the end of the reporting period.

(三) 董事、監事、高級管理人員報酬情況

(3) REMUNERATIONS OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

1. 董事、監事、高級管理人員報酬的決策程序：由董事會薪酬與考核委員會提出方案，通過董事會報請股東大會審議通過。

1. Decision making process of remuneration of Directors, Supervisor and Senior Management: proposal is made by Remuneration and Monitoring Committee of the Board and was reported to the general meeting through the Board for consideration and approval.

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND STAFF

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| <p>2. 董事、監事、高級管理人員報酬確定依據：依據同行業與其相應的董事、監事和高管人員高、中、低三個檔次年平均收入和境外上市公司的年薪制標準並結合本公司相關人員為公司承擔的責任、工作時間、工作任務和突出貢獻來確定的。</p> | <p>2. The base of determination of remuneration for Directors, supervisors and senior management: it is determined in accordance with the annual average salary of respective Directors, supervisors and senior management, including the three levels of high, medium and low in the same industry, and the annual salary standard of the listed companies overseas, together with responsibilities, working hours, working missions and outstanding contributions of related persons of the Company.</p> |
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| 3. 報酬情況 | 3. Remuneration |
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單位：人民幣萬元
Unit: Rmb0'000

董事、監事、高級管理人員年度報酬總額	Total remuneration for the year paid to the Directors, supervisors and senior management	193.74
金額最高的前三名董事的報酬總額	Remuneration paid to the 3 highest paid Directors	69.53
金額最高的前三名高級管理人員的報酬總額	Remuneration paid to the 3 highest paid senior management	95.36
獨立董事的津貼	Allowances paid to independent Directors	14
獨立董事的其他待遇	Other benefits provided to independent Directors	0

- | | |
|-----------------------|---|
| 4. 不在公司領取報酬津貼的董事、監事情況 | 4. Directors and supervisors whose remunerations were not paid by the Company |
|-----------------------|---|

不在公司領取報酬津貼的董事、監事的姓名	是否在股東單位或其他關聯單位領取報酬津貼
Name of Directors and supervisors whose remunerations were not paid by the Company	Whether remunerations were paid by shareholder units and other related units

朱武安	在股東單位領取報酬
Zhu Wuan	Remuneration paid by shareholder units
陸長安	在股東單位領取報酬
Lu Changan	Remuneration paid by shareholder units

- | | |
|---------|---|
| 5. 報酬區間 | 5. Remuneration paid in the following bands |
|---------|---|

報酬數額區間	Bands	人數 Number of persons
人民幣1-5萬元	Rmb10,000-50,000	8
人民幣5-15萬元	Rmb50,000-150,000	2
人民幣15-30萬元	Rmb150,000-300,000	4
人民幣30萬元以上	Rmb300,000 or above	1

董事、監事、高級管理人員和員工情況

DIRECTORS, SUPERVISORS, SENIOR MANAGEMENT AND STAFF

(四) 公司董事監事高級管理人員變動情況

本報告期內公司無董事、監事、高管離任。

(4) CHANGES IN DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

None of the Directors, supervisors or senior management resigned from their office during the reporting period.

(五) 公司員工情況

截止報告期末，公司在職員工為3,080人，需承擔費用的離退休職工為2,013人。

(5) DETAILS ON THE STAFF

At the end of the reporting period, the number of staff and retired staff who incurred expenses of the Company was 3,080 persons and 2,013 persons respectively.

員工的結構如下：

Structure of staff was as follows:

1. 專業構成情況

1. Professional

專業構成的類別 Professional type

人數 Number of persons

生產人員	Production staff	1,177
銷售人員	Sales staff	132
技術人員	Technical staff	329
財務人員	Financial staff	58
管理人員	Management staff	305
其他人員	Others	1,079

2. 教育程度情況

2. Education Background

教育程度的類別 Education level

人數 Number of persons

碩士	Master's degree	17
本科	Undergraduates	359
大專	Post-secondary graduates	398
中專	Secondary technical graduates	389
高中及以下	Secondary or below	1,917



本公司的子公司陝西北人印刷機械有限責任公司生產的凹印機獲得陝西省名牌產品
The intrusion printer produced by Shaanxi Beiren Printing Machinery Company Limited, the subsidiary of the Company, was awarded the famous brand product in Shaanxi.

