

**5 Profit from operations  
(continued)**

Emoluments of the Directors, excluding the above share incentive benefits, were within the following bands:

Nil to HK\$1,000,000	無 — 港幣1,000,000元
HK\$1,000,001 to HK\$1,500,000	港幣1,000,001元 — 港幣1,500,000元
HK\$1,500,001 to HK\$2,000,000	港幣1,500,001元 — 港幣2,000,000元
HK\$6,000,001 to HK\$6,500,000	港幣6,000,001元 — 港幣6,500,000元
HK\$8,500,001 to HK\$9,000,000	港幣8,500,001元 — 港幣9,000,000元

**Employees**

The five highest paid individuals included two (1999: two) Directors, details of whose remuneration are set out above. The emoluments of the remaining three (1999: three) individuals are as follows:

Salaries and other benefits	薪金及其他利益
Performance related incentive payments	有關表現之獎金
Pension contribution	退休金供款

In addition to the above, 436,000 (1999: 179,000) shares of the Company were issued to the relevant highest-paid employees during the year under the Employee Share Incentive Scheme. The market value of these shares at the date of issue amounted to HK\$7,365,200 (1999: HK\$2,470,200).

**經營溢利(續)**

董事之酬金幅度如下(不包括上述股份獎勵計劃之得益):

Number of directors 董事人數	
2000 二零零零年	1999 一九九九年
4	4
—	1
1	—
—	1
1	—

**僱員**

五位最高薪酬之人士包括兩位董事(一九九九年: 兩位), 有關其酬金之詳情載於上文。餘下三位人士(一九九九年: 三位)之酬金如下:

2000 二零零零年 HK\$'000	1999 一九九九年 HK\$'000
5,878	5,090
890	420
483	439

除上述外, 本公司於本年度根據僱員股份獎勵計劃向有關最高薪酬之人士發行436,000股(一九九九年: 179,000股)本公司股份。該等股份於發行日之市值為港幣7,365,200元(一九九九年: 港幣2,470,200元)。

**5 Profit from operations**  
(continued)

Emoluments of these employees, excluding the share incentive benefits, were within the following bands:

HK\$1,000,001 to HK\$1,500,000  
HK\$1,500,001 to HK\$2,000,000  
HK\$2,000,001 to HK\$2,500,000  
HK\$2,500,001 to HK\$3,000,000

(ii) Retirement benefits scheme contributions

The Group has retirement plans covering a substantial portion of its employees. The principal plans are defined contribution plans. The assets of the schemes are held separately from those of the Group in funds under the control of trustees, and in the case of Singapore by the Central Provident Fund Board of Singapore.

The amount charged to the income statement which amounted to HK\$22,150,000 (1999: HK\$17,859,000) represents contributions payable to the plans by the Group at rates specified in the rules of the plans less forfeitures of HK\$768,000 (1999: HK\$450,000) arising from employees leaving the Group prior to completion of qualifying service period.

At the balance sheet date, forfeited contributions which arose upon employees leaving the retirement plans and which are available to reduce the contributions payable in the future years amounted to HK\$16,000 (1999: HK\$69,000).

**經營溢利 (續)**

僱員薪酬幅度如下(不包括上述股份獎勵計劃之得益)：

		Number of employees 僱員人數	
		2000 二零零零年	1999 一九九九年
HK\$1,000,001 to HK\$1,500,000	港幣1,000,001元 — 港幣1,500,000元	—	1
HK\$1,500,001 to HK\$2,000,000	港幣1,500,001元 — 港幣2,000,000元	1	—
HK\$2,000,001 to HK\$2,500,000	港幣2,000,001元 — 港幣2,500,000元	—	2
HK\$2,500,001 to HK\$3,000,000	港幣2,500,001元 — 港幣3,000,000元	2	—

(二) 退休福利計劃

本集團設有一項適用於其大部份僱員之退休計劃，其中之主要計劃為界定之供款計劃。該計劃之資產與本集團之資產分開持有，並由信託人以基金託管，而在新加坡之供款則由新加坡中央公積金局監管。

在收益報表扣除之款項港幣22,150,000元(一九九九年：港幣17,859,000元)，乃指本集團按該計劃指定之比率須向該計劃支付之供款，減除僱員於完成合資格服務年期前離開本集團而沒收之款項港幣768,000元(一九九九年：港幣450,000元)。

於資產負債表結算日，因僱員退出退休金計劃而產生可供未來年度減少須支付供款之沒收款項港幣16,000元(一九九九年：港幣69,000元)。