

EMPLOYMENT AND REMUNERATION POLICY

As at 31st December, 2000, the Group had approximately 4,300 employees, majority of them are farm employees working in the PRC.

The Group normally pays a basic salary and a performance bonus to each of its farm employees. The Group has not experienced any significant difficulty in recruiting farm employees or any significant turnover in the number of its farm employees or any labour dispute with its farm employees.

The share option scheme of the Company adopted on 23rd November, 2000 provides that the Directors of the Company may offer to any full-time employee (including executive director) of the Company and any of its subsidiaries options to subscribe for shares in the Company in accordance with the terms of the share option scheme. However, no options were granted, exercised or outstanding during the six months ended 31st December, 2000.

