



EMPLOYEE AND REMUNERATION POLICIES

At 30 September 2001, the Group had a total workforce of approximately 3,600 employees. Employees are remunerated based on individual experience and performance as well as the prevailing salary trends. Remuneration usually includes basic salary and discretionary performance bonus, which is determined in accordance with individual performance and the overall operating results of the Group. Other fringe benefits include mandatory provident fund scheme, medical insurance coverage, subsidised training programs and share option scheme.