

# ***Human Resources Development***

- **Continual investment in orientation, training and development programs**
- **Enhancement of a comprehensive staff appraisal and mobility system**
- **Introduction of incentive plans to reward staff excellence and stock option plans for senior management**



Quality, creativity and dedication of our employees represent the most precious asset of the Company and are the major driving force for our continued growth. As such, we have committed ourselves to formulating and implementing a series of long-term and short-term human resources strategies that are in line with the development objectives of the Company and the employees.

In 2001, the Company has been regularly enhancing the employee evaluation systems and strengthening the management and mobility of human resources. The Company has also established a recruitment system on the Internet to attract talent worldwide.

To reward outstanding achievers, the Company launched a share option scheme for the senior management on February 4, 2001 based on the long-term profit and risk sharing relationship between senior management and the Company. Under this scheme, the



Compensation Committee of the Board of Directors will from time to time make its proposal for board approval on the number of options to be granted to the eligible participants.

Since 1999, the Company has established a "Chairman's Special Award" to reward business units and individuals who have made outstanding contributions in the areas of production, management and research. In 2001, a total of four business units and 44 employees received the award.

During 2001, based on the human resources development strategy for the future and the results from the employee evaluation system, the Company established a series of target training initiatives and organized a variety of training. During the year, a total of 325 training workshops were held with over 7,000 participants attending these workshops.