



## HUMAN RESOURCES

As at 31 December 2003, the Group had 1,940 employees of which 1,933 were employed in the PRC for the Group's retailing and manufacturing business.

The Group offers competitive remuneration packages to its employees, and provides benefits such as staff insurance, retirement scheme, discretionary bonus and option scheme, and also provides both in-house and external training programs to strengthen the Group's human resources.

## DIRECTORS' INTERESTS IN SHARES

As at 31 December 2003, the interests and short positions of the directors of the Company in the shares, underlying shares and debentures of the Company or any of its associated corporations (within the meaning of Part XV of the Securities and Futures Ordinance (the "SFO")) as recorded in the register required to be kept by the Company under Section 352 of the SFO or as otherwise notified to the Company and The Stock Exchange of Hong Kong Limited (the "Stock Exchange") pursuant to the Model Code for Securities Transactions by Directors of Listed Companies (the "Model Code") were as follows:

### (a) Long positions in shares of the Company

	Number of ordinary shares of HK\$0.01 each			Percentage of total issued shares at
	Personal interest (note 1)	Corporate interest (note 2)	Total interest	31 December 2003
Tan Sim Chew	137,590,226	71,515,000	209,105,226	18.47
Chen Miao Zhu	6,500,000	71,515,000	78,015,000	6.89
Fu Zi Cong	574,000	–	574,000	0.05

*Notes :*

1. These shares are held by the respective directors as beneficial owner.
2. These 71,515,000 shares were owned by Crimson International Limited. Tan Sim Chew and Chen Miao Zhu were beneficial shareholders of 60% and 40% respectively of the issued share capital of Crimson International Limited. Accordingly, each of Tan Sim Chew and Chen Miao Zhu was deemed to be interested in these 71,515,000 shares owned by Crimson International Limited.

**(b) Long positions in underlying shares of equity derivatives of the Company**

Share options were granted to certain directors of the Company pursuant to the share option scheme of the Company. Details of the interests of the directors in share options granted by the Company are set out under the section “Share Option Scheme” of this report.

Save as disclosed above, as at 31 December 2003, none of the directors or chief executive of the Company had any interests or short positions in the shares, underlying shares or debentures of the Company or any associated corporation which have been recorded in the register required to be kept by the Company pursuant to section 352 of the SFO or any interests which are required to be notified to the Company and the Stock Exchange pursuant to the Model Code.

**SHARE OPTION SCHEME**

A share option scheme for employees was approved on 5 May 1997 (“Share Option Scheme”) and the directors may, at their discretion, invite any employees or directors of the Group, to take up options to subscribe for shares of the Company. The Share Option Scheme remains in force for a period of 10 years commencing on 5 May 1997.

As at 31 December 2003, the following persons, being the directors and a senior executive, had the following personal interests in options to subscribe for shares of the Company which were granted at nominal consideration. Each share option entitles the holder to subscribe for one share of HK\$0.01 each in the Company.