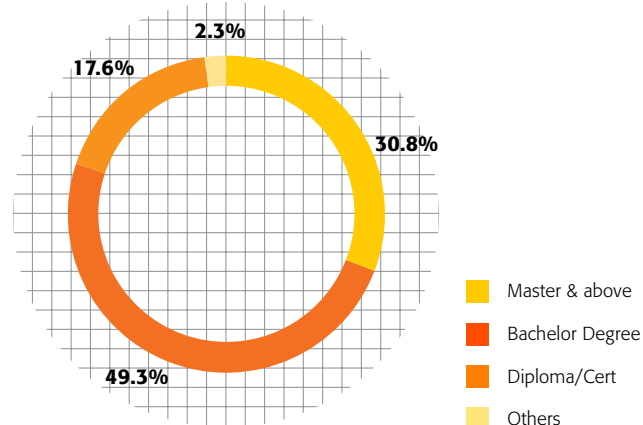


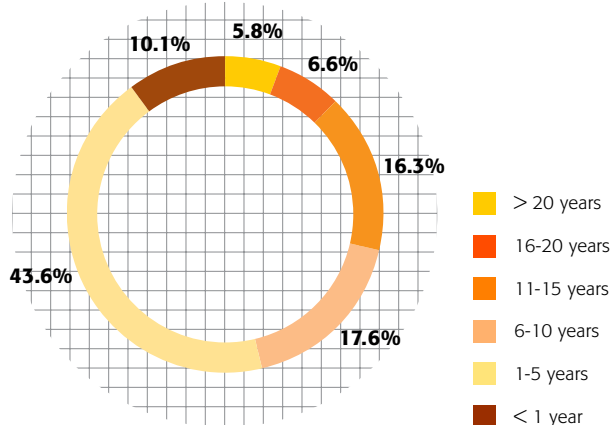
# Employees

As at 31st December 2004, the profile of the Group's employees is highlighted in the charts below:

## Education



## Experience



The Group's ongoing success has been very much attributable to the quality and experience of its staff. The Group places a great deal of emphasis on the continued development and training of its staff, no matter how senior they are or how recently they joined the Group. The Group's training and development policy states that the Group will provide, as appropriate, training and development opportunities to all employees so that they may improve the knowledge and skills they need to perform their current duties effectively and prepare themselves for higher levels of responsibility.

To all new employees, there are mandatory programs for them such as internal control and information protection, ISO and quality management system as well as company orientation introduction. These programs are designed for new hires to get familiar with the Group's operations and its emphasis on quality. Once joined the Group, the new hire will receive continued on-the-job training and is encouraged to look for in-house and job relevant external training. All trainings and development programs primarily serve one of the three main purposes: enhancing an employee's skill-sets, strengthening an employee's understanding of the Group's culture or internal procedures, and providing a professional development to the employee. The Group sponsors up to 100% of the cost of external courses, seminars, conferences, workshops or trainings in accordance with its policy. In 2004, each of the Group's employees received an average of 27 hours of training.



Remuneration of the Group's employees includes basic salaries and bonuses. The Group believes in incentivizing, retaining and rewarding employees, and attracting new talents, through cash and share based incentives which will align their interests with that of the Group. Presently, there are two programs in existence, namely Share Option Scheme and Share Award Plan. All the shares or options of the Group granted to employees in 2005 onwards will be fully expensed according to the Hong Kong Financial Reporting Standard 2 ("Share-based payment"). The Share Option Scheme operates in accordance with the Chapter 17 of the Listing Rules.

Every employee of the Group feels himself as a member of a big family. According to the Group's mission plan, respect for people is a key element of the Group's future success. The Group respects an individual's education, profession, experience, contribution, ideas and personal life. In order to better the relationship among staff, the Group established Employees Recreation Club back in 1999, which at present is composed of representatives from different departments. The club organizes monthly indoor or outdoor activities for all employees to join.

At the year end, the Group had a total of 227 employees. More than 70% of its employees is based in Hong Kong. The Group is an equal opportunity employer. As long as an individual's education, experience and language skills fit, the Group has no preference to the individual's race, gender, religion, age or nationality.