

EMPLOYEE RELATIONS

As a quality home-product manufacturer and supplier, Magician believes that human capital is its biggest asset. Only with the professionalism and commitment of our staff, is the Group able to provide customers with service of the best quality. Therefore, we pay special attention to the development of our employees. Supported by a strong human-resources team, the Group strives to optimize organizational performance, laying a solid foundation for future growth.

STAFF DEVELOPMENT

As at 31 March 2005, the Group employed a staff totaling 3,540 persons in its various offices and factories in Hong Kong and the PRC. Management-skills workshops, practical seminars to share knowledge, on-the-job training and safety-training programs are continually provided to its

employees at different levels, helping them to develop the necessary skills for their jobs as well as educating them generally to meet unexpected contingencies.

REMUNERATION AND INCENTIVE SCHEMES

Magician provides its staff with competitive remuneration packages that are commensurate with individual responsibilities, qualifications, experience and performance. Therefore, the Group believes that it can maintain the most productive and beneficial environment for employees.

To enhance staff performance and create value, the Group offers a staff-incentive scheme, which consists of granting share options and annual bonus linked to performance and achievement.

