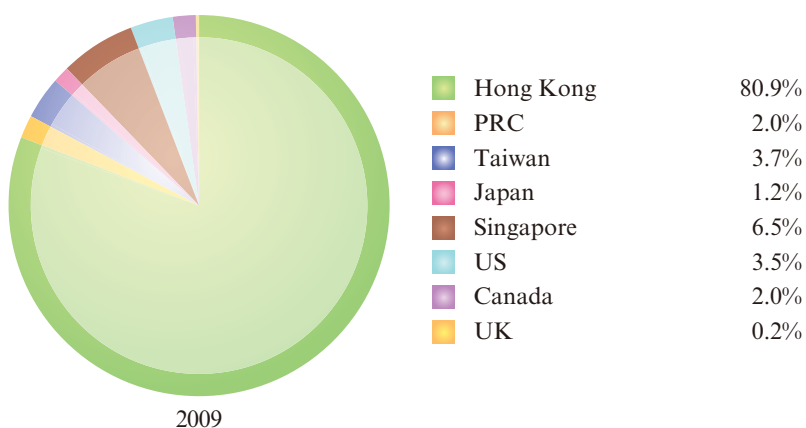
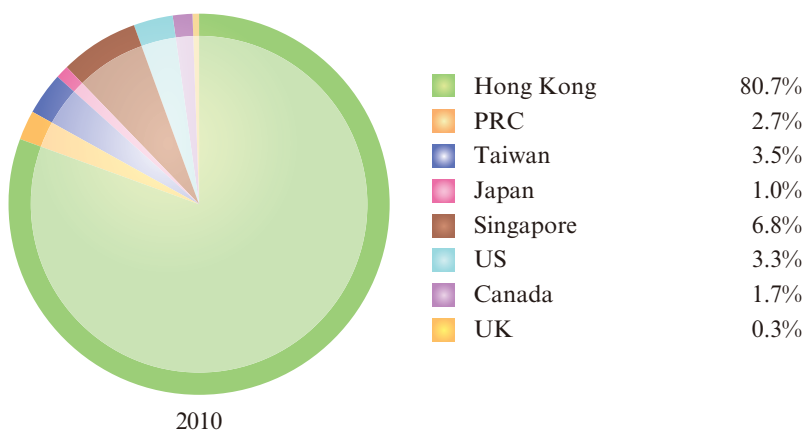


HUMAN RESOURCES



People

As at the end of December 2010, the Group employed a total of 517 employees (2009: 491) for its headquarters in Hong Kong and its principal subsidiaries. Employees in overseas and Mainland China totalled 100.



Remuneration Policy

The Group's compensation strategy is to cultivate a pay-for-performance culture to incentivise and reward employee performance that will lead to a long-term enhancement of the overall calibre of the Group. The Group reviews the cash compensation and benefit packages provided to its employees to ensure that the total compensation is internally equitable, externally competitive and supports the Group's business strategy. Member companies of the Group largely conform with this policy.

Retirement Benefits

For Hong Kong employees, the Group has set up the Mandatory Provident Fund Scheme (the "MPF Scheme").

Employees of the Group's subsidiaries in Mainland China and overseas are required to participate in retirement schemes administered and operated by the respective local authorities and contributions are made according to the local requirements.



Remuneration Committee

Remuneration of Executive Directors and Senior Management is monitored by the Remuneration Committee. A majority of the committee members including the Committee Chairman are Independent Non-Executive Directors. They exercise power of the Board to determine and review the remuneration packages of Executive Directors and Senior Management so as to align their remuneration with shareholders' interests.

Workplace

The Group is an equal opportunity employer and adheres to non-discriminatory employment practices and procedures in recognising and respecting individuals' rights. The Group promotes equal opportunities to applicants and existing employees, determining staff promotion and development in accordance with individual performance and job requirements. It also upholds a high standard of business ethics and personal conduct of its employees. Every employee of the Group is required to strictly follow the Code of Conduct.

Staff Training and Development

The Group continues its effort in staff training and development to support the needs of its business and staff. The Group also encourages and facilitates knowledge sharing and skill transfer between staff in Hong Kong and other regions to strengthen business integration. In 2010, the Group provided training to employees for 1,544 times. We also support and encourage self-initiated personal development of our employees by providing training subsidies for external training courses to enhance their skills and abilities.

Employee Relations

The Group organises a variety of employee activities and provided channels for employee communication. These actions help to enhance mutual communication among different levels of employees and increase their sense of belonging to the Group.

