

## EMPLOYEE SCHEMES

As at 31 December 2000, the Group has about 1,260 employees of whom 90 are based in Hong Kong and 1,170 are based in the factories in Shenzhen PRC. The number of workers employed by the Group varies from time to time depending on production needs and they are remunerated based on industry practice.

The remuneration policy and package of the Group's employees are periodically reviewed and approved by the executive directors. Apart from pension funds and in-house training programs, discretionary bonuses and share options are awarded to certain employees according to the assessment of individual performance.