

## **STAFF AND REMUNERATION POLICIES**

As at 31st December, 2001, the Group employed 6,037 staff members, of which 5,140 worked on farmland. Employees salaries are therefore determined at a competitive level, while employees with outstanding performance will be awarded with discretionary bonus. Other staff benefits include Hong Kong Mandatory Provident Fund, insurance, education subsidies, training programmes and share option scheme.

The share option scheme adopted by the Company on 23rd November, 2000 provided that the Board of Directors may grant to any full-time staff (including Executive Director) of the Company and its subsidiaries options to subscribe for the shares of the Company pursuant to the provisions of the scheme. However, no options had been granted for the six months ended 31st December, 2001.

