

EMPLOYEES AND REMUNERATION POLICY

As at 30th June 2002, the Group employed approximately 2,900 (2001: 2,900) staff in the PRC and Hong Kong.

The remuneration package adopted by the Group includes discretionary bonus and share options being granted to eligible staff based on the Group's performance and individual performance. Staff training and development programs are conducted on a regular basis. The Group's staff costs (including directors' emoluments) for the six months ended 30th June 2002 amounted to approximately HK\$38,201,000.