

EMPLOYEES AND REMUNERATION POLICIES

As at 31st December 2002, the Group employed approximately 5,600 full time employees. The Group remunerates its employees largely based on prevailing industry practice of the respective countries where it operates, as well as individual merits. The Group has also established a new Share Option Scheme, under which the Board can at its discretion grant share options to the Group's eligible employees.

DIRECTORS' INTERESTS IN SHARE CAPITAL

At 31st December 2002, the interests of the directors and their associates in the share capital of the Company and the shares of its associated corporations as recorded in the register maintained by the Company pursuant to Section 29 of the Securities (Disclosure of interests) Ordinance (the "SDI Ordinance") were set out below:

The Company

Name	Number of issued ordinary shares of HK\$0.10 each in the Company and nature of interests			
	Personal interests	Family interests	Corporate interests	Other interests
Mr. Yang Long-san, Rowell (<i>Note</i>)	11,352,000	–	224,710,724	–
Mr. Chang Su-pong, Steve	1,170,000	–	–	–
Mr. Wang Ming-chun, Morris	138,000	–	–	–
Mr. Yeh Pei-chu, Ivan	120,000	–	–	–
Mr. Wong Kui-ming, Luffer	730,000	–	–	–
Mr. Chan Mo-po, Paul	75,000	606,896	–	–

Note: Out of the interest, 224,710,724 shares are held through Peipus International Ltd., a company incorporated in the British Virgin Islands and wholly-owned by Mr. Yang Long-san, Rowell.

Save as disclosed above, none of the directors or their associates had any personal, family, corporate or other interests in any securities of the Company or any of its associated corporations as defined in the SDI Ordinance.

DIRECTORS' INTEREST IN CONTRACTS

Save as disclosed in note 10 to the interim financial report, no director had a beneficial interest, either direct or indirect, in any contract of significance to the business of the Group to which the Company or any of its subsidiaries and fellow subsidiaries was a party at the balance sheet date or during the period.