

## EMPLOYMENT AND REMUNERATION POLICIES

As at 30th September, 2003, the Group, including its subsidiaries but excluding associates, employed approximately of 9,000 employees. Remuneration package is determined with reference to their performance and the prevailing salary levels in the market. In addition, the Group provides year end double pay, provident fund scheme, medical insurance and training to staff.

## DIRECTORS' INTEREST

(a) At 30th September, 2003, the interests of the Directors and their associates in the shares and underlying shares of the Company and its associated corporations (within the meaning of Part XV of the Securities and Futures Ordinance (the "SFO Ordinance")), as recorded in the register maintained by the Company under Section 352 of the SFO Ordinance or as otherwise notified to the Company and The Stock Exchange of Hong Kong Limited pursuant to the Model Code for Securities Transactions by Directors, were as follows:

## 僱員及薪酬政策

於二零零三年九月三十日，除聯營公司以外，本集團聘用約9,000名僱員。薪酬組合乃參照員工之表現及市場當時之薪金水平而釐定。此外，本集團為僱員提供年終雙糧、公積金計劃、醫療保險及培訓。

## 董事權益

(a) 於二零零三年九月三十日，根據證券及期貨條例第三百五十二條所述之登記冊所載，或根據上市公司董事進行證券交易之標準守則向本公司及香港聯合交易所有限公司所申報，各董事及彼等之聯繫人士所擁有本公司及各聯繫公司(定義見證券及期貨條例第XV部)之股份及相關股份之權益如下：

		Number of Ordinary Shares of HK\$0.50 each 每股面值港幣0.50元之普通股份數目					% of issued share capital 佔已發行股本 之百分率	
Name of Director	董事姓名	Personal interests 個人權益	Family interests 家族權益	Corporate interests 公司權益	Other interests 其他權益	Notes 附註	Total 總額	
Chan Sui Kau	陳瑞球	4,216,464	2,666,236	3,740,820	19,827,808	(i) (a&b)	30,451,328	21.71
Chan Wing Fui, Peter	陳永奎	324,068	56,000	-	55,998,196	(i) & (ii)	56,378,264	40.20
Chan Wing Kee	陳永棋	1,174,416	138,904	-	57,587,196	(i) & (ii) & (iii)	58,900,516	42.00
Chan Wing To	陳永滔	1,956,036	-	-	57,587,196	(i) & (ii) & (iii)	59,543,232	42.46
Chan Wing Sun, Samuel	陳永燊	7,496	-	-	55,998,196	(i) & (ii)	56,005,692	39.93
Yeung Wing Tak	楊永德	1,446,200	-	265,364	-	-	1,711,564	1.22
Chan Wing Chak, David	陳永澤	21,792	-	1,520,000	21,416,808	(i) (a&b) & (iii)	22,958,600	16.37
Chan Suk Ling, Shirley	周陳淑玲	1,152,544	16,000	-	54,423,716	(i)	55,592,260	39.64
Chan Suk Man	劉陳淑文	1,023,420	208	-	56,012,716	(i) & (iii)	57,036,344	40.67
Leung Hok Lim	梁學濂	-	-	-	-	-	-	-
Wong Lam	王霖	-	-	-	-	-	-	-

**DIRECTORS' INTEREST** (Continued)

- (i) (a) 16,795,668 shares of the Company were beneficially owned by Chan Family Investment Corporation Ltd. and its subsidiaries which are established for the benefit of members of the Chan family including Messrs Chan Sui Kau, Chan Wing Fui Peter, Chan Wing Kee, Chan Wing To, Chan Wing Sun Samuel and Chan Wing Chak David, Madam Chan Suk Ling Shirley and Madam Chan Suk Man.
- (b) An aggregate 3,032,140 shares of the Company were held under various companies established for the benefit of members of the Chan family including Messrs Chan Sui Kau, Chan Wing Fui Peter, Chan Wing Kee, Chan Wing To, Chan Wing Sun Samuel and Chan Wing Chak David, Madam Chan Suk Ling Shirley and Madam Chan Suk Man.
- (c) 34,595,908 shares of the Company were held by Joycome Limited, which is beneficially owned by certain Directors of the Company, namely, Messrs Chan Wing Fui Peter, Chan Wing Kee, Chan Wing To and Chan Wing Sun Samuel, Madam Chan Suk Ling Shirley and Madam Chan Suk Man.
- (ii) 1,574,480 shares of the Company were held by Hearty Development Limited which is beneficially owned by Messrs Chan Wing Fui Peter, Chan Wing Kee, Chan Wing To and Chan Wing Sun Samuel.
- (iii) 1,589,000 shares of the Company were held by Super Team International Limited which is beneficially owned by Messrs Chan Wing Kee, Chan Wing To, Chan Wing Chak David, Madam Chan Suk Man and certain members of the Chan family.
- (b) Save as disclosed above, at 30th September, 2003, none of the Directors or their associates had any interests or short positions in the shares and underlying shares of the Company or any of its associated corporations as defined in SFO Ordinance.

**董事權益** (續)

- (i) (a) 16,795,668股本公司股份乃由 Chan Family Investment Corporation Ltd. 及其附屬公司實益擁有, 該公司乃為陳氏家族成員 (包括陳瑞球先生、陳永奎先生、陳永棋先生、陳永滔先生、陳永燊先生及陳永澤先生、周陳淑玲女士及劉陳淑文女士) 之利益而成立。
- (b) 合共3,032,140股本公司股份乃由為陳氏家族成員 (包括陳瑞球先生、陳永奎先生、陳永棋先生、陳永滔先生、陳永燊先生及陳永澤先生、周陳淑玲女士及劉陳淑文女士) 之利益而成立之公司所持有。
- (c) 合共34,595,908股本公司股份乃由 Joycome Limited持有。該公司由若干本公司董事 (即陳永奎先生、陳永棋先生、陳永滔先生及陳永燊先生、周陳淑玲女士及劉陳淑文女士) 實益擁有。
- (ii) 合共1,574,480股本公司股份乃由Hearty Development Limited持有。該公司由陳永奎先生、陳永棋先生、陳永滔先生及陳永燊先生實益擁有。
- (iii) 合共1,589,000股本公司股份乃由 Super Team International Limited持有。該公司由陳永棋先生、陳永滔先生、陳永澤先生、劉陳淑文女士及若干陳氏家族成員實益擁有。
- (b) 除上文所披露者外, 於二零零三年九月三十日, 各董事或彼等之聯繫人士概無在本公司或各任何聯繫公司 (定義見證券及期貨條例) 之股份及相關股份中擁有任何權益或淡倉。