

## EMPLOYEES AND REMUNERATION POLICIES 僱員及薪酬制度

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於二零零四年三月三十一日，集團主要業務部門在全球聘用逾18,000名員工（二零零三年：16,500名）。集團定期檢討其薪酬制度，確保於個別勞工市場能維持在具競爭力之水平。除基本薪酬外，集團更設有花紅及認股權計劃，由董事局按個別員工之表現及集團業績決定發放予合資格的員工。

As at March 31, 2004, the Group's major business divisions employed over 18,000 people worldwide (2003: 16,500). Remuneration policies are reviewed regularly and maintained at a competitive level with the market in the respective countries. In addition to basic salary, bonuses and share options may also be granted to eligible employees which are at the discretion of the boards and based on the performance of the individual employees as well as the Group.