

## STAFF AND REMUNERATION POLICIES

As at 31 October 2004, the Group had a total of over 4,300 employees, of which approximately 2,500 are workers on the Group's cultivation bases. Employees are remunerated at a competitive level taken into account of their performance and experience. Other benefits included mandatory provident fund and year-end bonus are based on individual performance.

A share option scheme was adopted by the Company on 12 December 2003, pursuant to which the Board may offer to any eligible employees (including the executive Directors) of the Company or any of its subsidiaries options to subscribe for shares in the Company in accordance with the terms of the share option scheme.

## DIRECTORS' AND CHIEF EXECUTIVES' INTERESTS IN SECURITIES

As at 31 October 2004, the interests and short positions of the directors and chief executives in the shares, underlying shares and debentures of the Company or any associated corporations (within the meaning of Part XV of the Securities and Futures Ordinance (the "SFO") as recorded in the register required to be kept under section 352 of the SFO or as otherwise notified to the Company and HKSE pursuant to the Model Code for Securities Transactions by Directors of Listed Companies ("Model Code") were as follows:

### Long Positions in Shares of the Company

Name of director	Type of interest	No. of ordinary shares	Percentage of issued share capital
Sun Shao Feng	Corporate	405,000,000	65.06%

*Note:*

These 405,000,000 ordinary shares of the Company are held through Capital Mate Limited, a company incorporated in the British Virgin Islands with limited liability which is wholly and beneficially owned by Mr. Sun Shao Feng.

Save as disclosed above, none of the directors, chief executives or their associates had any interests and short positions in any shares, underlying shares and debentures of the Company or any of its associated corporations as defined in Part XV of SFO as recorded in the register to be kept under section 352 of the SFO or as otherwise notified to the Company and HKSE pursuant to the Model Code.