

**List of 133 Companies participating in  
the 1999 Pay Comparison Survey**

- ◆ ABB Holding Ltd.
- ◆ AC Nielsen (China) Ltd.
- ◆ Adams Parking (International) Ltd.
- ◆ American Club, The
- ◆ American International Assurance Company Ltd.
- ◆ Bank of China Hong Kong Branch
- ◆ Bank of East Asia, Ltd., The
- ◆ British-American Tobacco Co. (HK) Ltd.
- ◆ Café de Coral Holdings Ltd.
- ◆ Caltex Oil Hong Kong Ltd.
- ◆ Cathay Pacific Airways Ltd.
- ◆ Celestica Hong Kong Ltd.
- ◆ Chen Hsong Holdings Ltd.
- ◆ China Engineers, Ltd.
- ◆ Chow Tai Fook Jewellery Co., Ltd.
- ◆ Chubb Hong Kong Ltd.
- ◆ Climax International Company Ltd.
- ◆ CLP Holdings Ltd.
- ◆ Cross-Harbour Tunnel Company Ltd., The
- ◆ Crown Worldwide (HK) Ltd.
- ◆ Dah Chong Hong, Ltd.
- ◆ Dao Heng Bank Ltd.
- ◆ Deloitte Touche Tohmatsu
- ◆ DHL International (Hong Kong) Ltd.
- ◆ Dragages et Travaux Publics (H.K.) Ltd.
- ◆ Du Pont China Ltd.
- ◆ Elec & Eltek International Holdings Ltd.
- ◆ Electronic Devices Ltd.
- ◆ Enviropace Ltd.
- ◆ Gammon Construction Ltd.
- ◆ Gap International Sourcing (Holdings) Ltd.
- ◆ Garden Company Ltd., The
- ◆ Glaxo Wellcome China Ltd.
- ◆ Green Island Cement (Holdings) Ltd.
- ◆ Hang Lung Development Co., Ltd.
- ◆ Hang Seng Bank Ltd.
- ◆ Hip Hing Construction Co., Ltd.

- ◆ Hong Kong & China Gas Co. Ltd., The
- ◆ Hong Kong Aero Engine Services Ltd.
- ◆ Hong Kong Air Cargo Terminals Ltd.
- ◆ Hong Kong Aircraft Engineering Company Ltd.
- ◆ Hong Kong Baptist Hospital
- ◆ Hong Kong Country Club, The
- ◆ Hong Kong Ferry (Holdings) Co. Ltd.
- ◆ Hong Kong Futures Exchange Ltd.
- ◆ Hong Kong Jockey Club, The
- ◆ Hong Kong Oxygen and Acetylene Co. Ltd.
- ◆ Hong Kong Telecommunications Ltd.
- ◆ Hong Kong Tourist Association
- ◆ Hongkong and Shanghai Hotels Ltd., The
- ◆ Hongkong International Terminals Ltd.
- ◆ Hongkong Land Group Ltd.
- ◆ Hongkong Tramways Ltd.
- ◆ Hongkong United Dockyards Ltd.
- ◆ HSBC
- ◆ Hsin Chong Construction Group Ltd.
- ◆ IBM China/Hong Kong Ltd.
- ◆ Inchcape
- ◆ Jardine Technical Services
- ◆ Jebsen & Co. Ltd.
- ◆ John Swire & Sons (H.K.) Ltd.
- ◆ Jusco Stores (Hong Kong) Co. Ltd.
- ◆ Kodak (Far East) Ltd.
- ◆ Kowloon Motor Bus Co. (1933) Ltd., The
- ◆ Kowloon-Canton Railway Corporation
- ◆ KPMG Peat Marwick
- ◆ Lam Soon (Hong Kong) Ltd.
- ◆ Lane Crawford (Hong Kong) Ltd.
- ◆ Lee Kum Kee Co. Ltd.
- ◆ Li & Fung (Trading) Ltd.
- ◆ Maersk Hong Kong Ltd.
- ◆ Mass Transit Railway Corporation
- ◆ Mattel (HK) Ltd.
- ◆ Mattel Vendor Operations Asia Ltd.
- ◆ Meyer Aluminium Ltd.
- ◆ Meyer Manufacturing Co., Ltd.
- ◆ Ming Pao Holdings Ltd.
- ◆ Modern Terminals Ltd.
- ◆ Motorola Semiconductors Hong Kong Ltd.

- ◆ National Lacquer & Paint Products Co. Ltd., The
- ◆ National Mutual Insurance Co. Ltd.
- ◆ NCR (Hong Kong) Ltd.
- ◆ NEC Technologies Hong Kong Ltd.
- ◆ New Hong Kong Tunnel Company Ltd.
- ◆ New T & T Hong Kong Ltd.
- ◆ New World First Bus Services Ltd.
- ◆ Nokia (Hong Kong) Ltd.
- ◆ Ocean Park Corporation
- ◆ Orient Overseas Container Line Ltd.
- ◆ Otis Elevator Company (H.K.) Ltd.
- ◆ P & O Nedlloyd (HK) Ltd.
- ◆ Philip Morris Asia Ltd.
- ◆ Philips Hong Kong Ltd.
- ◆ Philips Hong Kong Ltd. Business Group Audio
- ◆ Ryoden (Holdings) Ltd.
- ◆ San Miguel Brewery Hong Kong Ltd.
- ◆ Schmidt & Co., (H.K.) Ltd.
- ◆ Securities & Futures Commission
- ◆ Shanghai Commercial Bank Ltd.
- ◆ Shangri-La Hotel (Kowloon) Ltd.
- ◆ Shell Hong Kong Ltd.
- ◆ Sheraton Hong Kong Hotel & Towers
- ◆ Shui On Construction & Materials Ltd.
- ◆ Shun Hing Electric Service Centre Ltd.
- ◆ Shun Hing Electronic Trading Co., Ltd.
- ◆ Shun Tak Holdings Ltd.
- ◆ Sime Darby Hong Kong Ltd.
- ◆ SmarTone Telecommunications Ltd.
- ◆ Sonca Products Ltd.
- ◆ Sony Corporation of Hong Kong Ltd.
- ◆ South China Morning Post Publishers Ltd.
- ◆ Standard Chartered Bank
- ◆ Swire Coca-Cola HK Ltd.
- ◆ Swire Properties Ltd.
- ◆ Television Broadcasts Ltd.
- ◆ UPS Parcel Delivery Service Ltd.
- ◆ Urban Property Management Ltd.
- ◆ Vitasoy International Holdings Ltd.
- ◆ VTech Electronics Ltd.
- ◆ Wallem Group Ltd.
- ◆ Wing On Department Stores (Hong Kong) Ltd., The

- ◆ Xerox (Hong Kong) Ltd.
- ◆ Yau Lee Construction Co., Ltd.
- ◆ YMCA of Hong Kong

[Note: In addition to the above 124 companies, there are 9 other companies which do not wish to have their names published.]