

**PROFILE OF DIRECTORS**

**Allan WONG Chi Yun**, MBE, JP, aged 50, *Chairman & Chief Executive Officer*, co-founded the Group in 1976. Mr. WONG holds a Bachelor of Science degree in electrical engineering from the University of Hong Kong, a Master of Science degree in electrical and computer engineering from the University of Wisconsin and an honorary degree of Doctor of Technology from the Hong Kong Polytechnic University. Mr. WONG was appointed Chairman of the Hong Kong Applied Science and Technology Research Institute and a member of the Council of Advisors on Innovation and Technology, Hong Kong SAR in April 2000. He serves on the Hong Kong Trade Development Council. He is also a council member of the University of Hong Kong, an independent non-executive director of the Bank of East Asia Ltd, China-Hongkong Photo Products Holdings Ltd and Li & Fung Ltd.

**TO Cheuck Wah**, aged 51, *Managing Director, Communication Products*, joined the Group in 1980 and became a director in 1981. Prior to VTech, he held a number of positions in Fairchild Semiconductor (Hong Kong) Limited and the Hong Kong Productivity Centre. Mr. TO has 20 years of experience in Hong Kong's electronics industry. He holds Bachelor of Science and Master of Science degrees in electrical engineering from the University of Hong Kong.

**William HO Mook Lam**, aged 54, *Managing Director and Company Secretary*, joined the Group as finance director in 1983 after 12 years in the accounting department of Philips Hong Kong Limited. Mr. HO holds a LLD (Hon) and a DBA (Hon). He is a Fellow of the Association of Chartered Certified Accountants and the Hong Kong Society of Accountants.

**Albert LEE Wai Kuen**, aged 50, *Managing Director, Electronic Learning Products*, joined the Group in 1984 and became a director in the same year. Before joining the Group, he ran his own electronics manufacturing service company for 2 years and was a manager of a computer chess game manufacturing company for 3 years. Mr. LEE holds a Bachelor of Science degree in electrical engineering from the University of Calgary.

**Paddy LAW Wai Leung**, aged 40, *Executive Director and Group Chief Operating Officer*, joined the Group in 1991 as Group Accounting Manager with more than 10 years experience in accounting, finance and general management with Marubeni and Thomase De La Rue. In the past 10 years, Mr. LAW had held various senior positions in the Group in internal audit, finance and China services management. He holds a MBA degree from Durham University, U.K. and is a Fellow of the Chartered Institute of Management Accountants as well as the Hong Kong Society of Accountants. He is also a Member of Institute for the Management of Information Systems in U.K.

**Jack Kenneth HIRSCH**, aged 70, *Executive Director* since 1997, is currently Chairman of VTech Industries, LLC. and International Marketing Coordinator of the Group. He joined the Group's US electronic learning subsidiary as President in 1982. A veteran in the toy industry, Mr. HIRSCH had been an account executive of Mattel, Inc., marketing director of American Toy and Furniture Co., Inc. and president of Waddington House of Games. Prior to joining VTech, he managed his own toy and game distribution business.

**Edward Barry ARMSTRONG**, aged 64, *Executive Director* since 1997, is currently International Business Director for corporate administration and new development in areas outside East Asia and North America. His main current assignment is the administration and disposal of the Group's manufacturing units in Mexico, and commercial development in Latin America. He joined VTech in 1987 to build the European operations. Previously, he held senior marketing and general management positions and directorships at major multinational corporations. He is an MBA from INSEAD and a Fellow of the Institute of Linguists.

**Nils Erik Vilhelm MARTENSSON**, aged 63, *Independent Non-executive Director* since September 1991. He is the CEO of IPR Industries Limited and the former managing director of Technophone Limited which he founded in 1984. Technophone was an international manufacturer of portable and mobile cellular telephones which merged into the Nokia Mobile Phones group in March 1991. Mr. MARTENSSON has over 39 years of experience in the telecommunications industry. He holds a Bachelor of Arts degree in managerial economics from the University of Stockholm and a Master of Science degree in electronic engineering from the Royal Institute of Technology in Stockholm.

**Philip Leigh TOSE**, aged 55, *Independent Non-executive Director* since 1994. He was the co-founder and chairman of Peregrine Investments Holdings Limited.



## PROFILE OF SENIOR MANAGEMENT

### Consumer Telephone Products

**David DE THIER**, age 38, *Chief Executive Officer of Advanced American Telephone*, is responsible for sales, marketing, and distribution for the Group's North American telephone business. Before joining VTech in 2000, Mr. DE THIER worked for other Hong Kong and British multi-national companies who were also market leaders in their fields. He holds a Bachelor of Engineering degree with honors, and a post-graduate diploma in marketing.

**Bruce GARFIELD**, aged 54, *President/Chief Executive Officer of VTech Communications, Inc.*, is responsible for the sales management of the Group's cordless telephone business in the US. Prior to joining VTech in 1995, he had over 26 years of experience in the industries of consumer electronics, toys and telecommunications. Mr. GARFIELD had worked for Polaroid Corporation, Fairchild Electronics and Team Concepts. He holds a Bachelor of Science degree from Weber University.

**Kent WONG Wah Shun**, aged 38, *Vice President & General Manager, VTech Telecommunications Limited*, is in charge of operations, product management and development. Mr. WONG holds a Master degree in engineering and a Master degree in management.

**Gary TAM Wai Keung**, aged 37, *Vice President & General Manager of Business Development, VTech Telecommunications Limited*, is responsible for the development of ODM (Original Design Manufacturing) business worldwide and the sales & marketing of VTech brand in Europe. Mr. TAM joined VTech in 1986. He holds a Bachelor degree in electronics engineering from the Chinese University of Hong Kong.

**Gary ROGALSKI**, aged 38, *Vice President of Engineering, VTech Engineering Canada Limited*, is responsible for R&D of 900MHz and 2.4GHz digital telephony products for North America. Mr. ROGALSKI joined VTech in 1988 and had 18 years of R&D experience in the telecommunications industry. He holds a diploma in telecommunications from British Columbia Institute of Technology.

### Electronic Learning Products

**Dennis W. PERRY**, aged 50, *Chief Executive Officer of Electronic Learning Products*, is responsible for the development of our ELP business worldwide which includes the subsidiaries in North America and Europe as well as the distributor network in Latin America and Asia. With more than 25 years of multi-national marketing and management experience in the branded consumer goods industry, Mr. PERRY had held a number of key positions, including President of United Distillers and Vintners West, Chief Executive Officer of Hagemeyer-Cosa Libermann Group (HCL Ltd.) and President of Connor Toy Corporation. He holds a Bachelor degree from Boston University and a Master degree in Business Administration from Fairleigh Dickinson University.

**Sid HEYDE**, aged 52, *Chief Executive Officer of European markets*, oversees the Group's electronic learning products business in European markets. He joined the Group in 1988 as sales and marketing director. Mr. HEYDE has over 22 years of experience in sales, marketing and general management of consumer durables. He is a member of the British Institute of Management and the Institute of Marketing.

**Christopher FISHER**, aged 45, *Chief Financial Officer of European markets*, is responsible for overseeing financial matters in the European markets. He first joined the Group as the Chief Financial Officer of VTech Electronics (UK) Plc. in 1993 and rejoined the Group in 2000. With more than 20 years of experience in finance, Mr. FISHER had been Deputy Managing Director and Group Financial Director of the Meristem Furniture Group. He is a fellow of the Institute of Chartered Accountants in England and Wales.

**Emil N. HEIDKAMP**, aged 52, *President of VTech Industries, LLC* since January 1997. Mr. HEIDKAMP is responsible for driving the electronic learning products sales/marketing and product development activities in the US. With 25 years of experience in the related areas of consumer products, Mr. HEIDKAMP had worked at Bell & Howell, Mattel, Parker Brothers, Mindscape and Konami. He holds a Bachelor of Science degree in business from the University of Illinois, Chicago.

**PROFILE OF SENIOR MANAGEMENT (Continued)****Electronic Learning Products (Continued)**

**John SIVYER**, aged 53, *Director of VTech Electronics Europe Plc*, is currently the Country Manager of the Group's electronic learning products business in the UK. Mr. SIVYER joined the Group in August 2000 and is responsible for running the electronic learning products business in the UK. Prior to joining the Group, he had been the Managing Director of Systema (UK) Limited, a toy and games company in the UK.

**Gilles SAUTIER**, aged 45, *Chief Executive Officer of VTech Electronics Europe S.A.*, is currently the Country Manager of the Group's electronic learning products business in France. Mr. SAUTIER joined the Group in November 2000. With over 20 years of experience in product development, marketing, sales and management in the toy industry, he held various positions in Kenner-Parker, Spears, Ideal and Majorette. He holds a Bachelor degree in law from Paris University and also a MBA from l'ESSEC, a french business school.

**Josef LUKAS**, aged 45, *Managing Director of VTech Electronics Europe GmbH*, is currently the Country Manager of the Group's electronic learning products business in Germany. Mr. LUKAS joined the Group in March 2001 and is responsible for driving the electronic learning products sales/marketing in Germany and Austria. With 20 years of experience in retailing and branded consumer goods industry, he had been the Managing Director of Binney and Smith for Germany, Austria and Switzerland. He holds a Bachelor degree in Business and Economics from the University of Munich.

**Norberto BISIO**, aged 41, *Managing Director of VTech Electronics Spain S.L.*, is currently the Country Manager of the Group's electronic learning products business in Spain. Mr. BISIO joined the Group in 1992 and he is responsible for the Spanish, Portuguese and Central and South American markets. Prior to joining the Group, he had been Chief of Accountant Department in IVC. He holds a Technician degree from OTTO KRAUSE (Buenos Aires, Argentina), and he is a Certified Accountant.

**Gordon CHOW Tak Yiu**, aged 45, *President of VTech Electronics Canada Ltd.* since 1988, manages both the electronic learning products and telecommunication businesses in Canada. Mr. CHOW has been working for VTech since 1985. He is a Canadian chartered accountant and had his own practice in Canada before joining the Group. He holds a Bachelor of Commerce degree from the University of British Columbia, Canada.

**Thomas LI Shu Chi**, aged 52, *General Manager of Marketing of VTech Electronics Limited*. Mr. LI is responsible for all activities relating to Sales and Marketing, Shipping and Customer Service. He has more than 20 years of experience in toys and electronic products. Prior to joining VTech in 1990, he worked at corporations including Mattel, Kenner Products, Tyco and Concept 2000. Mr. LI holds a Bachelor of Science degree in electrical engineering from the University of Hong Kong.

**Edwin YING Lin Kwan**, aged 48, *General Manager of Operations of VTech Electronics Limited*, is responsible for the operation activities of electronic learning products. Mr. YING joined VTech in 1986 as chief mechanical engineer. Before joining the Group, he had 10 years technical experience in electronic products. Mr. YING holds a Bachelor of Science degree in mechanical engineering from the University of Hong Kong.

**Colbert TANG Chiu Kit**, aged 44, *Senior Manager of VTech Electronics Limited* since 1994, is responsible for the design and development of electronic learning products. He first joined VTech in 1979 as an electronic engineer. Before rejoining the Group in 1992, Mr. TANG worked at Elec & Eltek and Tiger Electronics. He holds a Master of Science degree in computer engineering from Boston University.

**Vincent YUEN Chi Ming**, aged 41, *Senior Manager of VTech Electronics Limited*, is responsible for the development of information technology and electronic reference products. Mr. YUEN joined VTech in 1984. He holds a Bachelor degree in electrical engineering from the Chinese University of Hong Kong.

**PROFILE OF SENIOR MANAGEMENT (Continued)****Contract Manufacturing Services**

**Andy LEUNG Hon Kwong**, aged 42, *General Manager of VTech Communications Limited* since 1993, is responsible for the operations of the contract manufacturing services. Before joining VTech in 1988, Mr. LEUNG had 6 years of experience in electronic products manufacturing. He holds a Bachelor of Science degree in electrical engineering from the University of Newcastle Upon Tyne in the UK and he holds a MBA degree from Oklahoma City University in the US.

**Francis CHAN**, aged 41, *Senior Manufacturing Manager of VTech Communications Limited*, is responsible for engineering and production of the contract manufacturing services. Before joining the Group in 1998, Mr. CHAN had more than 10 years of experience in electronic manufacturing. He holds a Bachelor of Science degree in Electrical & Electronic Engineering from the University of Newcastle Upon Tyne in the UK.

**Kent CHEUNG King Fai**, aged 39, *Senior Material Manager of VTech Communications Limited*, is responsible for materials management. He joined VTech in 1989 as a purchasing officer, with 7 years of experience in electronic products merchandising.

**Mobile Phones**

**Michael B. ASHDOWN**, aged 63, *Managing Director of VTech Mobile Limited*, is responsible for the overall implementation of the company's mobile phone strategy. He joined the Group in 1992, with 42 years of experience in research and development in the communications industry including 7 years with Technophone and 6 years with Plessey Military Communications. Mr. ASHDOWN holds three diplomas in electrical/radio/mechanical engineering.

**LAM Ping Por**, aged 51, *General Manager of VTech Communications Limited*. Before joining the Group in 1988, Mr. LAM had 14 years of experience in product development and engineering management in the consumer electronics and telecommunication industries. He holds a Bachelor of Science degree in electrical engineering and a Master degree in telecommunication systems.

**Chris ROSE**, aged 36, *Engineering Manager of VTech Engineering Canada Limited*, is responsible for GSM handset development in the Calgary development office. He joined the Group in 1990 and has over 10 years of experience in consumer telephony (cordless and cellular). Mr. ROSE holds a Bachelor and a Master of Applied Science degrees in Telecommunications from Simon Fraser University and the University of British Columbia respectively.

**eLearning Services**

**David MAK Wing Kwong**, aged 39, *Executive Director of VTech eLearning Holdings Limited*, is responsible for the development of elearning system, educational content and IT training business in Greater China and Asia Pacific Region. He held senior marketing and general management positions in computer hardware and software companies prior to joining VTech in 1990. Mr. MAK holds a Master degree in international marketing from Strathclyde University and a diploma in management studies from Hong Kong Polytechnic University. He is also a full member of the Chartered Institute of Marketing (MCIM) and Institute of Directors (HKIOD).

**PROFILE OF SENIOR MANAGEMENT (Continued)****Corporate Services**

**Paul KAN Yui Po**, aged 43, *Group IT Manager*, is responsible for information management and technology services. He joined VTech in 1990 with over 19 years of IT experience. Mr. KAN holds two Master degrees in business administration and manufacturing engineering. He is a Certified Quality Analyst (CQA), Certified Information System Auditor (CISA), Certified Information Systems Security Professional (CISSP) and Project Management Professional (PMP).

**CHANG Yu Wai**, aged 41, *Chief Financial Officer of Telecommunication Division*, joined the Group in June 2000. Prior to joining the Group, he was a senior manager of PricewaterhouseCoopers for 7 years. Mr. CHANG is a member of the Institute of Chartered Accountants in England and Wales. He holds a Bachelor degree in Mathematics and Management Sciences from the University of Manchester Institute of Science and Technology.

**Shereen TONG Ka Hung**, aged 32, *Group Finance Manager*, is responsible for the Group treasury and financial functions. She joined the Group in 1994 and had over 12 years of finance and accounting experience. She holds two Master degrees in Business Administration and Information Systems from Manchester Business School and Hong Kong Polytechnic University. She is an associate of Chartered Institute of Bankers, Chartered Institute of Management Accountants and HK Society of Accountants.

**Ivy CHAN Pui Chu**, aged 41, *Human Resources Manager*, is responsible for human resources and administration function in Hong Kong office. She joined the Group in 1987 and had over 16 years human resources experience. She holds a Bachelor of Arts (Hons) degree in Sociology from the Hong Kong Baptist University and has a MBA degree from Strathclyde University. She is a member of Hong Kong Institute of Human Resources Management and executive committee member of Hong Kong Industrial Relations Association.