

People

our most important asset



Executive Directors



Raymond Chan

Group Chairman & Chief Executive Officer, aged 53. Mr. Chan founded the IDT business in 1977. He leads the management in setting the Group's mission and objectives, develops the business and sets marketing strategies. He is also the Group Chairman and Chief Executive Officer of the two Singapore listed subsidiaries, IDT Holdings (Singapore) Limited and I-Comm Technology Limited. Mr. Chan is a graduate of the Hong Kong Polytechnic in Electronics Engineering and had attended several Corporate Management Programs at the International Institute for Management Development in Lausanne, Switzerland. Mr. Chan has over 32 years' experience in the consumer electronics industry and before establishing the IDT business, he worked for several multi-national semi-conductor companies in the U.S. and Hong Kong, and was also involved later in sales and senior management positions. Mr. Chan is an Executive Council Member and the Chairman of the Advisory Committee on the Electronic and Information Engineering Department of the Hong Kong Polytechnic University, a member of the Hong Kong Trade Development Council of Electronics/Electrical Appliances Industry Advisory, the Honorary President of The Toys Manufacturers' Association of Hong Kong and Life Patron of the Professional Validation Council of Hong Kong Industry.



Alain Jacques Gilbert Li

Executive Director and Chief Financial Officer, aged 42. Mr. Li joined the Group in April 2001. He oversees the corporate and finance matters of the Group and ensures achievement of corporate objectives and business strategies and enhancement of corporate governance. He is also an Executive Director and Chief Financial Officer of the two Singapore listed subsidiaries, IDT Holdings (Singapore) Limited and I-Comm Technology Limited. Mr. Li holds a Bachelor degree in Economics and Accountancy from the City University of London and is a fellow member of the Institute of Chartered Accountants in England and Wales. He has extensive international experience in corporate finance and business management. Prior to joining the Group, he was with Riso Europe Limited as the European Vice President. Mr. Li is a member of the Institute of Directors in the U.K.



(top to bottom)
Mr. Raymond Chan
Mrs. Chan Pau Shiu Yeng, Shirley
Mr. Alain J.G. Li

Chan Pau Shiu Yeng, Shirley

Executive Director, aged 53. Mrs. Chan is the wife of Mr. Raymond Chan and as a co-founder, she has been involved in developing the IDT business since 1977. Mrs. Chan contributes towards the Group by setting the marketing strategies and increasing efficiency of operations. Her main responsibilities are to support the marketing activities and administrative functions of the Group. She is also an Executive Director of the two Singapore listed subsidiaries, IDT Holdings (Singapore) Limited and I-Comm Technology Limited. Mrs. Chan holds a Diploma in Legal Studies from the University of Hong Kong and a MBA degree from the University of Hull, U.K.

Shigenobu Morita

Executive Director, aged 63. Mr. Morita has been the Representative Director of IDT (Japan) Limited since 1991 and is responsible for managing the business and day-to-day operations of this wholly owned subsidiary of the Company established in Japan. Prior to joining the Group, he was Director of Sales and Marketing of Casio, and then President of Murata, and then Managing Director and Marketing Divisional Manager of Japan MID.

Non-Executive Directors

Jack William Edouard Heuer

Non-Executive Director, aged 69. Mr. Heuer joined the Group in 1983 and was an Executive Director of the Company involved actively in coordinating the Group's European marketing activities and developing the extensive marketing offices network in Europe. In April 2000, Mr. Heuer retired from his executive positions in the Group and continues to serve as a Non-Executive Director of the Company and its Singapore listed subsidiary, IDT Holdings (Singapore) Limited, whereas he takes an advisory role and contributes to the Group through his extensive business experience. In 2001, Mr. Heuer has become the Honorary Chairman of TAG-Heuer. Mr. Heuer holds an electrical engineering degree from the Swiss Federal Institute of Technology.

Woo Chia Wei

Non-Executive Director, aged 64. Professor Woo was appointed in June 2002. He is the Senior Advisor for the Shui On Group, and President Emeritus and University Professor Emeritus at the Hong Kong University of Science and Technology ("HKUST"). He holds Master and Ph.D. degrees in Physics from Washington University in the U.S. and taught at Northwestern University and the University of California at San Diego, and as President of San Francisco State University from 1983 to 1988 before returning to Hong Kong to found HKUST. He was the first person of Chinese birth to head a major university in the U.S.. Professor Woo is an honorary CBE (United Kingdom), and was awarded the Gold Bauhinia Star by the Government of the Hong Kong Special Administrative Region (HKSAR) and "Chevalier de la Légion d'Honneur" by the Republic of France. He also serves on the Commission on Strategic Development and the Council of Advisors on Innovation and Technology of the HKSAR, and holds non-executive directorships in several other listed companies in Hong Kong.

Independent Non-Executive Directors

Lo Kai Yiu, Anthony

Independent Non-Executive Director and Chairman of the Audit Committee, aged 53. Mr. Lo has been serving on the board of the Company since January 1991 and is also a Non-Executive Director of the Company's Singapore listed subsidiary, IDT Holdings (Singapore) Limited. Mr. Lo is a chartered accountant and has over 22 years' experience in banking, finance and investments. He serves on the board of a number of publicly listed and private companies in the region and is a member of the listing committee of The Stock Exchange of Hong Kong Limited.

Kao Ying Lun, John

Independent Non-Executive Director and a member of the Audit Committee, aged 49. Mr. Kao was appointed in June 1997. He is a chartered accountant qualified in Canada and has over 23 years' experience in the accounting/audit profession, investment banking, corporate finance and financial advisory fields. He sits on the board of a number of other private investment and listed companies.

Jack Schmuckli

Independent Non-Executive Director, aged 62. Mr. Schmuckli was appointed in May 1999. He has over 30 years of professional executive product marketing experience in the photographic and electronics industries. He had been the Chairman and Chief Executive Officer of Sony Europa GmbH for 14 years and had also been an executive member of the board of Sony Corporation, Tokyo. Mr. Schmuckli now holds several non-executive board memberships, mainly in Switzerland.

Kenichi Ohmae

Independent Non-Executive Director, aged 59. Dr. Ohmae was appointed in August 2001. He is a world renowned management consultant and was selected as one of the five management gurus in the world by The Economist in 1994. Dr. Ohmae received his Ph.D. in nuclear engineering from the Massachusetts Institute of Technology and an honorary doctorate from Notre Dame University. He is an expertise in formulating creative strategies and developing organisational concepts for both the private and public sectors. He is the founder and Managing Director of the Ohmae & Associates and before that, had been a partner of McKinsey & Company, Inc., an international management consulting firm, for 23 years.

Senior Management



Yau Sze Fong, Mark

Executive Vice President – Group Research and Development, aged 39. Dr. Yau joined the Group in November 1999. He is responsible for managing the research and development resources of the Group and leads the core technology unit to support member companies. Dr. Yau holds a Bachelor of Science degree with First Class Honours from the University of Hong Kong, a Master of Science degree from Boston University, and is a Doctor of Philosophy from the University of Illinois at Urbana-Champaign, all in electrical and electronic engineering. He is a senior member of the Hong Kong Institution of Engineers, the Institute of Electrical and Electronic Engineers, the Hong Kong Institute of Science and Phi Kappa Phi. Prior to joining the Group, he was an associate professor at the Department of Electrical and Electronic Engineering of the Hong Kong University of Science and Technology, and had also served at a Technical Services Division in the Government of the Hong Kong Special Administrative Region as a Chief Engineer and Section Head of Research and Development.



Leung Yip Shing, Joseph

Executive Vice President – Human Resources & Administration, aged 46. Mr. Leung joined the Group in May 2000. He is in-charge of the human resources and administrative function of the Group. Mr. Leung holds a Bachelor of Social Science (Honours) degree in Economics and a Master degree in Business Administration, both from the Chinese University of Hong Kong. He has more than 22 years' extensive experience in human resources gained from different global and domestic corporations. Prior to joining the Group, Mr. Leung was the Asia-Pacific Regional Human Resources Director of A.T. Kearney Inc..



Cheng Ching

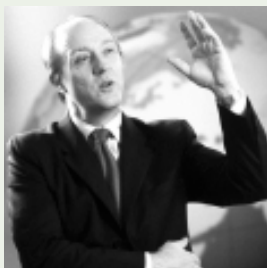
Executive Vice President – Group Manufacturing, aged 60. Mr. Cheng joined the Group in 1980. He is responsible for managing the affairs of the manufacturing operations in The People's Republic of China and overseeing expansion plans and requirements for factory and production facilities of the Group. He is a director of Integrated Display Technology Limited. Mr. Cheng holds a Bachelor of Science degree in Electronics Engineering from the National Taiwan University. Prior to joining the Group, he held the position of quality control manager of a consumer electronics company for 10 years.



Leong Mun Hoong, Leon

President – LCD Consumer Electronic Products, aged 41. Mr. Leong joined the Group in June 1999. He is responsible for managing the day-to-day operations of the LCD Consumer Electronic Products business of the Group operated separately under the Singapore listed subsidiary, IDT Holdings (Singapore) Limited, in which Mr. Leong is a director of its key operating subsidiary, IDT Technology Limited. Mr. Leong holds a Bachelor of Science degree in Industrial Engineering obtained from the University of Tennessee U.S.A. and a Master degree in Business Administration from the University of Warwick in the U.K.. Prior to joining the Group, he was the Managing Director of Strombecker (HK) Ltd..

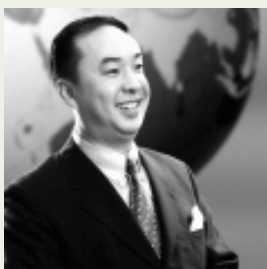
(top to bottom)
 Dr. Mark S.F. Yau
 Mr. Joseph Y.S. Leung
 Mr. Cheng Ching
 Mr. Leon M.H. Leong

Senior Management (continued)**Magnus Lars Warbert**

President – Telecommunication Products, aged 51. Mr. Warbert joined the Group in December 1999. He is responsible for managing the day-to-day operations of the Telecommunication Products business of the Group operated separately under the Singapore listed subsidiary, I-Comm Technology Limited, in which Mr. Warbert is a director of its key operating subsidiary, IDT Communication Technology Limited. Mr. Warbert holds a Master of Science degree obtained from the Royal Institute of Technology in Stockholm, Sweden. He has over 24 years' extensive management experience in the telecommunication industry. Prior to joining the Group, he was a partner and consultant of De Baker & Co., a management consulting company in Sweden.

**Chow Kit Man**

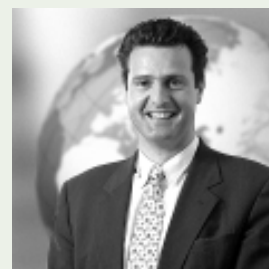
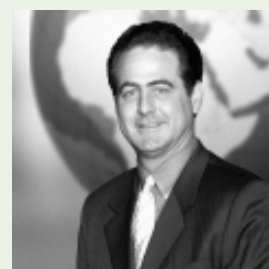
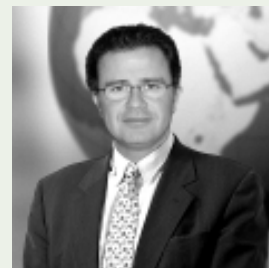
Executive Vice President – Electronic Personal Information Products, aged 39. Mr. Chow joined the Group in July 2000. He is responsible for managing the day-to-day operations of the Electronic Personal Information Products business of the Group. Mr. Chow holds a Bachelor of Engineering (Honours) degree in Electronic Computer Systems and a Master of Science degree in Electronic and Electrical Engineering from the University of Salford in England, and a Ph.D. degree in Engineering Management from the California Coast University. He is a Chartered Engineer of the Institution of Electrical Engineers of the U.K.. Mr. Chow has over 11 years of progressive experience in engineering with different local and multinational companies in Hong Kong. Prior to joining the Group, Mr. Chow was the research and development manager of Group Sense Limited.



(top to bottom)
Mr. Magnus L. Warbert
Mr. Chow Kit Man
Mr. Raymond C.F. Ling

Ling Cheuk Fai, Raymond

Executive Vice President – Electronic Learning Products, aged 44. Mr. Ling joined the Group in February 1998. He is responsible for managing the day-to-day operations of the Electronic Learning Products business of the Group. Mr. Ling holds a degree in Marketing from Concordia University of Canada. He has over 18 years of managing experience in toy and electronic products. Prior to joining the Group, he was the Managing Director of RJP International Limited.

Regional Management

(top to bottom)
Mr. Giuseppe Finocchiaro
President – Europe
Mr. James D. Boyle
President – North America
Mr. Vincent Peña
Vice President – Asia Pacific