

Directors and Senior Management

PROFILE OF DIRECTORS

Allan WONG Chi Yun, MBE, JP, aged 51, *Chairman*, 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.

Albert LEE Wai Kuen, aged 51, *Deputy Chairman*, 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 two years and was a manager of a computer chess game manufacturing company for three years. Mr. LEE holds a Bachelor of Science degree in electrical engineering from the University of Calgary.

Paddy LAW Wai Leung, aged 41, *Group Chief Executive Officer*, joined the Group in 1991 and since that time has held several senior management positions in accounting, finance, internal audit and China operations. He assisted the Group in developing a successful e-Business and had headed the Group's USA and China offices for years. In 2001, he was appointed the Group's Chief Financial Officer and Chief Operating Officer to monitor the Group's restructuring exercise. In June 2002, he was appointed the Group's Chief Executive Officer. Prior to joining VTech, Mr. Law had worked for two leading multi-national conglomerates for over 10 years. He holds an MBA and a BBA degree and is a fellow of the Chartered Institute of Management Accountants and the Hong Kong Society of Accountants. He is also member of the Institute of Internal Auditors and the Institute for the Management of Information Systems.

Raymond CH'EN Kuo Fung, GBS, CBE, JP, aged 50, is *Independent Non-executive Director* since November 2001. Dr. CH'EN is Executive Chairman of chinadotcom corporation as well as Chairman of its subsidiary, hongkong.com corporation. He is also non-executive Chairman of HSBC Private Equity (Asia) Ltd and serves on the boards of HSBC Holdings plc; the Hongkong and Shanghai Banking Corporation Ltd; Inchcape plc; Inmarsat Ventures plc; Convenience Retail Asia Ltd and MTR Corporation Ltd. In public service, Dr. CH'EN is Chairman of the Hong Kong/Japan Business Cooperation Committee; and Chairman of the Advisory Committee on Corruption of the Independent Commission Against Corruption. Dr. CH'EN is an honorary President and Past Chairman of the Federation of Hong Kong Industries. He was previously Chairman of the Industry and Technology Development Council and the Hong Kong Industrial Technology Centre Corporation Ltd. From 1992 to 1997, Dr. CH'EN was a member of the Executive Council of Hong Kong, then under British Administration. He was appointed a member of the Executive Council of the Hong Kong SAR on 1st July 1997 and served until 2002. He received a doctoral degree in Economics from the University of Pennsylvania, USA in 1978. He was appointed a Justice of the Peace in 1993 and a Commander in the Most Excellent Order of the British Empire in 1994 and awarded the Gold Bauhinia Star Medal in 1999.

William FUNG Kwok Lun, OBE, JP, aged 53, is *Independent Non-executive Director* since November 2001. Dr. FUNG is the Group Managing Director of Li & Fung Ltd and was the past Chairman of the Pacific Economic Cooperation Council (PECC), Hong Kong General Chamber of Commerce and Hong Kong Exporters' Association. He is the current member of the Economic Advisory Committee to the Financial Secretary and also sits on the board of HSBC Holdings plc, chinadotcom corporation and CLP Holdings Ltd. In the public service area, he is a Hong Kong SAR delegate to the Chinese People's Political Consultative Conference.

Michael TIEN Puk Sun, aged 51, is *Independent Non-executive Director* since November 2001. Mr. TIEN is Chairman and founder of the G2000 Group which starts its business back in 1979. Before starting up G2000, he worked with Macy's Department Store in New York, USA. Mr. Tien is an active member in Hong Kong community affairs, holding posts with Vocational Training Council as Council Member and Chairman of the WRIE Training Board; Chairman of the Standing Committee on Language Education and Research; Vice Chairman of the Employee Retraining Board and member of the Education Commission. He is also a member of the Taskforce on Employment and the Chairman of Privatization Subgroup of the Business Advisory Group – both under the Financial Secretary's Office. Mr. TIEN is appointed as the Chairman of Kowloon-Canton Railway Corporation.

Patrick WANG Shui Chung, JP, aged 51, is *Independent Non-executive Director* since November 2001. Mr. WANG joined the Johnson Electric Group in 1972 and became a Director in 1976 and Managing Director in 1984. In 1996, he was elected Chairman and Chief Executive of the Company. He is both a member of the Exchange Fund Advisory Committee and Economic Advisory Committee to the Financial Secretary of the Hong Kong SAR. He is also a Council member of the University of Hong Kong, a Council member of The Chinese University of Hong Kong, a member of Hong Kong/European Union Business Co-operation Committee, a member of Hong Kong-United States Business Council, a non-executive director of The Hongkong and Shanghai Banking Corporation Ltd, and a non-executive director of Tristate Holdings Ltd. Mr. WANG obtained his BSc and MSc degrees in Electrical Engineering from Purdue University in Indiana, USA.

PROFILE OF SENIOR MANAGEMENT

Telecommunication Products

James C. KRALIK, aged 37, *Chief Executive Officer of Telecommunication Products business*, is responsible for overseeing the global consumer telephone business, and formulating strategy to further strengthen VTech's position in the telecommunications industry. Mr. KRALIK began his career as a management consultant at McKinsey & Company where he counseled leading clients in various industries in both Asia and North America. Prior to joining the Group, Mr. KRALIK founded and managed one of the Asia' leading media and entertainment companies from 1993 to 2000. He is an independent non-executive director of Tristate Holdings Ltd and holds a Bachelor degree in Economics from Harvard College and an MBA degree from the Harvard Business School.

Kent WONG Wah Shun, aged 39, *Vice President & General Manager of VTech Telecommunications Ltd*, is in charge of telephone product operations, product management and research and development. Prior to joining the Group in 1989, Mr. WONG worked in computer industry. He holds an Master degree in Engineering and a Master degree in Management.

Gary TAM Wai Keung, aged 38, *Vice President & General Manager of Business Development, VTech Telecommunications Ltd*, is responsible for the development of ODM (Original Design Manufacturing) business worldwide and the sales & marketing of VTech brand in Europe and South America. Mr. TAM joined VTech in 1986. He holds a Bachelor degree in electronics engineering from The Chinese University of Hong Kong.

Gary ROGALSKI, aged 39, *Vice President of Engineering of VTech Engineering Canada Ltd*, is responsible for R&D of 2.4GHz and 5.8GHz digital telephony products and emerging technologies 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.

Donna SILBERT, aged 42, *Vice President of Marketing and Product Management of VTech Communications Inc*, is responsible for the Marketing and Product Management of the VTech and AT&T brands in the US. Ms. SILBERT joined VTech in 2000 and has over 16 years experience in the telecommunications industry. She holds a Bachelor degree in Business Administration from William Paterson University.

Stanley HARTSTEIN, aged 45, *Vice President of Business Development of VTech Communications Inc*, is responsible for the development of new technologies and markets, and manages the VTech Companion Mail Station, the VTech investment in HomeRelay, and the VTech relationship with AT&T. Mr. HARTSTEIN joined VTech in 2000 and has over 21 years experience in the Consumer Electronics industry. He holds a Bachelor degree in Accounting from the State University of New York.

Nick DELANY, aged 50, *Vice President of Supply Chain and Logistics of VTech Communications Inc*, is responsible for the overall management of Supply Chain System and logistics of Telecommunication Products business. Prior joining VTech in 2000, Mr. DELANY had 23 years sales and management experience in the industrial, retail, construction and mining industries in the US, Europe, Asia and South Africa including five years experience developing supply chain systems in leading companies in the USA. He holds a Bachelor Degree in Marketing and Financial Management from the University of South Africa & Damlein College.

Electronic Learning Products

Dennis W. PERRY, aged 51, *Chief Executive Officer of Electronic Learning Products business*, 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. Mr. PERRY is chosen to serve on the Toy Industry Association's (TIA) board of directors in the US.

Christopher FISHER, aged 46, *Chief Financial Officer of Electronic Learning Products business*, is responsible for overseeing financial matters. He first joined the Group as the Chief Financial Officer of VTech Electronics (UK) Plc. in 1993 and rejoined the Group in 2000 as Chief Financial Officer for Europe before being promoted to his current role. 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.

Edwin YING Lin Kwan, aged 49, *General Manager of VTech Electronics Ltd*, is responsible for the Hong Kong and PRC operation of Electronic Learning Products business. Mr. YING joined VTech in 1986 as chief mechanical engineer. Before joining the Group, he had 10 years of technical experience in electronic products. Mr. YING holds a Bachelor of Science degree in mechanical engineering from the University of Hong Kong.

Paul R. MILLER, aged 46, *Chief Executive Officer of VTech Electronics Europe plc*, is responsible for the European operations of Electronic Learning Products business. Mr. MILLER has more than two decades experience in running multinational media companies. Prior to joining the Group in May 2002, he held senior international executive positions at Paramount Pictures, CIC International and Toyzone.co.uk. He holds a Bachelor of Science degree in Computation from the University of Manchester Institute of Science and Technology and obtained his Chartered Management Accountant qualification in 1983.

Brian SCHNABEL, aged 49, *President of VTech Electronics North America, LLC*, is responsible for North American operations of VTech's developmental learning products. Mr. SCHNABEL has more than two decades of consumer product development and marketing experience. Prior to joining the Group in 2002, Mr. SCHNABEL held various leadership positions at Newell, True Value, Elmer's Products, Inc. and several Huffy Companies. He holds a Bachelor of Science degree in Business Study from the University of Cincinnati and obtained his CPA in 1978.

Contract Manufacturing Services

Andy LEUNG Hon Kwong, aged 43, *Chief Executive Officer of Contract Manufacturing Services* since April 2002 after serving as General Manager for nine years. Before joining VTech in 1988, Mr. LEUNG had six 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 an MBA degree from Oklahoma City University in the US.

Francis CHAN, aged 42, *Senior Manufacturing Manager of VTech Communications Ltd*, 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 40, *Senior Material Manager of VTech Communications Ltd*, is responsible for materials management. He joined VTech in 1989 as a purchasing officer, with seven years of experience in electronic products merchandising.

Nicky YU Wai Keung, aged 35, *Senior Program Manager of VTech Communications Ltd*, is responsible for program management. He joined VTech in 1992 as Electrical Engineer and rejoined in 1998. Mr. YU has 10 years of experience in electronic and contract manufacturing field. He holds a Bachelor of Engineering in Electrical and Electronic Engineering from the Sunderland University in the UK.

Kenneth LAM Chi Kin, aged 45, *Senior Marketing Manager of VTech Communications Ltd*, is responsible for marketing and development engineering of the contract manufacturing services. Before joining VTech in 1994, Mr. LAM had 11 years of experience in electronic products manufacturing. Mr. LAM holds higher diploma in both Applied Science and Business Studies.

Corporate Services

CHANG Yu Wai, aged 42, *Company Secretary and Chief Compliance Officer*, joined the Group in June 2000 and has held a number of senior posts in the Group since then, including Chief Financial Officer of Telecommunication Division and Group Financial Controller. Prior to joining the Group, he was a senior manager of PricewaterhouseCoopers. 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.

Alan TSO Yan Wing, aged 43, *Group Chief Financial Officer*, joined the Group in November 2001 and has held other senior management positions in the Group since then, including Head of Internal Audit and Group Financial Controller. With 20 years of experience in professional accounting and finance, he had held several senior management, controllership and directorship positions in Hong Kong and Canada. Prior to joining the Group, he was the Chief Financial Officer of a large Hong Kong based logistics group and, further before, was a senior manager of PricewaterhouseCoopers. He is an associate member of the Hong Kong Society of Accountants, fellow member of the Chartered Institute of Certified Accountants in the United Kingdom, and member of the Certified General Accountants in Canada.

Paul KAN Yui Po, aged 44, *Group IT Manager*, is responsible for information management and technology services. He joined the Group in 1990 with over 20 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).

Shereen TONG Ka Hung, aged 33, *Group Treasurer*, 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 Hong Kong Society of Accountants.

Ivy CHAN Pui Chu, aged 42, *Group Human Resources Manager*, is responsible for human resources and administration function. She joined the Group in 1987 and had over 17 years human resources experience. She holds a Bachelor of Arts (Hons) degree in Sociology from the Hong Kong Baptist University and has an MBA degree from Strathclyde University. She is a member of Hong Kong Institute of Human Resources Management and Hong Kong People Management Association.