

# Directors and Senior Management

## PROFILE OF DIRECTORS

**Allan WONG Chi Yun, JP**, aged 52, *Chairman*, co-founded the Group in 1976. Dr. 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. Dr. WONG is the Chairman of the Hong Kong Applied Science and Technology Research Institute and a member of the Council of Advisors on Innovation and Technology. 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 52, *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 42, *Group Chief Executive Officer*. An Executive Director since 2001. Prior to joining VTech in 1991, Dr. LAW worked in the Marubeni Group and Thomas De La Rue, HK for ten years. Since joining the Group, he has held a number of senior positions in various business functions in the US and China offices, including the General Manager for China, Group COO & CFO. In June 2002, Dr. LAW was appointed the Group Chief Executive Officer. He holds a PhD from JiNan University, PRC, a DBA from Southern Cross University, Australia and an MBA from Durham University, UK 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, US and the Institute for the Management of Information Systems, UK. Dr. LAW is currently a Post-doctoral researcher of Chinese Academy of Sciences, PRC.

**Raymond CH' IEN Kuo Fung**, GBS, CBE, JP, aged 51, is *Independent Non-executive Director* since November 2001. Dr. CH' IEN 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; MTR Corporation Ltd and The Wharf (Holdings) Ltd. In public service, Dr. CH' IEN 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' IEN is an honorary President and Past Chairman of the Federation of Hong Kong Industries. He is also President of Hong Chi Association, Hong Kong's leading non-government organization helping mentally handicapped persons. 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' IEN 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 54, is *Independent Non-executive Director* since November 2001. Dr. FUNG is the Group Managing Director of Li & Fung Limited and has held key positions in major trade associations. He is past Chairman of the Hong Kong General Chamber of Commerce, the Hong Kong Exporters' Association and the Hong Kong Committee for the Pacific Economic Cooperation Council. Dr. FUNG holds a Bachelor of Science in Engineering from Princeton University, and an MBA degree from the Harvard Graduate School of Business. He has been awarded an Honorary Doctorate degree of Business Administration by the Hong Kong University of Science and Technology. Dr. FUNG is also Non Executive director of Convenience Retail Asia Limited, HSBC Holdings plc., chinadotcom corporation and CLP Group Holdings Limited.

**Michael TIEN Puk Sun**, aged 52, 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 like 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 the Chairman of Privatization Subgroup of the Business Advisory Group under the Financial Secretary's Office. Mr. TIEN was appointed as the Chairman of Kowloon-Canton Railway Corporation in December 2001.

**Patrick WANG Shui Chung**, JP, aged 52, 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 a member of the Exchange Fund Advisory Committee of the Hong Kong Monetary Authority, a Board Member of Kowloon-Canton Railway Corporation. 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 38, *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's 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 40, *Chief Operating Officer of Telecommunication Products business*, is responsible for operations, product management and research and development. Prior to joining the Group in 1989, Mr. WONG worked in computer industry. He holds a Master degree in Engineering, a Master degree in Management and an MBA.

**Phil SHERMAN**, aged 52, *Chief Operating Officer of North America*, joined the Group in 1999. Mr. SHERMAN is responsible for overseeing administration and sales support and operations in North America. He has over 25 years of experience in finance, operations and general management with major global corporations in the manufacturing, distribution and retail industries including Textron Inc. and The Stanley Works. Mr. SHERMAN holds a Bachelor's degree in Accounting from Roger Williams University and a Master's degree in Business Administration from Bryant College. He is also a member of Financial Executives International and Society for Human Resource Management.

**Gary TAM Wai Keung**, aged 39, *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 40, *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.

**Stanley HARTSTEIN**, aged 46, *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 51, *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

**Edwin YING Lin Kwan**, aged 50, *Chief Executive Officer of Electronic Learning Products business*, is responsible for overseeing the global 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.

**Alan TSO Yan Wing**, aged 44, *Chief Financial Officer and Chief Operating Officer of Electronic Learning Products business*, joined the Group in November 2001 and appointed to the present positions in December 2002. In the same month, he was also appointed as Director of Corporate Communications to look after the Group's investor relationships and communication functions. He has over 20 years of experience in professional accounting and finance. He holds a master degree in business administration from the University of Ottawa and is an associate member of the Hong Kong Society of Accountants, a fellow member of the Chartered Institute of Certified Accountants in the United Kingdom, and a member of the Certified General Accountants in Canada.

**William TO**, aged 47, *President of VTech Electronics North America, L.L.C.*, joined the Group in 1983. Mr. TO is responsible of the Group's Electronic Learning Products business in US and Canada. He holds an MBA from University of Chicago.

**Andrew DICKSON**, aged 42, *Chief Executive Officer of Northern Europe operation of Electronic Learning Products business*, joined the Group in November, 2001. Mr. DICKSON is responsible for the Group's electronic learning products business in UK and Scandinavia. With over 15 years of experience in sales and marketing of consumer durable products and operational management experience in marketing, finance and logistical functions, he had been the UK Managing Director of IDTUK (Oregon Scientific UK Ltd). Mr. DICKSON graduated from Royal College of Music and attended Insead International School of Management.

**Gilles SAUTIER**, aged 47, *Chief Executive Officer of Southern Europe operation of Electronic Learning Products business*, joined the Group in November 2000 and is responsible for the Group's electronic learning products business in France, Belgium, Spain, Portugal, Greece and Turkey. With over 23 years of experience in marketing, sales and management in the toy industry, he held various positions in Kenner-Parker, Spear's Games, Ideal Toys and Majorette. He holds a Bachelor degree in Law from Paris University and an MBA from L'ESSEC, a French business school. Mr. SAUTIER is a member of the Board of the French Toy Federation.

**Josef LUKAS**, aged 47, *Managing Director of Central Europe operation of Electronic Learning Products business*, joined the group in March 2001 and is responsible for the Group's electronic learning products business in Germany, Austria, Switzerland, Netherlands, Poland, Hungary and Russia. With over 20 years of experience in retailing and branded consumer goods industry, he had been the Managing Director of Binney and Smith for Germany and Austria. He holds a Bachelor degree in Business from the University of Munich.

#### **Contract Manufacturing Services**

**Andy LEUNG Hon Kwong**, aged 44, *Chief Executive Officer of Contract Manufacturing Services business* since April 2002 after serving as General Manager for nine years. He joined VTech in 1988. Mr. LEUNG has 18 years of experience in the EMS industry. 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.

**Alex CHOI Lap Hung**, aged 40, *Vice President of Business Development of VTech Communications Ltd*, is responsible for the development of contract manufacturing services business worldwide and the project management team. Before joining the Group in November 2002, Mr. CHOI worked in another couples of EMS companies for 16 years in various perspective, including marketing, project management and quality assurance. He holds a Master of Engineering degree of Manufacturing Systems Engineering from Warwick University, UK.

**Francis CHAN Chin Hung**, aged 43, *Senior Manufacturing Manager of VTech Communications Ltd*, is responsible for engineering and production of the contract manufacturing services business. 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 41, *Senior Material Manager of VTech Communications Ltd*. Mr. CHEUNG joined VTech in 1989. He is responsible for materials management. Mr. CHEUNG has more than 20 years of experience in the electronics industry. Prior to joining VTech, he held a senior position in various electronic companies.

**Albert YUNG Kam Kit**, aged 46, *System & QA Manager of VTech Communications Ltd*, is responsible for quality management of the contract manufacturing services. Before joining VTech in 2000, Mr. YUNG had 18 years of experience in electronic manufacturing. He holds a Bachelor of Science degree in Electrical Engineering from the University of Hong Kong.

#### **Corporate Services**

**Helen WONG Shuk Ying**, aged 49, *Group Chief Information Officer*, joined the Group in May 2003. With over 20 years of IT, consulting and accounting experience, she has held many senior positions in Hong Kong and Canada. Prior to joining the Group, she was with PricewaterhouseCoopers Consulting (Hong Kong) for over 13 years, and the last position held was partner in the consulting practice. Before that, she was a senior manager at the Hong Kong Hospital Authority. Prior to that, she worked in Canada as a senior systems manager in a commercial bank and a telecommunication company. Ms. WONG holds a Bachelor of Commerce degree from Queen's University, and is a member of the Certified Management Accountant (CMA) in Canada and the Hong Kong Computer Society.

**CHANG Yu Wai**, aged 43, *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. He had over 15 years of experience in professional accounting. Mr. CHANG is a member of the Institute of Chartered Accountants in England and Wales.

**Shereen TONG Ka Hung**, aged 34, *Group Controller - Accounting and Finance*, is responsible for the Group accounting, treasury and financial functions. She joined the Group in 1994 and had over 13 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.

**Paul KAN Yui Po**, aged 46, *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).

**Derek LAU Chi Sing**, aged 38, *Financial Controller*, joined the Group in August 2002. Mr. LAU has over 13 years accounting and auditing experience. Prior to joining the Group, he was the Assistant Financial Controller of a listed company in Hong Kong and, further before, a senior manager of an international accounting firm. Mr. LAU graduated from the City University of Hong Kong with a Bachelor degree in Accountancy. He is a fellow member of the Association of Chartered Certified Accountants and the Hong Kong Society of Accountants.