

DIRECTORS & SENIOR MANAGEMENT



**Chan Pau Shiu Yeng, Shirley, Raymond Chan,
Alain Jacques Gilbert Li**
from left to right



EXECUTIVE DIRECTORS

RAYMOND CHAN

Chairman & Chief Executive Officer, aged 55. Dr. Chan founded the IDT business in 1977. He leads the management in setting the Group's mission and objectives, develops the business and formulates marketing strategies. He is also the Chairman and Chief Executive Officer of the Singapore listed subsidiary, IDT Holdings (Singapore) Limited. Dr. Chan is a graduate of the Hong Kong Polytechnic in Electronics Engineering and has been conferred for a degree of Doctor in Business Administration, *honoris causa* by the Hong Kong Polytechnic University in November 2003. Dr. Chan has over 34 years' experience in the consumer electronics industry. Before establishing the IDT business, he worked for multi-national semi-conductor companies in the US and Hong Kong. Dr. 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, Life Patron of the Professional Validation Council of Hong Kong Industry, a member of the Steering Group on the Promotion of Innovation and Design of Innovation and Technology Commission and a member of the Board of Directors of The Applied Research Council, Commerce, Industry and Technology Bureau.

ALAIN JACQUES GILBERT LI

Executive Director and Chief Financial Officer, aged 44. 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 Singapore listed subsidiary, IDT Holdings (Singapore) 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 and has lived and worked in the UK, Japan and France with Bristol-Myers Squibb and GEC. Mr. Li is a member of the Institute of Directors in the UK.

CHAN PAU SHIU YENG, SHIRLEY

Executive Director, aged 55. Mrs. Chan is the wife of Dr. Raymond Chan and as a co-founder of the Group, 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 Singapore listed subsidiary, IDT Holdings (Singapore) Limited. Mrs. Chan holds a Diploma in Legal Studies from the University of Hong Kong and a MBA degree from the University of Hull, UK.

Shigenobu Morita



Giuseppe Finocchiaro



SHIGENOBU MORITA

Executive Director, aged 65. 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.

GIUSEPPE FINOCCHIARO

Executive Director, aged 47. Mr. Finocchiaro joined the Group in 1993 and was appointed Executive Director of the Company in October 2003. In addition, he is the Managing Director of Oregon Scientific Italia S.p.A. incorporated in Italy and Managing Director of Oregon Scientific (Deutschland) GmbH and Huger Electronics GmbH, both incorporated in Germany, and is also responsible for managing the Group's business operations in EMEA (Europe, Middle East and Africa). Mr. Finocchiaro holds an electronic diploma, and has over 26 years of experience in electronic business. Prior to joining the Group, he spent 15 years at Texas Instruments.

JACK WILLIAM EDOUARD HEUER

Non-Executive Director and a member of the Audit Committee, aged 71. 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, 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 S.A.. He holds an electrical engineering degree from the Swiss Federal Institute of Technology.

WOO CHIA WEI

Non-Executive Director, aged 66. Professor Woo was appointed in June 2002. He is 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 US and taught at Northwestern University and the University of California at San Diego, and was 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 ethnic origin to head a major university in the US. 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.

NON-EXECUTIVE DIRECTORS

INDEPENDENT NON-EXECUTIVE DIRECTORS

**LO KAI YIU,
ANTHONY**

Independent Non-Executive Director and Chairman of the Audit Committee, aged 55. 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. He is qualified as a member of the Institute of Chartered Accountants of Ontario, Canada and registered as a member of the Hong Kong Society of Accountants. Mr. Lo has over 24 years of experience in banking, finance and investments. He has the relevant experience with internal controls and in preparing and auditing comparable financial statements as well as experience in reviewing or analysing audited financial statements of public companies. 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 51. Mr. Kao was appointed in June 1997. He has over 25 years' business and professional experience of which about 21 years have been gained in investment banking, corporate finance and financial advisory fields. He sits on the board of a number of private/listed companies. Mr. Kao holds an HBA Degree (Honours Business Administration Degree) from Richard Ivey School of Business, The University of Western Ontario and is a Chartered Accountant qualified in Canada.

JACK SCHMUCKLI

Independent Non-Executive Director, aged 64. 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 61. 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 expert 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.

DIRECTORS & SENIOR MANAGEMENT

Leong Mun Hoong, Leon

Cheng Ching

Dennis Enrique Chan Ibarra



SENIOR MANAGEMENT

CHENG CHING

Executive Vice President – Group Manufacturing, aged 62. 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 43. Mr. Leong joined the Group in June 1999. He is responsible for managing the day-to-day operations and strategic direction and planning 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 US and a Master degree in Business Administration from the University of Warwick in the UK. Prior to joining the Group, he was the Managing Director of Strombecker (HK) Ltd.

DENNIS ENRIQUE CHAN IBARRA

President – Electronic Personal Information Products (“PIP”) and Electronic Learning Products (“ELP”), aged 44. Mr. Ibarra joined the Group in August 2002. He assumes full responsibilities for the performance of the PIP and ELP businesses and provides strategic direction, daily operational leadership, and organisational development of these two product divisions. He holds a Bachelor Degree in Chemistry & Biochemistry from the Rice University of Houston, Texas in the US and has over 21 years' extensive experience in operational and global business management. Prior to joining the Group, Mr. Ibarra was with Johnson Electric Holdings Limited where he held the positions of Director – Corporate Manufacturing Operations and Group Director – Commercial Motors Group. Previously he was Partner and Resultant with the Thomas Group Inc. and also held production and engineering management positions with Philips Electronics in the US and Europe.

LING CHEUK FAI, RAYMOND

Executive Vice President – Electronic Learning Products, aged 46. Mr. Ling joined the Group in February 1998. He is responsible for the product planning and product management of the Electronic Learning Products business of the Group. Mr. Ling holds a Bachelor degree in Marketing from Concordia University of Canada. He has over 19 years of managing experience in toy and electronic products. Prior to joining the Group, he was the Managing Director of RJP International Limited.

Ling Cheuk Fai, Raymond

Li Tung Choi, Daniel

Giuseppe Finocchiaro

Paul Zimmerman

Luciano Kubrusly



**LI TUNG CHOI,
DANIEL**

Executive Vice President – Group Human Resources, aged 46. Mr. Li joined the Group in September 2003. He is in-charge of the human resources and administrative function of the Group. Mr. Li graduated from the Imperial College of Science & Technology, University of London, UK with a first Bachelor degree in Mechanical Engineering in 1981 and he obtained a further degree of Master of Business Administration from the City University, London, UK in 1982. Mr. Li is an accomplished professional in human resources with more than 20 years experience working with global and Asia corporations. Prior to joining IDT, Mr. Li worked for 2 years with Asia Netcom as their Human Resources & Administration Director of South East Asia. Before that, he spent 5 years with the Dell Computer Asia Ltd, his last position was Human Resources Director of Asia.

**GIUSEPPE
FINOCCHIARO**

President – EMEA (Europe, Middle East and Africa), aged 47. Mr. Finocchiaro joined the Group in 1993. In addition to being Managing Director of Oregon Scientific Italia S.p.A. incorporated in Italy and Managing Director of Oregon Scientific (Deutschland) GmbH and Huger Electronics GmbH, both incorporated in Germany, he is also responsible for managing the Group's business operations in EMEA. Mr. Finocchiaro holds an electronic diploma, and has over 26 years of experience in electronic business. Prior to joining the Group, he spent 15 years at Texas Instruments.

PAUL ZIMMERMAN

President – North America, aged 40. Mr. Zimmerman joined the Group in April 2003. He is responsible for managing the Group's business operations in the North American market, and is the President and Director of Oregon Scientific, Inc.. Mr. Zimmerman graduated from the University of Toronto, Canada in Electrical Engineering and Computer Science and obtained his MBA degree from the International Institute of Management Development (IMD), Switzerland. He has over 18 years' experience in computing, communications and consumer electronics with leading corporations in the US, Canada, South Korea, Singapore and Hong Kong. Prior to joining the Group, he was in senior management roles with the Samsung Group in Korea and Cisco Systems in Singapore and Hong Kong.

LUCIANO KUBRUSLY

President – Latin America, aged 34. Mr. Kubrusly joined the Group in December 2001, previously as General Manager of Oregon Scientific in Brazil. He is now responsible for managing the Group's business operations in the Latin American market, and is the officer in charge of the management of Oregon Scientific Brasil Limitada. Mr. Kubrusly holds a Bachelor degree in Business Administration from University FAAP in São Paulo, Brazil. He has over 11 years' experience in the sales and marketing of technology products. Prior to joining the Group, he was the General Manager of Apple Computer Brazil.