

Directors and Senior Management

Profile of Directors

Allan WONG Chi Yun, JP, aged 53, Chairman and Group Chief Executive Officer, 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 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 53, 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.

Raymond CH'EN Kuo Fung, GBS, CBE, JP, aged 52, 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 MTR Corporation Limited. Dr. CH'EN serves on the boards of HSBC Holdings plc; the Hongkong and Shanghai Banking Corporation Ltd; Inchcape plc; Convenience Retail Asia Ltd and The Wharf (Holdings) 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 is also President of Hong Chi Association, Hong Kong's leading non-governmental organisation 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'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 June 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 55, 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. He currently serves as a member of the Economic and Employment Council of the Hong Kong SAR. 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, BBS, JP, aged 53, 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. Mr. TIEN was appointed as the Chairman of Kowloon-Canton Railway Corporation in December 2001.

Patrick WANG Shui Chung, JP, aged 53, is Independent Non-executive Director since November 2001. Dr. WANG is the Chairman and Chief Executive Officer of Johnson Electric Holdings Limited. He is a member of the Exchange Fund Advisory Committee of the Hong Kong Monetary Authority, a member of Hong Kong/United States Business Council, and a General Committee member of The Hong Kong General Chamber of Commerce. Dr. WANG is also a non-executive director of The Hongkong and Shanghai Banking Corporation Limited and Tristate Holdings Limited. In May 2004, Dr. WANG received an Honorary Doctorate of Engineering from Purdue University in Indiana, USA. He earned both his BSc and MSc degrees in Electrical Engineering from Purdue University in 1972.

Profile of Senior Management

Telecommunication Products

James C. KRALIK, aged 39, Chief Executive Officer of Telecommunication Products Business, is responsible for overseeing the global consumer telephone business. 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 VTech in 2001, he founded and managed one of Asia's leading media and entertainment companies. Mr. KRALIK holds a Bachelor degree in Economics from Harvard College and an MBA degree from the Harvard Business School. He is an independent non-executive director of Tristate Holdings Ltd.

Kent WONG Wah Shun, aged 41, Chief Operating Officer of Telecommunication Products Business, is responsible for overall business operations including manufacturing, component supply and sourcing, and new product development. Mr. WONG joined VTech in 1989 and over the years has held management positions in a number of areas including business development, engineering, operations, and quality assurance. Mr. WONG received a High Diploma in Applied Physics from Polytechnic University of Hong Kong and holds a Master degree in Engineering from Warwick University UK, a Master degree in Engineering Management from City University, Hong Kong and an MBA degree from Strathclyde Business School, UK.

James D. PALMER, aged 38, President of VTech Communications, Inc., is responsible for the Telecommunication Products Business marketing/brand management, product management and sales activities in North America. Prior to joining VTech in January 2004, Mr. PALMER served as Vice President Product Development and Marketing at Uniden, Inc., and was responsible for Uniden's portfolio of consumer products being sold in North America. He also spent more than ten years at Motorola, Inc. where he held a number of management positions in both North America and Europe. Mr. PALMER holds a Bachelor of Science degree in Electrical Engineering from the Georgia Institute of Technology, with additional training in biomedical engineering, human factors and wireline technologies.

Philip J. SHERMAN, aged 53, Senior Vice President and Chief Operating Officer, North America, is responsible for overseeing the Telecommunication Products Business administration, finance, sales support and operations in North America. Mr. SHERMAN joined VTech in 1999 and has 30 years of experience in finance, operations and general management with a number of leading global corporations including Textron Inc. and The Stanley Works, Inc. Mr. SHERMAN holds a Bachelor degree in Accounting from Roger Williams University and an MBA degree from Bryant College. He is a member of Financial Executives International and Society for Human Resource Management.

Gary TAM Wai Keung, aged 40, Vice President and General Manager of International Sales and Market Development, is responsible for the development of the Telecommunication Products Business sales and marketing activities in Europe, South America and other international markets outside of North America. He is also responsible for ODM (Original Design Manufacturing) business activities worldwide. Mr. TAM joined VTech in 1986 and has held management positions in a number of areas including operations, and sales and marketing. He holds a Bachelor degree in Electronics from Chinese University of Hong Kong and a MBA degree from Strathclyde Business School, UK.

Gary K. ROGALSKI, aged 41, Vice President of Engineering, is responsible for the Telecommunication Products Business worldwide engineering research and development activities. He leads teams based in Vancouver, Canada, Hong Kong and China that develop 900MHz, 2.4GHz and 5.8GHz digital telephony products as well as other voice and data transmission technologies. Mr. ROGALSKI joined VTech in 1988 and has 19 years of engineering research and development experience in the telecommunications industry. He holds a Diploma in Telecommunications from British Columbia Institute of Technology.

Stanley M. HARTSTEIN, aged 47, Vice President of Business Development, is responsible for the development of new business activities including the launch of Data Networking, VoIP products and VTech's Be Connected subsidiary. He further coordinates the Telecommunication Products Business day to day relationship with AT&T Corp. Mr. HARTSTEIN has over 22 years experience in the consumer electronics industry. Prior to joining VTech in 2000, he held a number of management positions at Sony Corp., AT&T Corp. and Lucent Technologies Inc. Mr. HARTSTEIN holds a Bachelor degree in Accounting from the State University of New York.

Nicholas P. DELANY, aged 52, Vice President of Supply Chain and Logistics, is responsible for the overall management of the Telecommunication Products Business logistics and supply chain activities. Prior joining VTech in 2000, Mr. DELANY had over 20 years sales and management experience in the industrial, retail, construction and mining industries in the Asia, Europe and South Africa. He also has seven years experience developing supply chain systems with leading corporations in North America including The Stanley Works, Inc. Mr. DELANY holds a Bachelor degree in Marketing and Financial Management from the University of South Africa & Damleyn College.

Paulina AU King Lun, aged 34, Divisional Financial Controller, is responsible for financial reporting and control of the Telecommunication Products Business global operations. Ms. AU has over 10 years of experience in professional accounting and finance and prior to joining VTech in 2000, she worked with PricewaterhouseCoopers as an audit manager. Ms. AU holds a Bachelor degree in Accountancy from City University of Hong Kong and a Master degree in Finance from Macquarie University, Australia. She is a Fellow Member of Association of Chartered Certified Accountants and an Associate Member of Hong Kong Society of Accountants.

Electronic Learning Products

Edwin YING Lin Kwan, aged 51, 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 45, 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 Association of Chartered Certified Accountants in the United Kingdom, and a Member of the Certified General Accountants in Canada.

William TO, aged 48, President of VTech Electronics North America, L.L.C., joined the Group in 1983. Mr. TO is responsible for the Group's Electronic Learning Products business in the United States of America and Canada. He holds a Master degree in Business Administration from the University of Chicago.

Andrew DICKSON, aged 43, 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 the United Kingdom and Scandinavia. With over 16 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 United Kingdom 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 48, 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 24 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 a Master degree in Business Administration from L'ESSEC, a French business school. Mr. SAUTIER is a member of the Board of the French Toy Federation.

Josef LUKAS, aged 48, 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 21 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 45, Chief Executive Officer of Contract Manufacturing Services business since April 2002 after serving as General Manager for 9 years. He joined VTech in 1988. Mr. LEUNG has 19 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 United States.

Alex CHOI Lap Hung, aged 41, 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, United Kingdom.

Kent CHEUNG King Fai, aged 42, Senior Material Manager of VTech Communications Ltd. Mr. CHEUNG joined VTech in 1989. He holds a Diploma in Management Studies. Mr. CHEUNG has more than 21 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 47, 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.