

## HUMAN RESOURCES AND SOCIAL RESPONSIBILITY

### HUMAN RESOURCES

TCL Multimedia constantly upgrades its human resources management. The need to do so became more imminent upon the establishment of TTE. As a world-class company, TCL Multimedia requires international talents to support and drive its development. Human resources management definitely tops our priority list.

As at 31 December 2005, TCL Multimedia employed a total of 28,296 employees. They are not only expected to contribute to the growth of the Company, but also to grow personally. In the year under review, a total of 96 training sessions were conducted for employees of different levels and functions. At the level of TTE headquarter, training sessions cover areas including cross-cultural communication, language skills enhancement workshops, legal knowledge and financial management. On top of the in-house training sessions, employees can be subsidized for joining the education programmes offered by recognized educational institutions for further enhancing their professional knowledge.

To expedite staff development and propel future growth, TCL Multimedia has established a set of key performance indicators (KPI) to evaluate and review individual staff performance. This KPI system benchmarks personal achievements against the Company's overall development and therefore is a good way to ensure that employees' personal goals align with the Company's business objectives, thereby enabling the two parties to grow hand-in-hand together.

### SOCIAL RESPONSIBILITY

TCL Multimedia commits to sharing the fruits of its development with the community and helping the people in need.

In jointed effort with its parent company, TCL Corporation and its sister company, TCL Communication Technology Holdings Limited (collectively the "TCL Group"), the Company conducted a series of charity campaign in Mainland China. Donations were made to the Guangdong Youth Development Foundation, to fund a primary school in Huizhou, Guangdong Province and to establish scholarships to finance university education of poor students. Up to 2005, the TCL Group has completed a total of 23 Hope School projects in different regions of the PRC.