

Human Resources and Social Responsibility

HUMAN RESOURCES

The Company has high regards for its employees and considers them as part of its most valuable assets. It is committed to cultivating a working environment that encourages communication, team building and sense of belonging.

As at 31 December 2006, the Company had a total of 3,690 employees. The Group offers comprehensive labor and social insurance schemes as well as competitive remuneration packages to employees on an equal and fair basis. The Company also places great emphasis on upgrading employees' professional skills and establishing a learning organization, offering room for individual staff's personal growth.

In 2006, the Company introduced a number of innovative methods to add value to its human resources. These included inviting well known training organizations from Taiwan, Hong Kong and China as well as making full use of its in-house trainers to offer a wide range of staff training programmes, which cover R&D, manufacturing, supply chain, sales and marketing, human resources, finance, English language and team development. All in all, during the year under review, the Company's employees received, on average, 65 hours of training and achieved an overall passing rate of 92%.

Not only did these training sharpened the middle and top management's leadership and management skills, they also offered general staff at working level an opportunity to advance their skills at work.

SOCIAL RESPONSIBILITY

Society is the base of an enterprise. As a responsible corporate citizen, the Company is committed to shouldering its responsibilities. As such, the Company abides by high moral standards and is dedicated to improving the business environment by promoting environmental protection and energy saving. It has actively participated in charity work.

As one of the key members of the TCL Group, we have actively supported the Group's charitable work. Since 1996, TCL Group has donated in aggregate of RMB73.4 million in cash and supplies over the years. To date, 38 Project Hope Schools have been completed and are now in operation, with an additional of 18 under construction. In addition, TCL Corporation has established various TCL Scholarships in different universities in China to support poor students in furthering their education. It has also donated TVs to help the poor in developing regions, and, particularly, donations were made after the occurrence of natural disasters like flooding and tsunamis, we see it as our obligation to always provide help and hope to people in need.