

# Human Resources & Social Responsibility

## HUMAN RESOURCES

As an international enterprise, TCL Multimedia has been placing emphasis on human resources development. Upon the establishment of TTE, TCL Multimedia further recognized the importance of international talents in expediting its business development and it has made tremendous efforts in improving HR management since the establishment of TTE. The Group proactively contributed different resources to assist its staff member to excel in their respective capacities.

As at 31 December 2006, TCL Multimedia employed a total of 25,146 employees. While driving hard the growth of its corporate development, the Group also focuses on boosting personal growth of its staff members. During the year under review, the Group organized a total of 160 training programs to cater to the needs of employees of different levels and functions, including cross-cultural communication, language skills enhancement workshops, legal knowledge and financial management. In addition to internal training, the Group also encourages and subsidizes its employees to join the education programs offered by recognized educational institutions for further enhancing their professional knowledge.

With the implementation of the key performance indicators (KPI) system, TCL Multimedia is capable of evaluating individual staff performance, in order to accelerate staff development and propel future growth for the Company. This KPI system takes personal achievements as benchmarks against overall corporate development, which ensures that employees' personal goals align with the Group's business objectives, thereby enabling the two parties to grow hand-in-hand together.

## SOCIAL RESPONSIBILITY

TCL Multimedia, in jointed effort with its parent company, TCL Corporation and its sister company, TCL Communication Technology Holdings Limited (collectively the "TCL Group"), has always been dedicated to expedite corporate development while continuing to be a responsible corporate citizen and proactively help people in society with different needs. TCL Group undertook various social responsibilities in Mainland China and contributed to society by organizing charity campaigns for educational and cultural development.

In respect of education, TCL Group took the initiative and supported Project Hope in Mainland China by establishing a number of Hope Schools. Until 2006, a total of over 50 Hope Schools were completed and being under construction. In addition, TCL Group also established TCL scholarships in many universities to fund poverty stricken students to further their education. In August 2006, nearly 10,000 staff members of TCL Group voluntarily participated in "Project Hope College Dream – Together We Care" organized by China Youth Development Foundation, successfully raised RMB1.4 million for financing the studies of over 300 poor university students in regions severely affected by typhoons, including Huizhou of Guangdong, rural area in northern Guangzhou and Shao'an in Fujian Province.

Furthermore, TCL Group funded various cultural activities and proactively sponsored diversified international campaigns organized by the government in facilitating cultural communication.