
DIRECTORS, SENIOR MANAGEMENT AND STAFF

EXECUTIVE DIRECTORS

Wang Shih Zen (“Mr. Wang”), aged 49, is one of the Controlling Shareholders, Chairman and chief executive of the Company. He joined the Group in 2005 and was appointed to the Board on 1 February 2007. Mr. Wang is responsible for the strategy planning of the Group and also leads both of the research and development team and the sales and marketing team.

After Mr. Wang joined the Group in 2005, the Group started to focus on research and development of mobile handset solution and application business and recorded an increment in revenue from the provision of mobile handset solution and application since the financial year ended 31 March 2006, which was attributable to the extensive experience in the telecommunication industry contributed by Mr. Wang. In view of Mr. Wang’s business strategy, which lead to the expansion of the Group by exploring higher profit margin business and entering into the high-end market, and his extensive experience in telecommunication industry and management, Mr. Wang plays a key person to the Group’s success and is responsible for the execution of the business strategies of the Group and the day-to-day management of the business of the Group.

Mr. Wang obtained a Bachelor of Engineering degree from the James Cook University in North Queensland in 1984 and subsequently a Master of Engineering degree from the University of New South Wales in 1987.

In 1998, Mr. Wang joined Neolink Communications Technology Limited (“Neolink”) which was engaged in the sale of trunking services, as its chief executive officer and assisted to restructure the private company for purposes of listing. Mr. Wang also led its research and development team since 1998. Mr. Wang subsequently joined Pine Technology Holdings Ltd., a company listed on the Growth Enterprise Market of the Stock Exchange, as its executive vice president responsible for planning, developing and managing its internet appliance division from 2000 to 2002. Thereafter, Mr. Wang moved on to establish his own company, Moosik Ltd, a company engaged in the production and sale of electronic devices. Mr. Wang invested in the Group in 2005 and has been in charge of strategising and charting the Group’s directions. In September 2009, Mr. Wang ceased to be the director and shareholder of Moosik Ltd. Mr. Wang has over 15 years of experience in the field of information technology. Prior to joining the Group, Mr. Wang has held various senior management positions in a number of telecommunication companies.

In the three years preceding the Latest Practicable Date, Mr. Wang did not hold any directorship in listed public companies or any other major appointments.

Wang Tao, aged 37, is one of the Controlling Shareholders, and is responsible for the sales and marketing of the Group in distribution of mobile handsets components. She joined the Group in 2002 and was appointed to the Board on 19 June 2007 and was last re-elected on 30 July 2008. Ms. Wang Tao obtained a Bachelor of Engineering degree from the China University of Petroleum in 1993. In 1995, Ms. Wang Tao entered into a joint venture with a business partner and established a company engaged in the trading of electronics components and mobile accessories. Ms. Wang Tao founded the Group in September 2002.

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In the three years preceding the Latest Practicable Date, Ms. Wang Tao did not hold any directorship in listed public companies or any other major appointments.

Lu Shangmin (“Mr. Lu”), aged 46, is responsible for the financial management, and client solicitation, assessment and monitoring of the Group. He was appointed to the Board on 3 March 2009. Mr. Lu graduated from Anhui University of Finance and Economic (formerly known as Auhui Institute of Finance and Trade) with a bachelor degree of Economics in 1981. He was the financial controller of Shenzhen Yue Tai Hua Investments Limited from September 1997 to March 2007. Mr. Lu joined the Group in May 2007 as the financial controller of the Company before his appointment as an executive Director in March 2009.

In the three years preceding the Latest Practicable Date, Mr. Lu did not hold any directorship in listed public companies or any other major appointments.

NON-EXECUTIVE DIRECTOR

Lim Teck Leong David (“Mr. Lim”), aged 53, was appointed as an independent director of the Company on 28 October 2008 and was redesignated to be a non-executive Director of the Company on 3 February 2010. Mr. Lim has been working in David Lim & Partners and is now a managing partner. Mr. Lim is a Commissioner for Oaths and Notary Public and a fellow member of the Singapore Institute of Directors, member of the Board of National Voluntary & Philanthropy Centre appointed by the Ministry of Community Development, Youth & Sports in 2007. He currently serves as an independent and non-executive director of Liang Huat Aluminium Limited and Samudera Shipping Line Ltd. The Board will consider Mr. Lim as independent according to the Listing Manual, but for the purposes of the dual primary listing and the Share Offer, Mr. Lim has agreed to this redesignation.

Save as disclosed above, in the three years preceding the Latest Practicable Date, Mr. Lim did not hold any other directorships in listed public companies or any other major appointments.

INDEPENDENT NON-EXECUTIVE DIRECTORS

Chan Kam Loon (“Mr. Chan”), aged 49, was appointed as an independent director of the Company on 24 September 2007 and was last re-elected on 30 July 2008. Mr. Chan holds a Bachelor of Science (Economics) in Accounting and Finance degree from the London School of Economics and Political Science and is a qualified Chartered Accountant with the Institute of Chartered Accountant in England and Wales (ICAEW).

He currently runs his own management and consulting firm, Philip Chan Consulting Pte Ltd and also serves as an independent director of HUPSteel Limited, Jiutian Chemical Group Limited, China Gaoxian Fibre Fabric Holdings Ltd, Sarin Technologies Ltd and Megachem Limited.

Save as disclosed above, in the three years preceding the Latest Practicable Date, Mr. Chan did not hold any other directorships in listed public companies or any other major appointments.

Guo Yanjun (“Mr. Guo”), aged 56, was appointed as an independent director of the Company on 24 September 2007 and was last re-elected on 30 July 2008. Mr. Guo graduated with a Diploma in Law from the China People’s University in 1984. He is also a director of several investment companies which also provide investment consultancy services.

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In the three years preceding the Latest Practicable Date, Mr. Guo did not hold any other directorships in listed public companies or any other major appointments.

Lo Hang Fong (“Mr. Lo”), aged 46, was appointed as an independent director of the Company on 3 February 2010. Mr. Lo joined the Group in November 2009 as an independent non-executive director of Max Sunny. He graduated from the University of Bristol with a bachelor of law degree in 1986. He is currently a partner of a law firm, Stevenson, Wong & Co. Mr. Lo has been admitted as a solicitor to the High Court of Hong Kong since 1989. He is also admitted as a solicitor to the Supreme Court of Singapore in 1995 and the Supreme Court of England and Wales in 1996. Mr. Lo is currently an independent non-executive director of Mainland Headwear Holdings Limited and Bonjour Holdings Limited, both of which are listed on the Main Board of the Stock Exchange.

Save as disclosed above, in the three years preceding the Latest Practicable Date, Mr. Lo did not hold any directorship in listed public companies or any other major appointments.

There are no other matters or information relating to the above Directors that need to be brought to the attention of the Shareholders or to be disclosed pursuant to Rule 13.51(2) of the Listing Rules.

SENIOR MANAGEMENT

Shum Hoi Luen (“Mr. Shum”) is the Group’s chief financial officer and the Company’s company secretary in Hong Kong. Mr. Shum is a fellow member of The Hong Kong Institute of Certified Public Accountants. Prior to joining the Group, Mr. Shum worked in an international accounting firm and a company listed on the Growth Enterprise Market of the Stock Exchange. Mr. Shum joined the Group in August 2008.

Chen Ying (“Ms. Chen”) is the Group’s chief operations officer and is in charge of administration, procurement and support operation. Ms. Chen joined Zeus as an administration manager in January 2005 and joined the Group in May 2006 when the Group acquired Zeus.

Wang Bing Bing is the Group’s R&D manager and is in charge of the ID/MD areas and directly reports to the Group’s R&D Head. Prior to joining the Group, he had worked as a manager of mechanical department of a telecommunication company in the PRC since 2005 of which he earned the working experience in the design area of the mobile handset and electronics industry. Mr. Wang Bing Bing joined the Group in December 2007.

Zhou Jian (“Mr. Zhou”) is the Group’s project management manager and is in charge of the overall product and project management and directly reports to the Group’s R&D Head. Prior to joining the Group, Mr. Zhou had worked as supervisor of R&D division in a mobile handset producer in the PRC since 2005 of which he earned the working experience in the R&D area and production and material, logistics control and overall project management in mobile handset and electronics industry. Mr. Zhou joined the Group in December 2007.

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COMPANY SECRETARY IN HONG KONG AND IN SINGAPORE

Mr. Shum is the company secretary of the Company in Hong Kong. Particulars of Mr. Shum Hoi Luen are set out in the paragraph headed “Senior management” above in this section.

Busarakham Kohsikaporn (“Ms. Kohsikaporn”) and Shirley Lim Keng San (“Ms. Lim”) are the joint company secretaries of the Company in Singapore.

Ms. Kohsikaporn, is one of the joint company secretaries of the Company in Singapore. She is a practising chartered secretary under the employment of KCS Corporate Services Pte Ltd, a professional services firm. Ms. Kohsikaporn is a Fellow of SAICSA and ICSA, UK.

Ms. Lim, is one of the joint company secretaries of the Company in Singapore. She is a practising chartered secretary under the employment of KCS Corporate Services Pte Ltd, a professional services firm. Ms. Lim is a fellow of SAICSA and ICSA, UK.

DIRECTORS AND SENIOR MANAGEMENT REMUNERATION

The remuneration committee will regularly review and determine from time to time the remuneration and compensation of the Directors and the senior management of the Group.

For the three years ended 31 March 2009 and the six months ended 30 September 2009, the aggregate remuneration paid to the Directors amounted to approximately US\$27,000, US\$76,000, US\$127,000 and US\$104,000, respectively.

STAFF

As at the Latest Practicable Date, the Group had a total of 194 full-time employees. The following table sets forth the breakdown of its employees by functions:

	Total
Research and Development	60
Management and Administration	41
Sales and Marketing	21
Finance and Accounting	16
Procurement and Supply	26
Production	15
Quality Assurance	15
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Total	194

The Directors are of the view that the Group has maintained a good relationship with its staff. The Group has not, in the past, experienced any disruption of its operations due to labour disputes.

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The remuneration package of the staff includes salary and bonus. The Group determines its employees' remuneration based on factors including, but not limited to duties, qualifications, experience and performance of the employees. The employee remuneration is assessed on an annual basis, in order to determine the bonus or salary adjustments.

COMPLIANCE ADVISER

Pursuant to the Listing Rules, the Company has appointed SinoPac as its compliance adviser to assist and advise the Company in connection with the Listing Rules and applicable laws, rules, codes and guidelines.

The compliance adviser will advise the Company on the following matters:

- the publication of any regulatory announcement, circular or financial report;
- where a transaction, which might be a notifiable or connected transaction (as defined under the Listing Rules), is contemplated, including share issues and share repurchases; and
- where the Stock Exchange makes an inquiry of the Company regarding unusual movements in the price and/or trading volume of the Shares.

The appointment of SinoPac as the Company's compliance adviser will commence on the Listing Date and end on the date on which the Company complies with Rules 13.46 of the Listing Rules with respect to the Company's financial results for the first full year commencing after the Listing Date or the date on which such agreement is terminated pursuant to the terms thereof, whichever is the earlier.