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## DIRECTORS, SENIOR MANAGEMENT AND STAFF

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### EXECUTIVE DIRECTORS

*Lau Chiu Pui*, aged 43, is the chairman and the managing Director of the Company. He has been responsible for the overall strategic planning and business development of the Group since its establishment in 1990. Mr. Lau has over 20 years of in-depth IT experience. He has been actively participating in the IT development in Hong Kong. Mr. Lau is the co-founder and council member of the Information and Software Industry Association. He holds a bachelor degree in science from the University of Toronto, Canada.

*Yip Ho Pong*, aged 34, is an executive Director of the Company. He is responsible for the Group's overall strategic planning and formulation of corporate strategy for the Sales and Marketing operation. He holds a bachelor degree in science from the University of Toronto. He joined the Group in 1991.

*Lai Shu Pui, Fergus*, aged 35, is an executive Director of the Company. He is responsible for the customer and technical service operations of the Group. He joined the Group in 1992 and has about nine years of experience in the IT Industry in Hong Kong.

*Wong Kit Mei*, aged 35, is an executive Director of the Company. He joined the Group in 1991. He holds a bachelor degree with honours in engineering in manufacturing engineering from The Hong Kong Polytechnic University. He is responsible for the R & D functions of the Group.

*Fung Yiu Fai*, aged 38, is an executive Director of the Company. Since joining the Group in January 2000, he has been responsible for the Group's corporate and financial planning, formulation and implementation of the business policies of the Group. He holds a bachelor degree in business administration from the Chinese University of Hong Kong. Prior to joining the Group, Mr Fung was financial controller of a listed company in Hong Kong. Mr. Fung has 14 years' experience in auditing and accounting. He is the company secretary and compliance officer of the Group. He is also an associate member of the Hong Kong Society of Accountants.

### NON-EXECUTIVE DIRECTOR

*Chiu Raymond Yim*, aged 49, holds a bachelor degree in Electronics Engineering Technology from California Polytechnics State University at San Luis Obispo, California and a MBA from Pepperdine University. He is currently the vice president of Business Development Asia Pacific and Japan of IAnywhere Solution Inc., a subsidiary of Sybase Inc.. Mr. Chiu has over 25 years' experience in the technology industry. His experience ranges from product development, operations management, business development, sales and marketing to venture investments.

### INDEPENDENT NON-EXECUTIVE DIRECTORS

*Chan Siu Yeung*, aged 42, holds a bachelor degree in business administration with honours, a master of business administration degree in finance, a master of science degree in information systems, and a Ph.D in accounting. He is currently an academic and a business and information systems researcher affiliated with Hong Kong Baptist University. Dr. Chan has 9 years' experience in banking and accounting. He also has extensive consultancy training and experience in the

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Philippines, Singapore and Hong Kong. He is a chartered certified accountant in both Hong Kong and the United Kingdom, an associate member of the Hong Kong Society of Accountants and the Association of Chartered Certified Accountants.

*Kwan Ngan Hing, Edith*, aged 51, has over thirty years IT experience. Ms. Kwan previously held directorship and senior management positions in the Hong Kong Jockey Club, NCR Limited, AT&T Asia/Pacific Inc., the Hong Kong Polytechnic University, and the Dow Chemical Pacific Limited. She acted as a member of the Management Committee of the Joint Universities Computer Centre in Hong Kong. She is now playing an active role in the Hong Kong Computer Society. She holds a MBA degree from the University of Warwick, Coventry, United Kingdom.

### SENIOR MANAGEMENT

*Wong Kwai Fun*, aged 44, joined the Group in March 1998, She is the human resources & administration manager of the Group. She had over 20 years administration experiences related to the IT Industry.

*Cheung Chi Man*, aged 30, joined the Group in February 1998. She is the development manager of the Group. She holds a bachelor degree in business computing from the Deakin University, Australia.

*Chan Pui Kuen*, aged 28, joined the Group in June 1992. She is the project manager of the Group. She holds a bachelor degree in computer science from the Victoria University of Technology, Australia.

*Leung Man Kit*, aged 28, joined the Group in November 1997. He is the project manager of the Group. He holds a bachelor degree in computing and information systems from the University of London, United Kingdom.

*Chan Tse Kin*, aged 27, joined the Group in November 1997. He is the senior technical analyst of the Group. He holds a bachelor degree in computer science from the Victoria University of Technology, Australia.

*Shek Ho Fai*, aged 29, joined the Group in March 1999. He is the senior system analyst of the Group. He holds a bachelor degree in computing from the Oxford Brookes University, United Kingdom.

### COMPANY SECRETARY & COMPLIANCE OFFICER

*Fung Yiu Fai*, aged 38, is the company secretary and compliance officer of the Group. Since joining the Group in early 2000, he is responsible for the corporate and financial planning, formulation and implementation of the business policies for the Group. He holds a bachelor degree in business administration from the Chinese University of Hong Kong. Mr. Fung has 14 years' experience in auditing and accounting.

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### QUALIFIED ACCOUNTANT

*Li Ching Wah*, aged 27, joined the Group as a finance manager in 2000, and has 5 years' comprehensive audit experience. Ms. Li holds a bachelor degree in business administration from the Chinese University of Hong Kong. She is an associate member of the Hong Kong Society of Accountants.

### AUDIT COMMITTEE

The Group established an audit committee on 1st August, 2000 with written terms of reference in compliance with Rules 5.23 and 5.24 of the GEM Listing Rules. The primary duties of the audit committee are to review and supervise the financial process and internal control system of the Group and provide comments to the board of Directors of the Company.

The following sets out the members of the Group's audit committee:

<b>Name</b>	<b>Position in the audit committee</b>	<b>Position in the board of Directors</b>
Chan Siu Yeung	chairman	Independent non-executive Director
Kwan Ngan Hing, Edith	member	Independent non-executive Director
Mr. Yip	member	Executive Director

### STAFF

Apart from the Directors and senior management of the Group mentioned above, as at 31st March, 2000, the Group employed a total of 38 full-time employees. A breakdown of employees by their functions is as follows:

	<b>Hong Kong</b>
Management	5
Sales and marketing	6
Technical/Engineering	7
Finance and administration	3
R & D	13
Customer Services	<u>4</u>
Total	<u><u>38</u></u>

The Group has not, up to 31st March, 2000, experienced any labour dispute and the Directors consider that the Group has good employer and employee relations. It provides in-house and on-the-job training for all its staff.

The Group operates different remuneration schemes for sales and non-sales employees. Sales personnel are remunerated on the basis of on-target-earning packages comprising salary and sales commission. Non-sales personnel are offered year-end bonus based on individual merits. The Group has also arranged for its employees a defined contribution provident fund, which is managed by an independent trustee. The Group makes monthly contributions to the scheme with an amount ranging

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from 3% to 7% of the employees' basic salaries. The employees are entitled to receive 100% of the Group's employer contribution and the accrued interest thereon upon retirement or leaving the Group after completing ten years of service, or at a reduced scale of between 30% to 90% after completing three to nine years of service. The Group has applied for MPF exemption for its existing ORSO scheme and will open ORSO membership to all employees joining the Group on or after 1st December, 2000.

### **SHARE OPTION SCHEME**

The Company has conditionally adopted the Share Option Scheme for the benefits of its employees, details of which are set out in the section headed "Statutory and General Information — Share Option Scheme". The Directors believe that the Share Option Scheme will assist in the recruitment and retention of high calibre executives and employees.