





Human Capital

Employees - Our Invaluable Asset

The one constant in today's competitive business environment is people. We believe OUR PEOPLE are our most valuable assets.

We fully recognize that their know-how, capabilities and enthusiasm on the job play a major role in the progress and success of our Group. Natural talent, technical expertise, dedication to the job and loyalty to the Group are also qualities in our employees that enable delivery of the best services to our customers and solutions to their problems.

Reward for Valued Effort

To show our appreciation and to reward those employees who have made outstanding contributions to the Group's success, we run an award and bonus scheme. We strongly believe and insist that employee remuneration packages are commensurated with their respective responsibilities and abilities. Based on the salary surveys that we have carried out, we believe that the remuneration packages we offer are competitive with other companies in the same field.

In response to the introduction of the Mandatory Provident Fund ("MPF"), the Group is now fully compliant with MPF regulations in Hong Kong.

We are Ready ...

In anticipation of approval of the PRC membership to the WTO, we had been working to support future business development by hiring high-caliber staff during the year to strengthen our workforce. Moreover, to ensure high-quality personnel we conduct regular reviews to identify and place on the fast track high-potential employees, and offer training and continuous education to safeguard our people's future. Our employees have to be equipped with the right skills needed for years to come.

As we have entered into a knowledge-based economy, developing human capital is absolutely necessary. The Group is committed to staff training and development at all levels to meet changing needs. During the past financial year, a variety of training programs were implemented to fulfill these requirements. For example, presentation skill workshops were organized for all staff at the supervisory level and above. Through human resource investments, we encourage the development of technical and business know-how, and foster innovative ideas. But, we believe that employees also need to take responsibility for their own development and we encourage them to learn 'how to learn' in this new economic environment.

Getting Closer through Communication

We believe that ongoing internal communication between staff at all levels plays a very important part in their understanding of the Group's directions, changes, expectations and achievements. To this end, we organize regular meetings with staff to identify the areas where changes are possible to improve the overall level of employee relations. We also encourage our staff to share their ideas throughout the planning, decision-making and implementing phases of management.

Our employee relations are characterized by trust, personal integrity, mutual respect and open communications. To maintain harmonious staff relationships and encourage team spirit, the Group arranges a variety of different events throughout the year, including recreational overseas trips (to the Philippines in April this year), Christmas functions, sporting events and other social activities. Apart from these leisure activities, inter-departmental exchanges were also encouraged via setting up special project teams comprising of staff members from various positions.

Our Mission

The success of our human resource policies lies in our ability to align personnel strategies with the corporation's business objectives, keeping in mind the changing environment and keen competition within the marketplace. We continue to strive to perform better and aim to create a positive work environment for our employees, making the Group a magnet for talented people.



DIRECTORS

Executive Directors



Mr. SZE Tsang Fai, Johnny,

aged 41, is the Chairman and the Managing Director of the Company. He is the founder of the Group and is responsible for the overall strategic planning and business development of the Group. He is instrumental in the formulation and implementation of the business policies of the Group. Mr. Sze has over 17 years of experience in and in-depth knowledge of the trading in the People's Republic of China (the "PRC"). Since the late 1980's, he has been focusing on the trading of cellular handsets in the PRC.



Mr. YU Sze Kwok, Lewis,

aged 40, is an Executive Director of the Company. He joined the Group in 1996 and is responsible for the Taiwan operations of the Group. Mr. Yu holds a Master of Science Degree in Engineering Business Management from the University of Warwick in the United Kingdom. He has over 10 years of experience in research and development in the telecommunications industry. Prior to joining the Group, he worked with a Canadian telecommunications company.



Mr. SY Ethan, Timothy,

aged 28, is the Vice Chairman and Deputy Managing Director of the Company. He joined the Group in 1997 and is responsible for the Group's corporate and financial planning. He is also instrumental in the formulation and implementation of the business policies of the Group. Mr. Sy holds a Bachelor of Science and Engineering Degree from Purdue University in the US, and is a fellow member of the Hong Kong Institute of Directors. Mr. Sy is the brother of Mr. Sze.



Mr. CHEUNG Wing Yin, Vigny Wiley,

aged 40, is an Executive Director of the Company. He joined the Group in 1998 and is responsible for the sales and marketing operations of the Group in the PRC. He holds a Bachelor of Science Degree from the University of Toronto, Canada. He has over 9 years of experience in the sales and marketing of engineering products.

Independent Non-Executive Directors

Mr. IP Man Tin, David, aged 55, is an Independent Non-executive Director of the Company. Mr. Ip served with the Hong Kong Government for 25 years from 1970 to 1994 and currently is the Director of Arko Energy Holdings plc. (LSE Ticker : AKO) and King Pacific International Holdings Limited (SEHK Code : 0072). He holds a Bachelor of Arts Degree and a Master of Public Administration Degree from Hong Kong. Mr. Ip is also a member of the Chartered Institute of Marketing.

Mr. TAI Ah Lam, Michael, aged 54, is an Independent Non-executive Director of the Company. Mr. Tai has over 10 years of working experience with an international bank and has worked for an international accounting firm for more than 12 years. He is a fellow member of the Institute of Chartered Accountants, England and Wales, and a fellow member of the Chartered Institute of Secretaries. He has over 11 years of experience in mergers and acquisitions.

Senior Management

Mr. PANG Leung Ming, Eric, aged 40, is the Customer Service Director of the Group. He joined the Group in 2000 and is responsible for the Group's customer service operations. He holds a Master Degree in Business Administration. Prior to joining the Group, Mr. Pang was the Senior Customer Service Manager of a large US mobile telecommunications manufacturer in the PRC. He has over 18 years of experience in the telecommunications industry in Hong Kong and over 8 years of experience in the PRC in setting-up and running mobile phone service centres, amongst other tasks.

Mr. TSANG Chi Fai, aged 34, is the Chief Financial Officer of the Group. Mr. Tsang holds a Bachelor of Business Degree from Charles Sturt University in Australia. He is an associate member of both the Institute of Chartered Accountants in Australia and the Hong Kong Society of Accountants. Prior to joining the Group in January 2000, Mr. Tsang had worked in a UK multinational company on the merger of their operations in South East Asia. He was also previously a manager in a large international accounting firm. Mr. Tsang has over 11 years of finance, audit, and mergers and acquisitions experience in both Hong Kong and Australia.

Ms. AU Yen Fen, aged 46, is the Vice President of the sales and marketing department of the Group. She joined the Group in 1992 and has over 17 years of experience in trading in the PRC.

Mr. WAN Kwok Cheong, Francis, aged 43, is the Sales Director of the Group. He joined the Group in 2000 and is responsible for the overall sales and marketing operations of the Group. Prior to joining the Group, he was an elected Director of the Real Estate Board of Great Vancouver in Canada and had served on the Board's business practices and administration. He has over 15 years of experience in the sales and marketing industry and over 7 years of experience in the telecommunications industry.

Mr. SUNG Yee Keung, Ricky, aged 37, is the Vice President of the operations and logistics department of the Group. He joined the Group in 1993 and is responsible for overseeing the overall operations of the Group. Mr. Sung has over 7 years of experience in the customer telecommunications industry and over 12 years of experience in trading in the PRC.

Ms. YAN Ha Hung, Loucia, aged 32, is the Company Secretary of the Group. She is an associate member of both The Hong Kong Institute of Company Secretaries and The Institute of Chartered Secretaries and Administrators. Prior to joining the Group in 2000, Ms. Yan was the Company Secretary of a listed company in Hong Kong. She has over 9 years of experience in company secretarial field.