

Our strong leadership underpins development of new sales, marketing and human resources management initiatives to steer the Group towards full realization of its corporate objectives.

We have been organizing our staff into objective-specific task forces to pursue various goals and harness better team spirits. Inter-team and inter-departmental meetings are regularly held to ensure efforts across teams are aligned towards a coherent strategy.

We have also devised a new staff remuneration hierarchy matrix to provide each staff member working at various departments an explicit ladder along which individual's career at Global Tech can progress stage after stage. Different benefit packages are assigned to different grades in the hierarchy to provide incentives for staff members to excel, and to get promoted to higher grades.

This is a more rationalized and scientific approach for ongoing productivity improvement, compared to the one-for-all remuneration formulae we used to adopt for staff at all grades. We plan to test this remuneration matrix in Hong Kong and replicate the experience to other markets where the Group operates in due course.

Our industry demands exceptionally high capability to adapt to rapid changes in technology, application and market trends. We treasure every minor facet of contribution from every staff to our corporate success. We are committed to endeavor the best of our ability to create an environment that allows staff to contribute their best to Global Tech.

The Group has initiated a programme that provides subsidies to ongoing professional education of employees. Despite the rapidly deteriorating economic environment, our staff remuneration packages remain unchanged.

We believe these measures can help cultivate stronger staff morale to help the Group navigate through the challenges ahead.

**DIRECTORS****Executive Directors****Mr. SY Ethan, Timothy,**

aged 30, is the Chairman and Chief Executive Officer of the Company. He joined the Group in 1997 and is responsible for the Group's corporate and financial planning. He plays an instrumental role in formulation and implementation of business strategies of the Group. Mr. Sy is a fellow member of the Hong Kong Institute of Directors.

**Mr. YU Sze Kwok, Lewis,**

aged 41, is an Executive Director of the Company. He joined the Group in 1996 and is responsible for the Group's operations in Hong Kong. Mr. Yu holds a Master of Science Degree in Engineering Business Management from the University of Warwick in the United Kingdom. He has over 11 years of experience in research and development, sales and marketing in the telecommunications industry. Prior to joining the Group, he worked in a Canadian telecommunications company.

**Mr. CHEUNG Wing Yin, Vigny Wiley,**

aged 41, 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 10 years of experience in sales and marketing of engineering products.

**Mr. TSE Po Lau, Paul,**

aged 51, is an Executive Director of the Company. He joined the Group in 2002 and is responsible for corporate finance and new investments including product development and marketing of the Group. He has over 20 years of experience in corporate finance and management of development and production of telecommunications equipment. He is a member of the Hong Kong Society of the Accountants.

**Mr. SUNG Yee Keung, Ricky,**

aged 37, is an Executive Director of the Company. He joined the Group in 1993 and is responsible for the procurement operations of the Group. Mr. Sung has over 10 years of experience in customer telecommunications industry and over 13 years of experience in trading in the PRC.

**Mr. WAN Kwok Cheong, Francis,**

aged 44, is an Executive Director of the Company. He joined the Group in 2000 and is responsible for the Group's operations in the PRC. Prior to joining the Group, he was an elected Director for the Real Estate Board of Great Vancouver in Canada and had served on the Board's business practices and administration. He has over 16 years of experience in the sales and marketing industry.

**Mr. PANG Leung Ming, Eric,**

aged 41, is an Executive Director of the Company. He joined the Group in 2000 and is responsible for the Group's operations in Taiwan. He holds a Master Degree in Business Administration. Prior to joining the Group, Mr. Pang was a Senior Customer Service Manager of a large mobile telecommunications manufacturer. He has over 20 years of experience in the telecommunications industry in Hong Kong and over 9 years of experience in establishment and management of mobile phone service centres.

### Independent Non-executive Directors

**Mr. IP Man Tin, David,**

aged 56, is an Independent Non-executive Director of the Company. Mr. Ip served in the Hong Kong Government for 25 years from 1970 to 1994 and was involved in management of public companies in London and Hong Kong from 1994 to 2002. He holds a Bachelor of Arts Degree and a Master of Public Administration Degree from Hong Kong. Mr. Ip is a member of the Chartered Institute of Marketing and the Institute of Management Consultants, Hong Kong.

**Mr. TAI Ah Lam, Michael,**

aged 55, 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 in England and Wales, and a fellow member of the Chartered Institute of Secretaries. He has over 12 years of experience in mergers and acquisitions.

### SENIOR MANAGEMENT

**Ms. YAN Ha Hung, Loucia,**

aged 33, 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 10 years of experience in company secretarial affairs.