

Human Capital



We consider our business in the telecommunications products essentially a people business and endeavour to provide a safe, healthy and fulfilling work environment for our employees. It is our objective to implement human resources strategies that not only provide inspiration and motivation throughout the organisation, but also align closely with the Group's future needs and evolving business environment as well.

In 2003, we have fully implemented a uniformed incentive plan across our retail, sales and marketing operations to improve sales target achievement and customer services provision. During the year, the Group also developed a Job Evaluation System to better define, measure and value each job within the organisation based on its overall worth to the Group. This, together with our established performance management system, helps to enhance the fairness and competitiveness of our remuneration mechanisms.

We are devoted to build up our talent pool and leadership strength and continue to invest in the capabilities of our workforce. We encourage employees with potentials to undertake relevant training and development opportunities to uphold the overall professional skill sets and knowledge of the Group.

We also take care to ensure the health and safety of our workforce is properly and appropriately safeguarded. To reduce the chance of workplace cross-infection, the Group undertook additional hygienic precautionary measures during the SARS outbreak in 2003. We have also implemented an effective contingency plan to look after the needs and concerns of our employees while ensuring continuity of our business operations were maintained during the critical period. We are proud of our staff's commitment and enthusiasm in supporting the Group to combat the difficult time during the outbreak crisis.

DIRECTORS

Executive Directors

Mr. SY Ethan, Timothy,

aged 31, 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 the formulation and implementation of business strategies of the Group. Mr. Sy is a fellow member of the Hong Kong Institute of Directors.

Mr. CHEUNG Wing Yin, Vigny Wiley,

aged 42, is an Executive Director of the Company. He joined the Group in 1998 and is responsible for the retail operations, Macau office and MIS Department of the Group in Hong Kong. He holds a Bachelor of Science Degree from the University of Toronto, Canada. He has over 11 years of experience in sales and marketing of engineering products.

Mr. PANG Leung Ming, Eric,

aged 42, 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 21 years of experience in the telecommunications industry in Greater China and over 10 years of experience in the establishment and management of mobile phone service centres.

Mr. SUNG Yee Keung, Ricky,

aged 38, is an Executive Director of the Company. He joined the Group in 1993 and is responsible for the sales and marketing operations of the Group in Hong Kong. Mr. Sung has over 11 years of experience in the customer telecommunications industry and over 14 years of trading experience in the PRC.

Mr. WAN Kwok Cheong, Francis,

aged 45, 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 17 years of experience in the sales and marketing industry.

Non-executive Director

Mr. KO Wai Lun, Warren,

aged 36, is a Non-executive Director of the Company. Educated in England and Canada, Mr. Ko obtained his Bachelor of Science Degree from Simon Fraser University in Canada and Bachelor of Laws Degree in England. He is a partner of Richards Butler, an international law firm specialising in corporate finance work including initial public offerings, mergers and acquisitions and restructuring. He is qualified to practice law in both England and Wales and Hong Kong.

Independent Non-executive Directors

Mr. IP Man Tin, David,

aged 57, is an Independent Non-executive Director of the Company. Mr. Ip had served the Hong Kong Government for 25 years from 1970 to 1994 and was involved in the 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 56, is an Independent Non-executive Director of the Company. Mr. Tai has over 11 years of working experience with an international bank and has worked for international accounting firms for more than 20 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 20 years of experience in mergers and acquisitions.

Mr. Ian Grant ROBINSON,

aged 64, is an Independent Non-executive Director of the Company. Mr. Robinson heads up Robinson Management Limited, a consulting and management company. Prior to setting up his own firm in 1995, he has had 39 years of experience as a professional accountant and was a Senior Partner with Ernst and Young, one of the largest international accounting firms. He has been based in Hong Kong since 1980, servicing the Asian region, and has experience in major countries around the world. He also holds a number of company directorships, including acting as the Chairman of a Nasdaq listed company and is a member of the Board and the Executive Committee of the Hong Kong Housing Society.

Mr. Richard Nicholas TANNER,

aged 55, is an Independent Non-executive Director of the Company. Mr. Tanner was admitted as a solicitor in England and Wales in 1978. In 1985, he was admitted as a solicitor in Hong Kong where he has resided continuously since. Mr. Tanner holds a Bachelor of Arts Degree in Mathematics and has considerable experience in venture capital and wide aspects of company and commercial law. Mr. Tanner has worked as a senior legal advisor to Europe's largest venture capital group and was a partner of a London-based international law firm during his times in Hong Kong. He also co-founded a Hong Kong law firm in 1999.

SENIOR MANAGEMENT

Ms. YAN Ha Hung, Loucia,

aged 34, 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 11 years of experience in company secretarial affairs.