



Human Capital

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The healthy revival of Hong Kong's economy has increased pressure on staff costs. The Group continued to make human capital the top corporate priority because it believes that its competitive advantage rests on its team of highly qualified staff who are able to respond to the rapid changes in technology and applications.

The Group has appropriately adjusted its salary and commission scales to reflect the more challenging labour market dynamics. Meanwhile, staff training will be provided wherever necessary to stay in-tune with state-of-the-art developments.

It has always been the Group's strategy to retain talents not only by matching the remuneration with market levels but also by offering them opportunities to develop a professional career in this industry through provision of high quality training and a progressive career ladder.

Mr. SY Ethan, Timothy, aged 33, is the Chairman and Chief Executive Officer of the Company. He joined the Group in 1997 and is responsible for the Group's corporate strategies.

Mr. CHEUNG Wing Yin, Vigny Wiley, aged 45, is an Executive Director of the Company. He joined the Group in 1998. He is responsible for retail operations of the Group and heads up the Macau Office and MIS Department. Mr. Cheung holds a Bachelor of Science Degree from the University of Toronto, Canada. He has over 14 years of experience in sales and marketing of engineering products.

Mr. SUNG Yee Keung, Ricky, aged 41, is an Executive Director of the Company. He joined the Group in 1993 and is responsible for the Group's strategic planning. Mr. Sung has over 14 years of experience in the customer telecommunications industry and over 17 years of trading experience in the People's Republic of China.

Mr. WAN Kwok Cheong, aged 48, is an Executive Director of the Company. He joined the Group in 2000 and is responsible for the customer relationship and business development of the Group. 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 20 years of experience in the sales and marketing industry.

Mr. PANG Leung Ming, aged 45, is an Executive Director of the Company. He joined the Group in 2000 and is responsible for the Group's after-sale services and daily operations. 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 24 years of experience in the telecommunications industry in Greater China and over 13 years of experience in the establishment and management of mobile phone service centres.

Mr. KO Wai Lun, Warren, aged 39, is a Non-executive Director of the Company since 2003. 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 was a partner of Richards Butler, an international law firm, between 2001 and 2005. He is currently a partner at the law firm, Robertsons and specialises in corporate finance work including initial public offerings, mergers and acquisitions and restructuring. He is qualified to practise law in both England and Wales and Hong Kong.

Mr. Andrew David ROSS, aged 52, is an Independent Non-executive Director of the Company since 2004. He is a partner of Baker Tilly Hong Kong Limited, Certified Public Accountants and the finance director of Windy City International Limited. Mr. Ross holds a Bachelor of Arts Degree in Accountancy and Law and is a member of both the Institute of Chartered Accountants of Scotland and the Hong Kong Institute of Certified Public Accountants. Mr. Ross has over 30 years of experience in auditing, business accounting, taxation and business valuations and has been involved in due diligence investigations, preparation of pre-listing documents and giving expert opinions on a number of auditing and accounting issues.

Mr. Geoffrey William FAWCETT, aged 49, is an Independent Non-executive Director of the Company since 2004. Graduated from John Moores University of Liverpool, England, Mr. Fawcett has over 30 years of experience in the maritime transportation industry, particularly in successfully formulating plans and strategies for Fortune 200 level maritime transportation companies, the fastest growing US State Port Authority and a variety of other large international organisations.

Mr. Charles Robert LAWSON, aged 57, is an Independent Non-executive Director of the Company since 2005. Mr. Lawson is the senior vice president of Amerex International (H.K.) Limited. He is a fellow member of both the Institute of Chartered Accountants in England and Wales and the Hong Kong Institute of Certified Public Accountants. Mr. Lawson has extensive experience in general and financial management. He has been exposed to a number of bank negotiations and restructuring documentation. He also has extensive knowledge of most of the areas in the Far East region.