
DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

DIRECTORS

Executive Directors

Mr. Cheng Kin Kwan, aged 61, is a founder and Chairman and Chief Executive Officer of the Company. Prior to establishing the Company, Mr. Cheng was the proprietor of numerous IT ventures. He also took up various senior positions in software development companies and provided his services as technical consultant for multinational vendors. Mr. Cheng has over 30 years of experience in the IT industry.

Mr. Cheng Wan Cheung, Danny, aged 32, is a founder and Chief Operating Officer of the Company. Mr. Cheng is responsible for the overall strategic planning and management of the Group. He has worked in the IT field since beginning his career as a programmer at the age of 14. Prior to establishing the Company, Mr. Cheng worked in major IT companies in Hong Kong. During this period, Mr. Cheng led significant IT projects in Hong Kong, including projects with leading banks in Hong Kong. He holds a degree in applied computing from the Open University of Hong Kong.

Mr. Kan Siu Kei, Laurie, aged 39, is the President of the Company and has 16 years of experience in IT. He joined the Company as an executive director in March 1998. Prior to joining the Company, Mr. Kan had served as the managing director of Microsoft (Hong Kong) Limited. Mr. Kan is currently a member of the Advisory Panel of the Hong Kong Industrial Technology Center.

Mr. Law Kwai Lam, aged 53, is the Corporate Affairs Director and the Company Secretary of the Company. Mr. Law has been with the Group since its establishment, and has since been responsible for the Company's and the Group's administrative, legal and secretarial matters. Mr. Law holds a Bachelor degree in Biochemistry from the University of Kansas. Prior to joining the Group, Mr. Law was the company secretary of a listed company in Hong Kong for 10 years.

Non-executive Directors

Mr. Ho Man Kee, Jeffrey, aged 55, is an executive director of Crimson Asia Capital Singapore Pte Ltd. Prior to joining Crimson Asia Capital Singapore Pte Ltd, Mr. Ho was the Senior Vice President of Wuthelam Holdings where he was responsible for their telecommunication business in Asia as President of Cortelco Asia. He also managed other Wuthelam investments in Asia. As an entrepreneur, Mr. Ho was involved in the start up of successful businesses in the Silicon Valley like Raster Graphics and Luxcom of California. Mr. Ho received his Bachelor of Science degree in electrical engineering and computer sciences from Santa Clara University and sits on the board of various companies in Singapore, the US and the PRC. Mr. Ho joined the Group in July 1999.

Ms. Lau Yee Wan, Yvonne, aged 46, is an executive director of Crimson Asia Capital Singapore Pte Ltd. She has extensive experience in private equity investments. Prior to joining the professional investment team of Crimson Asia Capital Singapore Pte Ltd., she had been the general manager of a world-famous fast food chain in Singapore, vice president of corporate finance at a telecom company in Singapore, and corporate secretary and financial officer of a conglomerate in South East Asia. Ms. Lau holds a Bachelor of Accountancy degree from Singapore University. Ms. Lau joined the Group in July 1999.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Independent non-executive Directors

Ms. Vivien Chan, aged 45, is a solicitor of over 18 years standing. She holds a Bachelor degree in law from Reading University and a Master degree in law from King's College, London University. She is the founding partner of Vivien Chan & Co., a Notary Public for Hong Kong and a Notarial Attesting Officer for the PRC. She is also an appointed arbitrator for the China International Economic and Trade Arbitration Commission and the Shenzhen Arbitration Commission. She is a member of the Council of the Hong Kong Law Society and serves on various government advisory bodies, including the Advisory Committee on Travel Agents and the Professional Services Advisory Committee of the Trade Development Council. She is also a member of the Appeal Board on Public Meetings and Processions and was a member of the Election Committee of the Hong Kong SAR 1998 Legislative Council Election. In respect of overseas professional offices, she is the Publications Chair of the Inter Pacific Bar Association. Ms. Chan is active in community service as the Chairman of Hong Kong Adventure Corps., Chairman of Baby Friendly Hospital Initiative Hong Kong Association and Vice Chairman of the Hong Kong Committee of Unicef. Ms. Chan was appointed as an independent non-executive director of the Company in November 1999.

Mr. Cheng Kam Chiu, Stewart, aged 43, is a director of New World Services Ltd. and an executive director of Hip Hing Construction Co. Ltd. Mr. Cheng holds a Bachelor of Science degree in Civil and Environmental Engineering from the University of Wisconsin, Madison, a Master of Science degree in Structural Engineering from the University of California, Berkeley and a Master of Business Administration degree from the Chinese University of Hong Kong. He is a member of the Institute of Structural Engineers and the Hong Kong Institute of Engineers. Mr. Cheng was appointed as an independent non-executive director of the Group in November 1999.

Mr. Poon Cho Yiu, Ronald, aged 57, is an architect and development consultant. He is currently the managing director of Ronald Poon Consultants Ltd. Mr. Poon has been President of the Hong Kong Institute of Architects (1981 and 1982); Vice President of the Commonwealth Association of Architects (1981 - 1983); first Chairman of the Architects Regional Council Asia (ARCASIA) (1981 and 1982); President of the Hong Kong Association for the Advancement of Science and Technology (1987 and 1988); Councillor of the Hong Kong Urban Council (1991 - 1995); Chairman of the Hong Kong Housing Society (1991 - 1994); member of the China Hong Kong Special Administrative Region First Government Selection Committee (1996 - 1997); member of the China Hong Kong SAR Electoral College for 9th Peoples' Congress Deputies (1997); and member for the 8th National Committee CPPCC, China (1993 - 1998). Mr. Poon is currently a member of the 9th National Committee CPPCC, China; member of the Solicitors Disciplinary Tribunal Panel; Honorary council member of the Architectural Society of China; adviser to ARCASIA; Advisory Professor of South China University of Technology since 1993 and Shenzhen University and Consultant to the Shenzhen City Planning Committee. Mr. Poon was appointed as an independent non-executive director in November 1999.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

SENIOR MANAGEMENT

Mr. Lin Kai Horng, aged 31, is the Senior Manager of technology consulting of the Group. Mr. Lin joined the Group in July 1996 and has acted as Project Director and Project Manager of substantial projects of the Company, including the www.gznet.com portal project and projects for the Information Technology & Broadcasting Bureau, the Hospital Authority and Immigration Department. He has over 10 years experience in the IT industry, in particular in relation to the government and utilities fields. Mr. Lin holds a Master of Science degree from the National University of Ireland and a Diploma in Computer Studies from the University of East Asia, Macau.

Ms. Wong Wai Ping, Mandy, aged 36, is a Marketing Manager of the Company, responsible for planning and executing marketing programmes, and assisting the Directors in personnel and office administration for the Group. She joined the Group in 1996 and has over 14 years experience in marketing in the IT field.

Mr. Chung Yiu Fai, aged 35, is the Senior Manager of research and development of the Group. Mr. Chung joined the Group in February 1998. He is a Year 2000 expert and has substantial experience in project management. He obtained a Bachelor of Science Degree in Computer Information Science from Ohio State University and gained the Engineering Honour Student Award.

Mr. Wong Tai Wai, David, aged 41, is the Group's Practice Director, Professional Services and is responsible for the establishment and management of the professional services practice of the Group. He joined the Group in May 1997, and has 15 years experience in IT management and practice development. Mr. Wong studied industrial engineering when he was at the University of Windsor between 1981 to 1984, and he holds diplomas in Computer Aided Design and Computer Graphics from Humber College of Toronto.

Mr. Leung Pui Kie, Raymond, aged 38, is the Group's Business Director and is responsible for business development and account management. He joined the Group in August 1997, and has 14 years experience in business development and account management. Mr. Leung is member of the Hong Kong Computer Society, the Hong Kong Information Technology Federation and the Legislative Council IT Functional Seat Lobbying Group.

Mr. Ho Wing Hang, aged 33, is the Group's Solutions & Services Manager. He joined the Group in March 1996 and has been involved in major projects of the Company, including the www.gznet.com portal project, the Hong Kong Police project and the Housing Authority project. Mr. Ho has over 12 years experience in the computer industry.

Ms. So Mi Ling, Winnie, aged 31, is the Finance Manager of the Group and is responsible for finance and accounting. Ms. So joined the Group in April 1999, after having worked in the accounts division of a listed company in Hong Kong for over eight years. Ms. So has over 10 years experience in finance and accounting. She holds a professional diploma in accountancy from the City University of Hong Kong, and is a fellow of the ACCA and Associate of the Hong Kong Society of Accountants.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

EMPLOYEES

As of 30th September, 1999, the Group had a total of 133 full-time employees, with 84 in Hong Kong and 49 in PRC. Set out below is a breakdown of the number of the Group's full-time employees by function for the past three years:—

	As of 30th September,					
	1997		1998		1999	
	PRC	Hong Kong	PRC	Hong Kong	PRC	Hong Kong
Management	—	16	1	14	3	9
Finance & Administration ..	—	10	2	10	3	7
Sales & Marketing	—	13	1	5	2	4
Technical staff	—	83	22	113	41	64
Total	—	122	26	142	49	84

The Company's success and ability to compete are dependent in part on the Company's ability to continue to attract, retain and motivate highly qualified technical and management personnel, particularly highly skilled technical personnel and engineers involved in new product development. To allow its employees to share in the success of the Group, on 16th November, 1999 the Group issued Shares representing 10 per cent. of the total issued share capital of the Company at the time of issue, to a majority of its employees. The Directors believe that the Company's relationship with its employees is a good one. The Company's employees are not represented by any collective bargaining unit or trade union and the Company has never experienced a work stoppage nor any disruption to its operations as a result of labour disputes since its incorporation.

Audit Committee of the board of Directors

The Company has established an audit committee on 16th November, 1999. The audit committee has three members comprising of Ms. Vivien Chan, Mr. Cheng Kam Chiu, Stewart and Mr. Poon Cho Yiu, Ronald, further details of whom can be found under the sub-section "Independent non-executive Directors" of the section "Directors, senior management and employees". The primary duty of the audit committee is to review and supervise the financial reporting process and internal control system of the Group.