

“Our Powerful CO-OWNERSHIP DIFFERENCE”

Former NWT Talents speak on
becoming **HKBN Co-Owners**

SEPTEMBER 2016

“Welcome Celebration”



Run together
with HKBN



Our Quotes

Eric CHAN

Senior Technical Consultant

After joining HKBN, I know how Talent's behavior can be in line with the company's TREE culture. I am impressed by the communication transparency. It gives confidence to let Talents know what is happening in the company and also what the company direction is. Basing on these findings, I would become the HKBN Co-Owner.

Jacky CHAN

Senior Manager

I trust HKBN management team with new management style can motivate Talents to lead HKBN to be the biggest provider in Hong Kong.

Pui Lai CHAN

Engineer

I believe that HKBN business size can leap forward and trustworthy can make everything alright.

Chris CHEUNG

Manager

Joining Co-Owner makes me become a business owner and empowers me in driving company investment direction and business result.

Carol CHENG

Senior Draftsman

Investment return is one of the considerations for me to be Co-Owner, but the crucial reason is that I believe in the 'TREE' culture which strengthens my sense of involvement in my business role. And I want to witness HKBN becoming the Big Boss in telecom industry during my HKBN's life.

Ning Tat CHENG

Manager - Sales, Enterprise Solutions

The first impression for me: HKBN is a company which can provide high bandwidth broadband and traditional Telecom service only & similar to other competitors in HK.

During this integration, I admire HKBN's culture especially on 'Responsiveness'. That's not only a slogan for decoration but always appear from time to time. All Talents have clear common goal like 'Dragon Boat Theory' & are willing to achieve higher expectation. I think we can grow together & have win-win situation in the future.

So, I'm glad to become one of the HKBNers & Co-Owners.

Our Quotes

Kelvin CHOW

Assistant Accountant

To be a Co-Owner, I hope I can contribute to our company so we all share the pride & dignity of our company.

From personal point of view, I want to know where I will be & what I can achieve for my career in 3 years' time when I consider whether to join the Dragon Boat or not.

Daniel CHU

Senior Manager - Transmission & Access Network

I become a Co-Owner because:

- 1. Attractive offer in buy 7 get 3 free*
- 2. I am working for my investment*
- 3. The role of Co-Owner represents my involvement and commitment to the company*

Wilson FOOG

Engineer

Love the good sense of ownership and belonging to the company as owner.

Besides, prospect of company growth and personal feeling toward to the company in term of company image, and respect to Talents also makes me become the Co-Owner.

Clio IP

Director - Pricing, Sales & International Business, Enterprise Solutions

I want to become a HKBN Co-Owner because I found HKBN is a fast growing company with a aggressive management team who is full of vision and eager to succeed.

I am proud to be HKBNer and I am ready to grow with the company.

Edward JIM

Executive Vice President - Sales & International Business, Enterprise Solutions

Being a Co-Owner, I

- 1. Understand and agree with the company's mid to long term strategy*
- 2. Have Confidence in the management's and Talents' ability*
- 3. Believe I'm enabled to look at things from a much wider angle*

Our Quotes

Edmund LEUNG

Assistant Manager – Finance

I want to have a good start in HKBN. What I can see is the commitment, passion & energy from HKBN Talents. As a Co-Owner, I do think these changes could force me to do much better and that's the most direct way to allow me & company to grow & become better.

Besides the money, the commitment on company goal is also the key consideration to be a Co-Owner.

Philip LEUNG

Assistant Manager - Procurement

I think about the position of whole group rather than a section or an individual when undergoes negotiation with vendor and consider the greatest cost saving scenario for the group.

Chi Fai LIU

Senior Manager

Believe that HKBN will have good prospect in the future.

The key considerations to be Co-Owner:

- 1. Ambitions of company in the Market*
- 2. The goal setting of the company*
- 3. Market share and opportunity for expansion.*

Charles LU

Manager - Sales, Enterprise Solutions

Why become a HKBN Co-Owner:

1. No such experience during my past 18 years working life which can share both risks and rewards with the company. I think it is challenging and interesting.

2. More sense of belonging to the Company.

Past track record, vision and long term development of the Company are also my considerations to be HKBN Co-Owner.

Daniel MA

Assistant Accountant

From my knowledge - Co-Owner means employee and employer are on the same boat to share the company's profit & loss.

And I believe HKBN can be a pioneer to make our HK a better place to live as well as make my life better.

Olga MOK

Senior Supervisor

I become a Co-Owner because of:

- 1. Potential of HKBN for development*
- 2. Proactive business target & direction*
- 3. Good business culture*

Our Quotes

Kenneth NG

Director - Network Services

After working in HKBN for around 5 months, I have been progressively growing strong faith on the long-term strategy of the company, and driving me to become a Co-Owner to contribute its success.

It can be shown not just from the acquisition of NWT, but also the aggressive move to local mobile MVNO market and keen interest to acquire yet another fixed operator to further multiply the enterprise market share. They all prove that HKBN is a non-stop company willing to confront competition proactively and face challenges of the future in a calculated way.

Furthermore, such information and rationales behind are transparently shared with Talents with full communication of the latest company directives. The Co-Owner scheme, if no others, is the best way to grow together and enjoy its long-term success with the company.

Wei Ting TANG

Senior Engineer

Being a Co-Owner, I do

- 1. diversify my investment portfolio*
- 2. support HKBN more*
- 3. bet on HKBN growth together*

Matthew NG

Assistant Manager - Sales,
Enterprise Solutions

I am not good at investment. Yet, being a Co-Owner of HKBN would definitely be a wise decision. It is because the growth and profit of HKBN will thereafter be closely related to mind.

Hence, I will be motivated to work hard and try my utmost effort to contribute more to the company. And my hard work could be returned as another source of income. This is a win-win situation to both sides (HKBN and me).

Anthony TSANG

System Analyst
Joined in 2011

Joining HKBN Co-Owner is not only an investment of finance, but also an investment of time and intelligence.

Andrew YAU

General Manager - Marketing

Co-Owner is a part of investment which let me get positive influence from the existing Co-Owners in view of their engagement.

Our Quotes

Thomas YAU

Security Specialist

Being a Co-Owner, I not only work for the company but also for myself as I have put some money there and expect to get more in the future.

With the participation, the company will then become my second home and I would like to improve it.

The ultimate financial result or reputation of the company will become part of my life because I am one of the family members. More contribution I made should make the company better.

Kim Ping YEUNG

General Manager - Information Technology

For sure, financial return is an attractive factor to be a 'Co-Owner'.

However, besides 'money', 'Co-Owner' means we are sitting on the same boat and we won't let the boat sunk.

It motivates us to improve and move the boat forward. It is a satisfaction on the job career.

Karina TSOI

Head of Corporate Sales, Enterprise Solutions

I become a Co-Owner as fully attracted by the following specific elements of HKBN:

1. Company level - very clear core value, encourage creativity & talent engagement, be proactive & not reactive nor passive (以攻為守 · 以快打慢) be disruptive & not as usual, emphasize social responsibility.

2. Individual level - with great passion & spoken with considerable passion, actions arouse strong passion.

I was truly impressed by these specific elements when I joined the first HKBN's event - Talent Meeting on 3 March 2016. I saw MC gave their full support to the front line Talents and motivated Talents with very attractive rewards (offer additional \$1M special bonus to front line good performers), and was very confident in defeating competitors with disruptive package (BB + MyTV Super). All the Talents in HK were mobilized and actively participated in the event (played games). Overall, I felt the company is very energetic, creative and with very strong team spirit.

For the past few months, I was further impressed by - the company's core value is really what HKBNers believe, not just a slogan. All levels (including MC) truly involve (落水, not wait & see), deliver what we say & share gains & pains among all of us. These are the very specific elements of HKBN which made me proud as a member of HKBNers and Co-Owners.

CO-OWNER LIST

TALENT NAME	BUSINESS TITLE
Alvin CHAN	Assistant Manager
Jacky CHAN	Senior Manager
Ronald CHAN	Engineer
Eric CHAN	Solution Consultant
Eric CHAN	Senior Technical Consultant
Pui Lai CHAN	Engineer
Ning Tat CHENG	Manager - Sales, Enterprise Solutions
Carol CHENG	Senior Draftsman
Chris CHEUNG	Manager
Eric CHEUNG	Manager - External Plant & Building Access & Facilities
Eric CHOI	Manager - Sales, Enterprise Solutions
Kelvin CHOW	Assistant Accountant
Daniel CHU	Senior Manager - Transmission & Access Network
Monica CHU	General Manager - Business Assurance & Internal Audit
William FOK	Engineer
Wilson FOOG	Engineer
Henry HO	Engineer
Winnie HUNG	Manager
Clio IP	Director - Pricing, Sales & International Business, Enterprise Solutions
Edward JIM	Executive Vice President - Sales & International Business, Enterprise Solutions
Elaine LAU	General Manager - Customer Services
Nora LAU	Customer Services Supervisor
Leo LEE	Senior Analyst - Pricing & Traffic Management, Enterprise Solutions
Shui Hong LEE	Engineer
Joe LEUNG	Senior Engineer
Edmund LEUNG	Assistant Manager - Finance
Philip LEUNG	Assistant Manager - Procurement

TALENT NAME	BUSINESS TITLE
Jenn LEUNG	Business Analyst
Priscilla LEUNG	Assistant General Manager - China Market, Enterprise Solutions
Chi Fai LIU	Senior Manager
Maggie LIU	Senior Manager - Corporate & Business Support, Enterprise Solutions
Charles LU	Manager - Sales, Enterprise Solutions
Daniel MA	Assistant Accountant
Olga MOK	Senior Supervisor
Matthew NG	Assistant Manager - Sales, Enterprise Solutions
Kenneth NG	Director - Network Services
Kin Tong SHAM	Manager - International Carrier Relations, Enterprise Solutions
Kelvin SHIN	Assistant Manager - Customer Service
Wei Ting TANG	Senior Engineer
Kwok Hung TING	Assistant Manager
Wa Chung TO	Senior Account Manager, Enterprise Solutions
Anthony TSANG	System Analyst
Karina TSOI	Head of Corporate Sales, Enterprise Solutions
Peter TUNG	Assistant General Manager - Pricing & Traffic Management, Enterprise Solutions
Hing Fan WONG	Engineer
Kwong Ming WONG	Engineer
Pui Yi WONG	Manager - International Carrier Relations, Enterprise Solutions
Taylor WONG	Senior Officer - Project & Program
Thomas YAU	Security Specialist
Andrew YAU	General Manager - Marketing
Kim Ping YEUNG	General Manager - Information Technology
Nicole YEUNG	Manager - International Carrier Relations, Enterprise Solutions
Yun Ting YUE	Assistant Manager

If you would like to learn more about our Talent Culture, check out the below link:

1. Company Website

<http://www.hkbn.net/new/en/about-us--company-profile--our-talent-culture--talent-culture.shtml>

2. Friends of HKBN Newsletters

<http://www.hkbn.net/new/en/about-us--media-center--engagement-news.shtml>

3. Talent Blogs

<http://www.hkbn.net/new/en/about-us--media-center--hkbn-talent-blog.shtml>

4. HKBNers Co-Owner Quotes (Full Version)

http://reg.hkbn.net/WwwCMS/upload/pdf/en/20160620_Co-Ownership_Booklet_final.pdf