

# Hong Kong Broadband Network Limited



## Co-Owner & Chief Executive Officer

NiQ Lai

## Address

12/F, Trans Asia Centre, 18 Kin Hong Street, Kwai Chung, N.T., Hong Kong

## Industry

Telecommunication

## Vision

Make our Hong Kong a Better Place to Live

## Head Count

3,133 Employees

## Website

[www.hkbn.net](http://www.hkbn.net)

HKBN Group is Hong Kong's second largest provider of residential high-speed fibre broadband services. The Group offers a wide range of telecommunications solutions for both the residential and enterprise markets. HKBN owns extensive fibre network in Hong Kong which covering over 2.3 million residential homepass and 2,400 commercial buildings. HKBN embraces "Make our Hong Kong a Better Place to Live" as its Core Purpose and takes great pride in developing its Talents. The Group is managed by Talents and "Co-Owners".

At HKBN, we don't have "employees", we refer to everyone as "Talents". Believing that Talents are essential to our overall success, we reward them through a total reward system with our "Talent-first" culture, Purposeful working journey in HKBN and a unique Co-Ownership scheme to engage and empower them.





Co-Ownership Scheme

Through our unique Co-Ownership scheme, Talents are invited to become a “Co-Owner”. As Co-Owners, they can share substantial returns when HKBN grows and succeeds. First established in 2012 as a result of the management buyout of HKBN, “Co-Ownership Plan I” attracted over 80 managers (over 80% of the management team) to collectively acquire a stake in the Company. This fundamental Co-Ownership transformation helped to accelerate our journey to IPO.

Post-IPO, we introduced “Co-Ownership Plan II” and expanded participation to a broader Talent base (supervisors and above). They acquired HKBN stocks at full market price, which was then matched with free shares vested over three years.

The dream for our upcoming “Co-Ownership Plan III +” to be launch in 2019 is to create a perpetual source of dividend funding for execution of our Core Purpose “Make our Hong Kong a better place to live”, with allocation of funds done by popular vote of eligible potential Co-Owners.



“Talent-first” culture over LIFE-work priority arrangements

At HKBN, we prioritize LIFE over work for our Talents. Rather than just focus solely on business results, we care about their life and their families. These initiatives include working hours reduced from 8 to 7 hours and monthly half-day off Friday; half-day leave during important festive occasions, option to take time off to pursue a personal goal or dream with our “No-pay Sabbatical Leave” (up to 1 year); optional extra holiday by taking “Bonus Leave” (we allow Talents to exchange one day of average salary for two days of extra leave, up to ten days annually); and extended full-pay Maternity Leave (16 weeks) & Paternity Leave (14 days).

Special Leave Arrangement

We encourage our Talents to take responsibility and ownership of their work. We offer a wide range of flexible work arrangements so that they can adjust their work with other personal or family needs. These include “Flexible Working Hours” and “Mobile Office which allows them to work remotely from home or elsewhere. They also enjoy flexible work arrangements during unexpected weather conditions e.g. intense cold days, typhoon; or during international sport events or tournaments

Enhanced Work Injury Compensation

HKBN Talents who suffer injuries whilst performing work-related duties are entitled to full monthly compensation for the first three months of being absent. In Hong Kong, the legal requirement for this is 4/5th monthly pay.



Reformed Medical Insurance with Equal Protection

Believing that medical coverage is a basic safety net entitlement for all Talents, we adopted a pioneering and egalitarian approach to implement company-wide equal medical protection in Hong Kong. In August 2018, we announced plans to roll out a highly re-balanced medical insurance scheme, which will allow our Hong Kong based Talents to enjoy uniform medical protection regardless of their title or rank. This revamp re-distributes the higher tier medical welfare expenses previously limited to management personnel to non-management Talents. Under the new scheme, over 1,500 junior level and frontline Talents, which account for over 90% of our workforce in Hong Kong, will stand to benefit, whilst the top 10% of our management level Talents will have the option to personally upgrade coverage at discounted group rates.

Purposeful working journey

At HKBN, ideas can come from everybody. We value and respect Talents’ opinions and personal choices, and so we allow Talents to propose new ideas or ask them to vote for their preference on Talent benefits. We foster frank and direct communications. We hold All-Talent meetings at least twice a year for top management to share the latest business directions and solicit support from all Talents. Monthly management meetings are also arranged to share the business updates/best practices learned, and to enhance inter-departmental communication and interaction.



“We offer a career rather than a job”

We want HKBN to be a place for Talents to grow, rather than just a place for work. As such, we offer a wide variety of development opportunities for Talents at different levels or career stages, from young professionals to senior executives, to accelerate their growth and career advancement.

Life-long Learning

For Talents who missed out on a university education, our flagship development programme, “Next Station: University” (“NSU”) has provided over 60 Talents to earn an internationally recognized bachelor’s degree. The NSU program provides sponsorship up to 80% of a BBA Degree course.

In short, we have instituted a wide range of “Talent-first” initiatives to ensure our 3000-plus Talents finds happiness, fulfilment and optimism from working at HKBN. This genuine culture of Talent engagement and empowerment is not achieved through any single one initiative, but rather, it’s the combination of all these and more that have made HKBN such an incredible place to work for.