



## Press Release

### **Leading Hong Kong Property & Facility Manager Selects Oracle's PeopleSoft Enterprise Human Capital Management**

*Synergis Holdings hones operational efficiency and competitiveness through better talent management*

**Hong Kong, April 4, 2007** – Synergis Holdings Limited (“Synergis”), a leading property and facility management service provider listed on the Hong Kong Stock Exchange (HKEX:2340), has selected Oracle's PeopleSoft Enterprise Human Capital Management (HCM) as the backbone for its enterprise-wide human resource management system. This will provide Synergis with tools for talent management and succession planning, both of which are critical to cultivating and maximising the potential of Synergis staff to meet clients' needs and the company's growth.

With more than 4,600 staff, Synergis manages a diversified portfolio of about 250 properties and facilities. This includes more than 125,000 residential units and about 2 million square metres of commercial and industrial space spanning across Hong Kong and mainland China. One of the critical success factors for the company has been its ability to match the skills of their people with the projects at hand.

“Property management is a very people-oriented business. Being able to systematically evaluate, train, quantify and manage our staff effectively across a number of different sites means we can boost our operational efficiency and overall competitiveness,” said Mr. C H Fan, Managing Director of Synergis. “This is particularly important when it comes to tendering for contracts and keeping a firm grip on the costs associated with particular projects.”

While Synergis had been operating an in-house developed human resources system for several years, its management team found that the system's decentralised nature and basic HR functionality, such as payroll and attendance, was becoming an increasing hindrance to its operations. They therefore went in search of a centralized web-based solution capable of identifying employees' talents, capabilities and growth potential, in order to optimize human resource management for each site or project.

After a thorough review of the best-of-breed solutions in the market, Synergis decided on Oracle's PeopleSoft Enterprise HCM. Implemented by Oracle Certified Partner DA Consulting, Synergis' pure Internet-based new system includes modules for management of core HR, payroll, eProfile, eProfile Manager and ePerformance.

“We chose the Oracle’s PeopleSoft system over the others because of its strong competency model, user-friendliness, superior performance and ease of integration with our existing systems,” said Davis Ho, IT Manager at Synergis. “HR data can now be fully synchronized with our financial management system. The new PeopleSoft system also has comprehensive multi-currency and multinational capability which are essential to our operations given the increasing number of projects we have in mainland China, Macau and elsewhere. DA Consulting has been very supportive in helping us turn our vision of HR management into reality.”

Every Synergis site will have easy access to the centralized system via a web interface, providing local managers with the tools to better manage staff at their location. At Synergis’ head office, senior management will be enabled to accurately monitor staff performance at each site and grade them according to a strict cost-allocation model. The information generated by the PeopleSoft Enterprise HCM system is key to resource matching for upcoming projects and bids.

A key element of Synergis’ approach to human resource management is the tracking of employee performance and development, enabling it to align workforce development with business strategies. With the full implementation of the competency management system, Synergis will be able to assess workforce capabilities, plans for growth and development, assess performance on a continual basis, develop effective learning programs, and measure results within a single system.

“Progressive enterprises such as Synergis recognize the strategic value of human capital and are leveraging technology to give them a competitive edge in driving workforce performance,” said Aldous Wong, Vice President for Applications, Oracle Greater China. “Oracle is committed to driving innovation and technology best practices for all aspects of human capital management in order to help HR professionals deliver superior business performance.”

A recent survey by CedarCrestone<sup>1</sup> found that Oracle's PeopleSoft Enterprise Human Capital Management continues to be the most used vendor application software solution. Among the survey respondents, 90% of PeopleSoft customers indicate that they will continue on their upgrade path towards 8.9, 9.0, and Fusion. The survey also estimated companies that adopted HCM technologies for talent acquisition demonstrated a 14 percent operating income growth, compared with only 3 percent for companies that were not using these technologies. Oracle is the global leader in HCM by revenue according to analyst firm AMR Research<sup>2</sup>.

#### **About Synergis**

Synergis Holdings Limited, a subsidiary of the Hsin Chong Group, is a leading property and facility management service provider in Hong Kong and Mainland China. Synergis is the first and only property and facility management company listed on the Hong Kong Stock Exchange (Stock Code: 2340). Synergis manages a diversified portfolio of nearly 250 properties and facilities including over 125,000 residential units and about 2 million square metres of commercial and industrial space spanning over Hong Kong and the Mainland of China.

With 29 years of solid experience, a people-focused management philosophy and a heritage of challenging and surpassing industry standards, Synergis is committed to providing total management solutions that meet the needs of every client.

#### **About DA Consulting**

DA Consulting is a management and information technology consulting practice, providing e-Commerce based Financials Management, Human Resources Management, Budgeting and Forecasting, Consolidations, Business Intelligence and Datawarehouse Solutions. It was founded in Hong Kong in 1994 and supports organisations in Hong Kong, the Greater China and countries in the Far East region. Clients range from medium-sized organizations such as multinational companies, leading banks and securities companies, to large quasi-government organizations.

#### **About Oracle**

Oracle (NASDAQ: ORCL) is the world's largest enterprise software company. For more information about Oracle, please visit our Web site at <http://www.oracle.com.hk>

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<sup>1</sup> CedarCrestone 2006 HCM Survey: Workforce Technologies and Service Delivery Approaches – 9th Annual Edition

<sup>2</sup> The Human Capital Management Applications Report, 2005-2010, AMR Research