

## Directors' and Senior Management's Biographies

The Directors of the Company as at the date of this report are as follows:

### DIRECTORS

#### Executive Directors

**Mr. LI Wentao**, aged 48, was appointed a director and the chairman of the Company in February 2001. He is responsible for the overall strategic development of the Group. He graduated from the Light Industrial Institute of Tianjin majoring in machine and facilities for light industry. Following his graduation in 1982, he joined Harbin Brewery Factory ("HBF") in 1982, and the Group in 1995. He was appointed as the general manager of Harbin Brewing Company Limited in 1996. He is a senior engineer with more than 20 years' experience in the brewery industry gained from working for HBF and the Group. He has been awarded a series of awards including the National Light Industrial Labourer Model, one of the Ten Most Outstanding Young Persons in Heilongjiang Province, one of the Ten Best Enterprise Operators in Harbin City and the National "First of May" Labour Medal. He was also one of the representatives of the 11th Harbin City People's Congress.

**Mr. LO Peter**, aged 48, was appointed a director and the chief executive officer of the Company in February 2001. He is responsible for supervising the implementation of the Group's strategic plans. Mr. Lo received a Bachelor of Science (Economics) Degree in Mathematical Economics and Econometrics from the London School of Economics and Political Science in 1982. He held senior management positions in the Hong Kong offices of several international companies and has more than 10 years' experience in doing business in the PRC. Mr. Lo is a member of the People's Consultative Conference of Harbin City. He joined the Group in 1995.

**Mr. FU Hui**, aged 41, was appointed a director and the chief operation officer of the Company in February 2001. He is responsible for managing the day-to-day operation of the Group. Mr. Fu joined HBF in 1983, and the Group in 1995. He graduated from the Light Industrial Institute of Dalian in 1983 majoring in industrial fermentation and holds a Master Degree in Management Science and Engineering from the Polytechnic University of Harbin. He was appointed as the manager of the brewing technology, research and development department of HBF in 1993. Mr. Fu is a brewing engineer of the Group and a senior fermentation engineer with more than 20 years' experience in the brewery industry gained from working for HBF and the Group.

**Mr. AU Peter Jeva**, aged 53, was appointed a director of the Company in February 2001. He is currently the managing director of CEDF and a director of China Enterprise Capital Limited. He advises the Group on strategic development and corporate governance matters. Mr. Au has substantial experience in the financial sector. He held the position of executive director in Royal Trust Asia Limited from 1988 to 1991. He began his professional career with Citibank N.A., where, from 1974 to 1979 and from 1981 to 1988, he held various positions, including the position of vice president in corporate banking. He received a Bachelor of Science Degree in Economics in 1972 and a Master Degree in Business Administration in 1974, both from New York University in the United States. Mr. Au joined the Group in 1998.

**Mr. BAO Liusuo**, aged 53, was appointed a director of the Company in February 2001. He is currently the head of business development of the Company and oversees the business development of the Group. Mr. Bao joined HBF in 1985, and the Group in 1995. He holds a Master Degree in Management Science and Engineering from the Polytechnic University of Harbin in 1998. He has more than 17 years' experience in the brewery industry gained from working for HBF and the Group. Mr. Bao is a senior engineer with expertise in machinery and equipment.

## Directors' and Senior Management's Biographies

### Non-Executive Directors

**Dr. TONG Kay Tak, Tom**, aged 56, joined the Group in 1995 and was appointed a director of the Company in February 2001. He is a solicitor of the High Court of Hong Kong. He holds a postgraduate diploma in 1994 in European Management and Employment Laws from Leicester University and a Ph.D in Social Science and Civil Laws from American Coastline University in 1995.

**Mr. ZHU Wenwei**, aged 48, joined the Group in May 2003 and was appointed a director of the Company. Mr. Zhu received a Bachelor Degree from the Polytechnic University of Harbin. He is currently the chairman of Harbin Tianlu Assets Management Company Limited.

**Mr. BAGATTINI Roy Enzo**, aged 40, joined the Group in July 2003 and was appointed a director of the Company. Mr. Bagattini is a director of South African Breweries International (Asia) Limited.

**Mr. SOLESBURY Jonathan Frederick**, aged 38, joined the Group in July 2003 and was appointed a director of the Company. Mr. Solesbury is a chartered accountant and a director of South African Breweries International (Asia) Limited.

### Independent Non-Executive Directors

**Dr. SIT Fung Shuen Victor**, aged 57, joined the Group in January 2002 and was appointed an independent non-executive director of the Company. Dr. Sit is a professor at the Department of Geography & Geology of The University of Hong Kong and has been a delegate to the National Peoples' Congress of the PRC since 1993. He is a member of the Royal Chartered Institute of Transport. He received his Bachelor of Arts and Master of Arts Degrees from The University of Hong Kong and his Doctoral Degree from London School of Economics.

**Mr. ZUCHOWSKI Sam**, aged 56, joined the Group in May 2003 and was appointed an independent non-executive director of the Company. Mr. Zuchowski graduated from the University of Melbourne with a Bachelor of Laws Degree in 1973 and was admitted to practise as a barrister and solicitor in The Supreme Court of Victoria, Australia in 1974.

## Directors' and Senior Management's Biographies

### SENIOR MANAGEMENT

**Mr. LAM Pong Sui**, aged 38, is the chief financial officer and company secretary of the Company. He has over 10 years' experience in auditing, budgeting, treasury, financial and management accounting. He had worked in Ernst & Young and various conglomerates in Hong Kong. He is a fellow member of The Association of Chartered Certified Accountants and an associate member of the Hong Kong Society of Accountants. Mr. Lam holds a Bachelor Degree in Accountancy from the City University of Hong Kong and a Master Degree in Business Administration from the Hong Kong Polytechnic University. He joined the Group in 2000.

**Mr. WANG Wenjie**, aged 49, is the financial controller of the Company. He joined HBF in 1972. He graduated from the Industrial University of Harbin majoring in accounting. He has worked in HBF's accounts department since 1972. Mr. Wang joined the Group in 1995.

**Mr. ZHAO Difei**, aged 41, is the technology controller of the Company in charge of the brewing technology department and quality control department. Mr. Zhao joined Harbin Asia Brewery Company Limited in 1994. He graduated from the Light Industrial Institute of Dalian majoring in industrial fermentation and is a food engineer. He has more than 18 years' experience in brewing industry. Mr. Zhao joined the Group in 1995.

**Mr. A Xiaojin**, aged 39, is the marketing controller of the Company. He graduated from the Industrial University of Harbin in 1986 and later became a lecturer in the university on sales and marketing courses. Mr. A joined the Group in 1998.

**Mr. KANG Jinxing**, aged 48, is the purchasing controller of the Company. He joined HBF in 1994 and has been in charge of the purchasing department since then. Mr. Kang joined the Group in 1995.