#### **DIRECTORS**

Our Board is responsible, and has general powers for the management and conduct of our business. The table below shows certain information in respect of members of our Board:

Name	Age	Position
Poon Wai	51	Executive Director/Chief Executive Officer
Yin Yibing	51	Executive Director/Chief Operating Officer
Poon Ka Man, Jason	50	Executive Director/Chief Marketing Officer
Wong Hin Sun, Eugene	39	Non-Executive Director
Katsuaki Shigemitsu	38	Non-Executive Director
Lo Peter	51	Independent Non-Executive Director
Jen Shek Voon	60	Independent Non-Executive Director
Yan Yu	43	Independent Non-Executive Director

### **Executive Directors**

Poon Wai (潘慰), also known as Ng Wai (伍慰) and Daisy Poon, aged 51, is our founder. She is the CEO and an executive Director of our Company. She was appointed as our Director since 6th April 2006. She is responsible for the overall management, major decision-making, strategic planning, development and visions of our Group. Ms. Poon is our founder and has been instrumental to the development of our Group since its inception in 1995. Ms. Poon is an experienced entrepreneur who has over 10 years of experience in the F&B industry. Prior to the founding of our Company, Ms. Poon was involved in the trading of Asian food products in the US and Hong Kong. Ms. Poon is particularly well versed and experienced in specialty foods from northern and southern regions of China. Ms. Poon is a committee member and assistant director of the Shanghai Restaurants Association.

Yin Yibing (尹一兵), aged 51, is our chief operating officer and an executive Director of our Company. He was appointed as our Director since 8th March 2007. He is responsible for supervising market development, overall operations and daily management of our Group. Mr. Yin has been with our Group since 1997. Mr. Yin has over 10 years of industry experience and knowledge in the F&B industry, covering areas such as operations, management, manufacturing and logistics. Prior to joining our Group, Mr. Yin worked in an international trade and leasing company and has more than 10 years experience in this field. Mr. Yin has a degree in mechanical engineering from the Northeast China Institute of Heavy Machinery (東北重型機械學院) and obtained a Master of Arts degree in management systems from the University of Hull in 1994.

Poon Ka Man, Jason (潘嘉聞), also known as Poon Yu (潘遇), aged 50, is our chief marketing officer and an executive Director of our Company. He was appointed as our Director since 8th March 2007. He is responsible for the marketing of our "Ajisen" brand name and the design of our chain restaurants. Mr. Poon has over 20 years of experience in construction and design. Mr. Poon also owns his own contracting and design firm in Hong Kong, specialising in the design and renovation of offices, commercial retail spaces, factories and residential properties. Mr. Poon is the brother of Poon Wai.

#### **Non-Executive Directors**

Katsuaki Shigemitsu (重光克昭), aged 38, has been a non-executive Director of our Company since 8th March 2007. Mr. Shigemitsu is also a shareholder and director of Shigemitsu, our Franchisor. Mr. Shigemitsu has over 15 years of experience in the F&B business. After his graduation in 1991, Mr. Shigemitsu joined his family's business, Shigemitsu. Mr. Shigemitsu commenced work as a restaurant manager in an Ajisen restaurant in Japan. Subsequently, Mr. Shigemitsu has assumed several senior management positions in Shigemitsu. In 1995, he was appointed as the vice-chairman of Shigemitsu. In 1997, he was appointed as the chairman of Shigemitsu. Mr. Shigemitsu holds a degree in structural engineering from the Kumamoto Institute of Technology (熊本工業大學).

Wong Hin Sun, Eugene (黄慶生), aged 39, has been a non-executive Director of our Company since 8th March 2007. He is responsible for overseeing our corporate development and finance. In November 2002, Mr. Wong founded Sirius Venture Consulting Pte Ltd. and he founded Sirius Capital Holdings Pte. Ltd. in September 2002, which are a private equity and a business advisory company respectively. Since February 2001, Mr. Wong has been the director of Crimson Asia Capital Singapore Pte Ltd ("Crimson Asia"), a US-based private equity fund, where his duties involved overseeing the office in Singapore. Mr. Wong also serves as a non-executive director of 2 Singapore-listed companies, namely Yaan Security Technology Limited and Communications Design International Limited and a non-executive director of Haike Chemical Group Ltd, a company listed on the London Stock Exchange. Mr. Wong graduated from the National University of Singapore with a Bachelor of Business Administration (First Class Honours) in 1992 and obtained a Masters in Business Administration from the Imperial College, London in 1998. Mr. Wong is an Adjunct Faculty of the Singapore Management University and a lecturer at the Nanyang Technology University, Singapore and also a lecturer at the Cheung Kong Graduate School of Business' MBA program in Shanghai. Mr. Wong is a Chartered Financial Analyst and a member of both the Singapore and UK Institute of Directors. Mr. Wong was a representative director of Crimson Asia in Finesse Alliance International Pte Ltd. into which Crimson Asia had injected venture capital investment. Mr. Wong resigned from the directorship in March 2002 at the direction of Crimson Asia. In April 2002, liquidation proceedings were instituted against this company. There was no claim against Mr. Wong in relation to the liquidation.

#### **Independent Non-Executive Directors**

Jen Shek Voon (任錫文), aged 60, has been an independent non-executive Director of our Company since 8th March 2007. Mr. Jen is a sole proprietor of Jen Shek Voon, PAS, a public accounting firm in Singapore that specialises in international and regional financial and business advisory services. Mr. Jen also sits as an independent and non-executive director on the boards of directors of a number of publicly listed companies in Singapore and the region, namely Fu Yu Corporation Limited (Singapore), Centillion Environment & Recycling Limited (Singapore), Junma Tyre Cord Company Limited (Singapore), Suiwah Corporation Berhad (Malaysia), and Asia Silk Holdings Limited (Singapore). Mr. Jen holds a Bachelor of Accounting Degree (Hons) from the University of Singapore and a post-graduate commerce degree from the University of New South Wales. He is a fellow of the Institute of Chartered Accountants in Australia, the Association

of Chartered Certified Accountants in UK and the Taxation Institute of Australia, and a practicing member of the Institute of Certified Public Accountants in Singapore and the Malaysian Institute of Accountants. Mr. Jen currently holds a certificate of registration issued by the Accounting and Corporate Regulatory Authority of Singapore, authorising him to practice as a public accountant in Singapore.

Lo Peter (路嘉星), aged 51, has been an independent non-executive Director of our Company since 8th March 2007. Mr. Lo is a director of China Enterprise Capital Limited and the chairman and an executive director of Wealthmark International (Holdings) Limited (stock code: 0039), a company listed on the Hong Kong Stock Exchange. Mr. Lo has more than 15 years of experience in operating businesses in the PRC including but not limited to trade and investment in various industries such as leather goods, power plants, auto manufacturers, medical equipment and beer brewery. From 1995 to 1998, Mr. Lo was the deputy general manager and a director of Acheng Relay Company Limited (stock code: 000922), a company listed on the Shenzhen Stock Exchange. From 1998 to 2004, Mr. Lo was the chief executive officer and an executive director of Harbin Brewery Group Limited. Mr. Lo is also a non-executive director of China Infrastructure Machinery Holdings Limited (stock code: 3339), a company listed on the Hong Kong Stock Exchange. Mr. Lo holds a bachelor's degree in Mathematical Economics and Econometrics from the London School of Economics and Political Science. Mr. Lo is a member of the China People's Consultative Conference of Harbin City, the PRC.

Yan Yu (閻宇), aged 43, has been an independent non-executive Director of our Company since 8th March 2007. From 1986 to 1993, Mr. Yan was working in the Food and Beverage Service Management Unit of the Ministry of Business where he last held the position of Deputy Director. From 1993 to 1998, he was working in the Food and Beverage Service Unit of the PRC Ministry of Domestic Trade where he last held the position as head of the Unit. From 1998 to 2001, Mr. Yan was head of the Consumer Service Expenditure Unit of the National Domestic Trade Bureau. In 2001, Mr. Yan joined the China Cuisine Association. Mr. Yan is currently the Deputy Chairman of the China Cuisine Association in which he is also the Deputy Director of the fast food sub-committee. Mr. Yan holds an economics degree from the Beijing Technology and Business University (北京工商大學).

### OTHER SENIOR MANAGEMENT

Apart from our Directors, the senior management of our Group includes:

Feng Hanming (馮漢明), aged 56, is the general manager of Beijing Ajisen, responsible for overseeing the development, sales and day-to-day operations and management of the company. He joined our Group in 1998. Between 1972 to 1998, Mr. Feng worked at various entities of Guangzhou Food Enterprise (Group) Co., Ltd (廣州食品企業集團有限公司). From 1972 to 1993, Mr. Feng was working at Guangzhou Meat Processing Factory (廣州市肉類聯合加工廠) where he last held the position of director and was in charge of production. From 1993 to 1996, Mr. Feng was transferred to, and employed by Guangzhou Air-conditioning and Installation Company (廣州市冷凍空調工程安裝公司), where he last held the position of deputy general manager. From 1996 to 1998, Mr. Feng was again transferred to Guangzhou Huang Shang Huang Poultry Products

Co., Ltd (廣州皇上皇禽蛋食品有限公司) where he assumed the post of chairman of the Worker's Union. Mr. Feng holds a degree in Management (Economics) from Guangzhou Finance and Trade Cadre Management Institute (廣州市財貿幹部管理學院). Mr. Feng is a certified assistant economist. Mr. Feng is the brother-in-law of Poon Wai.

Jing Zhi En (景志恩), aged 38, is the general manager of Shenzhen Factory, responsible for its management and daily operations. He is also the general manager of Shenzhen Weiqian, responsible for management and operations of Shenzhen Weiqian and the Ajisen restaurants under its control. He joined our Group in 1st March 2003. From 1995 to 2003, Mr. Jing was working for southern PRC divisional office of Pizza Hut. During his employment with Pizza Hut, Mr. Jing worked as a restaurant manager, area manager and development department manager. Mr. Jing holds a graduation certificate in sericulture from Sichuan Radio TV University (四川廣播電視大學) and also holds a Master of Business Administration from Beijing Jiaotong University (北京交通大學). Mr. Jing has also obtained a certificate in hotel management from Shenzhen University (深圳大學).

Lau Ka Ho, Robert (劉家豪), aged 32, is the qualified accountant of our Company. For further details of his qualifications and experience, please refer to the paragraph headed "Qualified Accountant" below.

Lee Man Lung, Vincent (李文龍), aged 47, is the general manager of Hong Kong Ajisen Co Ltd and is responsible for the management and operation of the Ajisen restaurants in Hong Kong. He joined our Group in November 2006. Mr. Lee has over 20 years of experience in the information technology business, particularly in the sales and marketing of various IT related hardware and software products in both Hong Kong and the PRC market. From 2000 to 2003, he was the chief executive officer of Computech Holdings Ltd (stock code: 8081), a company listed on the Hong Kong Stock Exchange. Mr. Lee is also a director of Brilliant Time Ltd and Digitkey Data Security Limited where he is responsible for strategic planning in both companies. Mr. Lee holds a bachelor degree in Business Administration from The Chinese University of Hong Kong.

Lin Jiahe (林家和), aged 55, is the general manager of Shanghai Lead Food, and is mainly responsible for the management of day-to-day affairs of the company. He joined our Group in December 2005. Mr. Lin has over 27 years of experience in the F&B industry. From 1987 to 1992, he was the assistant general manager of Shanghai New Asia Hotel. From 1992 to 2002, Mr. Lin was the assistant general manager of Shanghai Kentucky Co. Ltd. Mr. Lin holds a graduation certificate in Commercial Enterprise Management from Shanghai Television University (上海電視大學) and also holds a Master of Business Administration from Asia International Open University (Macao). Mr. Lin has obtained a certificate in hotel management from the Chinese University of Hong Kong and Hong Kong Hotels Association and has been certified as a trainer by The Chinese University of Hong Kong, Shanghai Jiaotong University and Hong Kong Hotels Association, under their Shanghai Hotel Management Development program. Mr. Lin is a certified senior economist.

**Qi Dong** (戚東), aged 35, is the general manager of Shanghai Factory, responsible for its management and daily operations. He joined our Group in September 2006. From 1995 to 1996, Mr. Qi was working at the China National Offshore Oil Corp. (CNOOC),

where he last held the position of engineer. From 1996 to 2004, Mr. Qi was working with Caltex (China) Investment Company Limited where he last held the position of manager, in charge of business development in Central China. Prior to joining us, Mr. Qi was working with Euxen (Changzhou) Telecom Technology Co., Ltd, where he held the position of president, responsible for the development of the company's operations. Mr. Qi holds a bachelor's degree in Industrial Management Engineering and a master degree in Petroleum Engineering from the University of Petroleum (中國石油大學). Mr. Qi also holds a postgraduate diploma in Management from the University of Melbourne.

**Wu Xiaobin** (吳曉彬), aged 33, is the general manager of Shandong Weiqian. He is responsible for its development and the day-to-day management and operations. Mr. Wu joined us in 1997 after graduation and has held various positions in our Group prior to his promotion to his current position. Mr. Wu has over 9 years of experience in the F&B industry. Mr. Wu graduated with a diploma in English from the Southwest University of Political Science and Law (西南政法大學).

**Zhang Bo** (張波), aged 31, is the general manager of Nanjing Weiqian, responsible for the development, sales and day-to-day operations and management of the company in the Jiangsu and Zhejiang regions. Mr. Zhang joined our Group in 2001. Mr. Zhang has a degree in Economics Law from Northwest Institute of Political Science and Law (西北政法學院).

Zheng Lixin (鄭立新), aged 40, is our Chief Financial Officer. He is responsible for the overall accounting and financial management of the Group, developing financial strategy to support the Group's growth plan. He joined our Company in January 2007. From 2001 to 2006, Mr Zheng headed his own company, INSYS International Ltd in Canada, assisting clients in developing and conducting strategic planning and implementing and scheduling projects. From 1990 to 1992, he was employed as the financial controller of the Beijing McDonald's Food Company Ltd. Mr. Zheng holds a Bachelor of Arts in Finance and Accounting from Shenzhen University (深圳大學). Mr. Zheng also holds a certificate in Unix/C/C++ Program from the Illinois Institute of Technology in Chicago, USA.

#### **COMPANY SECRETARY**

Ngai Wai Fung (魏偉峰), aged 45, is our company secretary. Mr. Ngai is an associate director and head of listing services of KCS Limited, one of Asia's leading independent and integrated providers of corporate services. He has over 18 years of experience covering a diverse range of areas from acting as company secretary, executive director and chief financial officer in listed companies to providing legal, accounting, finance and corporate finance advice to a wide variety of industries including banking, telecommunications, infrastructure, property development and management, construction, shipping-related, trading and catering businesses. Besides being our company secretary, Mr. Ngai also acts as the joint company secretary for 02 Micro International Limited (Stock Code: 457), a company listed on NASDAQ and The Stock Exchange of Hong Kong Limited and the joint Company Secretary of China Fishery Group Limited, a company listed on Singapore Exchange Limited. Mr. Ngai is currently vice president of The Hong Kong Institute of Chartered Secretaries (HKICS) and the Chairman of its China Affairs

Committee. He is also a fellow of HKICS and the Institute of Chartered Secretaries and Administrators in UK. Mr. Ngai holds a Master of Corporate Finance from The Hong Kong Polytechnic University, a Master of Business Administration from Andrews University, Michigan and a Bachelor of Laws (with Honours) degree from the University of Wolverhampton.

#### QUALIFIED ACCOUNTANT

Lau Ka Ho, Robert (劉家豪), aged 32, is our Company's qualified accountant and employed on a full-time basis. His duties include mainly financial accounting and compliance. He joined our Company in May 2006. Mr. Lau has approximately 9 years of experience in audit, finance and business advisory, some of which were spent working in HK-listed companies. From November 2005 to March 2006, Mr. Lau was the assistant financial controller of Hua Yi Copper Products Company Ltd (Stock Code: 559), a company listed on The Stock Exchange of Hong Kong. From 2004 to October 2005, Mr. Lau was employed as a finance manager of ST Corporate Service Co Limited. He was also an independent non-executive director and a member of the audit committee of Kanstar Environmental Paper Products Holdings Limited (Stock Code: 8011), a company listed on The Stock Exchange of Hong Kong. From 2002 to 2004, Mr. Lau was employed as the executive director, qualified accountant, company secretary and authorised representative of New Chinese Medicine Holdings Limited (Stock Code: 8085), a company listed on The Stock Exchange of Hong Kong. Mr. Lau first started his professional career in 1997 with Deloitte Touche Tohmatsu, where he was a senior accountant II before leaving the firm in 2002. Mr. Lau graduated from The Hong Kong Polytechnic University with a bachelor's degree in accountancy. He is a certified public accountant and is a member of the Hong Kong Institute of Certified Public Accountants (formerly known as the Hong Kong Society of Accountants).

#### **AUDIT COMMITTEE**

We established an audit committee on 8th March 2007 in compliance with Rules 3.21 and 3.23 of the Listing Rules. The audit committee is comprised of three independent non-executive Directors, Lo Peter, Jen Shek Voon and Yan Yu, and Wong Hin Sun Eugene, who is a non-executive Director. Jen Shek Voon is the Chairman of the audit committee. The primary duties of the audit committee are to review and supervise the financial reporting process and the internal control procedures of the Group.

### **REMUNERATION COMMITTEE**

We established a remuneration committee on 8th March 2007 in compliance with Appendix 14 to the Listing Rules. The remuneration committee is comprised of two independent non-executive Directors, Lo Peter and Jen Shek Voon, and Wong Hin Sun, Eugene who is a non-executive Director. Lo Peter is the Chairman of the remuneration committee. Primary functions of the remuneration committee are to make recommendations to the Board on the remuneration of our Directors and senior management and determine on behalf of the Board specific remuneration packages and conditions of employment for the Directors and senior management.

#### NOMINATION COMMITTEE

We established a nomination committee pursuant to a resolution of the Board passed on 8th March 2007. The nomination committee is comprised of two independent non-executive Directors, Lo Peter and Yan Yu, and Wong Hin Sun, Eugene who is a non-executive Director. Wong Hin Sun, Eugene is the chairman of the nomination committee. The primary function of the nomination committee is to make recommendations to the Board regarding candidates to fill vacancies on the Board and senior management.

### **STAFF**

As at the Latest Practicable Date, we employed a total of approximately 3,790 full-time employees. The following table shows a breakdown of our full-time employees by functions:

Number

Functions	of employees
Company level total headcount in the head offices of our six geographical business segments:	
Management	14
• Finance	32
Human Resource	19
<ul> <li>Operations and Marketing Department</li> </ul>	33
Engineering Department	19
IT Department	5
R&D Department	17
Quality Control Department	13
	152

Ajisen chain restaurants service staff:

Cooks

•	Restaurant Management (includes restaurant managers, deputy supervisors)	supervisors	and
	<ul> <li>Hong Kong</li> </ul>		28
	– PRC		70
•	Waiters and waitresses		
	<ul> <li>Hong Kong</li> </ul>		144
	- PRC	1	.365

•	OUUNS	
	<ul><li>Hong Kong</li></ul>	189
	– PRC	1 468

Functions	Number of employees
Our food processing and manufacturing facilities:	
<ul><li>Management</li><li>Hong Kong</li><li>PRC</li></ul>	2 29
<ul><li>Finance</li><li>Hong Kong</li><li>PRC</li></ul>	_ 10
<ul><li>Production staff</li><li>Hong Kong</li><li>PRC</li></ul>	21 218
<ul><li>Quality control</li><li>Hong Kong</li><li>PRC</li></ul>	_ 8
<ul><li>Purchasing</li><li>Hong Kong</li><li>PRC</li></ul>	- 1
<ul><li>Sales department</li><li>Hong Kong</li><li>PRC</li></ul>	0 16
<ul> <li>Logistics and inventory management</li> <li>Hong Kong</li> <li>PRC</li> </ul>	3 66

# The Group's Relationship with Staff

We have not experienced any significant problems with our employees or disruptions to our operations due to labour disputes, nor have we experienced any difficulties in the recruitment and retention of experienced employees during the Track Record Period. We believe we have a good working relationship with our employees.

3,790

#### **BENEFITS**

Total

Our employees' compensation packages generally consist of salary and benefits, including pensions and social benefits.

## **Hong Kong**

The full-time service staff in our chain restaurants in Hong Kong receive a fixed monthly salary, a year-end bonus and annual leave of between 7 to 14 days. We also contribute to the mandatory provident fund in respect of our Hong Kong employees in accordance with the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong). We have complied with all the statutory requirements regarding the benefits of our employees in Hong Kong.

### **PRC**

We are subject to social insurance contribution plans organised by the PRC government. In accordance with the relevant national and local labour and social security laws and regulations, we are required to pay on behalf of our employees a monthly social insurance premium covering pension insurance, medical insurance (including maternity), unemployment insurance and work-related injuries. For the Track Record period, we have underpaid our social security premiums by approximately RMB2 million. As at 31st May 2006, we have not received any notices from the PRC Ministry of Labour and Social Security or the PRC tax authorities asking us to make payment of the outstanding social security premiums. We have undertaken to pay the outstanding amounts to the relevant administrative authorities of the PRC Ministry of Labour and Social Security by 7th May 2007. Our Controlling Shareholder, Poon Wai, has also undertaken to compensate us for any fines, expenses, penalties, losses and damages incurred due to the late payments. Except for the welfare benefits provided by these social insurance funds, we have no other material commitments to employees. We are required to contribute to these Social Insurance Funds based on percentages fixed by the local municipal or provincial governments.

#### PRE-IPO SHARE OPTION SCHEME AND SHARE OPTION SCHEME

The Company has conditionally adopted the Pre-IPO Share Option Scheme and the Share Option Scheme. The principal terms of the Pre-IPO Share Option Scheme and the Share Option Scheme are summarised in the paragraph headed "Share Option Schemes" in Appendix VI to this prospectus.

The purpose of the Pre-IPO Share Option Scheme and the Share Option Scheme is to enable the Company to grant options to the participants in recognition of their contribution made or to be made to the Company or any Subsidiary.

Application has been made to the Listing Committee of the Stock Exchange for the approval of the listing of, and permission to deal in, the Shares which may be issued pursuant to the exercise of options granted under the Pre-IPO Share Option Scheme and the Share Option Scheme.

As at the Latest Practical Date, options have been granted to, inter alia, certain Directors, employees of the Group and employees of Franchisor under the Pre-IPO Share Option Scheme. Details of the options granted have been disclosed under the paragraph headed "Pre-IPO Share Option Scheme" of Appendix VI to this prospectus.

The remuneration packages for certain Directors and employees, who are grantees of the Pre-IPO Share Option Scheme, will be revised following the Company's listing. Such revisions have been mutually agreed between the Company and the relevant Directors and employees and have been determined after taking into account their workload after the Company's listing and the intrinsic value of the options granted to them under the Pre-IPO Share Option Scheme. It is the intention of the Company to grant options to its Directors and employees under the Share Option Scheme following its listing for incentive purposes when appropriate.

As at the Latest Practicable Date, save as disclosed in this prospectus, no option has been granted or agreed to be granted by the Company under the Share Option Scheme.

#### **DIRECTORS' AND SENIOR MANAGEMENT'S REMUNERATION**

The aggregate amount of fees, salaries, housing allowances, other allowances, benefits in kind (including our contribution to the pension scheme on behalf of our Directors) or any bonuses to our Directors during each of the three years ended 31st December 2005 and the nine months ended 30th September 2006 was approximately RMB581,000, RMB646,000, RMB546,000 and RMB650,000 respectively.

The aggregate amount of fees, salaries, housing allowances, other allowances, benefits in kind (including our contribution to the pension scheme on behalf of our five highest paid individuals) or any bonuses paid by our Group to our five highest paid individuals for the three years ended 31st December 2005 and the nine months ended 30th September 2006 was approximately RMB2.2 million, RMB2.2 million, RMB2 million and RMB1.9 million respectively.

During the last three years, no remuneration was paid by us to, or received by, our Directors or the five highest paid individuals as an inducement to join or upon joining us. No compensation was paid by us to or received by our Directors, past Directors or the five highest paid individuals for each of the last three years for the loss of any office in connection with the management of the affairs of any member of our Group. None of our Directors waived any emoluments for each of the last three years.

Save as disclosed above, no other payments have been paid or are payable, in respect of the three years ended 31st December 2005, by our Company or any of our Subsidiaries to our Directors and the five highest paid individuals.

Under arrangements currently in force, the aggregate remuneration of our Directors payable in respect of the year ended 31st December 2006 is estimated to be approximately RMB965.000.

Each of the executive Directors has entered into a service contract with the Company and each of the non-executive Directors and independent non-executive Directors has been appointed by a letter of appointment, further details of which are set out in the paragraph headed "Particulars of service contracts" in the section headed "Disclosure of Interests" in Appendix VI to this prospectus.

#### **COMPLIANCE ADVISER**

We will appoint Cazenove as our compliance adviser pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, Cazenove will advise us on the following circumstances:

- before the publication of any regulatory announcement, circular or financial report;
- when a transaction, which might be a notifiable or connected transaction, is contemplated including shares issues and shares repurchases;
- when we propose to use the proceeds of the Global Offering in a manner different from that detailed in this prospectus or when our business activities, developments or results deviate from any forecast, estimate, or other information of this prospectus; and
- when the Stock Exchange makes an inquiry of us regarding unusual movements in the price or trading volume of our Shares.

The term of the appointment shall commence from the Listing Date and end on the date when we distribute our annual report in respect of our financial results for the first full financial year commencing after the Listing Date and such appointment may be subject to extension by mutual agreement.