

Directors and Senior Management

BOARD OF DIRECTORS

Executive Chairman

Mr. Winston Yau-lai LO, aged 60, was appointed a Director of the Company in 1972. Mr. Lo is the Executive Chairman of the Group. He is principally responsible for the Group's long-term strategic development. Mr. Lo is a member of The National Committee of the Chinese People's Political Consultative Conference. He sits on the Advisory Council on Food and Environmental Hygiene of the Hong Kong Special Administrative Region and the Listing Committee of The Stock Exchange of Hong Kong Limited. He is also the president of the Hong Kong Beverage Association, a vice president of the Council of Outward Bound Trust of Hong Kong, council member of the Employers' Federation of Hong Kong and a director of The Bank of East Asia, Limited, The East Asiatic Company Ltd. A/S, Hong Kong Institute of Biotechnology Ltd., Ping Ping Investment Company Ltd. and Sodexo (Hong Kong) Ltd. respectively, among others. Starting 1st July, 2001, Mr. Lo also acts as the interim President and Chief Executive Officer of Vitasoy USA Group. He is the brother of Mr. Frank Yau-yee LO, Ms. Yvonne Mo-ling LO and Ms. Myrna Mo-ching LO.

Independent Non-executive Directors

Dr. The Hon. David Kwok-po LI, aged 62, was appointed a Director of the Company in 1994. Dr. Li is the chairman and chief executive of The Bank of East Asia, Limited. He is the chairman of the Chinese Banks' Association, Ltd. and the Hong Kong Management Association. He is a member of the Exchange Fund Advisory Committee and the Banking Advisory Committee. He is also a member of the Legislative Council of the Hong Kong Special Administrative Region. He serves on the boards of several public listed companies in Hong Kong and overseas.

Mr. Eoghan Murray MCMILLAN, aged 65, was appointed a Director of the Company in 1993. Mr. McMillan was the managing partner of Arthur Andersen & Co's practices in Hong Kong and the Mainland until 1993. He also served as chairman of the Hong Kong Futures Exchange and was a director of the Hong Kong Futures Exchange Clearing Corporation Ltd. from 1989 to 1992. He is currently the chairman of Rodamco Asia NV, listed in Amsterdam, Frankfurt and Paris, and a director of many of its subsidiary and affiliated companies as well as of other listed, private or Government controlled companies in Hong Kong and Malaysia.

Directors and Senior Management (continued)

Non-executive Directors

Mr. Chi-kian SHIU, aged 69, was appointed a Director of the Company in 1987. Mr. Shiu was a director of South China Cinema & Investment Co. Ltd. with which he had been associated since 1952.

Ms. Myrna Mo-ching LO, aged 62, was appointed a Director of the Company in 1992. Ms. Lo is a member of the Docent Committee and Bishop White Committee of the Royal Ontario Museum in Toronto, Canada. She is the sister of Mr. Winston Yau-lai LO, Mr. Frank Yau-ye LO and Ms. Yvonne Mo-ling LO.

Mr. Frank Yau-ye LO, aged 61, was appointed a Director of the Company in 1977. Mr. Lo joined the Group in 1965 and was appointed the Deputy Managing Director in 1978 until 31st March, 1997. He is the brother of Mr. Winston Yau-lai LO, Ms. Yvonne Mo-ling LO and Ms. Myrna Mo-ching LO.

Ms. Yvonne Mo-ling LO, aged 53, was appointed a Director of the Company in 1993. Ms. Lo joined the Group in 1980 and was the President of Vitasoy USA Group responsible for the development of the Group's operations in North America until her resignation effective 1st July, 2001. She continues to sit on the Board as a Non-executive Director of the Company. Ms. Lo was the president of the Soyfoods Association of North America which represents 60 soyfoods companies covering the US and Canada. She is the sister of Mr. Winston Yau-lai LO, Mr. Frank Yau-ye LO and Ms. Myrna Mo-ching LO.

Executive Directors

Mr. Fransis Ming-yin KONG, aged 48, was appointed a Director of the Company in 1996. Mr. Kong was appointed the Managing Director of the Group's Hong Kong operation in April, 2000. He joined the Group in 1978 and had been in charge of the Company's various departments including research and development, project, quality control and international sales. He was appointed the Deputy Managing Director of the Company in March 1992. He was appointed the Managing Director of the Group's Mainland operation in 1997 prior to his present appointment. He is now responsible for the Group's business in Hong Kong and export markets.

Mr. Eric Fat YU, aged 51, was appointed a Director of the Company in 1989. Mr. Yu is currently the Group's Senior Director - Manufacturing and Project Management. He had experience in engineering works and project management whilst working previously with a number of companies overseas. He joined the Group in 1974. He is now responsible for the formulation of the Group's manufacturing policy and strategy and is also responsible for the management of the Group's new joint venture project.

Mr. John Shek-hung LAU, aged 54, was appointed a Director of the Company in 1990. Mr. Lau is currently the Group's Senior Director - Finance and Administration. He joined the Group in 1988 having worked previously with a number of multinational companies both in Hong Kong and overseas. He is currently responsible for the finance and administration of the Group.

SENIOR MANAGEMENT

Group Management

Ms. Rosemary Pik-ling LI, aged 45, Group Human Resources Director. Ms. Li is accountable for the strategic planning and direction of human resources of the Group. Her responsibilities include formulating and implementing strategies, policies and practices for human resource management and development. She joined the Group in 2000. She had over 20 years of seasoned human resources experience gained from multinational and local organizations in commercial as well as manufacturing environments before joining the Group.

Dr. Alex Fun-ya LEE, aged 41, Group Technical Director. Dr. Lee is responsible for the product development of the Group and functionally supervising the quality assurance and quality control system of the Group. He joined the Group in 2000 and has proven work experience in the food and beverage industry.

Hong Kong Operation

Mr. Stephen Moon-chi LEUNG, aged 53, Head of Catering of Hong Kong Gourmet Limited, a newly established food production and processing company of the Group. Mr. Leung is responsible for the management and development of this new food business in Hong Kong. He joined the Group in 1988 and previously held a senior accounting position with a trading company.

Mr. Nigel F. OAKES, aged 41, Sales and Marketing Director of the Company. Mr. Oakes is responsible for the Group's sales and marketing activities in Hong Kong and export markets. He joined the Group in early 1994 after several years involvement in the Hong Kong retail and beverage manufacturing sectors. Mr. Oakes previously held a senior position in an OTC pharmaceutical retail company in the United Kingdom.

Mr. Raymond Hon-chak TAM, aged 48, Purchasing and Logistics Director of the Company. Mr. Tam is responsible for the Group's purchasing and logistics management in Hong Kong. He joined the Group in 1999 and his responsibilities include the purchasing, warehousing and shipping operations of the Group in Hong Kong and the overall monitoring function of the Group's purchasing in the Mainland. Mr. Tam had over 20 years of experience in purchasing and logistics management before joining the Group.

Mr. David Chi-ming KWAN, aged 39, General Manager of Vitaland Services Limited, a wholly owned subsidiary of the Company. He is responsible for overseeing the development of Vitaland Services Limited in the tuckshop and the new food business. He joined the Group in 1998. He has over 18 years' experience in both commercial and institutional catering business with several Hong Kong listed companies.

Directors and Senior Management (continued)

US Operation

Mr. Michael Kwong-hoo HO, aged 45, Executive Vice President - Finance, of Vitasoy USA Group. Mr. Ho is responsible for the finance and management information system of Vitasoy USA Group. He joined the Group in 1982. He has over 21 years' experience in the areas of finance and administration.

Mr. Jerry MAYNARD, aged 51, Executive Vice President - Sales and Marketing, of Vitasoy USA Group. Mr. Maynard is responsible for overseeing the Produce-Supermarkets, Ethnic and Natural Foods Business Divisions of Vitasoy USA Group. He joined the Group in 1988 and became the President of Nasoya Foods Inc. in September 1993, and served as Chief Operating Officer of Vitasoy USA Inc. from 1996 to 1999.

Mr. Alfred H. EATON, aged 45, Executive Vice President - Strategic Planning and Administration, of Vitasoy USA Group. Mr. Eaton is responsible for new strategic business development and projects for Vitasoy USA Group. Mr. Eaton joined the Group in 1990. He has over 20 years' experience in accounting and finance in manufacturing environments.

Mr. Joe Chui-wah HO, aged 49, Executive Vice President - Manufacturing and Technical Services, of Vitasoy USA Group. Mr. Ho is responsible for overseeing the manufacturing and technical services of Vitasoy USA Group. He joined the Group in 1996. Before joining the Group, he had worked in several well known food and beverage companies.

The Mainland Operation

Mr. Alex Kit-biu PANG, aged 49, Managing Director of Vitasoy (China) Investments Company Limited. Mr. Pang is responsible for the general management of the Group's business in the Mainland. Mr. Pang joined the Group in 2001. Before joining the Group, he held general and senior management roles in several international food and beverage companies in the Mainland and North America. He has over 25 years of experience in the food, beverage and consumer goods industry.

Mr. Peter Dau-ming YU, aged 51, Deputy Managing Director of Vitasoy (China) Investments Company Limited. Mr. Yu is responsible for the general management of the Group's plants and branch offices in the Mainland. He joined the Group in 1981 and had previously worked in all aspects of the Company's Human Resources Division. He had over 6 years of personnel management experience in working with an electronic company before joining the Group.