

Directors and Senior Management

BOARD OF DIRECTORS

Executive Chairman

Mr. Winston Yau-lai LO, aged 61, 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 vice-president of the Hong Kong Beverage Association Limited, 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. 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 63, 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, the Banking Advisory Committee and the Land Fund Advisory Committee and a director of the Mandatory Provident Fund Schemes Authority. 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. Iain F. BRUCE, aged 61, was appointed a Director of the Company in 2001. Mr. Bruce was the senior partner of KPMG in Hong Kong from 1991 to 1996. He is currently a member of the Securities and Futures Appeal Panel, Hong Kong. He is also a director of Dransfield Holdings Limited and Noble Group Limited.

Non-executive Directors

Mr. Chi-kian SHIU, aged 70, 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 63, 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-yee LO and Ms. Yvonne Mo-ling LO.

Mr. Frank Yau-yee LO, aged 62, 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 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 54, was appointed a Director of the Company in 1993. Ms. Lo joined the Group in 1980 and was the President of Vitasoy USA Group until 2001. 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-yee LO and Ms. Myrna Mo-ching LO.

Directors and Senior Management (continued)

Executive Directors

Mr. Fransis Ming-yin KONG, aged 49, 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 functions 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 52, 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 55, 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 extensive seasoned human resources experience gained from multinational and local organisations before joining the Group.

Dr. Alex Fun-ya LEE, aged 42, 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. He had extensive research and development experience in the food and beverage industry before joining the Group.

Hong Kong Operation

Mr. Nigel F. OAKES, aged 42, Sales and Marketing Director of the Company. Mr. Oakes is responsible for the sales and marketing activities in Hong Kong operation. 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. David Chi-ming KWAN, aged 40, General Manager of Vitaland Services Limited and Hong Kong Gourmet Limited, both are wholly owned subsidiaries of the Company. He is responsible for overseeing the development of the Company's tuck shop and lunch meal business in Hong Kong. He joined the Group in 1998. He has extensive experience in both commercial and institutional catering business with several Hong Kong listed companies.

Directors and Senior Management (continued)

Ms. Brenda Yuk-tin FU, aged 52, Purchasing and Logistics Director of the Company. Ms. Fu joined the Group in 2002. She is responsible for the sourcing, purchasing and logistics function of the Hong Kong operation as well as monitoring the sourcing and contract negotiation of key raw material items for the Mainland operation. Ms. Fu began her career in sales and marketing of fast moving consumer goods and had been in charge of procurement and logistics management at leading multinational food manufacturers in the past ten years.

North American Operation

Mr. Thomas E. OSETEK, aged 46, President and Chief Executive Officer of Vitasoy USA Group. Mr. Osetek is responsible for the development of the Group's operations in North America. He joined the Group in 2001. He has extensive experience in finance, sales and marketing in the food and beverage industry in North America.

Mr. Joe Chui-wah HO, aged 50, Executive Vice President of Technical Services of Vitasoy USA Group. Mr. Ho is responsible for overseeing the 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.

Mr. Bradford J. MATTHEWS, aged 52, Vice President of Finance and Chief Financial Officer of Vitasoy USA Group. Mr. Matthews is responsible for the finance and management information system of Vitasoy USA Group. He joined the Group in 2001. He has extensive experience in the areas of finance and administration.

Ms. J. Deborah GARRETSON, aged 55, Vice President of Human Resources of Vitasoy USA Group. Ms. Garretson is responsible for the human resources management of Vitasoy USA Group. She joined the Group in 1987. She has extensive experience in the areas of human resources.

Ms. Katherine A. GROBE, aged 36, Vice President of Marketing of Vitasoy USA Group. Ms. Grobe is responsible for all marketing functions and research and development of Vitasoy USA Group. She joined the Group in 2002. She has extensive experience in the areas of sales and marketing.

Mr. Gary W. PETERSEN, aged 36, Vice President of Sales of Vitasoy USA Group. Mr. Petersen is responsible for all sales, customer services, customer relations, broker management and new business development of Vitasoy USA Group. He joined the Group in 2002. He has extensive consumer product sales experience in the areas of grocery and produce.

The Mainland Operation

Mr. Alex Kit-biu PANG, aged 50, Managing Director of Vitasoy (China) Investments Company Limited. Mr. Pang is responsible for the general management of the Mainland operation. 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 extensive experience in the food, beverage and consumer goods industry.

Mr. Peter Dau-ming YU, aged 52, Deputing 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 was the Human Resources Director for the Hong Kong operation until December 2000 prior to his present position.

Australian and New Zealand Operation

Mr. Laurence P. EISENTRAGER, aged 50, General Manager of Vitasoy Australia Products Pty. Ltd.. Mr. Eisenstrager is responsible for the development of the Group's operations in Australia and New Zealand. He joined the Group in 2002. He had a very extensive experience in the food and beverage industry, both in Australia and internationally.