

**EXECUTIVE DIRECTORS****KWOK, Siu Ming, Simon\*, Chairman**

Mr. KWOK, Siu Ming, Simon, aged 49, is the Chairman of Sa Sa. Together with his wife, Eleanor, Mr. Kwok founded the company in 1978 and successfully listed the company on the Stock Exchange of Hong Kong in June 1997 with the share offering more than 500 times oversubscribed. Over the past two decades, Mr. Kwok transformed the company from a two-person, 40-sq-ft. store into a regional network of operations with over 1,800 employees, over 50 retail outlets and 160 counters in major Asian markets, successfully carving out the important market niche that the Group now occupies. Mr. Kwok is currently the Honorary President of the Cosmetic & Perfumery Association of Hong Kong.

**KWOK, Law Kwai Chun, Eleanor\*, Vice-Chairman**

Mrs. KWOK, Law Kwai Chun, Eleanor, aged 48, who co-founded the company with her husband, has more than 29 years experience in the sales and marketing of cosmetics products. With extensive professional knowledge and many years of experience in cosmetics retailing, she pioneered the unique operational concept of open-shelf display of products, offering customers the convenience of choosing and sampling from a wide range of products to make shopping a more enjoyable experience. Mrs. Kwok plays a leading role in the development of the Group's corporate image and staff training. Prior to starting the business, she was a beauty consultant for a household cosmetic brand name.

**INDEPENDENT NON-EXECUTIVE DIRECTORS****Professor CHAN, Yuk Shee#**

Professor CHAN, Yuk Shee, aged 48, has served as a Non-Executive Director and Chairman of Audit Committee of the Group since November 1999. Professor Chan is currently the Vice President for Academic Affairs as well as Professor of Finance at the Hong Kong University of Science and Technology (HKUST). Previously, he was the Founding Dean of the HKUST Business School from 1993 to 2000. He obtained a Ph.D. in finance, an MBA and M.A. in economics from the University of California at Berkeley. He is a member of the American Finance Association, Asia Pacific Finance Association and Hong Kong Securities Institute.

\* A Member of the Executive Committee

# A Member of the Audit Committee

^ A Member of the Compensation Committee

**執行董事****主席，郭少明\***

郭少明先生，四十九歲，集團主席。郭氏於一九七八年與太太羅桂珍共同創立莎莎，並於一九九七年六月成功在香港上市，股份認購率超逾五百倍。過去二十多年，莎莎在郭氏的領導下，由佔地四十平方呎的化妝品零售櫃位，發展至今天的亞洲零售網絡，僱用逾一千八百名員工，於主要亞洲城市設有超過五十間零售店及逾一百六十個零售專櫃。郭氏憑藉過人的市場觸覺，成功抓緊商機，令集團在化妝品零售市場上穩佔重要席位。郭氏現任香港化妝品同業協會榮譽主席。

**副主席，郭羅桂珍\***

郭羅桂珍女士，四十八歲，與丈夫郭少明同為集團創辦人。郭女士累積逾二十九年營銷及推廣化妝品的經驗，資歷深厚。憑著廣泛的專業知識及多年化妝品零售經驗，郭女士首創開放式產品陳列概念，方便客戶隨意挑選琳琅滿目的貨品，締造更寫意的購物體驗。此外，她亦負責管理集團形象設計及員工培訓工作。創業以前，郭女士曾為一著名化妝品牌擔任美容顧問。

**獨立非執行董事****陳玉樹教授#**

陳玉樹教授，四十八歲，一九九九年十一月起出任集團非執行董事兼審核委員會主席，現為香港科技大學「科大」學術副校長及財務系教授。在出任現職之前，陳教授曾於一九九三年至二零零零年間擔任科大商學院第一任院長。陳教授於加州柏克萊大學取得財務學哲學博士、工商管理碩士及經濟學碩士學位，亦是美國財務學會、亞太金融學會及香港證券學院之會員。

\* 行政委員會成員

# 審核委員會成員

^ 薪酬委員會成員

### CHENG, Ming Fun, Paul<sup>#^</sup>, JP

Mr. CHENG, Ming Fun, Paul, JP, aged 65, has been an Independent Non-Executive Director of the Company since February 2000. He was formerly Chairman of Inchape Pacific Limited, N M Rothschild & Sons (Hong Kong) Limited and the Hong Kong General Chamber of Commerce as well as a member of the Hong Kong Legislative Council. He is currently a Steward of The Hong Kong Jockey Club and holds a number of directorships in listed companies in both Hong Kong and the United Kingdom. He has been an adjunct professor of Management of Organizations at the Hong Kong University of Science and Technology and is also a member of the Council of the Chinese University of Hong Kong.

### LEE, Look Ngan Kwan, Christina

Mrs. LEE, Look Ngan Kwan, Christina, aged 77, was appointed a Non-Executive Director in May 1997. She is the widow of the founder of Television Broadcasts Limited, Mr. Lee Hsiao-Wo. Mrs. Lee has been a director of Television Broadcasts Limited since 1981 and is actively involved in Caritas, Hong Kong, a local charitable organization.

### Dr. LEUNG, Kwok Fai, Thomas<sup>#^</sup>

Dr. LEUNG, Kwok Fai, Thomas, aged 53, was appointed to the Board in January 2000. He has over 20 years' experience in management consultancy and is an expert in the design and implementation of leading edge human resources policies. Dr. Leung holds a Ph.D. in Business Administration from the University of Illinois. He is very active in public service and was formerly Chief Executive - Asia, for Hay Group, one of the world's leading management consultancies.

## SENIOR MANAGEMENT

### LOOK, Guy, Chief Financial Officer

Mr. LOOK, Guy, aged 46, was appointed Chief Financial Officer (CFO) of the Group in March 2002. Prior to joining Sa Sa, Mr. Look was the CFO and an Executive Director of Tom.com Limited. Mr. Look has over 20 years of experience in local and overseas financial and general management, and was a Deputy Managing Director of ONFEM Holdings Limited; a Director and the Chief Executive Officer of Tung Wing Steel Holdings Limited (renamed Shougang Concord International Enterprises Co. Ltd.) and a Director of Santai Manufacturing Limited (renamed Shougang Concord Technology Holdings Ltd.); all of which are listed on the Main Board of The Stock Exchange of Hong Kong Ltd. He holds a Bachelor's degree in Commerce from the University of Birmingham, England and is an associate member of the Institute of Chartered Accountants in England and Wales, and an associate member of the Hong Kong Society of Accountants.

### 鄭明訓<sup>#^</sup> JP

鄭明訓先生，太平紳士，六十五歲，二零零零年二月起出任獨立非執行董事。鄭氏為英之傑太平洋有限公司、洛希爾父子(香港)有限公司及香港總商會等機構之前主席及香港之前立法局議員。鄭氏現時為香港賽馬會及一些香港及英國上市公司之董事。他同時為香港科技大學之兼任教授及香港中文大學校董。



### 利陸雁群

利陸雁群女士，七十七歲，一九九七年五月起加入本集團出任非執行董事。利女士是電視廣播有限公司創辦人利孝和先生之遺孀，一九八一年起出任電視廣播有限公司董事。利女士積極參與本地慈善團體香港明愛舉辦之慈善活動。

### 梁國輝博士<sup>#^</sup>

梁國輝博士，五十三歲，二零零零年一月起獲委任加入集團董事局。梁博士擁有逾二十年管理顧問工作經驗，擅長設計及推行新穎出色的人力資源政策。梁博士身任多項公職，包括政府多個委員會及各大學董事會成員。梁氏於美國伊利諾大學取得工商管理博士學位，曾任世界著名管理顧問公司Hay Group亞洲區行政總裁。

## 高級管理人員

### 首席財務總監，陸楷

陸楷先生，四十六歲，二零零二年三月起出任莎莎之首席財務總監。在出任現職之前，陸氏為Tom.com公司之財務總監兼執行董事。他擁有逾二十年於本港及海外之財務及管理工作經驗，亦曾擔任東方有色集團有限公司副董事總經理、東榮鋼鐵集團有限公司(已改名為首長國際企業有限公司)之董事兼行政總裁及三泰製造有限公司(已改名為首長科技集團有限公司)之董事，全部均在聯交所主板上市。陸氏持有英國伯明翰大學頒發之商科學士學位，並為英國及威爾斯特許會計師公會會員及香港會計師公會會員。

## BIOGRAPHICAL DETAILS OF DIRECTORS AND SENIOR MANAGEMENT 董事及高級管理人員簡介

### LI, Ping Yee, Louisa, Senior Vice President, Beauty Services

Ms. LI, Ping Yee, Louisa, aged 45, was appointed as Senior Vice President - Beauty Services for the Group in July 2002. She is responsible for the management and development of the Group's Beauty Services business throughout the region, including Phillip Wain and Sa Sa Beauty+. Ms. Li has over 18 years of experience in beauty, slimming and hair care services, including three years managing cosmetic brands at Loreal Group, and the last five years as Operations Director for an international chain of beauty and slimming centers in Asia. Ms. Li graduated in business studies from York University, Canada.

### CHAN, Cheuk Kai, Chris, Vice President, Information Technology

Mr. CHAN, Cheuk Kai, Chris, aged 42, joined Sa Sa as Vice President of Information Technology in September 1999. Previously, he worked in Vanda Computer & Equipment Co. Ltd. from which he gained cutting-edge knowledge providing consultancy services for clients of various industries including garment, toys, electronics manufacturing and airfreight. Prior to this, he worked as MIS Director of Giordano Group and was responsible for system development and setting up computer sites in Hong Kong and the PRC. He also served ESPRIT De Corp (Far East) Ltd., Fang Brothers Knitting Ltd. and Carlingford Life & General Assurance. Mr. Chan has the NCC Certificate in System Analysis and Design certified by National Computer Centre in the U.K.

### LAW, Kin Ming, Peter, Vice President, Product Development and Purchasing

Mr. LAW, Kin Ming, Peter, aged 46, is Vice President of Product Development and Purchasing. He joined the Group in January 1996. Mr. Law has more than 20 years' experience in the field of sales and marketing, nine of which were in senior management positions. Mr. Law oversees the Group's product development and purchasing including local and regional purchasing operations. He is also responsible for the Group's acquisition of exclusive distribution rights and development of own brands. He holds a bachelor's degree in arts majoring in communication studies from the University of Windsor, Ontario, Canada. Then he pursued a bachelor's degree in commerce in 1981. Mr. Law is Mrs. Kwok's brother.

### 美容業務高級副總裁，李冰儀

李冰儀小姐，四十五歲，二零零二年七月起出任集團美容業務的高級副總裁，負責集團美容業務，包括菲力偉及Sa Sa Beauty+ 的營運和發展。李小姐擁有逾十八年豐富的亞洲區美容、纖體及頭髮護理服務經驗，包括曾於Loreal Group旗下的化妝品牌擔任了三年管理職位。加盟莎莎前，李小姐於一家國際連鎖經營的美容及纖體中心任職亞洲區營運總監達五年。李小姐畢業於加拿大約克大學，主修商科。

### 資訊科技副總裁，陳焯楷

陳焯楷先生，四十二歲，一九九九年九月起加入莎莎出任資訊科技副總裁。在此之前，陳氏任職中聯電腦(國際)有限公司，為各行各業的客戶提供顧問服務，當中包括成衣、玩具、電子生產及空運業，累積了不少寶貴的專業知識。加入該公司以前，陳氏曾於佐丹奴集團任職資訊部總監，負責在香港及中國大陸推行系統開發工作及設立電腦中心，此外亦曾任職ESPRIT de Corp (Far East) Ltd.、Fang Brothers Knitting Ltd.及Carlingford Life & General Assurance公司。陳氏取得英國National Computer Centre之系統分析及設計的NCC證書。

### 產品發展及採購副總裁，羅建明

羅建明先生，四十六歲，一九九六年一月起加入集團出任產品發展及採購副總裁。羅氏擁有逾二十年銷售及市場推廣工作經驗，其中九年歷任高級管理層職位。羅氏負責集團產品發展及採購工作，包括本港及地區性的採購業務，並負責為集團獲取獨家分銷權及開發獨有品牌。羅氏畢業於加拿大安大略省Windsor大學，獲傳理系學士學位。其後彼於一九八一年繼續深造，修讀商業學士學位。羅先生乃郭羅桂珍女士之弟。

#### LEE, Tee Chin, Vice President, General Manager of Singapore

Mr. LEE, Tee Chin, aged 40, joined Sa Sa in May 1997 and was appointed Vice President - General Manager of Singapore in January 2001. Previously, he was the Financial Controller of the Singapore Operations. He has accumulated over 16 years' experience in finance and general management in the trading & retail industry. Before joining the Company, he served as the Group Chief Accountant at Dickson Trading (Singapore) and a professional accountant at Ernst & Young. Mr. Lee holds a bachelor's degree in Accountancy from the National University of Singapore and is a member of the Institute of Certified Public Accountants of Singapore.

#### LOI, Wei Sin, Corina, Vice President, General Manager of Malaysia

Ms. LOI, aged 42, joined Sa Sa in October 1997 and was appointed Vice President - General Manager of Malaysia in January 2001. She was a crucial member of the start-up team for Malaysian operations. Ms. Loi has over 19 years of marketing and retail experience ranging from health food products to high fashion. Prior to joining Sa Sa, she was with the Dickson Trading (Singapore).

#### TANG, Wing Kei, Joe, Vice President, Sales Operations & Administration

Mr. TANG, Wing Kei, Joe, aged 40, joined Sa Sa as Vice President of Sales Operations & Administration in January 2002. He has more than 17 years working experience, of which 10 years were in retail sector. He was the General Manager of "Toy R Us" managing the 5 mega stores in Hong Kong. Before joining Sa Sa, he was the General Manager of Dickson Cyberconcept. He holds a MBA degree from the University of Hull, U.K.

#### 副總裁兼新加坡總經理，李智真

李智真先生，四十歲，一九九七年五月加入莎莎，二零零一年一月獲委任為集團副總裁兼新加坡總經理。在此以前，他出任新加坡辦事處財務總監一職，在貿易及零售業的財務和一般管理有逾十六年經驗。加入集團以前，他於迪生貿易（新加坡）擔任集團總會計師，亦曾為安永會計師事務所任專業會計師。李氏畢業於新加坡國立大學，持有會計學位，亦是新加坡特許會計師公會會員。

#### 副總裁兼馬來西亞總經理，雷慧馨

雷女士，四十二歲，一九九七年十月加入莎莎，並於二零零一年一月獲委任為集團副總裁兼馬來西亞總經理。雷氏為集團開發馬來西亞市場的主要成員。她在健康食品以至高級時裝的市務及零售工作擁有逾十九年經驗。加入莎莎前，她曾於迪生貿易（新加坡）工作。

#### 營運及行政副總裁，鄧永基

鄧永基先生，四十歲，二零零二年一月起加盟莎莎，出任營運及行政副總裁。鄧氏擁有超過十七年工作經驗，其中十年從事零售業。他曾出任玩具反斗城總經理一職，管理香港五間大型店舖。而加入集團以前，他乃Dickson Cyberconcept的總經理。鄧氏持有英國University of Hull之商業管理碩士學位。



## AND SENIOR MANAGEMENT 董事及高級管理人員簡介

**TSE, Ping Shing, Ricky, Vice President, Compliance & Internal Control and Company Secretary**

Mr. TSE, Ping Shing, Ricky, aged 41, joined Sa Sa as Vice President of Compliance & Internal Control and as Company Secretary in November, 1999. He is a fellow member of the Hong Kong Society of Accountants and the Association of Chartered Certified Accountants. Before joining Sa Sa, he was Finance and Administration Controller of JOS Distribution, a division of Jardine Matheson & Co. Ltd. Prior to that, he also held managerial position with System-Pro Computers Ltd. He started his career in CPA firms and gained substantial experience in internal auditing from working with reputable companies, including Wellcome Co. Ltd. and Inchcape Group. Mr. Tse is a graduate of the University of Leicester, the United Kingdom and holds a Master of Science Degree in Finance.

**WONG, Sau Han, Carmen, Vice President, Human Resources**

Ms. WONG, Sau Han, Carmen, aged 42, joined Sa Sa in December 2001 as the Vice President - Human Resources. She has over 20 years of professional experience in Human Resources, of which the past 11 years were in the retail industry. Prior to joining Sa Sa, Ms. Wong was the HR Director of a Hong Kong listed retail company. She obtained her Master degree in Human Resources Management from Salford University in the UK.

**WONG, Tai Chung, Kenneth, Vice President of Finance & Accounting**

Mr. WONG, Tai Chung, Kenneth, aged 39, joined Sa Sa as Vice President of Finance & Accounting in June 2001. He is a fellow member of Chartered Institute of Management Accountants and an associate member of Hong Kong Society of Accountants. Prior to Sa Sa, he held various senior positions in BAA Group, OneResource Group, Wellcome, Dairy Farm Group and A.S. Watson Group where he gained over 15 years solid finance and accounting experience in various industries and extensive experience and knowledge in mergers and acquisition, divestment and setting up joint ventures in Asia, Australasia and Europe. He also has wide experience in retail strategic management, business and shareholders' base diversification, business re-engineering and setting up shared service finance, central procurement and logistics functions. Mr. Wong received his MBA from the University of Hull, U.K.

**內部監控副總裁兼公司秘書，謝炳盛**

謝炳盛先生，四十一歲，一九九九年十一月起出任集團內部監控副總裁兼公司秘書。謝氏為香港會計師公會及英國特許公認會計師公會資深會員。加盟莎莎以前，謝氏曾任怡和有限公司旗下怡和科達財務總監。在此之前，他曾於東寶電腦有限公司擔任管理層職位。謝氏早年任職會計師行，並累積了豐富的內部審計經驗，當中包括惠康有限公司與英之傑集團等享負盛名的公司。謝氏畢業於英國列斯特大學，取得財務碩士學位。

**人力資源副總裁，黃秀嫻**

黃秀嫻女士，四十二歲，二零零一年十二月起加入莎莎，出任集團人力資源部總裁。黃氏在人力資源方面擁有超過二十年之專業經驗，其中十一年任職零售行業。在加入莎莎以前，她為香港一家零售業上市公司的人力資源總監。黃氏持有英國Salford University人力資源管理碩士學位。

**財務及會計副總裁，黃大聰**

黃大聰先生，三十九歲，於二零零一年六月出任財務及會計副總裁，黃氏為特許管理會計師公會資深會員及香港會計師公會會員。加入莎莎以前，他曾於聚英匯、宏智、惠康、牛奶集團及屈臣氏出任財務要職，積累了逾十五年會計及財務經驗，對合併收購及投資方面具備豐富經驗和知識；曾協助企業在亞洲、澳大利亞及歐洲創建合資和投資公司。黃氏亦曾廣泛參與零售策略管理、擴大業務和股權分佈工作、機構重組、設立財務共享服務、中央採購和物流管理。黃氏持有英國University of Hull的工商管理碩士學位。

