

董事、監事和高級管理人員簡介

PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT

						
李桂榮 Li Gui Rong	金志國 JIn Zhi Guo	劉英弟 Liu Ying Di	孫玉國 Sun Yu Guo	Stephen Burrows	楚振剛 Chu Zhen Gnag	
						
譚禮寧 Tan Li Ning	伍海華 Wu Hai Hua	潘桂榮 Pan Gui Rong	吳玉亭 Wu Yu Ting	于嘉平 Yu Jia Ping	任增貴 Ren Zeng Gui	
						
黃祖江 Huang Zu Jiang	David Renaud	劉清遠 Liu Qing Yuan	鐘明山 Zhong Ming Shan	陳軍 Chen Jun	孫明波 Sun MIng Bo	滕安功 Teng An Gong
						
樊偉 Fan Wei	嚴旭 Yan Xu	張學舉 Zhang Xue Ju	曹向東 Cao Xiang Dong	姜宏 Jiang Hong	張安文 Zhang An Wen	袁璐 Yuan Lu

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董事

李桂榮先生，現年65歲，本公司董事長。李先生曾任青島市計劃委員會副主任、主任等職務，九六年六月加盟本公司並出任董事長。李先生多年從事企業管理和經濟管理工作，熟悉國家有關經濟政策、法規，在企業管理和經營決策方面有豐富的經驗。李先生具有總攬全局的戰略眼光和駕馭全局的能力，對公司經營發展戰略決策的制定起著至關重要的作用。李先生同時兼任本公司關聯企業青島啤酒集團有限公司（「集團公司」）董事長一職。

金志國先生，現年48歲，本公司副董事長、總裁。金先生於一九七五年進入本公司前身青島啤酒廠工作，歷任職員、動力處處長，九四年任啤酒一廠廠長助理，九六年十月出任青啤西安有限責任公司總經理，二零零零年八月任本公司總經理助理，二零零一年八月任青啤公司總經理。金先生有二十多年啤酒企業經營管理經驗，對青啤管理模式和企業文化有深刻理解，具有很強的市場意識和創新精神。金先生兼任青島啤酒集團公司副董事長一職。

劉英弟先生，現年48歲，本公司執行董事。劉先生曾任青島啤酒廠副廠長、本公司副總經理，在企業生產、技術和管理等方面，具有二十多年的豐富經驗，擁有高級工程師職稱。劉先生兼任集團公司董事及執行總裁。

Directors

Mr. Li Gui Rong, aged 65, is the Chairman of the Company. Mr. Li has served as the Deputy Director and the Director of Qingdao Municipal Planning Commission. In June 1996, Mr. Li joined the Company and became the Chairman of the Company. Mr. Li has been undertaking business management and economic management responsibilities for many years. He is knowledgeable on the state economic policies and regulations and has broad experience in corporate and business management. His strategic insights play a key role in setting up of the Company's development strategy. Mr Li is also the Chairman of Tsingtao Brewery Group Company Limited ("TB Group Company"), an associated corporation of the Company.

Mr. Jin Zhi Guo, aged 48, is the Vice Chairman and President of the Company. Mr. Jin Zhi Guo joined the Company's predecessor, Tsingtao Brewery Factory in 1975. He has served as Clerk and Head of Power Department. He became Assistant to Plant Manager of Tsingtao Brewery No.1, in 1994 and the General Manager of Tsingtao Brewery (Xi'an) Company Limited in October of 1996. He became Assistant to the General Manager of the Company in August 2000, and the General Manager in August of 2001. Mr. Jin has more than 20 years of experience in corporate management and a strong sense marketing, corporate culture as well as innovation spirits. Mr Jin is also Vice Chairman of TB Group Company.

Mr. Liu Ying Di, aged 48, is the Executive Director of the Company and has served as the Deputy Plant Manager of Tsingtao Brewery and Deputy General Manager of the Company. Mr. Liu has more than 20 years of experience in the production, technical and operational management of enterprises. He is a senior engineer. Mr Liu is also Director and Executive President of TB Group Company.

董事、監事和高級管理人員簡介(續)

PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT (Continued)

孫玉國先生，現年50歲，本公司董事、副總裁、總會計師，主管公司財務工作。孫先生曾任青島市財政局副處長、市國有資產管理局處長。孫先生在企業和政府部門從事財務工作二十多年，具有豐富的財務管理和資本運作經驗，擁有註冊會計師和註冊評估師資格。

Mr. Stephen J. Burrows，現年52歲，本公司非執行董事，Mr. Burrows現任美國安海斯—布希國際公司首席執行官和總裁、A-B公司戰略委員會成員，美國威斯康星州大學心理學和地理學學士、美國密蘇里州Lindenwood大學工商管理碩士。歷任A-B公司美國西南部地區銷售副總裁、消費者意識和教育副總裁、品牌管理副總裁等職務，負責「百威」品牌和A-B公司其他啤酒品牌在全美國和各地區的廣告、銷售、包裝、研究和其他的市場發展活動，有二十餘年的啤酒企業經營管理及市場運作經驗。

楚振剛先生，現年56歲，本公司獨立董事，現任青島市企業發展投資公司總經理，高級經濟師。楚先生曾任青島市燃料公司副經理，青島市經濟委員會處長，青島市經委副主任、青島市市南區副區長等職，具有二十餘年企業管理和經濟管理經驗。楚先生同時擔任青島朗訊科技通訊設備有限公司董事及青島黃海橡膠股份有限公司副董事長等職務。

Mr. Sun Yu Guo, aged 50, is the Director, Vice President and Chief Accountant of the Company in charge of the Company's financial operations. He had been Deputy Department Head of Finance Bureau and Department Head of State Assets Administration Bureau of Qingdao. Mr. Sun has been involved in financial operations for more than 20 years in the business and government sectors and has extensive experience in financial management. He is a chartered accountant and chartered assessor.

Mr. Stephen J. Burrows, aged 52, is the Non-Executive Director of the Company and Chief Executive Officer and President of A-B and a member of the A-B Strategic Committee. He obtained bachelor's degree in psychology and geography from University of Wisconsin, US, and a master's degree in business administration from Lindenwood University in Missouri, US. Mr. Burrows has served as Vice President (Sales) of A-B for the southwestern regions of the United States, Vice President of Consumer Awareness and Education, Brand Management Vice President. He has been responsible for the advertising, sales, packaging, research and other marketing development activities of "Budweiser" beer and other brand names of A-B. Mr Burrows has over 20 years of experience in enterprise management and economic management.

Mr. Chu Zhen Gang, aged 56, is the Independent Director of the Company. He is the General Manager of Qingdao Enterprise Investment Company and a senior economist. Mr. Chu has served as the Deputy Manager of Qingdao Energy Company, Department Head and Deputy Director of Qingdao Municipal Economic Commission and Deputy District Leader of Southern District Government of Qingdao. Mr. Chu has more than 20 years of experience in corporate and economic management. Mr. Chu is also a Director of Lucent Technologies Qingdao and the Vice Chairman of Qingdao Huang Hai Rubber Corporation Limited.

董事、監事和高級管理人員簡介(續)

PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT (Continued)

譚禮寧先生，現年41歲，本公司獨立董事，現任香港工商東亞融資有限公司董事總經理，英國劍橋大學工程學博士、倫敦大學工程學學士、美國註冊財務分析員。譚先生曾參與多家公司在香港和國內的股票發行上市及財務顧問工作，在國際、國內資本市場融資、投資方面有豐富的經驗。

伍海華先生，現年38歲，本公司獨立董事，現任青島大學經濟學院院長、金融學教授。伍教授曾就讀於湖南財經學院、武漢大學經濟學院，並取得經濟學博士學位。伍教授長期從事金融與經濟發展問題研究，先後主持國家自然科學基金、國家社會科學基金項目等，伍教授目前還任湖南大學金融工程方向博士導師，並擔任青島市商業銀行董事及青島新寶通投資管理有限公司總經理等職務。

潘桂榮女士，現年55歲，本公司獨立董事，現任山東天華會計師事務所所長，曾任青島市審計師事務所副所長、本公司監事，擁有高級審計師職稱和註冊會計師執業資格，具有多年的企業財務審計工作經驗。

Mr. Tan Li Ning, aged 41, is the Independent Director of the Company. He is now working as the managing Director ICEA Capital Limited. He holds a PH.D. in engineering from Cambridge University and a bachelor's degree in engineering from London University and is a chartered U.S. financial analyst. Mr. Tan has participated in the IPOs in Mainland China and Hong Kong of a number of companies as financial advisors, giving him rich experience in financing and investment in both international and domestic markets.

Mr. Wu Hai Hua, aged 38, is the Independent Director of the Company. He is the Head of the Finance Faculty of Qingdao University and a Professor in Finance. Prof. Wu studied in Hunan Finance College and the School of Economics of Wuhan University and holds a Doctor of Economics degree. Prof. Wu has been involved in the study of finance and economic development for many years and has chaired state natural science fund and state social science fund programs. He is now a doctoral tutor for finance engineering at Hunan University. Prof. Wu is also a Director of Qingdao Commercial Bank and the General Manager of Qingdao Xin Bao Tong Investment Management Company Limited.

Ms. Pan Gui Rong, aged 55, is an Independent Director of the Company. Ms. Pan is the Head of Shandong Tian Hua Accountants Firm. Previously she was the Deputy Head of Qingdao Audit Firm and Supervisor of the Company. She is a senior auditor and chartered accountant with proven experience in corporate finance auditing.

董事、監事和高級管理人員簡介(續)

PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT (Continued)

監事

吳玉亭先生，現年58歲，本公司監事會主席。吳先生長期從事監察及企業審計工作，曾任青島市紀律檢查委員會副處長、處長、常務委員，青島市監察局副局長等職，九八年四月加盟本公司，具有較豐富的法律知識和審計監察工作經驗。

于嘉平先生，現年42歲。本公司監事，現任本公司總裁助理、青島事業總部部長。于先生曾任青島啤酒麥芽廠副廠長、啤酒二廠廠長、青島啤酒廠廠長等職，從事企業內部管理工作多年，有豐富的企業管理經驗。

任增貴先生，現年41歲，本公司監事，現任本公司審計部部長，曾任本公司青島啤酒第五有限公司財務總監、監事會辦公室審計處處長。從事財務工作近20年，有豐富的企業財務管理及審計工作經驗。

黃祖江先生，現年39歲，本公司監事，現任本公司青島啤酒二廠廠長、青島事業總部副部長，曾任青島啤酒二廠釀造車間主任、生產計劃處處長、廠長助理、副廠長，深圳青島啤酒朝日有限公司董事、副總經理等職，從事企業內部管理工作多年，有豐富的企業管理經驗。

Supervisors

Mr. Wu Yu Ting, aged 58, is the Chairman of the Supervisory Committee. Mr. Wu has been involved in supervisory work and corporate auditing for many years. He was the Head and the Deputy Department Head, Department Head and Executive Committee Member of Qingdao Discipline and Inspection Commission and the Deputy Head of Qingdao Supervisory Bureau. He joined the Company in April, 1998 with broad legal knowledge and experience in audit supervision.

Mr. Yu Jia Ping, aged 42, is a Supervisor of the Company. Mr. Yu is Assistant to the President of the Company and the Head of Tsingtao Business Unit. Previously he was the Deputy Plant Manager of Tsingtao Brewery Malting Plant, Plant Manager of Tsingtao Brewery Factory No. 2 and Plant Manager of Tsingtao Brewery. He has broad experience in corporate management resulting from years of involvement in internal corporate management.

Mr. Ren Zeng Gui, aged 41, is the Company's Supervisor. He is the Head of the Auditing Department. He served as Financial Controller of Tsingtao Brewery No.5, Chief of Auditing Department under Office for the Supervisory Committee. He has been engaged in finance operations over 20 years and gained broad experience in enterprise financial management and auditing.

Mr. Huang Zu Jiang, aged 39, is the Supervisor of the Company. Mr. Huang is now the Plant Manager of Tsingtao Brewery No.2 and Deputy Director of Qingdao Business Unit of the Company. He was Head of the Brewing and Fermenting Workshop, Head of Planning Department, Assistant to Plant Manager and Deputy Plant Manager of Tsingtao Brewery No.2. He is a Director and Deputy General Manager of Shenzhen Tsingtao Brewery Asahi Company Limited. Mr. Huang has rich experience in enterprise management.

董事、監事和高級管理人員簡介(續)

PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT (Continued)

Mr. David Andrew Renaud, 現年50歲, 本公司監事, Mr. Renaud現任現任安海斯—布希亞洲公司財務及計劃副總裁, 美國密蘇里州聖路易大學工商管理碩士, 美國註冊會計師。曾任安海斯—布希國際公司財務總監, 長期從事財務分析及規劃工作, 在金融和財會領域具有豐富的經驗。

劉清遠先生, 現年56歲, 本公司監事, 現任山東天和律師事務所主任。曾任青島市市南區律師事務所律師, 具有長期的法律工作經驗。

鍾明山先生, 現年53歲, 本公司監事, 現任山東德盛有限責任會計師事務所所長、高級會計師。曾任青島會計師事務所副所長, 具有長期財務管理和審計工作經驗, 擁有證券業特許註冊會計師執業資格。

陳軍先生, 現年37歲, 本公司監事, 現任中信萬通證券有限公司總經理。工商管理碩士, 曾任中信證券山東投資銀行部經理, 具有豐富的企業投融資經驗。

Mr. David Andrew Renaud, aged 50, Supervisor of the Company and Finance and Planning Vice President of Anheuser-Busch Asia Inc. He has a master's degree in business administration from St. Louis University, Missouri, U.S.A., and is a Certified Accountant of U.S.A. Mr. Renaud was CFO of A-B boasting rich experience in financial and accounting sectors generated from his long-term involvement in financial analysis and planning.

Mr. Liu Qing Yuan, aged 56, is a Supervisor of the Company. Mr. Liu is the Director of Shandong Tianhe Law Firm. He was previously a solicitor at the Southern District Law Firm of Qingdao with proven experience in the legal sector.

Mr. Zhong Ming Shan, aged 53, is the Company's Supervisor. He is the Chairman of Shandong Desheng Accountants and a Senior Accountant. He was previously Deputy Chairman of Qingdao Accountants and has been involved in financial management as well as auditing for many years. He is a chartered accountant for the securities sector.

Mr. Chen Jun, aged 36, is the Company's Supervisor and the General Manager of CITIC Wantong Securities Company. He was previously Division Head of CITIC Securities Shandong Investment Bank. Mr Chen has a master's degree in business administration and has proven experience in corporate investment & financing.

董事、監事和高級管理人員簡介(續)

PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT (Continued)

高級管理人員

孫明波先生，現年48歲，本公司常務副總裁。孫先生曾任本公司啤酒一廠副廠長、總工程師，本公司總經理助理兼副總工程師，孫先生具有豐富的啤酒企業生產、技術管理及戰略發展經驗，擁有高級工程師職稱。

滕安功先生，現年54歲，本公司工會主席。滕先生曾任青島市市委政策研究室副處長、副主任，一九九七年加盟本公司，具有豐富的政策及企業文化工作經驗，滕先生同時兼任青島啤酒集團有限公司董事一職。

樊偉先生，現年45歲，本公司總工程師。樊先生曾任本公司青島啤酒二廠副廠長、總工程師等職，有豐富的啤酒企業生產、科研及技術管理經驗，擁有高級工程師職稱。

嚴旭女士，現年40歲，本公司副總裁兼青島啤酒華南投資有限公司總經理。嚴女士曾任珠江啤酒集團總經理助理、董事兼副總經理，一九九九年一月加盟本公司。嚴女士長期從事啤酒銷售及市場管理工作，具有豐富的市場營銷經驗。

張學舉先生，現年50歲，本公司副總裁，張先生曾任本公司財務負責人、董事會秘書、銷售公司總經理，具有多年的啤酒企業管理和市場營銷經驗。

Senior Management

Mr. Sun Ming Bo, aged 48, is the Executive Vice President. Mr. Sun was the Deputy Plant Manager and Chief Engineer of Tsingtao Brewery Factory No. 1 and Assistant to General Manager and Deputy Chief Engineer of the Company. He has broad experience in beer production, management and strategic planning. He is a senior engineer.

Mr. Teng An Gong, aged 54, Chairman of Labour Union of the Company. Mr. Teng was the Deputy Department Head and Deputy Director of the Policy Research Unit of Qingdao Party Committee. He joined the Company in 1997 and has broad experience in the areas of policy-making and corporate culture development. Mr Teng is also Director of TB Group Company.

Mr. Fan Wei, aged 45, is the Chief Engineer of the Company. Mr. Fan was the Deputy Plant Manager and Chief Engineer of the Tsingtao Brewery Factory No. 2. He is a senior engineer and has broad experience in production, research and development and technical management of brewery industry.

Miss Yan Xu, aged 40, is the Vice President of the Company and the General Manager of Tsingtao Brewery South China Investment Co, Ltd. Prior to joining the Company in January 1999, Ms. Yan was Assistant to the General Manager, Director and Deputy General Manager of the Zhujiang Brewery Group. Miss Yan has been involved beer sales and marketing management for many years and has broad experience in marketing.

Mr. Zhang Xue Ju, aged 50, is the Vice President of the Company. He was the Head of the Finance Department, Secretary to the Board and General Manager of the sales company. Mr Zhang has many years of experience in corporate management and marketing for brewery companies.

董事、監事和高級管理人員簡介(續)

PROFILES OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT (Continued)

曹向東先生，現年53歲，本公司副總裁兼青島啤酒華東控股有限公司總經理，曾任青啤二廠處長、廠長及青啤一廠廠長、本公司總經理助理等職，具有長期的啤酒企業經營管理經驗。

姜宏女士，現年48歲，本公司副總裁兼人力資源管理總部部長，姜女士歷任本公司生產部部長、青島啤酒二廠廠長、本公司監事、企業管理部部長、總裁助理等職，具有豐富的啤酒企業生產和管理經驗，擁有高級經濟師職稱。

張安文先生，現年47歲，本公司副總裁兼北方事業總部總經理，張先生歷任青島啤酒西安有限責任公司總經理、副總經理、總經理等職，具有豐富的啤酒企業生產和管理經驗。

袁璐女士，現年49歲，本公司董事長助理、董事會秘書，歷任本公司董事會秘書室主任、董事會秘書。袁女士長期從事公司董事會秘書及投資者關係管理工作，參與了公司多項資本運作專案的策劃、談判及實施，在公司法人治理結構建設和上市公司運作方面具有豐富的經驗。

上述董事、監事和高級管理人員任期自二零零二年六月至二零零五年六月止。

Mr. Cao Xiang Dong, aged 53, Vice President of the Company and General Manager of Tsingtao Brewery East China Holding Co., Ltd. He has proven experience in brewery operation and management, having been Division Head, Plant Manager of Tsingtao Brewery No.2, Plant Manager of Tsingtao Brewery No. 1 and Assistant to General Manager of the Company.

Miss Jiang Hong, aged 48, Vice President and Director of Human Resource Department of the Company. She was Director of Production Department of the Company, Plant Manager of Tsingtao Brewery No.2, Supervisor of the Company, Director of Enterprise Management and Assistant to President of the Company. Miss Jiang Hong has rich experience in production and management of beer enterprises and she is qualified as a senior economist.

Mr Zhang An Wen, aged 47, is Vice President of the Company and General Manager of the North China Business Unit. He has rich experience in production management for brewery companies, having previously been Director of General Manager's Office, Deputy General Manager and General Manager of Tsingtao Brewery (Xi'an) Company Limited.

Miss Yuan Lu, aged 49, Assistant to the Chairman and Secretary to the Board. She was previously Director of the Secretary Office to the Board and Secretary of the Board. Miss Yuan has been involved in board secretary functions and investor relations management for many years and has participated in the planning, negotiation and execution of a number of financing projects, giving her rich experience in the building of the Company's corporate governance structure and operation as a listed company.

The term of office of the aforesaid Directors, Supervisors and Senior Management is from June 2002 to June 2005.