

# 董事、監事和高級管理人員簡介

## Profiles of Directors, Supervisors and Senior Management



李桂榮先生  
Mr. LI Gui Rong



金志國先生  
Mr. JIN Zhi Guo



Mr. Stephen J.  
BURROWS



孫明波先生  
Mr. SUN Ming Bo



劉英弟先生  
Mr. LIU Ying Di



孫玉國先生  
Mr. SUN Yu Guo



Mr. Mark F.  
SCHUMM



楚振剛先生  
Mr. CHU Zhen Gang



付洋先生  
Mr. FU Yang



李燕女士  
Ms. LI Yan



潘昭國先生  
Mr. POON Chiu Kwok



孫賈堯先生  
Mr. SUN Jia Yao



于嘉平先生  
Mr. YU Jia Ping



黃祖江先生  
Mr. HUANG Zu Jiang



任增貴先生  
Mr. REN Zeng Gui



鄭曉凡女士  
Ms. Frances ZHENG



劉清遠先生  
Mr. LIU Qing Yuan



鐘明山先生  
Mr. ZHONG Ming Shan



陳軍先生  
Mr. CHEN Jun



樊偉先生  
Mr. FAN Wei



嚴旭女士  
Ms. YAN Xu



張學舉先生  
Mr. ZHANG Xue Ju



曹向東先生  
Mr. CAO Xiang Dong



姜宏女士  
Ms. JIANG Hong



張安文先生  
Mr. ZHANG An Wen



袁璐女士  
Ms. YUAN Lu

# 董事、監事和高級管理人員簡介

## Profiles of Directors, Supervisors and Senior Management

### 董事

李桂榮先生，現年66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，對推進公司法人治理結構和發展戰略的提升起了決定性的作用。李先生同時兼任青島啤酒集團有限公司董事長一職。

金志國先生，現年49歲，本公司副董事長、總裁，高級經濟師，中歐國際工商學院EMBA畢業。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，一九九四年任啤酒一廠廠長助理，一九九六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。金先生有近三十年啤酒企業經營管理經驗，對青啤管理模式和企業文化進行創新式發展，尤其是在打造公司團隊學習能力，組織落實公司發展戰略以及推動公司整合和組織變革方面發揮了重要作用。金先生同時兼任青島啤酒集團有限公司副董事長一職。



### Directors:

Mr. LI Gui Rong, aged 66, is the Chairman of the Board of Directors of the Company. Mr. LI ever served as Deputy Director, Director in Qingdao Planning Commission before he joined the Company as Chairman in June 1996. Mr. LI has worked with corporate and economic management for many years, which helps him be familiar with the relevant State economic policies, laws and regulations, and obtain rich experience in corporate management and operational decision-making. With his strategic insights and commanding capacity on an overall basis, Mr. LI plays an ultimate role in promoting the Company's corporate governance structure and improving the development strategies. Besides, Mr. LI is also the Chairman of Tsingtao Brewery Group Company Limited.

Mr. JIN Zhi Guo, aged 49, is the Vice Chairman, President, and Senior Economist of the Company with EMBA from China Europe International Business School (CEIBS). Mr. JIN joined Tsingtao Brewery Factory, the predecessor of the Company, as general staff in 1975, and later, Head of Power Dept. He took the position of Assistant to Factory Manager of Tsingtao Brewery No. 1 in 1994, General Manager of Tsingtao Brewery (Xi'an) Company Limited in October 1996, Assistant to the General Manager of the Company in August 2000, and General Manager of the Company in August 2001. With over 30 years' experience in operation and management in brewery business, Mr. JIN plays an important role in developing managing mode and corporate culture in an innovative manner, especially in molding the team study capacity, implementing the development strategies and promoting the integration and organizational reform of the Company. Mr. JIN is also the Vice Chairman of Tsingtao Brewery Group Company Limited.

## 董事、監事和高級管理人員簡介(續)

### Profiles of Directors, Supervisors and Senior Management (Continued)

Mr. Stephen J. Burrows, 現年54歲, 本公司副董事長、非執行董事, 美國密蘇里州Lindenwood大學工商管理碩士。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。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。

孫明波先生, 現年49歲, 本公司執行董事、常務副總裁, 同濟大學管理學博士。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, 具有豐富的啤酒企業生產、技術管理及戰略發展經驗, 負責組織了公司與A-B公司戰略聯盟的談判和實施, 統籌策劃了公司的重大資產重組和購並項目, 在戰略管理理論方面有很深造詣, 擁有工程系列應用研究員職稱。

劉英弟先生, 現年49歲, 本公司執行董事, 高級工程師。劉先生曾任青島啤酒一廠副廠長、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, 並負責組織推進了公司的管理現代化和信息化建設。劉先生同時兼任青島啤酒集團有限公司董事、執行總裁等職務。

孫玉國先生, 現年51歲, 本公司執行董事、副總裁兼總會計師。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。二零零五年二月, 孫先生作為山東省唯一入圍人選當選「首屆中國CFO十大年度人物」。

Mr. Stephen J. BURROWS, aged 54, is the Vice Chairman and Non-executive Director of the Company with MBA from Lindenwood University in Missouri, USA. He is currently the CEO and President of Anheuser-Busch International, Inc. as well as member of Strategic Committee of A-B. Mr. BURROWS has over 20 years' experience in operational management and market operations of brewery business after working for A-B as Vice President (Sales) in South-western Region in USA, Vice President (Consumer Consciousness and Education), Vice President (Brand Management), and being responsible for the advertising, sales, packaging, research and other activities for market development in different regions and throughout USA for "Budweiser" and other beer brands in A-B.

Mr. SUN Ming Bo, aged 49, is the Executive Director and Executive Vice President of the Company with Doctor's Degree of Management from Tongji University. Mr. SUN ever took the position of Deputy Factory Manager and Chief Engineer of Tsingtao Brewery No. 1, Assistant to the General Manager & Vice Chief Engineer of the Company. Mr. SUN took in charge of organizing the negotiation and implementation over the strategic alignment between the Company and A-B, overall planning of the significant asset restructuring and projects of M&A for the Company with substantial experience in production, technical management and strategic development in the brewery business. Mr. SUN obtained title of Applicable Researcher of Engineering with profound accomplishments in the theory of strategic management.

Mr. LIU Ying Di, aged 49, is the Executive Director and Senior Engineer of the Company. Mr. LIU was ever the Deputy Factory Manager of Qingdao Brewery No. 1, and Deputy General Manager of the Company. He has over 20 years' experience in corporate production, technology, management, and etc., and takes responsibility to organize and promote the modernization and information construction for the Company's management. Mr. LIU is also the Director and Executive President of Tsingtao Brewery Group Company Limited.

Mr. SUN Yu Guo, aged 51, is the Executive Director, Vice President & General Accountant of the Company. Mr. SUN ever worked as Deputy Department Head in Finance Bureau of Qingdao, and then Department Head in State-owned Assets Administration of Qingdao. Mr. SUN had been doing financial work in the governmental departments for over 20 years with qualification of CPA and CPV (Certified Public Valuator), which brought him rich experience in financial management and capital operations. In February 2005, Mr. SUN won the awards of "Top 10 CFO in China" as the only successful candidate from Shandong Province.

## 董事、監事和高級管理人員簡介(續)

## Profiles of Directors, Supervisors and Senior Management (Continued)



Mr. Mark F. Schumm, 現年50歲, 本公司非執行董事, 美國密執根大學工商管理碩士, 主修財政金融。Mr. Schumm現任安海斯—布希國際公司中國業務發展副總裁。Mr. Schumm在啤酒行業有20多年的經驗, 在A-B公司曾負責公司規劃及國際業務發展工作, 並在財會、金融、出口、歐洲及加拿大地區的產品品牌管理, 在日本實地經營管理以及亞洲業務的開拓發展方面有豐富的經驗。

楚振剛先生, 現年57歲, 本公司獨立董事, 高級經濟師, 南開大學EMBA畢業。楚先生現任青島市企業發展投資公司總經理, 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。

付洋先生, 現年56歲, 本公司獨立董事。付先生為中國國際經濟貿易仲裁委員會仲裁員、北京市康達律師事務所合夥人、主任、中信國安信息產業股份有限公司獨立董事。付先生曾任全國人大法制工作委員會經濟法室副主任, 第三、四、五屆中華全國律師協會副會長, 主要參加過經濟合同法、涉外經濟合同法、礦產資源法、藥品管理法、公司法、環保法等40餘部法律的制訂工作。

Mr. Mark F. SCHUMM, aged 50, is the Non-executive Director of the Company. He obtained MBA from principal Major of Finance at University of Michigan, USA. Mr. SCHUMM is currently the Vice President (China Business Development) of Anheuser-Busch International, Inc. In the past 20 years, Mr. SCHUMM worked for A-B to be responsible for the corporate planning and development of international business, as well as the accounting, finance, export, brand management for their products in Europe and Canada, and obtained rich experience in site operational management in Japan as well as business development in Asia.

Mr. CHU Zhen Gang, aged 57, is the Independent Director of the Company, and Senior Economist with EMBA from Nankai University. He is the General Manager of Qingdao Enterprise Developing & Investing Co., Ltd. Mr. CHU was ever the Deputy Manager of Qingdao Fuel Co., Ltd., Department Head and Deputy Director of Qingdao Economy Commission, Vice Head of Government of Shinan District of Qingdao, with over 20 years' experience in corporate and economic management. Mr. CHU is also the Director of Lucent Technologies Qingdao Communications Systems, Ltd., Vice Chairman of Qingdao Yellow Sea Rubber Co., Ltd., and etc.

Mr. FU Yang, aged 56, is the Independent Director of the Company. He is the Arbitrator of China International Economic and Trade Arbitration Commission, Partner and Director of Kang Da Law Firm in Beijing, Independent Director of CITIC Guoan Information Industry Co., Ltd. Mr. FU also served as Deputy Director of the Economic Law Office in the Commission of Legislative Affairs of NPC, as well as Vice President of 3rd, 4th and 5th All China Lawyers Association. He participated in preparation of over 40 laws such as *Economic Contract Law*, *Law on Economic Contracts Involving Foreign Interest*, *Mineral Resources Law*, *Law on the Administration of Drugs*, *Company Law*, and *Environmental Protection Law*.

## 董事、監事和高級管理人員簡介(續)

### Profiles of Directors, Supervisors and Senior Management (Continued)

李燕女士，現年49歲，本公司獨立董事。李女士現任中央財經大學財政與公共管理學院教授、財政系主任、碩士生導師、中國財稅法學研究會理事。李女士擁有註冊會計師專業資格，並為中國註冊會計師協會非執業會員。李女士主編了國家級重點教材《政府預算的理論與實務》等教材、專著20餘部，並主持了國家社會科學基金課題《公共服務提供機制構建研究—基於公共財政研究視角》和參與了國務院國資委《國有資本經營預算研究》、財政部《政府採購制度研究》、教育部《社會保障資金籌集、使用、運營》、中國法學會《財稅宏觀調控及其立法研究》等多項國家級、部委級課題的研究，發表學術論文多篇，並多次獲獎。

潘昭國先生，現年43歲，本公司獨立董事。潘先生現任粵海證券有限公司董事總經理及企業融資部主管。潘先生在金融及證券業已從業19年，於上市監管、商業銀行及投資銀行方面擁有廣泛資深的經驗，曾負責過多宗在香港聯交所上市融資的大型交易。潘先生擁有國際會計學碩士學位、法律(榮譽)學士及商業學(榮譽)學士學位，並分別為香港證券專業學會會員、英國特許秘書及行政人員公會及香港公司秘書公會會員。潘先生目前亦在三家香港交易所主板上市公司中擔任獨立董事，其中包括深圳中航實業股份有限公司。

## 監事

孫賈堯先生，現年56歲，本公司監事會主席，高級政工師，山東工學院工業企業管理專業畢業，大專文化程度。孫先生目前兼任青島益青國有資產控股公司監事會主席，青島流亭國際機場公司監事會主席，青島啤酒集團有限公司監事會主席。孫先生曾

Ms. LI Yan, aged 49, is the Independent Director of the Company. She is the Professor in School of Public Finance and Administration, Dean of Finance Dept. and Tutor for Postgraduates at Central University of Finance and Economics, and member of China Finance and Taxation Law Society. Ms. LI is the Non-profession Member with CPA certificate of The Chinese Institute of Certified Public Accountants. She edited as Editor-in-chief over 20 textbooks and professional works including a State key textbook *The Theory and Practice of Government Budget*, and furthermore, hosted *Research on Public Services Supplying Mechanism Construction — Research on Public Finance*, the subject of the National Social Science Fund, participated in the research of the State or Ministry subjects and published the relevant papers on them and by which won some awards. These subjects are: *Research on State-owned Capital Operational Budget* for the State-owned Assets Supervision and Administration Commission of the State Council, *Research on Governmental Purchasing System* for Ministry of Finance, *Collection, Utilization and Management of Social Security Fund* for Ministry of Education, and *Research on Macro-control and Legislation of Financial Taxes* for China Law Society.

Mr. POON Chiu Kwok, aged 43, is the Independent Director of the Company. He is the Director of Corporate Finance Dept. & Managing Director of Guangdong Securities Limited. Mr. POON has broad experience in listing governance, commercial banking and investment banking after 19 years' work in the field of finance and securities. He ever participated in a couple of great transactions of financing for listing on The Stock Exchange of Hong Kong Limited. Other than his Maser's Degree of International Accounting, Bachelor's Degree (Honorable) of Law and Bachelor's Degree (Honorable) of Commerce, Mr. POON is also the Member of The Hong Kong Securities Institute, The Institute of Chartered Secretaries and Administrators (ICSA), and The Hong Kong Institute of Chartered Secretaries. At present, Mr. POON is also the Independent Director of the three main board listed companies in The Stock Exchange of Hong Kong Limited in which including CATIC Shenzhen Holdings Limited.

## Supervisors

Mr. SUN Jia Yao, aged 56, is the Chairman of the Board of Supervisors of the Company, and Senior Human Relations Coordinator. He graduated from Major of Industrial Corporate Management at Shandong Institute of Technology. Mr. SUN is also the Chairman of the Board of Supervisors of Qingdao Yiqing State-owned Assets Holdings Company, Qingdao Liuting International Airport Company, and Tsingtao Brewery

## 董事、監事和高級管理人員簡介(續)

### Profiles of Directors, Supervisors and Senior Management (Continued)

任青島毛巾廠黨委副書記、台東區政府副區長、青島市紡織總公司董事，熟悉企業管理及經濟管理。一九九九年，先後被市政府委派擔任青島凱聯(集團)有限責任公司和青島(香港)華青發展有限公司專職監事會主席，積累了豐富的監事會運作經驗。

于嘉平先生，現年43歲，本公司監事，中歐國際工商學院EMBA畢業。于先生現任本公司總裁助理、運營管理總部部長。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。

黃祖江先生，現年40歲，本公司監事，南開大學EMBA畢業。黃先生現任本公司青島啤酒二廠廠長，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。

任增貴先生，現年42歲，本公司監事，中國對外經濟貿易大學MBA課程班畢業，擁有會計師職稱。任先生現任本公司審計總部部長，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。

鄭曉凡女士，現年43歲，本公司監事，美國賓西法尼亞州伊思坦大學工商管理碩士。鄭女士現任安海斯-布希亞洲公司財務總監。鄭女士在美國、香港等地的國際性企業工作多年，經驗豐富，工作範圍

Group Company Limited. Mr. SUN ever served as Deputy Secretary to the Party of Qingdao Towel Factory, Deputy Head of Government of Taidong District of Qingdao, and Director of Qingdao Textile Corporation, which helped him be familiar with corporate and economic management. Since 1999, Mr. SUN has accumulated considerable experience in operating Board of Supervisors through taking the position as full-time Chairman of Board of Supervisors of Qingdao Kailian (Group) Corporation Limited and Qingdao (Hong Kong) Huaqing Development Co., Ltd. under assignment by the People's Government of Qingdao.

Mr. YU Jia Ping, aged 43, is the Supervisor of the Company with EMBA from China Europe International Business School (CEIBS). He is currently the Assistant to the President & Head of Operations Management Dept. of the Company. Mr. YU ever took positions of Deputy Factory Manager of Tsingtao Brewery Malt Factory, Factory Manager of Tsingtao Brewery No. 2, and Factory Manager of Tsingtao Brewery, which brought him rich experience in corporate management after years of work for internal corporate management.

Mr. HUANG Zu Jiang, aged 40, is the Supervisor of the Company with EMBA from Nankai University. He is currently the Factory Manager of Tsingtao Brewery No. 2. Mr. HUANG ever worked as Director of Brewing Workshop, Head of Production Planning Dept., Assistant to the Factory Manager and Deputy Factory Manager of Tsingtao Brewery No. 2, as well as Director, Vice General Manager of Shenzhen Tsingtao Beer Asahi Company Limited. Mr. HUANG accumulates substantial experience in corporate management after having worked for the internal corporate management for years.

Mr. REN Zeng Gui, aged 42, is the Supervisor of the Company with MBA from University of Foreign Business and Economics, and holds title of Accountant. He is the Head of Audit Dept. of the Company. Mr. REN was ever the Finance Director of Tsingtao Brewery No. 5 Company Limited, and Head of Audit Dept. under Office to the Board of Supervisors. He has been working with financial and auditing affairs for nearly 20 years, which brought him substantial experience in corporate finance management and auditing.

Ms. Frances ZHENG, aged 43, is the Supervisor of the Company. She obtained MBA from Eastern University of Pennsylvania, USA. She is currently the Finance Director of Anheuser-Busch Asia, Inc. Ms ZHENG has worked for

## 董事、監事和高級管理人員簡介(續)

## Profiles of Directors, Supervisors and Senior Management (Continued)

包括業務發展、稅務籌劃及投資諮詢等專業服務，以及公司規劃、財務分析和企業管理。

劉清遠先生，現年57歲，本公司監事，畢業於青島化工學院。劉先生現任山東天和人律師事務所主任。劉先生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。

鐘明山先生，現年54歲，本公司監事，高級會計師，大專文化程度。鐘先生現任山東德盛有限責任會計師事務所所長，歷任財務科長、青島會計師事務所副所長、青島市財政駐廠員處副主任。長期從事財務工作，擁有證券業特許註冊會計師執業資格。

陳軍先生，現年38歲，本公司監事，山東大學工商管理碩士。陳先生現任中信萬通證券有限責任公司總經理。歷任人民日報社事業發展部主任助理，中信證券山東投資銀行部經理，主要從事投資銀行業務。



### 高級管理人員

樊偉先生，現年46歲，本公司總釀酒師，江南大學碩士研究生畢業。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，擁有工程系列應用研究員職稱。

嚴旭女士，現年41歲，本公司副總裁兼深圳青島啤酒華南營銷有限公司董事長，亞洲(澳門)國際公開大學EMBA畢業。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。

international companies in USA and Hong Kong for years, focusing on the professional services including business development, taxation planning and investment consultation other than corporate planning, financial analysis and corporate management.

Mr. LIU Qing Yuan, aged 57, is the Supervisor of the Company. Mr. LIU graduated from Qingdao Institute of Chemical Engineering. He is currently the Director of Shandong Tianheren Law Firm. He was ever the lawyer of Qingdao Shinan District Law Firm with substantial experience in legal affairs.

Mr. ZHONG Ming Shan, aged 54, is the Supervisor of the Company and Senior Accountant. He is currently the Head of Shandong Desheng CPA Ltd. Mr. ZHONG has a long history in financial work with Profession Qualification of Chartered CPA in Securities Sector after having served as Head of Finance Section, Vice Head of Qingdao CPA Services, and Deputy Director of Plant Representative Dept. of Qingdao Finance Bureau.

Mr. CHEN Jun, aged 38, is the Supervisor of the Company with MBA from Shandong University. He is currently the General Manager of CITIC Wantong Securities Co., Ltd. Mr. CHEN was ever the Assistant to the Director of the Dept. of Business Development of *People's Daily*, Manager of Dept. of Investment Banking of CITIC Wantong Securities Co., Ltd. (Shandong), focusing on the business of investment banking.

### Senior Management

Mr. FAN Wei, aged 46, is the Chief Brewer of the Company. Mr. FAN graduated with a Master's Degree from Southern Yangtze University. He ever took the position of Deputy Factory Manager and Chief Engineer of Tsingtao Brewery No. 2. He has rich experience in production, scientific research and technical management in a brewery with title of Applicable Researcher of Engineering.

Ms. YAN Xu, aged 41, is the Vice President of the Company & Chairman of Tsingtao Brewery (South China) Sales Company Limited. Ms. Yan graduated from Asia International Open University (Macau) with EMBA. She was ever the Assistant to the General Manager, Director & Deputy General Manager of Zhujiang River Brewery Group Company before she joined the Company in January 1999. Ms. YAN has rich experience in marketing as she has been focusing on beer sales and market management for many years.

## 董事、監事和高級管理人員簡介(續)

### Profiles of Directors, Supervisors and Senior Management (Continued)

張學舉先生，現年51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。

曹向東先生，現年54歲，本公司副總裁兼上海青島啤酒華東營銷有限公司董事長。曹先生曾任青啤二廠處長、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49歲，本公司副總裁，高級經濟師，南開大學EMBA畢業。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。

張安文先生，現年48歲，本公司副總裁兼青島啤酒西安漢斯集團有限公司董事長，陝西工商管理學院EMBA畢業。張先生歷任青島啤酒西安有限責任公司總經理辦主任、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50歲，本公司董事長助理、董事會秘書。袁女士歷任本公司董事會秘書室主任、董事會秘書。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項目的策劃、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。二零零五年袁女士榮獲「首屆中國上市公司金牌董秘」稱號。

Mr. ZHANG Xue Ju, aged 51, is the Vice President of the Company. Mr. ZHANG was ever the Financial Officer, Secretary to the Board of Directors of the Company, and General Manager of Sales Company He has years of experience in management of brewery business and marketing.

Mr. CAO Xiang Dong, aged 54, is the Vice President of the Company & Chairman of Shanghai Tsingtao Brewery (East China) Sales Company Limited. He has substantial experience in operating and managing brewery business after having served as Department Head, Factory Manager of Tsingtao Brewery No. 2, Factory Manager of Tsingtao Brewery No. 1, Assistant to the General Manager of the Company, and etc.

Mr. JIANG Hong, aged 49, is the Vice President of the Company and Senior Economist with EMBA from Nankai University. She has rich experience in production and management in brewery business after having served as Head of Production Dept. of the Company, Factory Manager of Tsingtao Brewery No. 2, Supervisor, Head of Corporate Management Dept., and Assistant to the President of the Company.

Mr. ZHANG An Wen, aged 48, is the Vice President of the Company & Chairman of Tsingtao Brewery Hans (Xi'an) Group Company Limited. Mr. ZHANG graduated with EMBA from Shaanxi Institute of Business Management. He has rich experience in production and management of brewery business after having served as Director of Office to General Manager, Deputy Manager and General Manager of Tsingtao Brewery (Xi'an) Company Limited.

Ms. YUAN Lu, aged 50, is the Assistant to the Chairman and Secretary to the Board of Directors of the Company. She was ever the Director of Secretaries' Office to the Board of Directors and Secretary to the Board of Directors. Ms. YUAN has a long history involving secretarial work to the Board of Directors and management of investor relations of the Company. She participated in a couple of planning, negotiation and implementation of capital operation projects for the Company, and has rich experience in construction of corporate governance structure and operation of listed company. In 2005, Ms. Yuan was awarded "The Golden Board Secretary of Listed Companies in China".

