
DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

DIRECTORS

Our Board of Directors is responsible and has general powers for the management and conduct of our business. Our Board consists of ten Directors, of whom five are executive Directors, two are non-executive Directors and three are independent non-executive Directors. The following table sets forth information regarding members of the Board of Directors of our Company.

Name	Age	Position
Mr. Zhang Lidian (張利鈿)	46	Chairman and executive Director
Mr. Zhang Likun (張利坤)	52	Executive Director
Mr. Zhang Liming (張利明)	49	Executive Director
Mr. Zhang Libo (張利波)	43	Executive Director
Mr. Wu Xiaonan (吳曉南)	37	Executive Director and company secretary
Mr. Luo Yi (羅一)	39	Non-executive Director
Mr. Zhang Chi (張弛)	35	Non-executive Director
Mr. Yu Shimao (余世茂)	69	Independent non-executive Director
Mr. Chen Yongquan (陳永泉)	72	Independent non-executive Director
Mr. Samuel King On Wong (黃敬安)	58	Independent non-executive Director

Executive Directors

Mr. Zhang Lidian (張利鈿), aged 46, was appointed as our executive Director on 3 June 2010 and he is one of the co-founders of our Group and the chairman of the Board of our Company. He has over 20 years of experience in food and dairy industry and is primarily responsible for the overall corporate strategic planning and business development of our Group. He has also been serving as the president and the vice chairman of Yashili (Guangdong) since March 1998, as a Director of Yashili (Shanxi) since its incorporation in March 2006 and as a director of Scient (Guangzhou) since March 2002. From June 1990 to January 2003, Mr. Zhang was the deputy manager at Yashili Food. Currently Mr. Zhang is holding a number of positions with various organizations. He serves as a representative of the eleventh National People's Congress (第十一屆全國人大代表), a member of the China Committee of the International Dairy Federation, vice chairman of the China Dairy Industry Association (中國乳製品工業協會副理事長), executive president of the 6th Committee of the Guangdong Chamber of Commerce of Private Enterprises (廣東省民營企業商會第六屆理事會執行會長), executive vice-president of the Guangdong Food Industry Association (廣東省食品行業協會常務副會長), and vice-president of the Chaozhou Industry and Commerce Union (潮州市工商業聯合會副會長). He has also received a number of awards, including the National Labor Medal (全國五一勞動獎章), the award of National Model Worker in Light Industry (全國輕工業行業勞動模範), the title of Outstanding Private Entrepreneurs in Construction of Communist Countryside of Guangdong Province (廣東省建設社會主義新農村優秀民營企業家), and the title of Model Worker of Chaozhou City (潮州市勞動模範). He received a master degree of Business Management without a bachelor degree being a pre-requisite from Sun Yat-sen University (中山大學) in March 2007. He is a brother of Mr. Zhang Likun, Mr. Zhang Liming and Mr. Zhang Libo, our Directors. He is also a brother of Mr. Zhang Lihui and a brother-in-law of Ms. She Lifang, each a Controlling Shareholder.

Mr. Zhang Likun (張利坤), aged 52, was appointed as our executive Director on 25 June 2010 and he is one of the co-founders of our Group and the chairman of Yashili (Guangdong). Mr. Zhang has over 20 years of experience in the food and dairy industry and is primarily responsible for the overall

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

corporate strategic planning and business development of our Group. He has been serving as the chairman of Yashili (Guangdong) since March 1998. From June 1990 to January 2003, Mr. Zhang was the deputy manager of Yashili (Guangdong) Food Co., Ltd. He has also been appointed as the vice president of the Technology Innovation Strategy Union of Dairy Industry (乳業產業技術創新戰略聯盟副理事長) since September 2009. Mr. Zhang completed a business management course at the Continuing Education Faculty of Jinggangshan University (井岡山大學繼續教育學院) in February 2010. He is also a brother of Mr. Zhang Lidian, Mr. Zhang Liming and Mr. Zhang Libo, our Directors. He is also a brother of Mr. Zhang Lihui and a brother-in-law of Ms. She Lifang, each a Controlling Shareholder.

Mr. Zhang Liming (張利明), aged 49, was appointed as our executive Director on 25 June 2010 and he is one of the co-founders of our Group and an executive Director. He has over 20 years of experience in food industry and is primarily responsible for the finance and taxation of our Group. He has also been serving as a director of Yashili (Guangdong) since March 1998. From June 1990 to January 2003, Mr. Zhang held a position as deputy manager at Yashili Food. He attended the Advanced Management Program for general managers organized by the China Europe International Business School from June 2007 to March 2008. He also completed a college course in Public Administration by achieving 80 credits at the Southwest University (西南大學) in January 2009. The courses taken at the university included Administration Science, Social Science, Public Finance, and Political Science. Currently he is attending the executive master business administration course at Xiaman University (廈門大學) and is expected to complete in 2011. He is a brother of Mr. Zhang Lidian, Mr. Zhang Likun and Mr. Zhang Libo, our Directors. He is also a brother of Mr. Zhang Lihui and a brother-in-law of Ms. She Lifang, each a Controlling Shareholder.

Mr. Zhang Libo (張利波), aged 43, was appointed as our executive Director on 25 June 2010 and he is one of the co-founders of our Group and an executive Director. He has over 18 years of experience in food industry and is primarily responsible for the administration and procurement of our Group. He has been serving as a director of Yashili (Guangdong) since March 1998 and as a Director of Bisheng since its incorporation in May 2007. From June 1990 to January 2003, Mr. Zhang held position as the deputy manager and the chief engineer at Yashili (Guangdong) Food Co., Ltd. He studied business management at the Continuing Education Faculty of Jinggangshan University (井岡山大學繼續教育學院) in February 2010. He is also a brother of Mr. Zhang Lidian, Mr. Zhang Likun, Mr. Zhang Liming, our Directors. He is also a brother of Mr. Zhang Lihui and a brother-in-law of Ms. She Lifang, each a Controlling Shareholder.

Mr. Wu Xiaonan (吳曉南), aged 37, was appointed as our executive Director on 25 June 2010 and company secretary on 8 October 2010. He has over 10 years of experience in legal practice and joined our Group as a secretary to the Board of Directors and also the head of legal department of our Group in February 2008. Prior to joining our Group, Mr. Wu was an attorney and a deputy director at Guangdong Boneng Law Firm from 2007 to 2008. From 2000 to 2006, he was an attorney then a partner at Guangdong Xinjie Law Firm. Mr. Wu graduated from the China University of Political Science and Law (中國政法大學) with a college diploma in law in July 1996. He has also completed undergraduate study in law at Sichuan University (四川大學) in December 2005.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Non-executive Directors

Mr. Luo Yi (羅一), aged 39, was appointed as a non-executive Director on 8 October 2010. Mr. Luo is also holding the position as a managing director at the Carlyle Group where he is responsible for Carlyle's investments in Asia especially in the PRC. Prior to his joining Carlyle Group in 2003, Mr. Luo has been working in investment banking for 6 years (August 1997–May 2003). Mr. Luo graduated from Southwestern University of Finance and Economics (西南財經大學) in 1993 with a bachelor's degree in International Finance. He has also obtained a Master of Business Administration with distinction from the University of Michigan in 1997.

Mr. Zhang Chi (張弛), aged 35, was appointed as a non-executive Director on 8 October 2010. Mr. Zhang is also a director at the Asia Buyout Fund of Carlyle Group and is primarily responsible for investments in the PRC. Mr. Zhang has more than 10 years of experience in equity investment in China, investment banking and capital market. Prior to his joining Carlyle Group in 2006, he was the Vice President of the Investment Banking Division of Credit Suisse (Hong Kong) Limited. Prior to his position at Credit Suisse (Hong Kong) Limited, he was the Vice President of the Investment Banking Department of China International Capital Corporation Limited. Mr. Zhang has obtained a master's degree in Economics from Shanghai University of Finance and Economics (上海財經大學) in 2000.

Independent Non-executive Directors

Mr. Yu Shimao (余世茂), aged 69, was appointed as an independent non-executive Director on 8 October 2010. From 1993 to 2003, Mr. Yu was a director of the System Research Committee of the Guangdong People's Congress (廣東省人大制度研究會理事). In 2003, he was the chief officer of the Overseas Chinese, Ethnic, Religion and Foreign-related Affairs Committee of the Standing Committee of the People's Congress of Chaozhou (潮州市人大常委會華僑民族宗教外事工作委員會). In 1998, he was elected as a member of the eleventh Standing Committee of the People's Congress of Chaozhou (潮州市人大常委會). From 1994 to 2003, he was an associate director then a director of the Selection, Liaison and Nomination Committee (選舉聯絡人事任免工作委員會). From 1992 to 1998, Mr. Yu held the position as an associate director of the Office of the Standing Committee of the People's Congress of Chaozhou (潮州市人大常委會辦公室). From 1989 to 1992, he was an associate director of the Office of the Standing Committee of the People's Congress of Raoping County, Guangdong Province (廣東省饒平縣人大常委會辦公室). He graduated from Hunan Normal University (湖南師範大學) with a bachelor's degree in Russian language in 1964.

Mr. Chen Yongquan (陳永泉), aged 72, was appointed as an independent non-executive Director on 8 October 2010. He has been a professor at the Food Science Faculty of South China Agricultural University (華南農業大學) since 1999. He performs researches on food biochemistry, additives and functional ingredients, enzymology, and processing of agricultural and livestock products. From 1995 to 1998, Mr. Chen was the Dean of the Food Science Faculty of the South China Agricultural University. He has been hired as a counselor by Guangdong Province Government since 2006. He was awarded as the Outstanding Expert Contributing to the Food Industry during the Reform and the Opening-up of Guangdong (廣東改革開放食品行業突出貢獻專家), the Pioneer Individual of the National Starfire Scheme (全國星火計畫先進個人), and the Chinese Pioneer Work of Industry Technology Enhancement in Food Industry (中國食品工業科技進步先進工作者). Mr. Chen graduated from South China Agricultural University (華南農業大學) with a bachelor's degree in botanical protection in 1961.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Mr. Samuel King On Wong (黃敬安), aged 58, was appointed as an independent non-executive Director on 8 October 2010. He has over 30 years of experience in accounting and finance. Mr. Wong joined Ernst & Young in 1979 and was elected to its partnership in 1993. He was the Managing Partner, China Central of Ernst & Young from 2005 until his retirement at the end of 2009. He is a fellow member of the Hong Kong Institute of Certified Public Accountants, a fellow member of the Chartered Association of Certified Accountants (“ACCA”) and the Australian Society of Certified Public Accountants, a member of Macau Society of Certified Practising Accountants and the Hong Kong Securities Institute. He was the president of ACCA Hong Kong from 1998 to 1999 and a member of the global Council of ACCA from 1999 to 2005. He was also the first non-European global President of ACCA in 2003–04. Since 2002, he has been the adjunct professor of the School of Accounting & Finance of the Hong Kong Polytechnic University. Mr. Wong was awarded the Outstanding Accounting Alumni by the Hong Kong Polytechnic University in 2002 and the Outstanding PolyU Alumni by the Hong Kong Polytechnic University in 2003. He graduated from the University of Bradford with a master degree of business administration in 1978 during which he was awarded the Binder Hamlyn Prize for the best student in financial management in 1978.

None of our Directors have any interests in any business apart from our Group’s business which competes or is likely to compete, either directly or indirectly, with our Group’s business.

SENIOR MANAGEMENT

<u>Name</u>	<u>Age</u>	<u>Position</u>
Wu Dinian (吳迪年)	42	vice president
Xie Xunpeng (謝勛鵬)	39	general manager of sales and marketing
Pan Jingzhi (潘靜芝)	35	general manager of administration
Chan Shing Yee, Joseph (陳承義)	43	chief financial officer and company secretary
Lee Fun-ya (李範亞)	50	chief technical officer
Chen Xiaohong (陳小鴻)	36	manager of external affairs
Tong Chengfu (佟成付)	44	general manager of R&D
Li Mengchun (李孟春)	38	general manager of quality control
Jiang Weijian (姜偉建)	32	financial manager

Mr. Wu Dinian (吳迪年), aged 42, rejoined our Group in July 2010 as the Vice President and is primarily responsible for the overall management of our Group’s sales & marketing. Mr. Wu has approximately 16 years of experience in sales & marketing. From July 2001 to July 2007, Mr. Wu has served as the Vice President of Yashili (Guangdong) and in charge of the sales & marketing team. Prior to rejoining our Group, Mr. Wu served as president of Guangzhou Mingdi Investment Company from July 2007 to July 2010. From October 1994 to July 2001, Mr. Wu was the manager and supervisor of sales & marketing department of Instant Noodles Business Group of Tingyi (Cayman Islands) Holding Corp.(康師傅控股) (stock code: 0322), a company listed on the Main Board of Stock Exchange. Mr. Wu received an Executive Master of Business Administration (EMBA) from South China University of Technology (華南理工大學) in January 2006. Mr. Wu graduated from Zhengzhou University of Light Industry (鄭州輕工業學院) with a Bachelor Degree of Plastics Engineering in July 1991. Mr. Wu is currently an adjunct professor of Zhengzhou University of Light Industry (鄭州輕工業學院) and Honor Speaker of the MBA Forum of South China University Technology (華南理工大學).

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Mr. Xie Xunpeng (謝勳鵬), aged 39, is the general manager of sales & marketing of our Company and is primarily responsible for sales and marketing of the whole Group. Mr. Xie has been the general manager of sales & marketing of Yashili (Guangdong) since 2008. From 2006 to 2007, he was our deputy general manager of sales & marketing. From 2003 to 2005, he was our provincial manager in charge of sales in Shanxi province. From 1999 to 2002, he was our regional manager in charge of sales in Shanxi, Hunan and Hubei provinces. From 1993 to 1998, he was a sales person of Yashili (Guangdong), then was promoted to and then progressed to be a provincial manager.

Ms. Pan Jingzhi (潘靜芝), aged 35, is the general manager of administration of Yashili (Guangdong), the president of the worker union of Yashili (Guangdong) and the deputy general manager of Scient (Guangzhou). She has been the special assistant to the president of Yashili (Guangdong) since the end of 2004 and she is responsible for planning, general administration and internal coordination among the Group. She has also been the deputy manager of Scient (Guangzhou) since 2007. From 2001 to 2004, she was the manager of the operation management department. From 2001 to mid 2003, she was a manager of the general administration department. From 1996 to 2001, she was a manager of the general administration department. Ms Pan graduated from Shantou University (汕頭大學) with a college diploma in law in 1996. She also completed a undergraduate course of law at Sichuan University (四川大學) in 2005.

Mr. Chan Shing Yee, Joseph (陳承義), aged 43, *FCCA, FCPA*, is the chief financial officer of our Company since 2 August 2010 and company secretary since 8 October 2010, who is primarily responsible for financial management. Mr. Chan has provided private equity and international accounting services since 2006. Mr. Chan has substantial finance and management experience in Hong Kong, China, Asia and Africa. Mr. Chan joined Arthur Andersen & Co. in 1989 and has worked for PepsiCo Inc., Philip Morris Asia Limited and Hutchison Port Holdings Limited. Mr. Chan graduated from the Hong Kong Polytechnic University (香港理工大學) with a Bachelor of Arts (Hons) in Accountancy in 1997. Mr. Chan also obtained a Master of Business Administration from the Chinese University of Hong Kong (香港中文大學) in 1999.

Mr. Lee Fun-ya (李範亞), aged 50, joined our Company as the chief technical officer on 20 March 2010 and is primarily responsible for research and development. He has 25 years of experience in food and beverage industry. Prior to joining our Group, he was the Managing Director from 2004 to 2008 of Wholesome Life Sciences Co., Ltd, which has no relationship with Wholesome Food. He was the Group Technical Director of Vitasoy International Holdings Limited from 2000 to 2004. From 1993 to 2000, he was the Product Development Manager of Taisun Enterprise Co., Ltd. From 1992 to 1993, he was a Food Scientist at the Taiwan Food Industry Research and Development Institute. From 1998 to 2000, he was a adjunct associate professor teaching courses relating to food technology at Taiwan Shih Chien University. In 1999, he was recipient of the Outstanding Food Plant Technologist Award, honored by the Taiwan Association for Food Science and Technology in Taichung, Taiwan. Mr. Lee received a Master of Science in 1989 and a Doctor of Philosophy in Food Science and Technology in 1992 from Mississippi State University, USA.

Mr. Lee is a professional member of the Institute of Food Technologist (IFT) and American Dairy Science Association (ADSA). He was awarded the Outstanding Food Plant Technologist Award by the Taiwan Association for Food Science and Technology in 1999.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

Mr. Chen Xiaohong (陳小鴻), aged 36, is the manager of external affairs of our Company and is primarily responsible for liaison with authorities and agencies. He has been the manager of external affairs of Yashili (Guangdong) since May 1997. He has also been the supervisor of the Supervisory Board of Yashili (Guangdong) since March 2008. Mr. Chen graduated from Hanshan Normal University (韓山師範學院) with a college diploma in finance in June 1996.

Mr. Tong Chengfu (佟成付), aged 44, is the general manager of R&D and is primarily responsible for research and development. Mr. Tong has been the general manager of R&D at Yashili (Guangdong) since 2007. From 2005 to 2006, he was the manager of external cooperation department. From 2000 to 2005, he was the chief engineer and a factory manager of the milk powder plant. From 1995 to 2000, he was a section head of manufacturing at Heilongjiang Weiquan Dairy Co., Ltd. From 1988 to 1995, he was the development manager at Heilongjiang Dairy Factory. He is a member of the Technical Expert Committee of the Technology Innovation Strategy Union of Dairy Industry (乳業產業技術創新戰略聯盟副理事). He graduated from the Northeast Agricultural University (東北農學院) with a college diploma in processing of livestock and agricultural products in 1988.

Mr. Li Mengchun (李孟春), aged 38, is the general manager of quality control of our Company and is primarily responsible for quality control. Mr. Li has been the general manager of quality control at Yashili(Guangdong) since June 2004. From June 2003 to June 2004, Mr. Li was the production manager, the logistic manager, the project manager and the technology manager at Xiamen HEK Group. From April 1996 to February 1999, he was the manager of quality control at Ting Hisin Co., Ltd. Mr. Li graduated from the Xiangtan University (湘潭大學) with a bachelor's degree in chemical engineering in June 1994.

Mr. Jiang Weijian (姜偉建), aged 31, is the financial manager of our Company and is primarily responsible for accounting and finance. Mr. Jiang has been the financial manager at Yashili (Guangdong) since September 2008. From June to August of 2008, he was the accounting manager at HC360.com. From August 2005 to June 2008, he was the senior project manager at Reanda Certified Public Accountants Co., Ltd. From December 2003 to August 2005, he was a certified public accountant the director of auditing at Heilongjiang Yazhong Accounting Firm. From August 2000 to August 2003, he worked at the China Agriculture Bank, Heilongjiang Branch. Mr. Jiang is a professional member of the Chinese Institute of Certified Public Accountants. He graduated from Harbin College of Finance (哈爾濱金融高等專科學校) with a college diploma in economic information management & computer applications in 2000.

COMPANY SECRETARY

Mr. Chan Shing Yee, Joseph, aged 43, and Mr. Wu Xiaonan, aged 36, are the company secretaries of our Company.

MANAGEMENT PRESENCE IN HONG KONG

Rule 8.12 of the Listing Rules requires that a new applicant applying for a primary listing on the Stock Exchange must have a sufficient management presence in Hong Kong. This normally means that at least two of its executive directors must be ordinarily resident in Hong Kong. Since the principal business operations and production facilities of our Group are located in China, members of our senior management are and will therefore be expected to continue to be based in China. At present, Joseph Shing Yee Chan, the company secretary of our Company, is ordinarily resident in Hong Kong but none

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

of the executive Directors are ordinarily resident in Hong Kong or based in Hong Kong. Our Company has applied to and has obtained from the Stock Exchange for a waiver from the strict compliance with the requirement under Rule 8.12. For details of the waiver, please see the paragraph headed “Management presence” under the section headed “Waivers from Strict Compliance with the Listing Rules and Exemption from the Companies Ordinance” in this Prospectus.

BOARD COMMITTEES

Audit Committee

We established an audit committee pursuant to a resolution of our Directors passed on 8 October 2010 with written terms of reference in compliance with Rule 3.21 of the Listing Rules. The primary duties of the audit committee are mainly to make recommendation to the Board on the appointment and removal of external auditor; review the financial statements and material advice in respect of financial reporting and oversee internal control procedures of our Company. At present, the audit committee of our Company consists of three members, being Mr. Samuel King On Wong, Mr. Yu Shimao and Mr. Zhang Chi. Mr. Samuel King On Wong is the chairman of the audit committee.

Remuneration Committee

We established a remuneration committee pursuant to a resolution of our Directors passed on 8 October 2010 with written terms of reference. The primary duties of the remuneration committee to evaluate and make recommendation to the Board on the overall remuneration policy and structure relating to all Directors and senior management of our Group. The remuneration committee consists of three members, being Mr. Yu Shimao, Mr. Zhang Lidian and Mr. Chen Yongquan. Mr. Yu Shimao is the chairman of the remuneration committee.

Nomination Committee

We established a nomination committee pursuant to a resolution of our Directors passed on 8 October 2010 with written terms of reference. The nomination committee consists of three members, comprising Mr. Zhang Lidian, Mr. Chen Yongquan and Mr. Yu Shimao. The chairman of the nomination committee is Mr. Yu Shimao. The primary functions of the nomination committee are to make recommendations to the Board regarding candidates to fill vacancies on the Board.

REMUNERATION POLICY

We value our employees and recognize the importance of a good relationship with our employees. The remuneration to our employees includes salaries and allowances. We provide training to our staff to enhance technical and product knowledge as well as knowledge of industry quality standards and work place safety standards.

Our Group offers our staff competitive remuneration packages to our Directors. Our Group’s remuneration policies are formulated based on the performance of individual employees and are reviewed regularly. Subject to our Group’s profitability, our Group may also provide a discretionary bonus to our employees as an incentive for their contribution to our Group. The primary goal of the remuneration policy with regard to the remuneration packages of our Group’s executive Directors is to enable our Group to retain and motivate executive Directors by linking their compensation with

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

performance as measured against corporate objectives achieved. The principal elements of our Group's executive Directors remuneration packages include directors' fees, salaries, allowances and benefits in kind, contribution to defined contribution retirement plans, discretionary bonuses and share-based compensation.

Under the arrangements currently in force, we estimate that the aggregate remuneration payable to, and benefits in kind receivable by, Directors (excluding discretionary bonus and share-based payment compensation granted under the Pre-IPO Share Option Scheme) for the year ending 31 December 2010 will be approximately RMB662,000.

We have not experienced any significant problems with our employees or disruption to our operations due to labor disputes, nor have we experienced any difficulties in the recruitment and retention of experienced staff.

COMPLIANCE ADVISER

Our Company has appointed Guotai Junan Capital Limited as our compliance adviser pursuant to Rule 3A.19 of the Listing Rules. Pursuant to Rule 3A.23 of the Listing Rules, the compliance adviser will advise our Company on the following matters:

- (i) before the publication of any regulatory announcement, circular or financial report;
- (ii) where a transaction, which might be a notifiable or connected transaction, is contemplated including share issues and share repurchases;
- (iii) where we propose to use the proceeds of the Global Offering in a manner different from that detailed in this Prospectus or where our business activities, developments or results deviate from any forecast, estimate, or other information in this Prospectus; and
- (iv) where the Stock Exchange makes an inquiry of us regarding unusual movements in the price or trading volume of our Shares.

The term of the appointment shall commence on the Listing Date and end on the date on which we distribute our annual report in respect of our financial results for the first full financial year commencing after the Listing Date and such appointment may be subject to extension by mutual agreement.

PRE-IPO SHARE OPTION SCHEME

We have adopted the Pre-IPO Share Option Scheme to motivate our employees to optimize their performance, efficiency and future contributions to our Group and to reward them for their past contributions to our Group. The principal terms of this scheme are summarized in the paragraph "F. Pre-IPO Share Option Scheme" in Appendix VI to this Prospectus.

DIRECTORS, SENIOR MANAGEMENT AND EMPLOYEES

SHARE OPTION SCHEME

Our Company has conditionally adopted the Share Option Scheme, the purpose of which is to motivate the relevant participants to optimize their future contributions to our Group and/or to reward them for their past contributions, to attract and retain or otherwise maintain on-going relationships with such participants who are significant to and/or whose contributions are or will be beneficial to the performance, growth or success of our Group. Additionally, in the case of the executive Directors and senior management of our Group, to enable our Group to attract and retain individuals with experience and ability and/or to reward them for their past contributions. The principal terms of this scheme are summarized in the paragraph headed “G. Share Option Scheme” in Appendix VI to this Prospectus.