

# DIRECTORS AND MANAGEMENT EXECUTIVES

## Directors

Francisco C. Eizmendi, Jr.

*Chairman*

Freddy W.M. Kwan

*Managing Director*

Ramon S. Ang

Faustino F. Galang

Arthur K.C. Li

*Alternate to David K. P. Li*

David K.P. Li, O.B.E., J.P.

*Independent Non-Executive Director*

Thomas R. Mainwaring

Estelito P. Mendoza

Luis E. Poblete, Jr.

*Independent Non-Executive Director*

Ian F. Wade

*Independent Non-Executive Director*

The details of the Directors are as follows:

**Mr. Francisco C. EIZMENDI, Jr., B.S. ChE., Ph.D. (Hon.),** aged 64, appointed director on 20th September 1984, is Chairman of the Company. Mr. Eizmendi is also President and Chief Operating Officer of San Miguel Corporation in addition to holding directorships in a number of its affiliated companies in the Philippines and abroad. Other interests include active memberships with the Management Association of the Philippines, the Harvard Business School Association of the Philippines and the International Management Institute, Philippine Chapter.

**Mr. Freddy W.M. KWAN, B.Com. (Hons.),** aged 52, was appointed Managing Director on 8th November 2000. Mr. Kwan has been a director of the Company since 8th April 1997, and is also a director of various subsidiaries of the Company.

**Mr. Ramon S. ANG, B.S.M.E.,** aged 46, was appointed on 27th November 1998. Mr. Ang is Vice Chairman and Director of San Miguel Corporation as well as Special Assistant to the Chairman and Chief Executive Officer of San Miguel Corporation.

**Mr. Faustino F. GALANG**, *B.Sc. (Com.), B.A. (So. Sc.), M.B.E.*, aged 54, appointed on 22nd March 1991, is President of San Miguel Beer Division and a director of San Miguel Corporation. He is also a director of Neptunia Corporation Limited, a substantial shareholder of the Company.

**Prof. Arthur K.C. LI**, *GBS, M.A., M.D., B.Chir. (Cantab), D.Sc. (Hon.), D.Litt. (Hon.), F.R.C.S. (Eng & Edin), F.R.A.C.S., F.A.C.S. (Hon.), Hon. F.R.C.S. (Glasg & I), Hon. F.R.S.M., Hon. F.P.C.S., J.P.*, aged 55, appointed Alternate Director to Dr. David K.P. Li on 22nd November 1991, is the Vice-Chancellor at The Chinese University of Hong Kong. He is also a director of the Shatin International Medical Centre Union Hospital, non-executive director of The Bank of East Asia, Limited, China Mobile (Hong Kong) Limited, Glaxo-Wellcome plc. and Henderson Cyber Limited and non-executive chairman of the Board of Regal Hotel Group plc.

**Dr. The Hon. David K.P. LI**, *O.B.E., M.A., Hon. L.L.D. (Cantab), F.C.A., F.H.K.S.A., F.C.I.B., F.B.C.S., F.C.I. Arb., J.P.*, aged 61, appointed on 22nd March 1991, is an Independent Non-Executive Director and a member of the Audit Committee of the Company. Dr. Li is also the Chairman and Chief Executive of The Bank of East Asia, Limited and an elected member of the Legislative Council. Other directorships include China Overseas Land & Investment Limited, Dow Jones & Company, Inc., The Hong Kong & China Gas Co. Limited and a number of other publicly listed and private companies in Hong Kong and overseas. Dr. Li holds memberships with various banking and advisory committees in Hong Kong. He served as a Hong Kong Affairs Advisor to The People's Republic of China and was a Member of the Preparatory Committee for The Hong Kong Special Administrative Region.

**Mr. Thomas R. MAINWARING**, *B.Com, M.B.A. (Columbia)*, aged 56, Chief Finance Officer and Company Secretary, joined the Company on 1st January 1995 and was appointed director on 8th November 2000. He is also a director of various subsidiaries of the Company. Mr. Mainwaring has more than 30 years experience, including 6 years with the Company and 28 years in senior managerial and financial positions with a number of Australian companies including BHP, Carlton and United Breweries and Cascade Group.

**Attorney Estelito P. MENDOZA**, *A.A., L.L.B. (U.P.), L.L.M. (Harvard)*, aged 70, appointed on 27th November 1998, is also a member of the Board of Directors of San Miguel Corporation. He had held various positions in the Government of the Philippines including Solicitor General and Minister of Justice. Mr. Mendoza has also been a Professorial Lecturer of the College of Law, University of the Philippines and taught public and private law. He is presently engaged in the private practice of law.

**Mr. Luis E. POBLETE, Jr., B.S.M.E.**, aged 39, appointed on 27th November 1998, is an Independent Non-Executive Director and a member of the Audit Committee of the Company. Mr. Poblete is President of Poblete Realty Development Corporation, Vice President of Mega Expo Trading Corporation, Director of PNOC — EXPLORATION and Director of PNOC — FILOIL in the Philippines. Other activities have included representing the Philippines in various international and foreign affairs.

**Mr. Ian F. WADE**, aged 60, appointed on 25th March 1994, is an Independent Non-Executive Director and a member of the Audit Committee of the Company. Mr. Wade is the Group Managing Director of A.S. Watson Co. Ltd., a wholly owned subsidiary of Hutchison Whampoa Ltd. He is the inaugural Chairman of the Retail Management Association of Hong Kong. Prior to joining Hutchison, Mr. Wade was a member of the ASDA Board of Directors in the United Kingdom.

### **Management Executives**

Freddy W.M. Kwan

*Managing Director*

Thomas R. Mainwaring

*Chief Finance Officer & Company Secretary*

Herbert W.M. Chu

*General Manager — Production & Logistics*

Benjamin C. Go Que

*Managing Director,*

*San Miguel Shunde Brewery Co., Ltd.*

Kelvin H.Y. Lee

*General Manager — Marketing*

Roberto D. de Leon

*Managing Director,*

*Guangzhou San Miguel Brewery Co. Ltd.*

Peter K.Y. Tam

*General Manager — Sales*

Ben M.B. Wong

*General Manager — Corporate Development*

Felix W.K. Yip

*General Manager —*

*Human Resources & Administration*

The details of the management executives are as follows:

**Mr. Freddy W.M. KWAN**, Managing Director, appointed on 8th November 2000. Please refer to the Directors section for details.

**Mr. Thomas R. MAINWARING**, Chief Finance Officer and Company Secretary, appointed on 1st January 1995. Please refer to the Directors section for details.

**Mr. Herbert W.M. CHU**, *B.B.A., M.B.A.*, aged 47, joined the Company in 1977, was appointed General Manager — Production & Logistics on 1st February 1999, and held the position of General Manager — Logistics prior to his present appointment. During his more than 20 years of service with the Company, Mr. Chu has gained extensive experience in marketing, sales and public relations as well as logistics.

**Mr. Benjamin C. GO QUE**, *B.Sc. ChE., M.B.A.*, aged 35, was appointed Managing Director of San Miguel Shunde Brewery Co., Ltd. on 1st January 2001, vice Mr. Roberto D. de Leon. Mr. Go Que joined the San Miguel Group in 1988, and held various senior positions within the Group. During his more than 12 years of service, he has gained extensive experience in brewing and operations.

**Mr. Kelvin H.Y. LEE**, *B.S.Sc., M.B.A.*, aged 35, was appointed General Manager — Marketing on 1st January 2001. He joined San Miguel Brewing International Limited in 1993 as Manager, Marketing Research & Planning, and held the position of Group Brand Manager, Greater China Operations prior to his present appointment. Mr. Lee has more than 10 years of experience in the marketing of consumer products in Hong Kong and Mainland China.

**Mr. Roberto D. de LEON**, *Dip. Brewmaster, B.S. ChE., M.B.A.*, aged 47, was appointed Managing Director of Guangzhou San Miguel Brewery Co. Ltd. on 1st January 2001, vice Mr. Khen W. Leong. He joined the San Miguel Group in 1974, and held various senior positions within the Group. Mr. de Leon was Managing Director of San Miguel Shunde Brewery Co., Ltd. prior to his current appointment.

**Mr. Peter K.Y. TAM**, *B.B.A., M.B.A.*, aged 42, was appointed General Manager — Sales on 9th January 1997. He joined the Company in 1993 as Group Brand Manager, and held the position of Marketing Manager prior to his present appointment. Mr. Tam has more than 10 years of experience in the marketing and selling of consumer products in Hong Kong.

**Mr. Ben M.B. WONG**, *M.B.A., F.C.C.A., A.H.K.S.A., A.S.A.*, aged 38, was appointed General Manager — Corporate Development on 1st November 1999. He joined the Company as Corporate Planning Manager, and held the position of General Manager — Corporate Communications & Planning prior to his present appointment. Mr. Wong has more than 10 years of business experience in various industries in senior managerial and financial positions.

**Dr. Felix W.K. YIP**, *D.B.A., M.Sc. (Per. Mgt.), M.B.A., M.Sc. (Eng.), F.I.P.D. (U.K.)*, aged 42, General Manager — Human Resources & Administration, joined the Company on 9th May 1994, following employment with various companies in Hong Kong in personnel management.

*Note: Mr. John L. Dunwell retired as Managing Director of San Miguel Brewery Hong Kong Limited on 8th November 2000 and Mr. Khen W. Leong retired as Managing Director of Guangzhou San Miguel Brewery Co. Ltd. on 14th January 2001.*