

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, *G.B.S., J.P.*

Alternate to David K.P. Li

David K.P. Li, *G.B.S., J.P.*

Independent Non-Executive Director

Thomas R. Mainwaring

Estelito P. Mendoza

Wai Sun Ng

Independent Non-Executive Director

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 65, 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 53, was appointed Managing Director on 8th November 2000. He has been a director of the Company since 8th April 1997, and is also a director of various subsidiaries of the Company. Mr. Kwan has more than 30 years experience, including 5 years with the Group, 14 years with Coca-Cola Export Corporation and 6 years with Kraft Foods International, Inc. Mr. Kwan has 17 years of senior managerial experience in China.

Mr. Ramon S. ANG, *B.S.M.E.,* aged 47, 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 55, 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, *G.B.S., M.A., M.D., B.Chir. (Cantab), D.Sc. (Hon.), D.Litt. (Hon.), Hon. Doc. (Soka), 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 56, 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, Henderson Cyber Limited and The Wharf (Holdings) Ltd. and non-executive chairman of the Board of Corus and Regal Hotels.

DIRECTORS AND MANAGEMENT EXECUTIVES

Dr. The Hon. David K.P. Li, *G.B.S., 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 62, 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 57, Chief Financial 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 7 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 71, 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. Wai Sun NG, aged 58, appointed on 1st April 2001, is an Independent Non-Executive Director. Mr. Ng is Chairman of Jibsen Capital (Holdings) Limited.

Mr. Luis E. POBLETE, Jr., *B.S.M.E.*, aged 40, 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 61, 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. Prior to joining the Hutchison Group, Mr. Wade was a member of the ASDA Board of Directors in the United Kingdom. Mr. Wade has over 40 years of experience in the retail industry, and was the inaugural Chairman of the Hong Kong Retail Management Association. He is a member of the Hong Kong Logistics Development Council, and the Sponsorship and Fund Raising Sub-Committee of the Hong Kong Tourism Board. He also sits on the Board of the Community Chest of Hong Kong and the Hong Kong Red Cross.

DIRECTORS AND MANAGEMENT EXECUTIVES

MANAGEMENT EXECUTIVES

Freddy W.M. Kwan

Managing Director

Thomas R. Mainwaring

Chief Financial 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. Please refer to the Directors section for details.

Mr. Thomas R. MAINWARING, Chief Financial Officer and Company Secretary. Please refer to the Directors section for details.

Mr. Herbert W.M. CHU, *B.B.A., M.B.A.*, aged 48, General Manager – Production & Logistics, joined the Company in 1977. During his 24 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 36, Managing Director of San Miguel Shunde Brewery Co., Ltd., joined the San Miguel Group in 1988. During his 13 years of service, Mr. Go Que has gained extensive experience in brewing and operations and held various senior positions within the Group.

Mr. Kelvin H.Y. LEE, *B.S.Sc., M.B.A.*, aged 36, General Manager – Marketing, joined San Miguel Brewing International Limited in 1993. 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 48, Managing Director of Guangzhou San Miguel Brewery Co. Ltd., joined the San Miguel Group in 1974. During his 27 years of service, Mr. de Leon has gained extensive experience in brewing and operations and held various senior positions within the Group.

Mr. Peter K.Y. TAM, *B.B.A., M.B.A.*, aged 43, General Manager – Sales, joined the Company in 1993. Mr. Tam has more than 15 years of experience in the selling and marketing of consumer products in Hong Kong and Mainland China.

Mr. Ben M.B. WONG, *M.B.A., F.C.C.A., A.H.K.S.A., A.S.A.*, aged 39, General Manager – Corporate Development, joined the Company in 1997. Mr. Wong has more than 15 years of business experience in various industries in senior managerial and financial positions in Hong Kong and Mainland China.

Dr. Felix W.K. YIP, *D.B.A., LL.M., M.Sc. (Per. Mgt.), M.B.A., M.Sc. (Eng.), F.I.P.D. (U.K.)*, aged 43, General Manager – Human Resources & Administration, joined the Company in 1994. Dr. Yip has more than 15 years of experience in human resources management in Hong Kong and Mainland China.