

Directors' and Senior Management's Biographies

The Directors of the Company as at the date of this report are as follows:

DIRECTORS

Mr. LI Wentao, aged 47, was appointed a director and the chairman of the Company in February 2001. He is responsible for the overall strategic development of the Group. He graduated from the Light Industrial Institute of Tianjin majoring in machine and facilities for light industry. Following his graduation in 1982, he joined Harbin Brewery Factory ("HBF") in 1982. He was appointed as the general manager of Harbin Brewing Company Limited in 1996. He is a senior engineer with more than 20 years' experience in the brewery industry gained from working for HBF and the Group. He has been awarded a series of awards including the National Light Industrial Labourer Model, one of the Ten Most Outstanding Young Persons in Heilongjiang Province, one of the Ten Best Enterprise Operators in Harbin City and the National "First of May" Labour Medal. He was also one of the representatives of the 11th Harbin City People's Congress.

Mr. LO Peter, aged 47, was appointed a director and the chief executive officer of the Company in February 2001. He is responsible for supervising the implementation of the Group's strategic plans. Mr. Lo received a Bachelor of Science (Economics) Degree in Mathematical Economics and Econometrics from the London School of Economics and Political Science in 1982. He held senior management positions in the Hong Kong offices of several international companies and has more than 10 years' experience in doing business in the PRC. Mr. Lo is a member of the People's Consultative Conference of Harbin City.

Mr. FU Hui, aged 40, was appointed a director and the chief operation officer of the Company in February 2001. He is responsible for managing the day-to-day operation of the Group. Mr. Fu joined HBF in 1983. He graduated from the Light Industrial Institute of Dalian in 1983 majoring in industrial fermentation and holds a Master Degree in Management Science and Engineering from the Polytechnic University of Harbin in 1983. He was appointed as the manager of the brewing technology, research and development department of HBF in 1993. Mr. Fu is a brewing engineer of the Group and a senior fermentation engineer with more than 20 years' experience in the brewery industry gained from working for HBF and the Group.

Mr. AU Peter Jeva, aged 52, was appointed a director of the Company in February 2001. He is currently a director of China Enterprise Development Fund Limited. He advises the strategic development and corporate governance matters of the Group. Mr. Au has substantial experience in the financial sector. He held the position of executive director in Royal Trust Asia Limited from 1988 to 1991. He began his professional career with Citibank N.A., where, from 1974 to 1979 and from 1981 to 1988, he held various positions, including the position of vice president in corporate banking. He received a Bachelor of Science Degree in Economics in 1972 and a Master Degree in Business Administration in 1974, both from New York University in the United States.

Mr. LEE Kong Leong, aged 38, was appointed a director of the Company in February 2001. He is currently a director of China Enterprise Development Fund Management Limited. He advises the financial and accounting operation of the Group. Mr. Lee began his professional career with Coopers & Lybrand in Malaysia in September 1988. From 1989 to 1995, he held senior positions with Price Waterhouse and C.T. Sino Investment Co., Ltd. in Hong Kong. He is a certified practising accountant with the Australian Society of Certified Public Accountants and an associate of the Hong Kong Society of Accountants.

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Mr. BAO Liusuo, aged 52, was appointed a director of the Company in February 2001. He is currently the business development controller of the Company and oversees the business development of the Group. Mr. Bao joined HBF in 1985. He holds a Master Degree in Management Science and Engineering from the Polytechnic University of Harbin in 1998. He has more than 17 years' experience in the brewery industry gained from working for HBF and the Group. Mr. Bao is a senior engineer with expertise in machine and equipment.

Dr. TONG Kay Tak, Tom, aged 55, was appointed a director of the Company in February 2001. He is a solicitor of the High Court of Hong Kong. He holds a postgraduate diploma in 1994 in European Management and Employment Laws from Leicester University and a Ph.D in Social Science and Civil Laws from American Coastline University in 1995.

Mr. CHEN Zhixiong, aged 49, was appointed a director of the Company in February 2001. He is currently the director and general manager of Kwok Nea Development Limited. Mr. Chen is a senior engineer and has held various senior positions with the Municipal Government of Harbin City, Guangzhou City and Zhuhai City.

Mr. TSE Kwok Lam, aged 52, was appointed a director of the Company in February 2001. He is currently a director of China Enterprise Investment Management Limited. Mr. Tse is an executive director of Sunny Holdings Limited, which through a subsidiary owns shares in China Enterprise Investment Management Limited. Prior to joining Sunny Holdings Limited, he held senior positions within the Stelux Trading (International) Limited, which is a wholly-owned subsidiary of a listed company in Hong Kong specialising in trading, manufacturing and marketing of renowned brand name watches world-wide. Mr. Tse was a journalist earlier in his career.

Dr. SIT Fung Shuen Victor, aged 56, was appointed an independent non-executive Director in January 2002. Dr. Sit is a professor at the Department of Geography & Geology of The University of Hong Kong and has been a delegate to the National Peoples' Congress of the PRC since 1993. He is a member of the Royal Chartered Institute of Transport. He received his Bachelor of Arts and Master of Arts Degrees from The University of Hong Kong and his Doctoral Degree from London School of Economics and Political Science.

Mr. CHONG Tao Boon, aged 44, was appointed an independent non-executive director of the Company in February 2002. Mr. Chong is a British trained Chartered Accountant with 20 years' experience in auditing and corporate finance business and is the managing director of Sallmanns Group. He is a fellow member of both the Hong Kong Society of Accountants and the Taxation Institute of Hong Kong. Mr. Chong graduated from the University of Cardiff in Wales with a Bachelor of Science Degree in Economics.

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SENIOR MANAGEMENT

Mr. WU Ka Hon, Kenneth, aged 42, is the chief investment officer of the Company. He has about 10 years' experience in the field of corporate finance and had worked with Prudential Asia Capital Limited, Royal Trust Asia Limited and Citibank N.A.. Mr. Wu graduated from the University of Wisconsin in 1982 with a Bachelor of Science Degree in Electrical Engineering and a Master Degree in Business Administration from the University of San Francisco in 1983.

Mr. LAM Pong Sui, aged 37, is the chief financial officer and company secretary of the Company. He has over 10 years' experience in auditing, budgeting, treasury, financial and management accounting. He had worked in Ernst & Young and various conglomerates in Hong Kong. He is a fellow member of The Association of Chartered Certified Accountants and an associate member of the Hong Kong Society of Accountants. Mr. Lam holds a Bachelor Degree in Accountancy from the City University of Hong Kong and a Master Degree in Business Administration from the Hong Kong Polytechnic University.

Mr. WANG Wenjie, aged 48, is the financial controller of the Company and joined HBF in 1972. He graduated from the Industrial University of Harbin majoring in accounting. He has worked in the Group's and its predecessor's accounts department since 1972.

Mr. ZHAO Difei, aged 40, is the technology controller of the Company in charge of the brewing technology department and quality control department. Mr. Zhao joined Harbin Asia Brewery Company Limited in 1994. He graduated from the Light Industrial Institute of Dalian majoring in industrial fermentation and is a food engineer. He has more than 18 years' experience in the brewing industry.

Mr. A Xiaojin, aged 38, is the marketing controller of the Company. He graduated from the Industrial University of Harbin in 1986 and later became a lecturer in the university on sales and marketing courses. Mr. A joined the Group in 1998.

Mr. KANG Jinxing, aged 47, is the purchasing controller of the Company. He joined HBF in 1994 and has been in charge of the purchasing department since then.