

DIRECTORS AND MANAGEMENT EXECUTIVES

DIRECTORS

Francisco C. Eizmendi, Jr.

Chairman

Ramon A. de la Llana

Managing Director

Ramon S. Ang

Benjamin P. Defensor, Jr.

Faustino F. Galang

Adrian M.K. Li

Alternate to David K.P. Li

David K.P. Li, *GBS, JP*

Independent Non-Executive Director

Thomas R. Mainwaring

Estelito P. Mendoza

Wai Sun Ng

Independent Non-Executive Director

Carmelo L. Santiago

Gabriel L. Villareal

Ian F. Wade

Independent Non-Executive Director

The details of the Directors are as follows:

Mr. Francisco C. EIZMENDI, Jr., *BScE, PhD (Hon)*, aged 67, appointed Director on 20th September 1984, is Chairman of the Company. He also holds directorships in other companies in the Philippines.

Mr. Ramon A. DE LA LLANA, *BEcon (Hon), MBA*, aged 50, was appointed Managing Director on 16th September 2003. He is also a director of various subsidiaries of the Company. Prior to his appointment, Mr. de la Llana was Vice President, International Sales and Business Development, San Miguel Beer Division, San Miguel Corporation. He has more than 28 years of working experience, including 22 years with the San Miguel Group. Mr. de la Llana has 5 years of senior managerial experience in China.

Mr. Ramon S. ANG, *BSME*, aged 49, was appointed on 27th November 1998. Mr. Ang is Vice Chairman, President and Chief Operating Officer of San Miguel Corporation.

Mr. Benjamin P. DEFENSOR, Jr., *MPBM, MMC (UP)*, aged 57, was appointed on 27th February 2003, is the former Chief of the Armed Forces of the Philippines ("AFP"). Mr. Defensor was also Chairman of the Board of various associations associated with the AFP, which include the AFP Retirement, Separation and Benefit System, AFP Savings and Loan Association, Inc., AFP Mutual Benefit Association, Inc. and Centennial Bank.

Mr. Faustino F. GALANG, *BSc (Com), BA (SoSc)*, MBE, aged 57, appointed on 22nd March 1991, is President of San Miguel Beer Division. He is also a Director of Neptunia Corporation Limited, a controlling shareholder of the Company.

Mr. Adrian M.K. LI, *MA (Cantab), MBA, LPC*, aged 30, appointed Alternate Director to Dr. David K.P. Li on 1st August 2002, is the General Manager and Head of Corporate Banking Division of The Bank of East Asia, Limited. He is a member of the Ninth Guangzhou Committee of the Chinese People's Political Consultative Conference, P.R.C. and a member of the All China Youth Federation. Mr. Li is also Director of various companies in Hong Kong. He holds memberships with various banking and advisory committees in Hong Kong, such as the Export Credit Insurance Corporation, Vocational Training Council, and the Small & Medium Enterprises Committee. He is the eldest son of Dr. David K.P. Li.

Dr. The Hon. David K.P. LI, *GBS, OBE, MA, Hon LLD (Cantab), Hon DSocSc, FCA, FCPA, FHKSA, FCIB, FHKIB, FBCS, FCI Arb, JP*, aged 64, appointed on 22nd March

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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, *BCom, MBA (Columbia)*, aged 59, Director, Company Secretary and Chief Financial Officer, 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 35 years experience, including 9 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, *AA, LLB (UP), LLM (Harvard)*, aged 73, appointed on 27th November 1998, is also a member of the Board of Directors of San Miguel Corporation. He has held various positions in the Government of the Philippines including Solicitor General and Minister of Justice. Atty. 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 60, appointed on 1st April 2001, is an Independent Non-Executive Director and a member of the Audit Committee of the Company. Mr. Ng is Chairman of Jibsen Capital (Holdings) Limited.

Mr. Carmelo L. SANTIAGO, aged 60, appointed on 27th February 2003, is also a Director of Ginebra San Miguel, Inc. and San Miguel Properties, Inc., subsidiaries of San Miguel Corporation. Mr. Santiago is Chairman & President of Melo's Chain of Restaurants and Pacific Basin Trading USA.

Attorney Gabriel L. VILLAREAL, *LLB (UP), BA (UP)*, aged 50, appointed on 27th February 2003, is the Managing Partner of Villareal Law Offices.

Mr. Ian F. WADE, aged 63, 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 is a board member of the Connecticut-based U.S. internet travel company Priceline. Mr. Wade has over 40 years of experience in the retail industry, and is a founding member and Honorary Advisor of the Hong Kong Retail Management Association. He is a member of the Committee on Logistics Service Development, and the Sponsorship and Fund Raising Sub-Committee of the Hong Kong Tourism Board. He also sits on the Board of the Hong Kong Red Cross, and is the Honorary President of the Hong Kong Amateur Athletics Association.

Note: Mr. Freddy W.M. Kwan retired as Managing Director of the Company on 16th September 2003.

DIRECTORS AND MANAGEMENT EXECUTIVES

MANAGEMENT EXECUTIVES

Ramon A. de la Llana

Managing Director

Thomas R. Mainwaring

Director, Company Secretary & Chief Financial Officer

Herbert W.M. Chu

General Manager – Operations & Exports

Benjamin C. Go Que

Managing Director,

San Miguel Shunde Brewery Company Limited

Bayani B. Gonzales

Managing Director,

Guangzhou San Miguel Brewery Company Limited

Kelvin H.Y. Lee

General Manager – Marketing

Peter K.Y. Tam

General Manager – Sales

Terence T.A. Tan

General Manager – Logistics

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. Ramon A. DE LA LLANA, Managing Director. Please refer to the Directors section on page 20 for details.

Mr. Thomas R. MAINWARING, Director, Company Secretary and Chief Financial Officer. Please refer to the Directors section on page 21 for details.

Mr. Herbert W.M. CHU, BBA, MBA, aged 50, General Manager – Operations & Exports, joined the Company in 1977. During his 26 years of service with the Company, Mr. Chu has gained extensive experience in logistics, sales and marketing as well as public relations.

Mr. Benjamin C. GO QUE, BScE, MBA, aged 38, Managing Director of San Miguel Shunde Brewery

Company Limited, joined the San Miguel Group in 1988. During his 15 years of service, Mr. Go Que has gained extensive experience in brewing and operations and held various senior positions within the Group.

Mr. Bayani B. GONZALES, BScE, MDP (AIM), aged 51, appointed Managing Director of Guangzhou San Miguel Brewery Company Limited on 1st March 2003, joined the San Miguel Group in 1974. During his 29 years of service, Mr. Gonzales has gained extensive experience in brewing and operations and held various senior positions within the Group.

Mr. Kelvin H.Y. LEE, BSSc, MBA, aged 38, 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. Peter K.Y. TAM, BBA, MBA, aged 45, 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. Terence T.A. TAN, BBBA, aged 45, General Manager – Logistics, joined the Company in 1998. Mr. Tan has more than 20 years of experience in the logistics industry in Singapore, Hong Kong and Mainland China.

Mr. Ben M.B. WONG, MBA, FHKIoD, FCCA, AHKSA, ASA, aged 41, 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, DBA, LL.M, MSc (Per Mgt), MBA, MSc (Eng), Chartered FCIPD (UK), aged 45, General Manager – Human Resources & Administration, joined the Company in 1994. Dr. Yip has more than 20 years of experience in human resources management in Hong Kong and Mainland China.