

Biographies of Directors and Senior Management

Executive Directors

李學純 (Li Xuechun), aged 55, is the principal founder of the Group, the chairman of the Company and an executive Director. Mr. Li is also a director of Acquest Honour Holdings Limited (“Acquest Honour”), Summit Challenge Limited (“Summit Challenge”), Absolute Divine Limited (“Absolute Divine”), Expand Base Limited (“Expand”), Shandong Fufeng, 寶雞阜豐生物科技有限公司 (Baoji Fufeng Biotechnologies Co., Ltd.) (“Baoji Fufeng”) and 內蒙古阜豐生物科技有限公司 (Neimenggu Fufeng Biotechnologies Co., Ltd.) (“Inner Mongolia Fufeng”), all being subsidiaries of the Company. Mr. Li is responsible for the strategic planning and formulation of overall corporate development policy of the Group. Mr. Li obtained a bachelor’s degree in industrial fermentation from 山東輕工業學院 (Shandong Institute of Light Industry) in 1982. Mr. Li is 山東省第十屆人大代表 (a member of the Shandong Province 10th People’s Congress), as well as being honored with “Outstanding Achievement” by the government of Shandong Province in April 2003. In the same year, he was also labeled as “Model Labour” of Shandong Province. Mr. Li first joined Shandong Furui Brewery Group in 1982 as the factory manager of the Junan County MSG Factory and then set up Shandong Fufeng in 1999. Mr. Li established the Group in June 1999 when he was appointed a director of Shandong Fufeng upon its establishment. He has 25 years of experience in the fermentation industry. Mr. Li is the sole director of and is beneficially interested in the entire issued share capital of Motivator Enterprises Limited which held approximately 47.35% of the issued share capital of the Company and is a controlling shareholder of the Company. He is father of 李鴻鈺 (Li Hongyu) (an executive Director) and the brother-in-law of 李德衡 (Li Deheng) (an executive Director).

王龍祥 (Wang Longxiang), aged 45, is an executive Director and the general manager of the Group. Mr. Wang is responsible for the overall management of the Group’s daily operations. Mr. Wang obtained a bachelor’s degree in industrial fermentation from 山東輕工業學院 (Shandong Institute of Light Industry) in 1982. He is qualified as a senior engineer. Mr. Wang also obtained a master’s degree in business administration from 中國科技大學 (University of Science and Technology of China) in 1992. Mr. Wang joined the Group in 2005 and has over 15 years of experience in the fermentation industry. Mr. Wang is interested in 14.3% of the issued share capital of Hero Elite Limited, which in turn is interested in 72,000,000 Shares, representing 4.3% of the issued share capital of the Company. Mr. Wang is granted an option to subscribe for 16,000,000 Shares pursuant to the pre-IPO share option scheme of the Company (the “Pre-IPO Share Option Scheme”), representing 0.96% of the issued share capital of the Company.

吳欣東 (Wu Xindong), aged 39, is an executive Director and vice general manager of the Group. Mr. Wu is also a director of Shandong Fufeng, Baoji Fufeng and Inner Mongolia Fufeng, all being subsidiaries of the Company. Mr. Wu graduated from 山東廣播電視大學 (Shandong Broadcasting University) in 1989 in industrial enterprise management and later 山東省委黨校專科 (The Party School of Shandong Province) in 1999 with a certificate in economics management. Mr. Wu is responsible for the Group’s production and operation of xanthan gum. He was one of the Initial Management Shareholders. Mr. Wu joined the Group in June 1999 when he was appointed a director of Shandong Fufeng upon its establishment. Mr. Wu has 15 years of experience in the fermentation industry. Mr. Wu is the sole director of and is interested in 25% of the issued share capital of Ever Soar Enterprises Limited (“Ever Soar”), which in turn is interested in 205,680,000 Shares, representing approximately 12.39% of the issued share capital of the Company.

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嚴汝良 (Yan Ruliang), aged 53, is an executive Director and vice general manager of the Group. Mr. Yan is also a director of Shandong Fufeng, Baoji Fufeng and Inner Mongolia Fufeng, all being subsidiaries of the Company. Mr. Yan was honored as “Model Labour” of Linyi City in 1998. Mr. Yan is responsible for the Group’s administration and management. He first joined Shandong Brewery Furui Group in 1988 and was one of the 42 shareholders of Shandong Fufeng as at 9 June 1999, being the date of its establishment (the “Initial Management Shareholders”). Mr. Yan has over 18 years of experience in business management. Mr. Yan joined the Group in June 1999 when he was appointed a director of Shandong Fufeng upon its establishment. Mr. Yan is interested in 15% of the issued share capital of Ever Soar, which in turn is interested in 205,680,000 Shares, representing approximately 12.39% of the issued share capital of the Company.

馮珍泉 (Feng Zhenquan), aged 37, is an executive Director and vice general manager of the Group. Mr. Feng is also a director of Shandong Fufeng, Baoji Fufeng and Inner Mongolia Fufeng, all being subsidiaries of the Company. He is in charge of the operations of Inner Mongolia Fufeng. Mr. Feng graduated from 山東輕工業學院專科 (Shandong Institute of Light Industry) in 1990 majoring in electrical and mechanical technology. Mr. Feng was appointed as a director of Shandong Fufeng in May 2002 and has over 13 years of experience in the fermentation industry. He was one of the Initial Management Shareholders. Mr. Feng is interested in 15% of the issued share capital of Ever Soar, which in turn is interested in 205,680,000 Shares, representing approximately 12.39% of the issued share capital of the Company.

徐國華 (Xu Guohua), aged 38, is an executive Director and vice general manager of the Group who is responsible for the research and development department of the Group. Mr. Xu is also a director of Shandong Fufeng, Baoji Fufeng and Inner Mongolia Fufeng, all being subsidiaries of the Company. Mr. Xu graduated from 山東輕工業學院 (Shandong Institute of Light Industry) majoring in fermentation and economics management in July 1991 and 2003 respectively. He completed his study in fermentation engineering from 天津科技大學 (Tianjin University of Science and Technology) in September 2004. Mr. Xu has been elected to stand as the executive council member of the China Fermentation Industry Association in 2004 and prior to that was invited in 2002 to be a member of the Amino Acid Technology Committee under the China Fermentation Industry Association. Mr. Xu first joined Shandong Furui Brewery Group in 1991 and has over 16 years of experience in the fermentation industry. He was also one of the Initial Management Shareholders. Mr. Xu was appointed a director of Shandong Fufeng in May 2002. Mr. Xu is interested in 15% of the issued share capital of Ever Soar, which in turn is interested in 205,680,000 Shares, representing approximately 12.39% of the issued share capital of the Company.

李德衡 (Li Deheng), aged 38, is an executive Director and vice general manager of the Group who is responsible for the business operations of Baoji Fufeng. He is also a director of Shandong Fufeng, Baoji Fufeng and Inner Mongolia Fufeng, all being subsidiaries of the Company. Mr. Li Deheng graduated from the 山東聊城師範學院 (Shandong Liaocheng Teacher’s College) in 1992 and obtained a bachelor’s degree in chemistry education. He joined the Group in January 2001 and was appointed a director of Shandong Fufeng in November 2003 and has over 6 years of experience in business management. Mr. Li Deheng is the brother-in-law of Mr. Li Xuechun. Mr. Li Deheng is interested in 15% of the issued share capital of Ever Soar, which in turn is interested in 205,680,000 Shares, representing approximately 12.39% of the issued share capital of the Company.

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李鴻鈺 (Li Hongyu), aged 30, is an executive Director and vice general manager of the Group who is responsible for the finance department of the Group. Ms. Li is also a director of Shandong Fufeng, Baoji Fufeng and Inner Mongolia Fufeng, all being subsidiaries of the Company. Ms. Li joined the Group in October 2002 and was appointed a director of Shandong Fufeng in April 2004. Ms. Li graduated from 山東財政學院 (Shandong Finance Institute) in 2000 in taxation. She is the daughter of Mr. Li Xuechun.

龔卿禮 (Gong Qingli), aged 39, is an executive Director and the chief financial officer of the Group who is responsible for financial management and who assists in strategic planning of the Group. He is also designated to manage and oversee the internal control and corporate governance systems of the Group. Mr. Gong obtained his accounting degree in 立信會計專科學校 (Shanghai Lixin Accounting College) in 1988. Mr. Gong is a member of the Chinese Institute of Certified Public Accountants. Prior to joining the Group, Mr. Gong had over 17 years of experience in accounting, business advisory and risk management services, including some with an international accounting firm. Centerpoint Assets Management Limited, a company wholly and beneficially owned by Mr. Gong and at which Mr. Gong served as its sole director, was granted an option to subscribe for 16,000,000 Shares pursuant to the Pre-IPO Share Option Scheme on 10 January 2007.

Independent non-executive Director

蔡子傑 (Choi Tze Kit, Sammy), aged 44, was appointed as an independent non-executive Director in January 2007. Mr. Choi graduated from the Hong Kong Shue Yan College. He is an associate member of the Institute of Chartered Accountants in England and Wales, a fellow member of the Association of Chartered Certified Accountants and a Certified Public Accountant of the Hong Kong Institute of Certified Public Accountants. He is also an independent non-executive director of Swank International Manufacturing Company Limited, the issued shares of which are listed on the Stock Exchange. He has over 20 years of experience in finance and auditing.

陳寧 (Chen Ning), aged 44, was appointed an independent non-executive Director in January 2007. Mr. Chen is a professor at the 天津科技大學生物工程學院 (School of Bioengineering, Tianjin University of Science and Technology), and a committee member of the 天津微生物學會 (Tianjin Society for Microbiology). Mr. Chen had spent ten years in the study and research in microbial metabolism in the control of fermentation processes and in the amino acids technology. Mr. Chen was co-author to six academic textbooks and has written over 90 academic papers.

梁文俊 (Liang Wenjun), aged 43, was appointed an independent non-executive Director in January 2007. Mr. Liang is an associate professor of financial management at the 石油化工管理幹部學院 (Sinopec Management Institute) since 1998. Mr. Liang has over 17 years of experience in financial accounting, auditing and consulting. Mr. Liang received his bachelor's degree in 1989 from 北京化工大學 (Beijing University of Chemical Technology) majoring in industrial engineering management.

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SENIOR MANAGEMENT

來鳳堂 (Lai Fengtang), aged 38, is a vice general manager of the Group. Mr. Lai graduated from 西北大學 (Northwest University of China) in 1998. He first joined Shandong Furui Brewery Group in 1991 and has over 15 years of experience in the sales and marketing. Mr. Lai is the sole director of and is interested in 14.3% of the issued share capital of Hero Elite Limited, which in turn is interested in 72,000,000 Shares, representing 4.35% of the issued share capital of the Company. Mr. Lai is granted an option to subscribe for 3,200,000 Shares pursuant to the Pre-IPO Share Option Scheme, representing 0.19% of the issued share capital of the Company.

沈德權 (Shen Dequan), aged 41, is a manager of the production department of the Group. Mr. Shen graduated from 山東省臨沂農業學校 (The Agriculture School of Linyi) in 1986, majoring in forestry. Before joining Shandong Fufeng in 1999, he spent 6 years with the Shandong Furui Brewery Group. Mr. Shen has accumulated 8 years of experience in production management. His current responsibilities within the Group include managing the production department. Mr. Shen is interested in 10.7% of the issued share capital of Hero Elite Limited, which in turn is interested in 72,000,000 Shares, representing 4.34% of the issued share capital of the Company.

鈕彩 (Niu Cai), aged 47, is a manager in human resources department of the Group. Ms. Niu attained her master's degree in politics and international relations from 北京師範大學研究生院 (the post graduate school of Beijing Teacher's University) in 2004. She is qualified as a statistician. Her primary responsibilities include personnel recruitment, training, evaluation and surveillance. Ms. Niu first joined Shandong Furui Brewery Group in 1977. Ms. Niu joined the Group in June 1999 and has 7 years of experience in business management. Ms. Niu is the sole director of and is interested in 14.3% of the issued share capital of Advanced Quality Limited, which in turn is interested in 72,000,000 Shares, representing 4.34% of the issued share capital of the Company.

李慧 (Li Hui), aged 40, is a manager of the international trade department of the Group. He obtained his bachelor's degree from 北京科技大學 (University of Science and Technology Beijing) in 1989. In 1999, Mr. Li Hui completed a course in international trade at 對外貿易大學國際貿易專業 (University of International Business and Economics). He joined the Group in 2003 and is responsible for the Group's international market development and sales. He is granted an option to subscribe for 6,400,000 Shares pursuant to the Pre-IPO Share Option Scheme, representing 0.39% of the issued share capital of the Company.

肖勇 (Xiao Yong), aged 38, is a manager in the quality control department of the Group. Mr. Xiao obtained his bachelor's degree from 湖南大學 (Hunan University) in 1992, majoring in chemical industry. Before joining the Group in 2003, Mr. Xiao has accumulated 5 years of experience in quality control management and is primarily responsible for the Group's quality and production control. Mr. Xiao is granted an option to subscribe for 1,280,000 Shares pursuant to the Pre-IPO Share Option Scheme, representing 0.08% of the issued share capital of the Company.

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葛文村 (Ge Wencun), aged 46, is a manager of operation department of the Group and has joined the Group since 1999. Mr. Ge obtained his bachelor's degree in 1986 from 山東輕工業學院 (Shandong Institute of Light Industry). Mr. Ge is currently responsible for the Group's domestic and international market development. Mr. Ge first joined Shandong Furui Brewery Group in 1992 and has over 14 years of experience in the fermentation industry. Mr. Ge is granted an option to subscribe for 1,120,000 Shares pursuant to the Pre-IPO Share Option Scheme, representing 0.07% of the issued share capital of the Company.

張元年 (Zhang Yuannian), aged 33, is a manager of the finance department of the Group. Mr. Zhang first joined Shandong Furui Brewery Group in 1994 and graduated from 臨沂市商業學校 (The Commerce School of Linyi). He joined the Group in 1999 and has accumulated over 12 years of experience in finance. Mr. Zhang is granted an option to subscribe for 1,280,000 Shares pursuant to the Pre-IPO Share Option Scheme, representing 0.08% of the issued share capital of the Company.

徐令國 (Xu Lingguo), aged 32, is a manager in the glutamic acid sales department of the Group. Mr. Xu graduated in 1997 from 太原理工大學 (Taiyuan University of Technology) majoring in economic law. Mr. Xu joined the Group in 1999. Mr. Xu has 7 years of experience in the fermentation industry and is presently responsible for the Group's sales. Mr. Xu is granted an option to subscribe for 1,280,000 Shares pursuant to the Pre-IPO Share Option Scheme, representing 0.08% of the issued share capital of the Company.

Company Secretary and Qualified Accountant

邱榮耀 (Yau Wing Yiu), aged 39, is the qualified accountant and company secretary of the Company since July 2006. Mr. Yau graduated from the Hong Kong Polytechnic University in 1992 with a bachelor's degree of arts in accountancy and is a fellow of the Association of Chartered Certified Accountants and an associate of the Hong Kong Institute of Certified Public Accountants. Mr. Yau has more than 14 years of working experience in the field of finance and accounting including with international accounting firms. Mr. Yau is granted an option to subscribe for 3,200,000 Shares pursuant to the Pre-IPO Share Option Scheme, representing 0.19% of the issued share capital of the Company.