

Profile of Directors and Senior Management

Executive Directors

Lawrence Chia Song Huat, aged 40, Chairman, joined the Group in 1984, has more than 17 years of experience in the exhibition industry. He is a graduate of the University of Tennessee, U.S.A. He is also the Vice Chairman of the Singapore Chamber of Commerce (Hong Kong).

Louis Cheng Teong Meng, aged 50, Vice Chairman, joined the Group in 1982, has more than 19 years of experience in the exhibition industry. He is a graduate of the University of Singapore. He is also the Chairman of the Hong Kong Exhibition and Convention Organisers & Suppliers Association.

James Chia Song Heng, aged 48, is one of the founding members of the Pico Group. He is the Chairman of Pico Singapore and has overall responsibilities for the Group's business in South Asia, Australia and the Middle East. He has over 25 years of experience in the exhibition industry.

Jolly Chang Cheo Lik, aged 43, joined the Group in 1982, has more than 19 years of experience in the exhibition industry. He is a graduate of the National University of Singapore.

Yong Choon Kong, aged 47, joined the Group in 1988, has more than 18 years of experience in finance and accounting, and has been with the Group for more than 12 years.

Non-Executive Directors

Alain Xavier Cany, aged 51, was appointed as Director of the Company on October 26, 1998. Mr. Cany was the Chief Executive of Credit Commercial de France in Hong Kong and has joined HSBC Group as Head of European Business Development, Asia Pacific since October 2000. Mr. Cany is closely involved in Asian business for more than 17 years as a corporate and investment banker.

Frank Lee Kee Wai, aged 41, has been a Director of the Company since 1992 and is a partner of Messrs. Vincent T.K. Cheung, Yap & Co., Solicitors and Notaries. He is a graduate in Law from the London School of Economics and the University of Cambridge. He was admitted as a solicitor of the Supreme Court of Hong Kong and England & Wales. He is also a China appointed attesting officer.

Gregory Robert Scott Crichton, aged 50, was appointed as Director of the Company on September 22, 1998 and is currently a director, Senior Vice President and General Counsel of American International Assurance Co. Ltd. He is a graduate in Law from The University of Sydney. He was admitted as a Solicitor of the Supreme Court of Hong Kong in 1995 and is also a solicitor of the Supreme Court of England and Wales.

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Senior Management

Adolph Chan Sing Fung, joined the group in 1985. He is the General Manager responsible for the Business Development Division for the Hong Kong and South China operation. He has more than 14 years of experience in the exhibition industry.

Adrian Chong Mang Yang, joined the Group in May 2000. He is the Financial Controller of Pico Art International Pte Ltd. He has more than 20 years of experience in finance and accounting.

Albert Mok Pui Keung, joined the Group in 1991. He is the Vice President Finance based in Hong Kong. He is a graduate of the University of Ulster, Northern Ireland, and has more than 12 years of experience in finance and accounting.

Ang Swee Meng, joined the group in 1989. He is the Senior Vice President, Global Manufacturing. He is responsible for global special projects, tapping mainly on both internal and external Pico Global Resources. In addition, he is also responsible for assisting the group in fulfilling the objectives of Production Vision 21 with the aims to assist each office in improving their production capability and technology, hence enhancing their gross margin and competitive advantage.

Angeli Lung Fung Chi, joined the group as an Executive Director of Bizarts Creative. Ms Lung is a graduate of the University of Hawaii. Ms Lung has 22 years experience in production, distribution and management in major television stations and International distributor of programs in Hong Kong and Singapore.

Caroline Kwauk Yu Pin, is the General Manager of BizArts Hong Kong. She joined the group in 1998, has more than 13 years of experience in the media industry including Television Programme and Commercial production in Singapore and Indonesia and show production in Hong Kong. She is a graduate of the National University of Singapore.

Cheng Eng Kek, is a Director of Pico Singapore. He has over 15 years of experience in the exhibition industry. He is a graduate in Architecture from the National University of Singapore.

Chia Song Soon, is one of the founding members of the Pico Group. He is an Executive Director of Pico Singapore. He has more than 23 years of experience in the exhibition industry.

Cramond Wong Yiu Cheung, joined the group in 1984. He is the Deputy Managing Director of Pico Hong Kong. He is also the Managing Director of Shanghai Albert Smith, the signage business unit of the Group. Mr Wong obtained his MBA from University of Melbourne in Australia. He has more than 15 years of experience in the exhibition industry.

David Chng Lye Heng, joined the Group in 1991, is the General Manager responsible for the Korea operations. He is a graduate of the University of Oregon, U.S.A.

Esther Ho Sook Mei, is the Director of Corporate Development. She joined the group in 1998. She is a graduate of the University of Otago, New Zealand.

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Senior Management (Cont'd)

Florence Tan, joined the Group in 1980. She is the General Manager responsible for the Taiwan operations. She has more than 19 years of experience in the exhibition industry.

Ho Koon Dow, joined the group in 1989. He is the Chief Executive Officer responsible for the MIS operations. He has more than 12 years of experience in the exhibition industry.

Jean Chia Yuan Jiun, joined the group in 1998, is an Executive Director, overseeing the Corporate Finance and Accounting Divisions based in Singapore. Ms Chia is a graduate of the London School of Economics, United Kingdom.

Jennifer Tong Mei Chi, joined the Group in 1986. She is the General Manager responsible for the Los Angeles office. She has more than 13 years of experience in the exhibition industry.

Low Wan Thiam, joined the Group in 1996. He is the Business Development - Director for BizArts China. He is a graduate of the National University of Singapore.

Paul John Siy, joined the group as Chief Internet Officer. Mr Siy obtained his MBA from the Hong Kong University of Science and Technology, majoring in Information System. He has more than 16 years of experience in the technology field and headed the Hong Kong branches of technology divisions of major American financial institutions before joining the Pico Group.

Peter Jung Chi Pan, joined the group in 1988. He is the General Manager responsible for the Events and Promotions operation based in Hong Kong. He has more than 13 years of experience in the exhibition industry.

Peter Sng Kia Tuck, joined the Group in 1989. He is the Executive Director of the Dubai office and is responsible for the Middle East operations. He is a graduate in Business Administration and Psychology.

Peter Teh Kok Kam, is the Managing Director of Pico Malaysia. He has more than 28 years of experience in the outdoor advertising and exhibition industry. He is an Associate Member of the Institute of Public Relations, Malaysia. He is also the Vice President of Malaysian Association of Convention and Exhibition Organisers and Suppliers.

Pised Chumyampin, is the Managing Director of Pico Thailand. He has more than 19 years of experience in the exhibition industry. He is a graduate of the Institute of Technology, Ladkabang Campus and the Thammasat University. He is also the Secretary of Thailand Exhibition Association.

Richard Ng Ah Chuen, is the Director of Corporate Marketing. He is a member of The Association of Chartered Certified Accountants. He has more than 12 years of experience in the exhibition industry.

Steven Fang Xiang Jiang, joined the group in 1999. He is the General Manager of Pico Beijing. He is a graduate of Boston University in United States.

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Senior Management (Cont'd)

Takashi Oide, joined the Group in 1986 and is the Director of Pico Japan. He holds a Bachelor of Arts degree from St. Paul's University in Japan.

Tam Yin Man, joined the group in 1996. He is the Executive Director responsible for the Logistics and Manufacturing based in Hong Kong. Mr Tam obtained his MBA from the University of Hull and is a full member of The Chartered Institute of Transport in the United Kingdom (MCIT).

Thomas Chu Sai Hay, is the Executive Director responsible for the Shanghai operations. He has more than 11 years of experience in the exhibition industry.

Tommy Lo Wing Sang, is the Group Company Secretary and Vice President-Finance (Group Accounts) based in Hong Kong. He is a member of the Hong Kong Society of Accountants, the Association of Chartered Certified Accountants, the Institute of Chartered Secretaries and Administrators, the Hong Kong Institute of Company Secretaries and a Certified Public Accountant in Hong Kong. He has more than 11 years experience in accounting.

Tsunemichi Yui, joined the group in 1998 and is an Executive Director responsible for the Tokyo office. He has more than 26 years of experience in the international banking industry. He is a graduate of the Keio University in Japan.

Vincent Wong Kin Weng, joined the Group in 1991. He is the General Manager of Pico Exhibits, responsible for the Group's museum operations.