

## Profile of Directors and Senior Management

### EXECUTIVE DIRECTORS

**Lawrence Chia Song Huat**, aged 41, Chairman, joined the Group in 1984, has more than 18 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 51, Vice Chairman, joined the Group in 1982, has more than 20 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 49, 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 26 years of experience in the exhibition industry.

**Jolly Chang Cheo Lik**, aged 44, joined the Group in 1982, has more than 20 years of experience in the exhibition industry. He is a graduate of the National University of Singapore.

**Yong Choon Kong**, aged 48, joined the Group in 1988. He is a graduate of Leeds University, England and an associate of the Institute of Chartered Accountants in England and Wales.

### NON-EXECUTIVE DIRECTORS

**Alain Xavier Cany**, aged 52, 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 18 years as a corporate and investment banker.

**Frank Lee Kee Wai**, aged 42, 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 51, was appointed as Director of the Company on September 22, 1998 and is currently a director, Executive 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 15 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 21 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 13 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.

**Anne Li Lai Chun**, joined the group on 1989. She is the General Manager responsible for the Corporate Event & Exhibit Division. She has more than 12 years of experience in the exhibition industry.

**Caroline Kwauk Yu Pin**, is the General Manager of BizArts Hong Kong. She joined the group in 1998, has more than 14 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 16 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 24 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 16 years of experience in the exhibition industry.

**Danny Ku Yiu Chung**, joined the group in 1993. He is the General Manager of Shanghai Albert Smith. He has more than 8 years experience in the sign advertising business. He is a diploma graduate in business information system from the George Brown College, Canada.

**Dickson Ma Shun Tak**, joined the group in 1994. He is the General Manager responsible for the South China Division. He has more than 7 years of experience in the exhibition industry.

**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.

**Florence Tan**, joined the Group in 1980. She is the General Manager responsible for the Taiwan operations. She has more than 20 years of experience in the exhibition industry.

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### SENIOR MANAGEMENT (Cont'd)

**Ho Koon Dow**, joined the group in 1989. He is the Chief Executive Officer responsible for the MIS operations. He has more than 13 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, England.

**Jennifer Tong Mei Chi**, joined the Group in 1986. She is the Director of Corporate Marketing. She has more than 14 years of experience in the exhibition industry.

**Leong Yew Cheong**, is the General Director of the Ho Chi Minh International Exhibition and Convention Centre. He has more than 6 years experience in the international financial and securities industry before joining the Group.

**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 Wan Ho Pun**, joined the group in 1992. He is the General Manager responsible for the Exhibition Division for the Hong Kong and South China operation. He has more than 10 years of experience in the exhibition industry.

**Peter Jung Chi Pan**, joined the group in 1988. He is the General Manager responsible for Special Projects operation based in Hong Kong. He has more than 14 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 29 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 Chungyampin**, is the Managing Director of Pico Thailand. He has more than 20 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 President of Thailand Exhibition Association.

**Richard Ng Ah Chuen**, is the Executive Director of Corporate Marketing. He is a member of The Association of Chartered Certified Accountants. He has more than 13 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.

**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.

**Thomas Chu Sai Hay**, is the Executive Director responsible for the Shanghai operations. He has more than 12 years of experience in the exhibition industry.

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### SENIOR MANAGEMENT (Cont'd)

**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 12 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 27 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.