

## Profile of Directors and Senior Management

### EXECUTIVE DIRECTORS

**Lawrence Chia Song Huat**, aged 44, Chairman, joined the Group in 1984, has more than 21 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).

**James Chia Song Heng**, aged 52, is one of the founding members of the Pico Group. He is the President of Pico Singapore and has overall responsibilities for the Group's business in South Asia. He has over 29 years of experience in the exhibition industry.

**Yong Choon Kong**, aged 51, joined the Group in 1988. He is a graduate of Leeds University, England and an associate member of the Institute of Chartered Accountants in England and Wales. He is also the Chairman of the Ho Chi Minh City International Exhibition and Convention Centre.

### NON-EXECUTIVE DIRECTOR

**Frank Lee Kee Wai**, aged 45, has been a Non-Executive 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 is also a China-Appointed Attesting Officer and a member of the Chartered Institute of Arbitrators.

### INDEPENDENT NON-EXECUTIVE DIRECTORS

**Charlie Yucheng Shi**, aged 42, has been an Independent Non-Executive Director of the Company since 2002, and is currently a member of the investment committee of CMT ChinaValue Capital Advisors Limited. Before that, Mr. Shi was the Managing Director of China Assets Investment Management Limited and a Director of China Assets (Holdings) Limited, a Hong Kong listed private equity fund with a mainland China focus. Mr. Shi graduated with an Economics degree from Fudan University in Shanghai and a MBA degree from California Lutheran University. He also graduated from the Advanced Management Program at the Harvard Business School.

**Gregory Robert Scott Crichton**, aged 54, was appointed as an Independent Non-Executive Director of the Company in 1998 and is currently a director, Executive Vice President and General Counsel of American International Assurance Co. Ltd. and various other companies. He is a graduate in Law from the University of Sydney and holds a Bachelor of Arts from the University of New South Wales. 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.

**James Patrick Cunningham**, aged 50, was appointed as an Independent Non-Executive Director of the Company since October 2004. He obtained his B.S. degree in Business Administration from Adelphi University in Garden City, New York. He was formerly Senior Vice President and Corporate Officer of the Gap Inc for 14 years.

### SENIOR MANAGEMENT

The senior management of the Group comprises members of the Executive Committee as follows:

**Lawrence Chia Song Huat**

BSc (Tennessee)

Chairman and Chief Executive

**James Chia Song Heng**

Executive Director and President

**Yong Choon Kong**

BSc (Leeds), ACA, FCPA

Executive Director and CFO

**Chia Song Lim**

Chairman (Intertrade Group) & Director (International Projects)

Aged 58. He has more than 32 years of experience in the exhibition industry and is the founder of the Pico Group. He is a brother of Mr. Lawrence Chia and Mr. James Chia.

**Florence Tan Siew Choo**

Executive Director (International Marketing)

Aged 44. She has more than 23 years of experience in the exhibition industry.

**Jean Chia Yuan Jiun**

BSc (London)

Executive Director (Singapore)

Aged 31. She has more than 6 years of experience in the exhibition industry and 3 years in the corporate finance industry. She is a niece of Mr. Lawrence Chia and Mr. James Chia.

**Jolly Chang Cheo Lik**

BSc (Singapore)

Managing Director (USA)

Aged 47. He has more than 23 years of experience in the exhibition industry.

**Steven Fang Xiang Jiang**

Executive Director (South China)

Aged 51. He has more than 5 years of experience in the exhibition industry. He is a graduate of the Beijing Foreign Languages Institute and also completed a management course at Boston University under the Hubert H. Humphrey Fellowship Program. Prior to joining the Group, he has held senior management positions in PRC companies for more than 13 years.

**Thomas Chu Sai Hay**

Executive Director (General Exhibition Services)

Aged 48. He has more than 15 years of experience in the exhibition industry.

**Tsunemichi Yui**

BA (Keio)

Executive Director (Japan)

Aged 56. He has more than 6 years of experience in the exhibition industry. Prior to joining the Group, he was a banker in the Japanese and international banking industry for more than 25 years.