

Profile of Directors and Senior Management

Executive Directors

Lawrence Chia Song Huat, aged 46, has worked in the exhibition industry for more than 23 years and has been Chairman of the Group since 1994. Prior to taking up the chairmanship in Hong Kong, he was based in London for 6 years where he directed and managed the Group's business in Europe and North America. He is a graduate of the University of Tennessee. He is also the Vice Chairman of the Singapore Chamber of Commerce (Hong Kong).

James Chia Song Heng, aged 54, is a founding director of the Pico Group and has worked in the exhibition industry for more than 33 years. He is President of Pico Singapore and has overall responsibilities for the Group's exhibition business in South Asia. He is also Chairman of Pico (Thailand) Public Company Limited, which is listed on the Stock Exchange of Thailand, and Chairman of the MP International Group which is engaged in the management of conferences and exhibitions.

Yong Choon Kong, aged 53, qualified as a Chartered Accountant with Coopers & Lybrand, London. He joined the Group in 1988 and has been in the exhibition industry for more than 19 years. He is also Chairman of the Ho Chi Minh City International Exhibition and Convention Centre. He is a graduate of the University of Leeds.

Non-Executive Director

Frank Lee Kee Wai, aged 47, has been a Non-Executive Director of the Company since 1992 and is the senior 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 45, has been an Independent Non-Executive Director of the Company since 2002, and is currently a member of the investment committee and Managing Director of CMT ChinaValue Capital Advisors Limited based in Hong Kong. Mr. Shi obtained a B.A. in 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 56, has been an Independent Non-Executive Director of the Company since 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 52, was appointed as an Independent Non-Executive Director of the Company in 2004. He obtained his B.S. degree in Business Administration from Adelphi University in Garden City, New York. He spent over 25 years in the apparel industry in the U.S. and Asia and was most recently a Senior Vice President and Corporate Officer of the Gap Inc. for 14 years. He is now a private investor and also acts as a business advisor to both private and listed companies in the retail and apparel sourcing sectors.

Senior Management

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

Lawrence Chia Song Huat
Chairman and Chief Executive

James Chia Song Heng
Executive Director and President
Chairman of Pico (Thailand) Public Company Limited, listed on the Stock Exchange of Thailand

Yong Choon Kong
Executive Director and CFO

Chia Siong Lim
Honorary Chairman of Pico Far East Holdings Limited

Aged 60. He has worked in the exhibition industry for more than 37 years and is the founder of the Pico Group. Over the years, he had been involved in the key investments that created a strong foundation for the Group to grow to what it is today. He is also Chairman of the Intertrade Group, which directs the development of exhibition hall management business. He is a brother of Mr. Lawrence Chia and Mr. James Chia.

Jolly Chang Cheo Lik
Managing Director (USA)

Aged 49. He has worked in the exhibition industry for more than 25 years. He was based in the Group's Hong Kong and Tokyo offices for more than 14 years, before taking up his present appointment in North America in 1998, which includes corporate responsibilities for Japan. He is a graduate of the National University of Singapore.

Jean Chia Yuan Jiun
Executive Director (Singapore)

Aged 33. She has worked in the exhibition industry for 8 years and also worked in the corporate finance industry in London, Hong Kong and Singapore before joining the Group. She is a niece of Mr. Lawrence Chia and Mr. James Chia. She is a graduate of the London School of Economics.

Steven Fang Xiang Jiang
President (China)

Aged 53. He has worked in the exhibition industry for more than 6 years. 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 held senior management positions in several PRC companies for more than 13 years.

Danny Ku Yiu Chung
Managing Director (World Image Group)

Aged 41. He joined the Group in 1994 and has more than 10 years of experience in signage business. He is responsible for business development as well as the management of the production facilities in China of the Group's advertising signage business.

Low Wun Gong
CEO (Pico IES Group)

Aged 48. He joined the Group in 1988 and has worked in the exhibition industry for more than 18 years. The Pico IES Group is engaged in the construction of standard exhibition booths and the provision of technical services for trade shows. He is a Council member of the China Shanghai Convention and Exhibition Industries Association, and an Executive Committee member of the Singapore Association of Convention and Exhibition Organisers and Suppliers.

Florence Tan Siew Choo

Executive Director (China)

Aged 46. She has worked in the exhibition industry for more than 25 years. She has been Executive Director of Pico Taiwan since 1996 and was appointed Executive Director of Pico Shanghai in January 2006.

Tsunemichi Yui

Executive Director (Japan)

Aged 58. He has worked in the exhibition industry for more than 8 years. Prior to joining the Group, he was an international banker in The Mitsui Trust & Banking Co., Ltd., Tokyo, for more than 27 years, including postings to Singapore and Europe. He is a graduate of the Keio University, Japan.