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## **PICO FAR EAST HOLDINGS LIMITED**

*(Incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 752)**

### **CHANGE OF CHIEF EXECUTIVE OFFICER**

The board (the “**Board**”) of directors (the “**Director(s)**”) of Pico Far East Holdings Limited (the “**Company**”; and together with its subsidiaries, the “**Group**”) hereby announces that Mr. Lawrence Chia Song Huat (“**Mr. Chia**”) will retire as the chief executive officer of the Company (the “**CEO**”) with effect from January 1, 2026. Mr. Chia will remain as an executive Director, chairman of the Board, a member of the remuneration committee of the Company and chairman of the nomination committee of the Company.

Mr. Chia has confirmed that he has no disagreement with the Board and the retirement is normal succession planning, and there are no other matters relating to his retirement as the CEO that needs to be brought to the attention of the shareholders of the Company (the “**Shareholders**”) and The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

The Board would like to express its sincere gratitude to Mr. Chia for his valuable contributions to the Company as the CEO during his tenure of service.

Following the retirement of Mr. Chia, the Board is pleased to announce that Ms. Jean Chia Yuan Jiun (“**Ms. Chia**”), an existing executive Director, has been appointed as the CEO with effect from January 1, 2026 (the “**Appointment**”).

The biographic details of Ms. Chia are set out below:

Ms. Jean Chia Yuan Jiun, aged 52, joined the Group in 1998 and has over 25 years of experience in the exhibition and event industry. Currently Group President with overall responsibility for developing global corporate strategies, she also oversees Group businesses and operations in Southeast Asia. She is a graduate of The London School of Economics and Political Science at the University of London, having majored in Economics. Ms. Chia is a director of the following subsidiaries of the Company: Global-Link MP Events International Inc., MP International Pte Ltd., MP Medicon Investments Pte Ltd., Pico Art International Pte Ltd., Pico International (M) Sdn Bhd, Pico Management (M) Sdn Bhd, and X'Po Builders Sdn Bhd. She is also a director of Pico (Thailand) Public Company Limited, which is listed on the Stock Exchange of Thailand, and served as its chief executive officer until June 9, 2024. Save as disclosed above, Ms. Chia does not hold any other position with the Company or any of its subsidiaries and did not hold any directorship in the last three years in any other public company, the securities of which are listed on any securities market in Hong Kong or overseas.

As at the date of this announcement, Ms. Chia personally holds interest in 2,832,000 shares of the Company (the "**Shares**") and interest in 2,712,000 underlying Shares in respect of share options granted by the Company, which interests are required to be disclosed pursuant to Part XV of the Securities and Futures Ordinance (Chapter 571 of the laws of Hong Kong) (the "**SFO**").

Ms. Chia is a niece of Mr. Chia and the daughter of Mr. Chia Siong Lim, a member of the Group's senior management. Save as disclosed above, Ms. Chia does not have any relationship with any other Directors, senior management of the Company, substantial or controlling Shareholders.

Ms. Chia has not entered into a separate service contract with the Company in respect of her appointment as the CEO. The Company has entered into a letter of appointment with Ms. Chia for a term of two years as executive Director of the Board from February 1, 2024. Save as disclosed above, there is no other service contract entered into between Ms. Chia and the Company. As executive Director she is subject to retirement by rotation and re-election at the annual general meeting of the Company in accordance with the articles of association of the Company. Ms. Chia is entitled to a director fee of HK\$228,000, which is covered by her service contract with the Company, and other projected emoluments of approximately HK\$12 million per annum. The remuneration of all Directors and the CEO is determined by the Board having regard to the recommendation of the remuneration committee of the Company and with reference to the Director's or the CEO's contributions, experience and relevant duties and responsibilities within the Company.

Save as disclosed above, as at the date of this announcement, Ms. Chia does not have any other interest in any shares, underlying shares or debentures of the Company or any of its associated corporations which are required to be disclosed pursuant to Part XV of the SFO.

Save as disclosed above and as announced in the Company's announcement dated March 4, 2025 about a small fine in the amount of THB 183,600 (or equivalent to HKD 42,228) for certain non-timely filings by a Thai company of which Ms. Chia is a director, there are no other matters that need to be brought to the attention of the Shareholders in connection with the Appointment and there is no other information that should be disclosed pursuant to paragraphs 13.51(2)(h) to (v) of the Rules Governing the Listing of Securities on the Stock Exchange.

The Board would like to take this opportunity to congratulate Ms. Chia on her new role with the Company.

By Order of the Board  
**Pico Far East Holdings Limited**  
**Leung Hoi Yan**  
*Company Secretary*

Hong Kong, December 31, 2025

*As of the date of this announcement, the executive directors of the Company are Mr. Lawrence Chia Song Huat, Ms. Jean Chia Yuan Jiun and Mr. Mok Pui Keung; the independent non-executive directors are Mr. Gregory Robert Scott Crichton, Mr. James Patrick Cunningham, Mr. Kenneth Kent Ho, Mr. Frank Lee Kee Wai and Mr. Charlie Yucheng Shi.*