

# Board of Directors



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## TAN SRI DATO' DR. ABU BAKAR BIN SULEIMAN

Age: 67 years  
Nationality: Malaysian

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### Qualifications

- Bachelor of Medicine and Bachelor of Surgery, Monash University, Australia
- Master of Medicine, University of Singapore
- Fellow, Royal Australian College of Physicians
- Fellow, Royal College of Physicians, London
- Fellow, Royal College of Physicians, Edinburgh
- Fellow, Royal College of Physicians, Glasgow
- Fellow, Royal College of Physicians, Ireland
- Fellow, Academy of Medicine, Malaysia
- Fellow, Academy of Medicine, Singapore
- Fellow, Academy of Science, Malaysia
- Honorary Fellow, American College of Physicians

### Position on the Board

- Non-Independent Non-Executive Chairman

### Date Appointed to the Board

- 25 May 2002

### Working Experience and Occupation

- Tan Sri began his career as a Medical Officer with the Ministry of Health (MOH) in 1969. He subsequently completed his training in Internal Medicine and became a Consultant Physician with the Department of Nephrology, Kuala Lumpur Hospital. He has held various top level positions in the medical field, including being Head of Department of Nephrology, Kuala Lumpur Hospital, where he worked for 11 years. In 1987, he was appointed MOH's Director of Medical Services and in 1989, the Deputy Director-General of Health. He went on to become the Director-General of Health, a position he held from 1991 to 2001. He attended the Advanced Management Program at Harvard Business School, USA, in 1991. Upon his official retirement, he was appointed President of the International Medical University.

### Membership of Board Committees

- Chairman, Nomination and Remuneration Committee

### Directorships of Other Public Companies

- Medical Defence Malaysia Berhad

### Securities Holdings in the Company and its Subsidiaries

- 286,400 ordinary shares directly (as at 31 March 2011)
- 13,000 ordinary shares indirectly (as at 31 March 2011)

### Family Relationship with Any Director and/or Major Shareholder

- None

### Conflict of Interest with the Company

- None

### List of Convictions for Offences Within The Past 10 years Other than Traffic Offences

- None



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**TAN SRI DATO' DR. JEGATHESAN  
A/L N.M. VASAGAM @ MANIKAVASAGAM**

Age: 67 years  
Nationality: Malaysian

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#### Qualifications

- Bachelor of Medicine and Bachelor of Surgery, University of Singapore
- Diploma in Tropical Medicine and Hygiene, Mahidol University, Thailand
- Diploma in Clinical Pathology, University of London
- Fellow, Royal College of Pathologists, United Kingdom
- Fellow, College of American Pathologists, America
- Fellow, Royal College of Pathologists of Australia
- Fellow, Academy of Medicine, Malaysia
- Senior Fellow (Academician), Academy of Sciences, Malaysia

#### Position on the Board

- Independent Non-Executive Director

#### Date Appointed to the Board

- 30 March 2006

#### Working Experience and Occupation

- Tan Sri Dato' Dr. Jegathesan began his career serving in numerous government departments in the Ministry of Health, culminating in the position of Deputy Director General (Research and Technical Support) from 1994 till 1998. After a full term

career in the Ministry of Health, he served as Medical Advisor to the UNDP affiliated Council for Health Research for Development in Geneva from 1998 to 2000, thereafter as CEO of Sistem Hospital Awasan Taraf till 2003. He currently holds positions as Adjunct Professor, Faculty of Medicine and Health Sciences, UITM, Consultant Microbiologist, Gribbles Pathology Laboratory Services, Consultant Microbiologist and Head, Clinical Support, Sunway Hospital, Pro-Chancellor, University Sains Malaysia and Deputy Vice-Chancellor (Research) of MAHSA University College. Tan Sri Dato' Dr. Jegathesan is also invited as a temporary Advisor to the World Health Organisation from time to time. His other crowning achievements were when he was a participant in the Asian Games in Jakarta in 1962, where he was the first Malaysian to win a gold medal at an Asian Games, repeating the feat at the next Games in 1966 and was dubbed the "fastest man in Asia." He was also Malaysia's first Sportsman of the Year in 1966. On the medical front, he was the joint winner of the National Science Award in 1995.

#### Membership of Board Committees

- Member, Nomination and Remuneration Committee
- Member, Audit and Risk Management Committee

#### Directorships of Other Public Companies

- None

#### Securities Holdings in the Company and its Subsidiaries

- 34,120 ordinary shares directly (as at 31 March 2011)

#### Family Relationship with Any Director and/or Major Shareholder

- None

#### Conflict of Interest with the Company

- None

#### List of Convictions for Offences Within the Past 10 years Other Than Traffic Offences

- None

## Board of Directors



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### DATO' DR. MOHAMAD HASHIM BIN AHMAD TAJUDIN

Age: 57 years  
Nationality: Malaysian

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#### Qualifications

- Bachelor of Science, Agriculture, Universiti Pertanian Malaysia
- Master of Science, Agriculture (Soil Chemistry and Fertility), Universiti Pertanian Malaysia
- PhD in Soil Fertility (Soil Chemistry and Plant Nutrition) and Management, Universiti Putra Malaysia
- Advanced Management Program, INSEAD, France
- Harvard Premier Business Management Programme

#### Position on the Board

- Non-Independent Non-Executive Director

#### Date Appointed to the Board

- 18 November 2005

#### Working Experience and Occupation

- Dato' Dr. Mohamad Hashim is presently the Director, R&D and Agronomy of TH Plantations Berhad. Prior to this, he was the Group Managing Director of Chemical Company of Malaysia Berhad until his retirement in June 2010. He was a Senior Director in the Oils & Fats Division of Golden Hope Plantations Berhad and had held various positions during his 26 years career in Golden Hope. These included being a Director in the Research and Development from 1998 to 2003 and the Executive Director of Golden Hope Research Sdn. Bhd. and Golden Hope Agrotech Consultancy Sdn. Bhd. He was also the Adjunct Professor of the Agricultural Faculty, Universiti Putra Malaysia.

#### Membership of Board Committees

- None

#### Directorships of Other Public Companies

- None

#### Securities Holdings in the Company and its Subsidiaries

- 15,000 ordinary shares directly (as at 31 March 2011)

#### Family Relationship with any Director and/or Major Shareholder

- None

#### Conflict of Interest with the Company

- None

#### List of Convictions for Offences Within The Past 10 years Other than Traffic Offences

- None



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## DATUK ALIAS BIN ALI

Age: 63 years

Nationality: Malaysian

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### Qualifications

- Bachelor of Economics (Hons.), Universiti Malaya
- Master in Business Management (MBM), Asian Institute of Management (Manila)
- Diploma in Islamic Studies, Universiti Kebangsaan Malaysia
- Diploma in Homeopathic Medicine, Homeopathic Medical Association of Malaysia

### Position on the Board

- Non-Independent Non-Executive Director

### Date Appointed to the Board

- 14 March 2006

### Working Experience and Occupation

- Datuk Alias began his career serving in government departments and Ministries since 1970. He was appointed as Director Industrial Development of the Ministry of Trade & Industry in 1987. In 1990, he was appointed the Cabinet Under-Secretary in the Prime Minister's Department and Deputy Secretary-General (Cabinet) in 1995. He was the Secretary-General of the Ministry of Health from 2000 till 2004.

### Membership of Board Committees

- Member, Audit and Risk Management Committee

### Directorships of Other Public Companies

- Air Asia Berhad
- Fima Corporation Berhad
- Melati Ehsan Holdings Berhad

### Securities Holdings in the Company and its Subsidiaries

- None (as at 31 March 2011)

### Family Relationship with Any Director and/or Major Shareholder

- None

### Conflict of Interest with the Company

- None

### List of Convictions for Offences Within The Past 10 years Other Than Traffic Offences

- None

## Board of Directors



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### HAJI GHAZALI BIN AWANG

Age: 64 years

Nationality: Malaysian

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#### Qualifications

- Bachelor of Commerce, University of Newcastle (N.S.W.), Australia
- Chartered Accountant, Institute of Chartered Accountants, Australia
- Chartered Accountant, Malaysian Institute of Accountants
- Diploma in Islamic Studies, International Islamic University

#### Position on the Board

- Independent Non-Executive Director

#### Date Appointed to the Board

- 14 March 2006

#### Working Experience and Occupation

- Haji Ghazali began his career as an Accountant in Wilson Bishop Bowes & Craig in Australia in 1972. Upon returning to Malaysia, he assumed several positions in the Government services, Permodalan Nasional Berhad and Shell Companies in Malaysia. In 1994, he assumed the position of Executive Director/Group Director, Finance & Corporate Services, Kumpulan Guthrie Bhd. until he retired in 2003.

#### Membership of Board Committees

- Chairman, Audit and Risk Management Committee
- Member, Nomination and Remuneration Committee

#### Directorships of Other Public Companies

- HeiTech Padu Berhad
- BIMB Investment Management Berhad
- Bank Simpanan Nasional
- Prudential BSN Takaful Berhad

#### Securities Holdings in the Company and its Subsidiaries

- 72,000 ordinary shares directly (as at 31 March 2011)

#### Family Relationship with Any Director and/or Major Shareholder

- None

#### Conflict of Interest with the Company

- None

#### List of Convictions for Offences Within The Past 10 years Other Than Traffic Offences

- None

# Senior Management



**LEONARD ARIFF  
BIN ABDUL SHATAR**

CHIEF EXECUTIVE OFFICER

Age: 46 years

Nationality: Malaysian

## Qualifications

- LLB, Monash University, Melbourne, Australia
- Bachelor of Economics, Monash University, Melbourne, Australia

## Working Experience and Occupation

- En. Leonard Ariff was appointed the Chief Executive Officer of CCM Duopharma Biotech Berhad cum Director of CCM Pharmaceuticals Division on 1 January 2008. Since 1988, he has worked in various capacities in the legal profession before joining the CCM Group in 1990 where his main responsibilities were in business development at CCM Chemicals Sdn. Bhd. In 2000, he assumed the position of Managing Director of Usaha Pharma (M) Sdn. Bhd. (formerly known as Prima Health Pharmacy (Retail) Sdn. Bhd.), CCM's pharmaceuticals retail arm. He then became General Manager of ICI Paints Malaysia Sdn. Bhd. in 2003 and subsequently as Managing Director before taking on his current appointment. He also holds directorship on the Board of several companies within the CCM Group. He also acts in an advisory capacity at Monash University Business School, University Science Malaysia, International Medical University, University Malaya (Pahang/Penang) and as committee member of Good Governance for

Medicines in the Ministry of Health, Malaysia. He is currently the President of the Malaysian Organisation of Pharmaceutical Industries (MOPI).

## Membership of Board Committees

- None

## Directorships of Other Public Companies

- None

## Securities Holdings in the Company and its Subsidiaries

- None (as at 31 March 2011)

## Family Relationship with Any Director and/or Major Shareholder

- None

## Conflict of Interest with the Company

- None

## List of Convictions for Offences Within The Past 10 years Other Than Traffic Offences

- None



**IBRAHIM BIN ZAINUDIN**

CHIEF OPERATING OFFICER

Age: 53 years

Nationality: Malaysian

## Qualifications

- Bachelor of Science (Hons) Applied Biology, Liverpool, UK (Major in Microbiology & Biochemistry)
- Harvard Business School – Alumni Club Malaysia

## Working Experience and Occupation

- En. Ibrahim commenced his career at Glaxo Malaysia (now GSK) in 1983, gaining experience in production, quality control, quality assurance and materials planning of pharmaceuticals manufacturing. He then joined Baxter Malaysia (now Unomedical) in 1992, in the areas of regulatory affairs, quality assurance,

R&D, human resource and operations of medical devices manufacturing. En. Ibrahim later moved to Pharmaniaga Manufacturing Bhd. in 2001 as the plant's Director & Senior General Manager responsible for the overall operations of pharmaceuticals manufacturing and later became Head of International Manufacturing Development. In January 2008, he joined CCM Duopharma as General Manager, Operations, overseeing supply chain management, purchasing, manufacturing, engineering, safety and risk management. En. Ibrahim was appointed to his present capacity as Chief Operating Officer on 1 January 2010.

## Senior Management



### CHEK WU KONG

GENERAL MANAGER, FINANCE & IT

Age: 45 years

Nationality: Malaysian

#### Qualifications

- Bachelor of Accounting (Hons), Universiti Malaya
- Malaysian Institute of Certified Public Accountants (MICPA)

#### Working Experience and Occupation

- Mr. Chek commenced his career in an international firm of public accountants in 1990, gaining experience in taxation, auditing and accounting. He joined Komarkcorp

Berhad in 1994 as Accountant and was responsible for corporate restructuring, group accounting and finance. He was later promoted to Group Finance Manager in 1995 and thereafter to Group Financial Controller in 1996 before starting his own business in January 2000. He joined CCM Duopharma in August 2000 as Financial Controller and was promoted to his current position in 2009.



### NG SU YEE

GENERAL MANAGER, TECHNICAL SUPPORT & DEVELOPMENT

Age: 43 years

Nationality: Malaysian

#### Qualifications

- Bachelor of Pharmacy (Hons), University of London, UK

#### Working Experience and Occupation

- Ms. Ng did her pre-registration pharmacy training in CE Harrod Chemist, an independent retail pharmacy in London from 1990 to 1991. She then joined Ekim Trading, a Bumiputra tendering agent in Kuala Lumpur as Pharmacist in 1992. She commenced her industrial career in Glaxo Malaysia (now GSK) in 1993

as Production Pharmacist and was later promoted to Section Manager overseeing pharmaceuticals manufacturing. Ms. Ng joined the CCM Group in June 1997 in various disciplines including Production, Quality Control, Engineering and Production Maintenance of plant operations. She is currently overseeing Regulatory Affairs, Compliance/Quality Assurance, Quality Control, Technical, Validation, Stability, Process Improvement & Business Excellence.



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## KANNA UMAKANTH

GENERAL MANAGER, RESEARCH & DEVELOPMENT

Age: 38 years

Nationality: Indian

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### Qualifications

- Masters in Pharmaceutics, Birla Institute of Technology Science, Pilani, India

### Working Experience and Occupation

- Mr. Kanna Umakanth was appointed Head of Innovax Sdn. Bhd. on 1 April 2010 and subsequently, the General Manager in August 2010. He has more than 14 years of experience in Pharmaceutical Formulation R&D and Technology transfer. He has worked in various Pharmaceutical companies in India at various capacities such as

Dr. Reddy's Laboratories, Granules India Limited, Orchid Chemicals and Pharmaceutical and ISP (India) Pvt Ltd (Specialty company based in USA). His research area is in Novel drug delivery systems such as controlled release, drug solubilization, pelletization and other common immediate release technologies. He also has vast experience in the filing of ANDA's (Abbreviated New Drug Applications) in regulated markets.



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## ANITA BINTI ESA

SENIOR MANAGER I, MARKETING

Age: 45 years

Nationality: Malaysian

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### Qualifications

- Executive MBA, Universiti Teknologi MARA
- Bachelor of Science with Honours, Universiti Sains Malaysia

### Working Experience and Occupation

- Pn. Anita was promoted to Senior Manager I, Marketing Department in October 2008. She launched her career in January 1991 in Eisai, a Tokyo-based pharmaceuticals company with headquarters in New Jersey, USA as a sales

representative. She then joined Zeneca that same year where she built her career in sales and marketing for nearly a decade. A number of engagements followed with stints in Novartis, Novo Nordisk and Bayer, which she left in 2006 as a National Sales Manager, garnering a wealth of experience in the management of products and international business. She later assumed the position as Marketing Manager in CCM, currently overseeing both the ethical and OTC ranges.



## Senior Management



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### FEIZRIL NOR BIN NURBI

SENIOR MANAGER I, EXPORT

Age: 36 years

Nationality: Malaysian

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#### Qualifications

- Masters of Arts (Honours) in Economics and Political Science, University of Dundee, Scotland, United Kingdom
- Masters in Business Administration, Cranfield University, England, United Kingdom (Chevening Scholar).

#### Working Experience and Occupation

- En. Feizril began his career with the Malaysian Industry-Government Group for High Technology (MIGHT), a unit under the Prime Minister's Department in January 1999. He joined CCM Group of Companies in May 2005 as Manager II, Business

Analyst with the Strategic Planning and Business Development Department, CCM Berhad. He was later transferred to the Group Managing Director's Office as Senior Manager II, Special Projects in June 2007. In April 2008, En. Feizril was then transferred to CCM Duopharma to lead the newly-formed Strategy and Business Development Department. In November 2009, En. Feizril was subsequently transferred to his present capacity as Senior Manager I, Export, responsible for the overall growth of the pharmaceuticals business outside Malaysia.



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### ALLEN NG CHEE LEONG

SENIOR MANAGER I, NATIONAL SALES

Age: 50 years

Nationality: Malaysian

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#### Qualifications

- Fremdsprachen Schule Colon, Hamburg, Germany
- Diploma in Marketing, Stamford College

#### Working Experience and Occupation

- Mr. Allen Ng joined the Company as Hospital Executive on 15 September 1989. He was promoted to Area Sales Manager (Selangor) in 2000 and was in charge of developing and

expanding the customer base in the state of Selangor. He was then appointed the General Sales Manager in April 2001 and redesignated as Senior Manager II, Ethical Sales in May 2008. In January 2010, he was appointed as Senior Manager I, National Sales, which oversees all domestic sales in ethical, OTC and Government channels.



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## SHIRLEY TAN

SENIOR MANAGER I, HUMAN  
RESOURCE

Age: 55 years

Nationality: Malaysian

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### Qualifications

- Diploma in Human Resource Management, Institute of HR Management, Malaysia

### Working Experience and Occupation

- Ms. Shirley Tan was appointed Senior Manager II, Human Resource on 1 September 2008 and subsequently as Senior Manager I, Human Resource on 1 September 2009.

Ms. Shirley Tan joined CCM Pharma Sdn. Bhd. (formerly known as Warner-Lambert) in August 1982 as Junior Executive in the Human Resource Department. In 1987, she was promoted to Human Resource Administrator and subsequently as Human Resource Manager in 1991. She was transferred to Upha in the same capacity when CCM acquired Upha Group of Companies in 1991. Since 2001, her role has expanded to cover various companies in the CCM Group.