



TAN SRI DATO' DR. ABU BAKAR BIN SULEIMAN

Age: 68 years

Nationality: Malaysian

Position on the Board

Non-Independent Non-Executive Chairman

Date Appointed to the Board

25 May 2002

Membership of Board Committees

Chairman, Nomination and Remuneration Committee

Directorships of Other Public Companies

Medical Defence Malaysia Berhad
Integrated Healthcare Holdings Berhad

Securities Holdings in the Company and its Subsidiaries

286,400 ordinary shares directly (as at 30 March 2012)
22,000 ordinary shares indirectly (as at 30 March 2012)

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

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

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.



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

Age: 68 years

Nationality: Malaysian

Position on the Board

Independent Non-Executive Director

Date Appointed to the Board

30 March 2006

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 30 March 2012)

**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

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

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 until 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 until 2003. He currently holds positions as Consultant Pathologist, BP Healthcare Group, Consultant Microbiologist and Head, Laboratory, Sunway Hospital, Pro-Chancellor, University Sains Malaysia and Deputy Vice-Chancellor (Research) of MAHSA University College. 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.



DATUK ALIAS BIN ALI

Age: 64 years

Nationality: Malaysian

Position on the Board

Non-Independent Non-Executive Director

Date Appointed to the Board

14 March 2006

Membership of Board Committees

Member, Audit and Risk Management Committee

Directorships of Other Public Companies

Fima Corporation Berhad
Melati Ehsan Holdings Berhad

Securities Holdings in the Company and its Subsidiaries

None (as at 30 March 2012)

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

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

Working Experience and Occupation

Datuk Alias began his career serving in government departments and Ministries since 1970. He was appointed as Director of 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.



HAJI GHAZALI BIN AWANG

Age: 65 years

Nationality: Malaysian

Position on the Board

Independent Non-Executive Director

Date Appointed to the Board

14 March 2006

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
Lembaga Tabung Haji

Securities Holdings in the Company and its Subsidiaries

77,000 ordinary shares directly (as at 30 March 2012)

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

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
- Magister Agama (MA), Institut Agama Islam Negeri, Imam Bonjol, Padang

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.



AMIRUL FEISAL BIN WAN ZAHIR

Age: 42 years

Nationality: Malaysian

Position on the Board

Non-Independent Non-Executive Director

Date Appointed to the Board

13 June 2011

Membership of Board Committees

None

Directorships of Other Public Companies

Chemical Company of Malaysia Berhad

Securities Holdings in the Company and its Subsidiaries

None (as at 30 March 2012)

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

Qualifications

- Bachelor of Science Economics (Accounting and Finance), London School of Economics, University of London
- Fellow of the Institute of Chartered Accountants England and Wales

Working Experience and Occupation

Prior to Amirul Feisal's appointment to CCM as Group Managing Director in 2011, he was the Executive Vice President for Special Projects in Permodalan Nasional Berhad. Amirul Feisal started his career in KPMG Plc. in the Audit Division based in London and left as an Assistant Manager to join Schroders Investment Banking in Kuala Lumpur in 1997. He remained at Schroders (later acquired by Salomon Smith Barney and subsequently renamed Citigroup Global Markets) until 2004. During that period, he worked in various departments within the Investment Banking Division including the Project Finance and Privatisation Department, Corporate Finance Group, Mergers & Acquisition Group and the Industrial/ Large Cap Group based in Kuala Lumpur, Singapore and Hong Kong. In 2004, Amirul Feisal joined BinaFikir Sdn. Bhd., a Malaysian-based boutique advisory firm as a shareholder and Executive Director. He was also the Managing Director, Investment Banking for Maybank Investment Bank from 2008 until September 2010. Amirul Feisal is also a member of the Advisory Panel for Malaysia-Japan International Institute of Technology (MJIT), Universiti Teknologi Malaysia, International Campus.



LEONARD ARIFF BIN ABDUL SHATAR

Chief Executive Officer

Age: 47 years

Nationality: Malaysian

Membership of Board Committees

None

Directorships of Other Public Companies

None

Securities Holdings in the Company and its Subsidiaries

None (as at 30 March 2012)

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

Qualifications

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

Working Experience and Occupation

Leonard Ariff was appointed the Chief Executive Officer of CCM Duopharma Biotech Berhad and Director of CCM Pharmaceuticals Division on 1 January 2008. Since 1988, he had 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 boards 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).



IBRAHIM BIN ZAINUDIN

Chief Operating Officer/Chief Strategy Officer

Age: 54 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

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. Ibrahim later moved to Pharmaniaga Manufacturing Berhad in 2001 as the plant's Director and 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. Ibrahim was appointed to his present capacity as Chief Operating Officer/ Chief Strategy Officer on 1 January 2012.

Qualifications

- Bachelor of Science (Hons) in Mechanical Engineering, Middlesex University, United Kingdom
- Senior Management Development Programme, Harvard Business School

Working Experience and Occupation

Billy Urudra joined the ICI/CCM Group on 2 June 1983 as Plant Engineer for CCM Fertilizers Sdn. Bhd. On 1 July 1989, he was transferred to CCM Chemicals Sdn. Bhd. as Product Manager. Subsequently on 1 October 1990, he was appointed Human Resource Planning Manager for CCM Group. He was transferred back to CCM Chemicals on 1 April 1992 and appointed Business Manager, Chlor-Alkali and Watercare. On 7 March 1996, he was appointed Director of CCM Chemicals Sdn. Bhd. On 1 February 2003, he was transferred to CCM Pharmaceuticals Sdn. Bhd. as Director and General Manager, Marketing. On 1 July 2004, he was transferred to CCM Berhad as Group Business Development Manager. Subsequently on 1 July 2007, he was appointed as Director, Group Strategic Planning & Business Development. Billy Urudra was appointed as Director, International Business Division, on 1 January 2009. He was appointed Director, Group Transformation Office on 1 July 2011 and subsequently on 1 January 2012, he was appointed as Chief Commercial Officer, the position he currently holds.



BILLY URUDRA

Chief Commercial Officer

Age: 51 years

Nationality: Malaysian



CHEK WU KONG

Chief Financial Officer

Age: 46 years

Nationality: Malaysian

Qualifications

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

Working Experience and Occupation

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 2012 and responsible for finance, secretarial, IT and human resources portfolios.

Qualifications

- Bachelor of Pharmacy (Hons), University of London, United Kingdom

Working Experience and Occupation

Su Yee did her pre-registration pharmacy training in CE Harrod Chemist, an independent retail pharmacy in London from 1990 to 1991. Upon her return to Malaysia, she 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.

Su Yee joined the CCM Group in June 1997. Over the years, she has led various disciplines of plant operations including Production, Quality Assurance, Quality Control, Regulatory Affairs, Technical Support, Process Improvement, Business Excellence, Engineering and Plant Maintenance. Su Yee is appointed as the Chief Manufacturing and Technical Officer since 1 Jan 2012.



NG SU YEE

Chief Manufacturing & Technical Officer

Age: 44 years

Nationality: Malaysian



NOOR AZWAH SAMSUDIN

Company Secretary, Group Company Secretarial

Age: 41 years

Nationality: Malaysian

Qualifications

- LLB, University of Sheffield, United Kingdom
- Certificate in Legal Practice, Legal Qualifying Board, Malaysia

Working Experience and Occupation

Noor Azwah joined the CCM Group in 2006 and was appointed the Company Secretary of CCM Duopharma Biotech Berhad in 2007. Prior to her appointment, Noor Azwah has served in a similar capacity in the automotive and insurance industries. She is also an affiliate member of the Malaysian Institute of Chartered Secretaries and Administrators.