



### LEONARD ARIFF BIN ABDUL SHATAR

Chief Executive Officer

Age: 50 years

Nationality: Malaysian

#### 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 31 March 2015

#### 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 as Group Managing Director of Chemical Company of Malaysia Berhad on 9 January 2015. He is also the Chief Executive Officer of CCM Duopharma Biotech Berhad and Director of CCM Pharmaceuticals Division since 1 January 2008. He was also appointed as Director of CCM Chemicals Division on 3 September 2014.

Leonard Ariff started his career in 1988 in various capacities in the legal professions before joining the CCM Group in 1990, where his main responsibilities were in business development and business management 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 later joined ICI Paints Malaysia Sdn. Bhd. in 2003 as the General Manager and was subsequently appointed as Managing Director in 2005 until 2007, before re-joining the CCM Group.

He holds directorships on the boards of several companies within the CCM Group and PanGen Biotech Inc. (Korea). He also acts in an advisory capacity at International Medical University School of Pharmacy, Chair of the School of Business Advisory Board at Monash University Malaysia, member of the advisory board of Chemical Engineering Faculty at Monash University Malaysia, Industrial and Community Advisory panel of Institute for Research in Molecular Medicine ("INFORMM") at Universiti Sains Malaysia, and Committee Member of Good Governance for Medicines in the Ministry of Health, Malaysia and is a member of the Malaysian National Biotech Advisory Board.

## Senior Management



### **IBRAHIM BIN ZAINUDIN**

Chief Operating Officer/Chief Strategy Officer

Age: 57 years

Nationality: Malaysian

#### **QUALIFICATIONS**

- Bachelor of Science (Hons) Applied Biology, Liverpool, UK (Major in Microbiology & Biochemistry)
- Senior Management Development Programme, Harvard Business School

#### **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 & 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. Ibrahim was elected the 1st President of the International Society for Pharmaceutical Engineering ("ISPE") Malaysia in 2012 and currently sits as a member on the School of Pharmacy Industry Advisory Panel of Taylor's University.

### **BILLY URUDRA**

Chief Commercial Officer

Age: 54 years

Nationality: Malaysian

#### **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 transferred to CCM Pharmaceuticals Division as Chief Commercial Officer, the position he currently holds.



### CHEK WU KONG

Chief Financial Officer  
Age: 49 years  
Nationality: Malaysian

#### QUALIFICATIONS

- Bachelor of Accounting (Hons), Universiti Malaya
- Malaysian Institute of Certified Public Accountants (“MICPA”)
- Senior Management Development Programme, Harvard Business School

#### 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 is responsible for finance, secretarial, IT and human resources portfolios.

### NG SU YEE

Chief Manufacturing & Technical Officer  
Age: 47 years  
Nationality: Malaysian

#### QUALIFICATION

- Bachelor of Pharmacy (Hons), University of London, United Kingdom
- Senior Management Development Programme, Harvard Business School

#### 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 pharmaceutical 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, Plant Maintenance and Project Management. Su Yee was appointed as the Chief Manufacturing and Technical Officer on 1 January 2012, overseeing Manufacturing, Technical and Supply Chain, a position she currently holds. She is also a member of the Royal Pharmaceutical Society of Great Britain and the Malaysian Pharmaceutical Society.

### NOOR AZWAH SAMUDIN

Company Secretary  
Age: 44 years  
Nationality: Malaysian

#### QUALIFICATIONS

- LLB (Hons), 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 the legal and corporate secretarial capacity in the automotive and insurance industries. She is also an affiliate member of the Malaysian Institute of Chartered Secretaries and Administrators.