

SENIOR MANAGEMENT



LEONARD ARIFF ABDUL SHATAR

Chief Executive Officer

Age: 51 years

Nationality: Malaysian

MEMBERSHIP OF BOARD COMMITTEES

None

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

Chemical Company of Malaysia Berhad

PanGen Biotech Inc. (Korea)

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 5 April 2016

FAMILY RELATIONSHIP WITH ANY DIRECTOR AND/OR MAJOR SHAREHOLDERS

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. He was also the Director of CCM Chemicals Division from October 2014 until December 2015. Following the internal reorganisation of the CCM Group in January 2016, Leonard Ariff's position as Director Pharmaceuticals Division has been redesignated as Chief Executive Officer, Pharmaceuticals.

Leonard Ariff started his career in 1988 in various capacities in the legal profession 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 in 2008.

He holds directorships on the boards of several companies within the CCM Group. He is also a director of PanGen Biotech Inc. (Korea), an entity listed on KOSDAQ (Korean Securities Dealers Automated Quotations). He also acts in an advisory capacity at the 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.



BILLY URUDRA

Chief Commercial Officer

Age: 55 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: 50 years

Nationality: Malaysian

QUALIFICATIONS

- Bachelor of Accounting (Hons), Universiti Malaya
- Chartered Accountant, Malaysian Institute of Accountants
- Malaysian Institute of Certified Public Accountants (“MICPA”)
- Senior Management Development Programme, Harvard Business School
- ICAEW Qualified Person Responsible for Training (“QPRT”)

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, IT and human resources portfolios.

SENIOR MANAGEMENT (CONT'D)



NORZAIMAH BINTI MAAROF

Chief Strategy Officer

Age: 46

Nationality: Malaysian

QUALIFICATIONS

- Barrister-at-Law, Bar of England and Wales
- Bachelor of Laws, University of Southampton, United Kingdom

WORKING EXPERIENCE AND OCCUPATION

Norzaimah was appointed as Director, Group Corporate Development on 1 October 2014. Prior to her appointment, Norzaimah was the Chief Business Development Officer in CCM Duopharma Biotech Berhad (“CCMD”) from March 2014 until September 2014. She is also the Chief Strategy Officer of CCMD effective 1 January 2016.

Norzaimah has an extensive corporate commercial experience; she started her career in 1994 in the Corporate Department of General Lumber Fabricators & Builders Bhd. until 2000. Thereafter, she moved to Philips Malaysia Sdn. Bhd. as Senior Legal Counsel from 2000 to 2003. She joined Pfizer Malaysia Sdn. Bhd. in 2003 where she was first appointed as Legal Director for Malaysia, Singapore and Brunei and then seconded to Pfizer Headquarters in New York in 2006. She was later appointed as Legal Director for Asia Research and Development where she provided core research and development, legal support and counsel for Pfizer Global Research and Development organisations in Asia and provided support and counsel for international clinical trials.

Her last employment prior to joining CCM was Chief Counsel of Felda Global Ventures Holdings Berhad from 2009 to 2013.

NG SU YEE

Chief Technical Officer

Age: 48 years

Nationality: Malaysian

QUALIFICATIONS

- 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 a 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. Su Yee was appointed as the Chief Manufacturing & Technical Officer on 1 January 2012. On 1 January 2016, she was appointed as the Chief Technical Officer overseeing Regulatory Affairs, Quality Assurance, Quality Control, Technical Support, Product Improvement, Central Purchasing, Medical & Clinical Affairs, Pharmacovigilance and the Group’s Manufacturing Strategy. Su Yee is also a member of the Royal Pharmaceutical Society of Great Britain and the Malaysian Pharmaceutical Society. She is also an Exco member of the Malaysian Organisation of Pharmaceutical Industries (“MOPI”) and the International Society for Pharmaceutical Engineering (“ISPE”) Malaysia Affiliate.



KRISNAKUMARA-REDDI

Chief Manufacturing Officer

Age: 46 years

Nationality: Malaysia

QUALIFICATIONS

- Bachelor of Pharmacy (Hons), University of Science Malaysia, Penang (“USM”)
- Senior Management Development Programme, Harvard Business School
- Certified Lean Six Sigma - Black Belt

WORKING EXPERIENCE AND OCCUPATION

Krisna did his housemanship with the National Pharmaceutical Control Bureau from 1994 to 1995. Upon completion of his compulsory service, he joined Bristol Myers Squibb as Hospital Sales Representative covering private and government hospitals in the central and northern regions.

He pursued his industrial career beginning with Sterling Health Manufacturing in 1996. He joined as Production Pharmacist overseeing galenic and ophthalmic manufacturing. From here, Krisna moved on to Upha Pharmaceutical Manufacturing (M) Sdn. Bhd. and later to Duopharma in 1998. Over the years, he led various disciplines of plant operations which include Production, Warehousing and Transportation, Planning, Engineering, Project Management and Quality Assurance. Krisna completed his Lean Six Sigma projects and obtained his Black Belt certification in 2016. Krisna was appointed as Chief Manufacturing Officer on 1 January 2016, overseeing Plant Manufacturing functions which includes Production, Planning, Engineering, Material Warehouse and Safety, Health and Environment.

NOOR AZWAH SAMSUDIN

Company Secretary

Age: 45 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.

SENIOR MANAGEMENT (CONT'D)



WAN AISHAH IDRIS BINTI MUHAMAD IDRIS

Head of Group Integrity and Assurance/Group Internal Auditor

Age: 45 years

Nationality: Malaysian

QUALIFICATIONS

- BA Accounting & Finance, University of South Wales, United Kingdom
- Association of Certified Chartered Accountant (ACCA)
- Certified Internal Auditor (CIA)

WORKING EXPERIENCE AND OCCUPATION

Wan Aishah Idris first joined CCM Group in 2011 as the Head of Group Internal Audit. In 2013, following the establishment of the Integrity Unit, her role was expanded to oversee both the Integrity and Internal Audit functions. She is a Certified Internal Auditor as well as a Certified Integrity Officer (CeIO).

Wan Aishah Idris started her audit career at Grant Thornton, Cardiff, United Kingdom, where she pursued her ACCA examinations. Subsequently, she served in the internal audit departments of Malaysia Airlines System Berhad and UEM Group Berhad.

Prior to her appointment in CCM, she was the Head of Group Internal Audit at UEM Group Berhad.