

SENIOR MANAGEMENT

LEONARD ARIFF BIN ABDUL SHATAR

Age : 52 years
Nationality: Malaysian
Gender : Male

POSITION

Chief Executive Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION

1 January 2008



MEMBERSHIP OF BOARD COMMITTEES

None

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES AND LISTED ISSUERS

- Chemical Company of Malaysia Berhad
- PanGen Biotech Inc. (Korea)

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 March 2017

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

QUALIFICATION

- LL.B, Monash University, Melbourne, Australia
- Bachelor of Economics, Monash University, Melbourne, Australia

WORKING EXPERIENCE AND OCCUPATION

Leonard Ariff has been appointed as the Chief Executive Officer of CCM Duopharma Biotech Berhad since 1 January 2008 until to-date. On 9 January 2015, he was appointed the Group Managing Director of Chemical Company of Malaysia Berhad, a position he carries until to-date. He is also the Chief Executive Officer of the Pharmaceuticals Division of the CCM Group following an internal reorganisation of the CCM Group in January 2016. Prior to that, he was the Director of the Pharmaceuticals Division since January 2008.

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 was also the Director of CCM's Chemicals Division from October 2014 until December 2015.

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 the International Medical University School of Pharmacy, Chair of the School of Business Advisory Board 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

Age : 56 years
 Nationality: Malaysian
 Gender : Male

POSITION

Chief Commercial Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION

1 January 2012

**DIRECTORSHIP IN PUBLIC COMPANIES AND OTHER LISTED ISSUERS**

None

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

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 the Fertilizer Business Division. After having spent over 6 years in the engineering field, in July 1989, he was transferred to CCM's Chemicals Division as a Product Manager. This was the start of his commercial career. As part of CCM's career development program, Billy was moved to the Group Human Resources Department, where in October 1990, he was appointed Human Resource Planning Manager for CCM Group. After having had 2 years of human resource management exposure, he was transferred back to CCM's Chemicals Division in April 1992 and appointed Business Manager. He spent a further 11 years in the chemicals business and was subsequently appointed Director of CCM's Chemicals Business.

On 1 February 2003, he was transferred to CCM's Pharmaceuticals Division as Director and General Manager, Marketing. This was his start in the pharmaceuticals industry. In July 2004, he was moved to CCM's Corporate Office to lead the Group Business Development role, and appointed as Director, Group Strategic Planning & Business Development. He also took on special corporate roles as Director, International Business Division and Director, Group Transformation Office.

On 1 January 2012, he was transferred to CCM's Pharmaceuticals Division as Chief Commercial Officer. He currently heads all of CCM Pharmaceutical's commercial activities, both locally and internationally. Billy Urudra has nearly 27 years of commercial experience, of which 13 years are in the pharmaceuticals industry.

SENIOR MANAGEMENT (CONT'D)

CHEK WU KONG

Age : 51 years
Nationality: Malaysian
Gender : Male

POSITION

Chief Financial Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION

7 August 2000



DIRECTORSHIP IN PUBLIC COMPANIES AND OTHER LISTED ISSUERS

None

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

QUALIFICATIONS

- Bachelor of Accounting (Hons), University of 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.

WAN AMIR-JEFFERY BIN WAN ABDUL MAJID

Age : 44 years
 Nationality: Malaysian
 Gender : Male

POSITION

Chief Strategy Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION

5 September 2016

**DIRECTORSHIP IN PUBLIC COMPANIES AND OTHER LISTED ISSUERS**

None

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

QUALIFICATIONS

- Bachelor of Business Administration - International Trade, University of Central Arkansas, United States of America.

WORKING EXPERIENCE AND OCCUPATION

Wan Amir-Jeffery began his career in a marine and environmental consulting firm called Sea Resources Management ("SRM") Sdn. Bhd. in 1997. In 2007, he left SRM to join Malaysian Biotechnology Corporation ("BiotechCorp") Sdn. Bhd. as Lead Business Analyst, Biomedical Business Development and Investment ("BDI") Division. At BiotechCorp, he developed his knowledge and expertise in identifying, structuring, securing and implementing biomedical investment projects, especially in the biopharma and pharmaceutical industries. He was promoted to Vice-President within the same division in 2008.

In 2013, he assumed the dual role of Chief Executive Officer of Johor Biotechnology & Biodiversity Corporation and J-Biotech Holdings Sdn. Bhd. He was responsible for developing and implementing key bioeconomy and biotech initiatives in Johor.

Wan Amir-Jeffery joined CCM Duopharma Biotech Berhad as Chief Strategy Officer on 5 September 2016, responsible for business development, Halal initiatives and government business of CCMD Group. He is also the Chief Executive Officer of Duopharma (M) Sdn. Bhd., a wholly owned subsidiary of CCMD since 5 September 2016.

SENIOR MANAGEMENT (CONT'D)

NG SU YEE

Age : 49 years
Nationality: Malaysian
Gender : Female

POSITION

Chief Technical Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION

1 January 2012



DIRECTORSHIP IN PUBLIC COMPANIES AND OTHER LISTED ISSUERS

None

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

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 a member of the Royal Pharmaceutical Society of Great Britain and the Malaysian Pharmaceutical Society. She is also a member of the Executive Council of Malaysian Organisation of Pharmaceutical Industries ("MOPI") and the International Society for Pharmaceutical Engineering ("ISPE") Malaysia Affiliate.

KRISNAKUMARA-REDDI

Age : 47 years
 Nationality: Malaysian
 Gender : Male

POSITION

Chief Manufacturing Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION

1 January 2016

**DIRECTORSHIP IN PUBLIC COMPANIES AND OTHER LISTED ISSUERS**

None

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

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 (now known as National Pharmaceutical Regulatory Agency) 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.

SENIOR MANAGEMENT (CONT'D)

NOOR AZWAH BINTI SAMSUDIN

Age : 46 years
Nationality: Malaysian
Gender : Female

POSITION

Company Secretary

DATE OF APPOINTMENT TO KEY SENIOR POSITION

8 December 2006



DIRECTORSHIP IN PUBLIC COMPANIES AND OTHER LISTED ISSUERS

None

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

QUALIFICATIONS

- LL.B (Hons.), University of Sheffield, United Kingdom
- Certificate in Legal Practice, Legal Qualifying Board, Malaysia

WORKING EXPERIENCE AND OCCUPATION

Noor Azwah joined the CCM Group as Company Secretary in 2006 and is responsible for the corporate secretarial function of the Group. 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.

WAN AISHAH IDRIS BINTI MUHAMAD IDRIS

Age : 46 years
 Nationality: Malaysian
 Gender : Female

POSITION

Head of Group Integrity & Assurance/Group Internal Auditor

DATE OF APPOINTMENT TO KEY SENIOR POSITION

13 August 2014

**DIRECTORSHIP IN PUBLIC COMPANIES AND OTHER LISTED ISSUERS**

None

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

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 joined the Company in August 2014 as the Head of Group Integrity and Assurance to oversee both the Integrity and Internal Audit functions. She is a Certified Internal Auditor, as well as a Certified Integrity Officer (CeIO).

She started her career as an accountant/auditor trainee at Grant Thornton, Cardiff, United Kingdom, whilst pursuing her ACCA examinations. Subsequently, she served in the internal audit departments of Malaysia Airlines System Berhad and UEM Group Berhad.

Prior to her appointment at CCM, Wan Aishah Idris was the Head of Group Internal Audit at UEM Group Berhad.

SENIOR MANAGEMENT (CONT'D)

ANITA BINTI ESA

Age : 50 years
Nationality: Malaysian
Gender : Female

POSITION

Head, Group Risk Management

DATE OF APPOINTMENT TO KEY SENIOR POSITION

1 January 2017



DIRECTORSHIP IN PUBLIC COMPANIES AND OTHER LISTED ISSUERS

None

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 5 YEARS AND PARTICULARS OF ANY PUBLIC SANCTION OR PENALTY IMPOSED BY THE RELEVANT REGULATORY BODIES DURING THE FINANCIAL YEAR

None

QUALIFICATIONS

- Master of Business Administration, MARA University of Technology
- Bachelor of Science with Honours, University of Science Malaysia
- Enterprise Risk Manager Professional Certification, Institute of Enterprise Risk Practitioners (IERP)

WORKING EXPERIENCE AND OCCUPATION

Anita has vast experience in various fields which include sales, marketing, strategy and project management. She first launched her career back in January 1991 in Eisai Malaysia, a Tokyo-based pharmaceuticals company, as a sales representative.

Following this, she joined Zeneca that same year where she continued building her career in sales and marketing for nearly a decade.

Subsequent engagements included stints in Novartis, Novo Nordisk and Bayer, the latter of which she left in 2006 as a National Sales Manager, bringing with her a wealth of experience in the management of products and international business.

She later assumed the position of Marketing Manager in CCM, overseeing both the ethical and OTC ranges. Most recently, Anita moved to the Strategy Department and subsequently Project Management before heading the Group Risk Management Department of the CCM Group in 2017.