

BOARD OF DIRECTORS

Dato' Azmi
bin Mohd Ali

Datin Paduka Kartini binti
Hj. Abdul Manaf

Dr. Leong
Chik Weng

YB Hajah Normala
binti Abdul Samad



Leonard Ariff
bin Abdul Shatar

Khalid
bin Sufat

Tan Sri Datin Paduka
Siti Sa'diah binti Sh. Bakir

Dato' Seri Ir.
Dr. Zaini bin Ujang



BOARD OF DIRECTORS

YB HAJAH NORMALA BINTI ABDUL SAMAD

Age: 53 years

Nationality: Malaysian



WORKING EXPERIENCE AND OCCUPATION

YB Hajah Normala is currently the Member of Parliament for Pasir Gudang Constituency in Johor since 2013. She is also a Committee member of the International Bureau of Wanita UMNO Malaysia and a member of the Wanita UMNO for Johor State. In addition, she is the Chief of the UMNO's Women's Wing for Pasir Gudang Division.

Before her foray into politics, YB Hajah Normala accumulated over 32 years of experience in Human Resources and Workers' Safety and Health. She began her career in Human Resource in 1981 with Pan Century Edible Oils Sdn. Bhd., Pasir Gudang and progressed to the position of Head of Human Resources in 1992 at Pan Century Oleochemicals Sdn. Bhd. She later joined Grand Bank Yachts Sdn. Bhd. in 1995 as a Human Resources Manager and resigned in 2013.

YB Hajah Normala is very active in non-governmental organisations and holds various positions such as Chairman of Mimbar Permuafakatan

Ibu Bapa Malaysia ("MAPIM"), Pasir Gudang and Supreme Council Member of MAPIM (National Level), Chairman of the Women's Bureau of Drug Prevention Association of Malaysia ("PEMADAM") Johor, Chairman of the Development Council of Women & Family for Pasir Gudang, Chairman of Perkumpulan Wanita ("PERWANI") Parliament Pasir Gudang, Chairman and Founder of Koperasi Seri Cempaka Pasir Gudang Berhad and Chairman of the Advisory Board of Community College Pasir Gudang.

She was the former Deputy Chairman of the Federation of Malaysia Manufacturers ("FMM"), Johor Branch since 2000 and also chaired various committees on FMM. She was also the former Deputy Chairman of Human Resources Officers Group for Pasir Gudang Industrial Area, former Deputy Chairman of Malaysian Employers Federation Johor, Honorary Secretary of Malaysian Association of Safety and Health Officers, former Panel Member of Appeal Cases Committee for Court of Appeals SOCSO cases and former Panel Member of Industrial Court Malaysia.

POSITION ON THE BOARD

Non-Independent
Non-Executive Chairman

DATE APPOINTED TO THE BOARD

25 March 2016

MEMBERSHIP OF BOARD COMMITTEES

None

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

None

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 March 2016

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

- Master in Business Administration Majoring in Human Resource, Nottingham Trent University, United Kingdom
- Bachelor of Administration Management, Paramount University of Technology, United Kingdom
- Diploma in Professional Safety Management, Construction and Industrial Safety Training Centre (CONSIST), Australia
- Diploma in Human Resource Administration, Malaysian Institute of Personnel Management (MIPM)
- Certificate in Personnel Management, Malaysian Institute of Personnel Management (MIPM)
- Certificate in Safety & Health Officer, National Institute of Safety & Health (NIOSH)

LEONARD ARIFF BIN ABDUL SHATAR

Age: 51 years

Nationality: Malaysian



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. Leonard Ariff was also the Director of CCM's 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 of 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 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, 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.

POSITION ON THE BOARD

Group Managing Director

DATE APPOINTED TO THE BOARD

9 January 2015

MEMBERSHIP OF BOARD COMMITTEES

None

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

PanGen Biotech Inc. (Korea)

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 March 2016

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

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

BOARD OF DIRECTORS (CONT'D)

DATO' AZMI BIN MOHD ALI

Age: 55 years

Nationality: Malaysian



WORKING EXPERIENCE AND OCCUPATION

Dato' Azmi, a senior corporate and commercial lawyer with 31 years of experience, is the Senior Partner of Messrs Azmi & Associates, a leading corporate and commercial law firm in Malaysia with close to 70 lawyers, since 2000. Prior to this, he was the Partner/Head Department of Corporate, Commercial and Special Projects of Messrs Hisham, Sobri & Kadir from 1995 to 2000. Dato' Azmi started his career in Petroliaam Nasional Berhad ("PETRONAS") in 1984 and left PETRONAS' employment as Head of Gas/ New Ventures, Upstream Legal Department in 1990 to join a boutique law firm of

Messrs T. Tharu & Associates from 1990 to 1995. He has served as a Director of Sime Darby Berhad for more than 5 years and also served as an Adjunct Professor to International Islamic University Malaysia ("IIUM") Law School for 2 years, and presently an Adjunct Professor to Universiti Kebangsaan Malaysia ("UKM") Law School. He is also a member of the Board of Financial Reporting Foundation, which is closely affiliated to the Malaysian Accounting Standards Board. He is one of the 4 designated members of Conciliators and Arbitrators of the International Centre for Settlement of Investment Disputes ("ICSID") from Malaysia.

POSITION ON THE BOARD

Non-Independent
Non-Executive Director

DATE APPOINTED TO THE BOARD

8 October 2010

MEMBERSHIP OF BOARD COMMITTEES

- Chairman, Risk Management Committee
- Member, Finance and Investment Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

- SP Setia Berhad
- CCM Duopharma Biotech Berhad
- Perbadanan Nasional Berhad
- Cliq Energy Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 March 2016

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

- LL.B (Hons.), University of Malaya
- LL.M in US & Global Business Law, University of Suffolk, Boston

KHALID BIN SUFAT

Age: 60 years

Nationality: Malaysian



WORKING EXPERIENCE AND OCCUPATION

Khalid, an accountant by profession, has vast experience in the banking industry, having held several senior positions namely General Manager, Maybank in 1994, Executive Director of United Merchant Finance Berhad from 1995 to 1998 and Managing Director of Bank Rakyat from 1998 to 2000.

After his exposure in the banking industry, he went on to manage several listed companies namely Executive Director of Tronoh Mines Malaysia Berhad from January 2002 to February 2003, Deputy Executive Chairman of Furqan Business Organisation Berhad from February 2003 to December 2003 and Group Managing Director of Seacera Tiles Berhad from August 2006 to November 2007.

POSITION ON THE BOARD

Senior Independent
Non-Executive Director

DATE APPOINTED TO THE BOARD

11 October 2010

MEMBERSHIP OF BOARD COMMITTEES

- Chairman, Audit and Compliance Committee
- Chairman, Nomination and Remuneration Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

- UMW Holdings Berhad
- Kuwait Finance House (Malaysia) Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 March 2016

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

- Chartered Association of Certified Accountants, UK (ACCA)
- Malaysian Institute of Certified Public Accountants (MICPA)

BOARD OF DIRECTORS (CONT'D)

DR. LEONG CHIK WENG

Age: 53 years

Nationality: Malaysian



WORKING EXPERIENCE AND OCCUPATION

Dr. Leong Chik Weng is the Founder of E-Lock Corporation Sdn. Bhd. and is currently its Chief Executive Officer. He was the Technical Director of Raychem Corporation, Menlo Park, California, USA and later joined Guidant Corporation, Santa Clara, USA as its Consultant. He was the Managing Director of Universal Search Machine Sdn. Bhd. from 1998 to 2000.

POSITION ON THE BOARD

Independent Non-Executive Director

DATE APPOINTED TO THE BOARD

11 October 2010

MEMBERSHIP OF BOARD COMMITTEES

- Chairman, Finance and Investment Committee
- Member, Nomination and Remuneration Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

- A-Rank Berhad
- UMW Holdings Berhad
- UMW Oil & Gas Corporation Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 Mar 2016

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 in Chemical Engineering, West Virginia University, Morgantown, W. V.
- Ph.D, in Chemical Engineering, University of Massachusetts, Amherst, MA
- Executive Training in Product & Manufacturing Strategy Development, Stanford University, School of Business

DATO' SERI IR. DR. ZAINI BIN UJANG

Age: 51 years

Nationality: Malaysian



WORKING EXPERIENCE AND OCCUPATION

Dato' Seri Ir. Dr. Zaini is a professional environmental engineer cum scientist who integrates studies on water ecology with engineering systems towards pollution control and sustainability, especially with reference to river rehabilitation in developing countries. His interest in the field leads him to collaborate with leading scholars worldwide, particularly in membrane bioreactor, granulation process and biofouling control.

He was Vice Chancellor of the oldest technical university in Malaysia and South East Asia, Universiti Teknologi Malaysia. For his remarkable contribution to the nation, he became the first recipient of

the prestigious Malaysia Merdeka Award 2009 for the category of Outstanding Scholastic Achievement in environmental and sustainability water. He has been conferred the Darjah Seri Setia Tuanku Muhriz Yang Amat Terbilang ("SSTM") and Panglima Jasa Negara ("PJN"). He was the 'Tokoh Maal Hijrah 1433H' of Negeri Sembilan 2011, a Fellow of the Academy of Science Malaysia, Senior Advisor to the Prince Khalid bin Sultan Chair on Water Research, King Saud University, Chairman of the Environmental Quality Council, Malaysia and Fellow of the Institute of Chemical Engineers, United Kingdom. He is a Visiting Professor at Imperial College London (UK) and Research Associate at Massachusetts Institute of Technology. He has registered more than 20 intellectual property rights and published more than 250 technical papers and 33 books.

POSITION ON THE BOARD

Non-Independent
Non-Executive Director

DATE APPOINTED TO THE BOARD

10 January 2011

MEMBERSHIP OF BOARD COMMITTEES

- Member, Risk Management Committee
- Member, Finance and Investment Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

None

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 March 2016

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 Chemical Engineering (Hons.) Universiti Teknologi Malaysia
- Master of Science (Environmental Engineering), University of Newcastle, United Kingdom
- Doctor of Philosophy (Environmental Engineering), University of Newcastle, United Kingdom
- Advanced Management Program, Harvard Business School, Harvard University
- Professional Engineer, Malaysia
- Chartered Engineer, United Kingdom

BOARD OF DIRECTORS (CONT'D)

DATIN PADUKA KARTINI BINTI HJ. ABDUL MANAF

Age: 54 years

Nationality: Malaysian



WORKING EXPERIENCE AND OCCUPATION

Datin Paduka Kartini started her career with Permodalan Nasional Berhad (“PNB”) in March 1983 and is presently the Chief Strategy Officer of PNB. In her career of over 30 years at PNB, she has served in various capacities and has been involved in various aspects of investment management and corporate finance, including mergers and acquisitions, corporate restructuring, portfolio management, property investment as well as business development.

POSITION ON THE BOARD

Non-Independent
Non-Executive Director

DATE APPOINTED TO THE BOARD

10 January 2011

MEMBERSHIP OF BOARD COMMITTEES

- Chairman, Integrity Committee
- Member, Audit and Compliance Committee
- Member, Finance and Investment Committee
- Member, Nomination and Remuneration Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

See Sen Chemical Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 March 2016

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

- Master of Business Administration, Ohio University, USA
- Bachelor of Business Administration, Ohio University, USA
- Diploma in Banking Studies, Universiti Teknologi MARA
- Certified Financial Planner, Financial Planning Association of Malaysia
- Capital Markets Services Representative License, Securities Commission

TAN SRI DATIN PADUKA SITI SA'DIAH BINTI SH. BAKIR

Age: 63 years

Nationality: Malaysian



WORKING EXPERIENCE AND OCCUPATION

Tan Sri Datin Paduka Siti Sa'diah Sh. Bakir, started her career with Johor Corporation ("JCorp") in 1974 and has been directly involved in JCorp's Healthcare Division since 1978. She was appointed as the Chief Executive of Kumpulan Perubatan (Johor) Sdn. Bhd. ("KPJSB") from 1989 until the listing of KPJ in November 1994. Tan Sri served as the Managing Director of KPJ from 1 March 1993 until her retirement on 31 December 2012. From 1 January 2013 until 31 December 2014, Tan Sri served as KPJ's Corporate Advisor. She is currently the Chairman and Pro-Chancellor of KPJ Healthcare University College ("KPJUC") since 1 August 2011 to date.

Tan Sri has served as director on boards of various listed and private companies. She was the Director of KFC (Holdings) Bhd and QSR Brands from 2010 until their privatisation in 2013. She was also the Independent Non-Executive Director of Bursa Malaysia Berhad from 2004 to 2012 and a board member of MATRADE from 1999 to 2010. She was the Board member of Damansara REIT Managers Sdn Berhad – The Manager for Al-'Aqar Healthcare REIT and Al-Salam REIT, from 2006 until March 2016.

Committed to promoting excellence in healthcare, Tan Sri is the President of Malaysian Society for Quality in Health ("MSQH"), the national accreditation body for healthcare services, elected since its inception in 1997 to date. Currently, she sits on many other councils and committees at the national level.

In 2010, Tan Sri was named the 'CEO of the year 2009' by the New Straits Times Press and the American Express. She has also received many awards and accolades from 2011 to 2015, due to her contributions to the healthcare industry in Malaysia.

She launched her biography entitled "Siti Sa'diah: Driven by Vision, Mission and Passion", penned by Professor Rokiah Talib, Penerbitan Universiti Kebangsaan Malaysia in 2013.

Tan Sri is a member of the Academic Committee of the Razak School of Government ("RSOG") and sits on several University Committees, namely Universiti Utara Malaysia ("UUM"), Universiti Malaya ("UM") and University of Reading Malaysia. She was appointed as a Director of UUM in January 2016.

POSITION ON THE BOARD

Independent Non-Executive Director

DATE APPOINTED TO THE BOARD

19 December 2014

MEMBERSHIP OF BOARD COMMITTEES

- Member, Audit and Compliance Committee
- Member, Risk Management Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES

- KPJ Healthcare Berhad
- Kulim (Malaysia) Berhad
- CCM Duopharma Biotech Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES

None as at 31 March 2016

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

- Master of Business Administration, Henley Business School, University of Reading, United Kingdom
- Bachelor in Economics, University of Malaya

WE EDUCATE

We are always willing and ready to share our knowledge in the marketplace, with the community and among our people. Our my Millennial Apprentice Programme (“myMAP”) is an 18-month development programme structured to help graduates to explore, understand, develop and pursue their careers with CCM while experiencing self-realisation and self-improvement.



