

# SENIOR MANAGEMENT

## NIK FAZILA BINTI NIK MOHAMED SHIHABUDDIN

Age : 50 years  
Nationality : Malaysian  
Gender : Female

### POSITION

Group Chief Operating Officer cum Chief Financial Officer

### DATE OF APPOINTMENT TO KEY SENIOR POSITION

5 March 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 Economics (Accounting), Flinders University of South Australia, Adelaide, Australia
- Chartered Accountant, Malaysian Institute of Certified Public Accountants (MICPA)
- Chartered Accountant, Malaysian Institute of Accountants (MIA)
- Associate Member, Certified Practising Accountant (CPA) Australia

### WORKING EXPERIENCE AND OCCUPATION

Nik Fazila joined CCM in March 2012 as Director, Finance. On 1 May 2016, she was appointed as the Group Chief Operating Officer cum Chief Financial Officer overseeing the functions of Group Human Resources, Group Information Technology & Systems and Office Services, while still holding the role as Chief Financial Officer

Nik Fazila has more than 25 years of experience in the field of accounting, finance, business assurance and various corporate transactions. She started her career with Price Waterhouse (now known as PricewaterhouseCoopers - PwC) in the audit and business advisory services, and was with PwC for 10 years from 1988 to 1998. Her last position at PwC was as Senior Manager, Audit & Business Advisory.

She has also served three (3) Main Board of public listed companies in Malaysia, as General Manager Finance and Chief Financial Officer. During her tenure at those public listed companies, apart from accounting, finance and treasury, she was involved in various corporate transactions, namely merger and acquisitions, corporate restructuring, creditors' scheme of arrangement and capital repayment exercises. The listed companies that she had worked for were Sapura Telecommunication Berhad, KUB Malaysia Berhad and UDA Holdings Berhad. Her last employment prior to joining CCM was as Chief Financial Officer of Biotropics Malaysia Berhad, a subsidiary of Khazanah Nasional Berhad.

# SENIOR MANAGEMENT (Cont'd)

## ABD RAHMAN BIN ABDULLAH THANI

Age : 52 years  
Nationality : Malaysian  
Gender : Male

### POSITION

Director, Fertilizers/Program and Communication

### DATE OF APPOINTMENT TO KEY SENIOR POSITION

1 July 2009



### 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 Commerce, Accounting and Finance, University of Tasmania, Australia
- Fellow, Certified Practising Accountant, Australia
- Chartered Accountant, Malaysian Institute of Accountants
- Harvard Business School – Alumni Club Malaysia
- ICLIF – Leading Leaders Alumni

### WORKING EXPERIENCE AND OCCUPATION

Abd Rahman was attached to Price Waterhouse from 1988 to 1991 as an Audit Senior. He then joined Petronas Trading Corporation Sdn. Bhd. (“PETCO”) and was subsequently seconded to Subic Bay Petroleum Products Ltd., a joint venture company between PETCO and Coastal Corporation, USA as its Financial Controller in 1994. Following this, he joined a pharmaceutical manufacturing company, Raza Manufacturing Berhad, in May 1995 as the General Manager of Finance and Administration and was involved in the formation of Pharmaniaga Berhad in 1998 through a merger of Raza, Strand Pharmaceuticals and Remedi Pharmaceuticals before being promoted to the position of Director of International and subsequently Director of Indonesia Operations in Pharmaniaga. His last position was as the President Director of an Indonesia listed company in Bursa Efek Indonesia, P.T. Millennium Pharmacon International Tbk, a subsidiary of Pharmaniaga International Corporation Sdn. Bhd. He then joined CCM in July 2009 as Director Finance (designate) and was appointed as Director, Finance on 1 December 2009. On 1 May 2012, he took on the role which oversees Group Strategy, Security, Corporate Affairs, Halal and Transformation. He was then appointed as Director, CCM Fertilizers Division on 1 December 2014, a position he currently holds besides helming the position of Director, Program and Communication with effect from 1 April 2016.

**NORZAIMAH BINTI MAAROF**

Age : 47 years  
 Nationality : Malaysian  
 Gender : Female

**POSITION**

Director, Group Corporate Development

**DATE OF APPOINTMENT TO KEY SENIOR POSITION**

1 October 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**

- 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 was also the Chief Strategy Officer of CCMD from 1 January 2016 until 1 September 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.

# SENIOR MANAGEMENT (Cont'd)

## ANUAR BIN KASIM

Age : 50 Years  
Nationality : Malaysian  
Gender : Male

## POSITION

Chief Executive Officer, Chemicals Business

## DATE OF APPOINTMENT TO KEY SENIOR POSITION

4 June 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

- Bachelor of Science (Honours) Majoring in Chemical Engineering, University of Pittsburgh, United States

## WORKING EXPERIENCE AND OCCUPATION

Anuar joined CCM in June 2014 as Chief Operating Officer, Chemicals Division. He was appointed as Chief Executive Officer, Chemicals on 1 January 2016.

Anuar has more than 25 years of Business-to-Business (B2B) and Business-to-Government (B2G) experience in a number of industries including chemicals, oil and gas, ports, utilities, commodity and international logistics. He has held several senior positions with Royal Dutch Shell group in Malaysia, Argentina and United Kingdom, MMC Berhad Group of Companies, Tradewinds Malaysia Berhad Group of Companies, ICI Paints as well as Esso Malaysia Berhad.

**DR. KHEW MEI CHING**

Age : 50 years  
 Nationality : Malaysian  
 Gender : Female

**POSITION**

Chief Executive Officer, Polymers Business

**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**

- Ph.D. (Chemistry), University of Malaya
- Bachelor of Technology, University of Science Malaysia

**WORKING EXPERIENCE AND OCCUPATION**

Mei Ching was appointed as Chief Executive Officer for CCM Innovative Solutions (now known as CCM Polymers Sdn. Bhd.) in April 2015. Prior to her appointment, Mei Ching was the Chief Scientific Officer of CCM Chemicals Sdn. Bhd. since Dec 2009. She was redesignated as Chief Executive Officer, Polymers on 1 January 2016.

Mei Ching has an extensive experience in the field of polymer and manufacturing technology specializing in research and development, plant process and product application. She started her career in 1992 in technical and process at Sumirubber Industries Sdn. Bhd. and subsequently joined WRP Asia Pacific Sdn. Bhd. until 2001. Thereafter, she moved to Synthomer Sdn. Bhd. as Technical Manager where she was involved in the setting up and commissioning of the first nitrile butadiene rubber synthesis plant in Malaysia. She had also worked with the technical team to provide application support to the glove industry in the Asia region. She was subsequently seconded to the Polymer Division as Head of Technology in 2007 involved in new product development and technology transfer of coating, construction and adhesive products.

# SENIOR MANAGEMENT (Cont'd)

## **NOOR AZWAH BINTI SAMSUDIN**

Age : 46 years  
Nationality : Malaysian  
Gender : Female

### **POSITION**

Group 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.

**IBRAHIM HUSSIN SALLEH**

Age : 49 years  
Nationality : Permanent Resident of Malaysia  
Gender : Male

**POSITION**

General Manager, Legal/Company Secretary

**DATE OF APPOINTMENT TO KEY SENIOR POSITION**

29 September 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.), International Islamic University Malaysia
- LL.M, University of Malaya
- Advocate & Solicitor of the High Court of Malaya

**WORKING EXPERIENCE AND OCCUPATION**

Ibrahim was admitted to the Roll of Advocates and Solicitors of the High Court of Malaya in 1993 and thereafter practised as an Advocate & Solicitor, gaining experience in banking, conveyancing, corporate and litigation matters. He joined a public listed property development company in 2002 as Head of the Legal & Secretarial Department. He subsequently joined CCM in April 2006 as Legal Manager and was appointed as the Joint Company Secretary in September 2006. He was promoted to General Manager, Legal in 2008.

## SENIOR MANAGEMENT (Cont'd)

### 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.



**ANITA BINTI ESA**

Age : 50 years  
 Nationality : Malaysia  
 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**

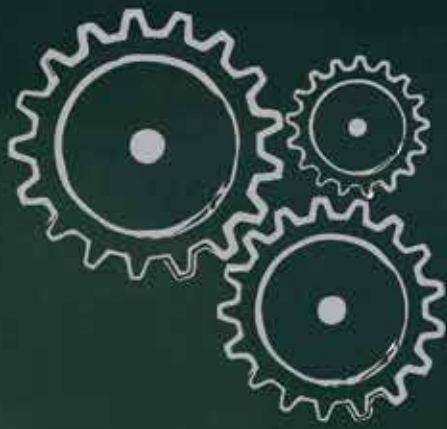
Anita has vast experience in various fields which include sales, marketing, strategy and project management. She first launched her career back in January 1991 in Eisai Malaysia, a Tokyo-based pharmaceuticals company, as a sales representative.

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

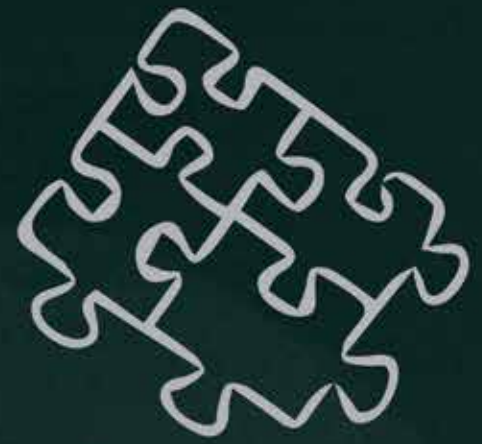
Subsequent engagements included stints in Novartis, Novo Nordisk and Bayer, the latter of which she left in 2006 as a National Sales Manager, bringing with her a wealth of experience in the management of products and international business.

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.





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# ACHIEVING TOGETHER

Our employees are the driving force behind our success. They are truly committed to achieving more together, working in a great environment of respect for diversity and inclusiveness and supported by a holistic approach to work-life balance.



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