



Senior MANAGEMENT



ABD RAHMAN BIN ABDULLAH THANI

Director, Corporate Office

Age: 48 years

Nationality: Malaysian

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, PT Millennium Pharmacon International Tbk, a subsidiary of Pharmaniaga International Corporation Sdn. Bhd. Abd. Rahman joined CCM in July 2009 as Director Finance (designate) and was appointed as Director, Finance on 1 December 2009. Beginning 1 May 2012, he now takes on his current role which oversees Group Strategy, Security, Corporate Affairs, Halal and Transformation.



NIK FAZILA BINTI NIK MOHAMED SHIHABUDDIN

Director, Finance & ICT

Age: 46 years

Nationality: Malaysian

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 has more than 20 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 had also served three (3) Main Board public listed companies in Malaysia, as General Manager Finance and Chief Financial Officer. During her tenure at those public listed companies, apart from accounting and finance, she was involved in various corporation 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.



KASSIM ALI BIN MYDIN

Director, Group Human Resources

Age: 46 years

Nationality: Malaysian

Qualifications

- Master Degree in Business Administration (MBA), Majoring in Human Resource Management from APIU, New Zealand
- Certified Advanced Human Resource Practitioner (CAHRP), MIHRM
- Certified Advanced Management Program (AMP), Oxford Learning Academy
- Member, International Society for Human Resource Management, USA
- Associate Member, Malaysian Institute of Human Resource Management

Working Experience and Occupation

Kassim has an excellent portfolio charting over 20 years of experience in the entire spectrum in Human Resource Management. He has worked in several multinationals in various capacities. Prior to joining CCM Group in June 2011, Kassim was the Human Resource Director for ICI Paints Malaysia Sdn. Bhd.



LEONARD ARIFF BIN ABDUL SHATAR

Director, Pharmaceuticals Division

Age: 48 years

Nationality: Malaysian

Qualifications

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

Working Experience and Occupation

Leonard Ariff was appointed the Chief Executive Officer of CCM Duopharma Biotech Berhad and Director of CCM Pharmaceuticals Division on 1 January 2008. Since 1988, he has worked 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 then became General Manager of ICI Paints Malaysia Sdn. Bhd. in 2003 and subsequently as Managing Director before taking on his current appointment. He also holds directorship on the boards of several companies within the CCM Group. He also acts in an advisory capacity at Monash University Business School, International Medical University, committee member of Good Governance for Medicines in the Ministry of Health, Malaysia and is a member of the National Biotech Advisory Board. He is currently the President of the Malaysian Organisation of Pharmaceutical Industries (MOPPI).



Senior MANAGEMENT cont'd



MOHAMED NAZMI BIN SALLEHHUDIN

Director, Chemicals Division

Age: 47 years

Nationality: Malaysian

Qualifications

- Bachelor of Commerce & Administration, University of Victoria, Wellington, New Zealand
- Building Construction Certificate
- INSEAD Asia Executive Program

Working Experience and Occupation

Mohamed Nazmi started his career in CCM Group as Head Market Development in 2006. He was then transferred to CCM Chemicals Sdn. Bhd. to head the Water Chemicals business. In 2008, he was appointed the Chief Operating Officer and managed the Malaysian market operations for the Chemicals Division. He further managed the South East Asia Chemicals markets as the Director Chemicals Division in December 2009 till today.

His experience ranges from Oil and Gas and Telecommunication, working in various capacities in product sales, management and development, market development and Retail Planning and Development.

He is also an EXCO member of Chemical Industries Council of Malaysia (CICM).



MOHD. RAFLEE BIN ABDULLAH

Director, Fertilizers Division / Engineering and Technology

Age: 47 years

Nationality: Malaysian

Qualifications

- Advance Diploma, International Business, Helsinki School of Economy, Helsinki, Finland
- MBA, Victoria University of Technology, Melbourne, Australia
- Six Sigma Black Belt, Saral Six Sigma & Business Solution, India
- Six Sigma Green Belt, Avery Denison, USA
- Diploma, Management, MIM, Malaysia
- Diploma, Federal Institute of Technology, Malaysia

Working Experience and Occupation

Raflee Abdullah has more than 20 years of working experience with several multinational organisations in various positions. Raflee started his career as Maintenance Head responsible for automation in semiconductor industry before taking up the position as Factory Manager in fast moving consumer goods industry. He spent about 14 years in the paper and film industries like pressure sensitive labels and Siliconizing.

He has worked in Asia, Europe and US covering functions from supply chain, maintenance, EHS, production and process. Raflee also has experience in paper and film extrusion lamination. During his career, Raflee has set up plants in India, Thailand, Indonesia and China.

Some of the organisations that Raflee has worked with are Motorola Semiconductor, Boh Plantation, Avery Dennison, United Paper Mill and Loparex. His last employment before joining CCM was in the US as Director of Manufacturing Technology improving performance of manufacturing plants.

**NOOR AZWAH BINTI SAMSUDIN**

Company Secretary
Age: 42 years
Nationality: Malaysian

Qualifications

- LL.B, 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. 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**

General Manager, Legal / Company Secretary
Age: 45 years
Nationality: Permanent Resident of Malaysia

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 the Company 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



HAFSAH AHMAD ZAINUDIN

Senior Manager Group Risk

Age: 53 years

Nationality: Malaysian

Qualifications

- Associate, Chartered Insurance Institute, United Kingdom

Working Experience and Occupation

Hafsa commenced her career in a Malaysian insurance company as Underwriter for Large and Special risks. She then joined a telecommunications company as Group Risk and Insurance Manager. She left that position to set up her own business in risk management consultancy. Her other work experiences include similar risk management and insurance positions in corporations, insurance and insurance broking companies. Prior to joining CCM, she worked in an international Reinsurance company involved primarily in the power and energy sector.