



**ABD. RAHMAN BIN ABDULLAH THANI**

Director, Corporate Office

Age: 47 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 Indonesian 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.

### 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 Officers. During her tenure at those public listed companies, apart from accounting and finance, she was involved in various corporate transactions, namely merger & 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.



**NIK FAZILA BINTI NIK MOHAMED SHIHABUDDIN**

Director, Finance

Age: 46 years

Nationality: Malaysian



**LEONARD ARIFF BIN ABDUL SHATAR**

Director, CCM Pharmaceuticals Division

Age: 47 years

Nationality: Malaysian

### Qualifications

- LLB, 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 cum 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 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, University Science Malaysia, International Medical University, University Malaya (Pahang/Penang) and as Committee Member of Good Governance for Medicines in the Ministry of Health, Malaysia. He is currently the President of the Malaysian Organisation of Pharmaceutical Industries (MOPI).

### Qualifications

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

### Working Experience and Occupation

Mohamed Nazmi bin Sallehuddin 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 which houses the Chlor-Alkali, Chemicals Trading, Water Engineering, Polymer Coatings and a JV with Orica Australia. He further managed the South East Asia Chemicals markets as the Director, Chemicals Division in December 2009 until to date.

His experience ranges from Oil and Gas, and Telecommunication before Chemicals 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).



**MOHAMED NAZMI BIN SALLEHHUDIN**

Director, CCM Chemicals Division

Age: 46 years

Nationality: Malaysian



**MAHMOOD BIN YOUP**

Director, CCM Fertilizers Division

Age: 49 years

Nationality: Malaysian

### Qualifications

- Bachelor of Agricultural Science, Universiti Putra Malaysia
- Master of Business Administration, Universiti Teknologi Mara (UiTM)

### Working Experience and Occupation

Mahmood graduated in 1985 with a Bachelor of Agricultural Science degree from Universiti Putra Malaysia and obtained his Executive Masters in Business Administration from UiTM in 2004. He started his career with Bayer Malaysia Sdn. Bhd. in 1985 before joining DuPont Malaysia Sdn. Bhd. in July 1993. He held several positions with DuPont Crop Protection Malaysia and was promoted to the position of Marketing Services Manager in 1998 and further promoted to the position of National Account Manager in 2001. In January 2003, Mahmood moved to a new business role as Business Development Manager for DuPont Safety Resources and subsequently promoted to the position of Business Manager for DuPont Powder Coatings Malaysia Sdn. Bhd. in January 2005. Mahmood joined CCM Fertilizers Division in April 2010 as Chief Operating Officer and was appointed as Acting Head, CCM Fertilizers Division on 23 December 2010. On 1 July 2011, he was appointed Director, CCM Fertilizers Division. Mahmood is also the Chairman of the Fertilizer Industry Association of Malaysia.

### Qualifications

- Doctorate in Business Administration (DBA), University of South Australia (UniSA), Australia
- Master of Business Administration, Cranfield Institute of Technology, United Kingdom
- Bachelor of Science (Hons), Electrical & Electronic Engineering, University of Manchester Institute of Science & Technology (UMIST), United Kingdom
- Professional Chartered Management Accounting, Chartered Institute of Management Accountants (CIMA)
- Advanced Course in Production Methods and Management, University of Cambridge, United Kingdom
- Senior Management Development Program (SMDP), Harvard Business School
- ICI International Managers Course, United Kingdom

### Working Experience and Occupation

Recruited by ICI Paints UK in 1979, Dr. Lee held various senior positions within the Group and was the Managing Director of CCM Pharmaceuticals for more than 10 years prior to assuming the role of Director, Group Information Technology and Systems on 1 January 2009, responsible for spearheading the Shared Services Transformation Initiative. He is a Council Member of the Chartered Institute of Management Accountants (CIMA) Global and Chairperson for CIMA's South East Asia Regional Board. He was also the Organising Chairman for the World Congress of Accountants (WCOA 2010).

**DR. LEE YEE CHONG**

Director, Group Information Technology and Systems

Age: 57 years

Nationality: Malaysian



**KASSIM ALI BIN MYDIN**

Director, Group Human Resources

Age: 45 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 Resources 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.

**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 the 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.



**MOHD. RAFLEE BIN ABDULLAH**

Director, Engineering and Technology

Age: 46 years

Nationality: Malaysian

