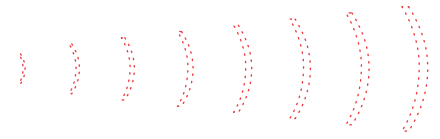


Senior Management



Billy Urudra

Ahmad Mustaffa bin Abdul Manaf



YC Lee

Yeoh Keat Chye



Leonard Ariff bin Abdul Shatar

Haji Mohd Ali Sabri bin Mohd Ali Jaafar

Senior Management

Billy Urudra / 48, Malaysian

Director, International Business Division

Qualifications

- Bachelor of Science (Hons) Degree in Mechanical Engineering, Middlesex University, UK
- Graduate of the Senior Management Development Programme, Harvard Business School

Membership of Associations

- None

Working Experience and Occupation

- Mr. Urudra joined the ICI/CCM Group on 2 June 1983 as Plant Engineer for ICI Fertilizers (now known as CCM Fertilizers Sdn Bhd). On 1 July 1989, he was transferred to ICI Industrial Chemicals (now known as CCM Chemicals Sdn Bhd) as Product Manager. Subsequently, on 1 October 1990, he was appointed Personnel Planning Manager of ICI/CCM Group. He was transferred back to CCM Chemicals on 1 April 1992 and promoted to Business Manager, Chlor-Alkali. On 7 March 1996, he was appointed Director of CCM Chemicals Sdn Bhd. On 1 February 2003, he was transferred to UPHA Corpn. (M) Sdn Bhd (now known as CCM Pharmaceuticals Sdn Bhd) as Director and General Manager, Marketing. On 1 July 2004, he was transferred to CCM Berhad as Group Business Development Manager and subsequently was appointed as Senior General Manager, Group Strategic Planning and Business Development on 1 January 2006. He was then appointed as Director, Group Strategic Planning & Business Development on 1 July 2007. On 1 January 2009, Mr. Urudra was appointed as Director, International Business Division, the position he currently holds.

Ahmad Mustafa bin Abdul Manaf / 57, Malaysian

Director, Finance

Qualifications

- Bachelor of Economics, Australia National University

Membership of Associations

- Member, Malaysian Institute of Accountants

Working Experience and Occupation

- En. Ahmad Mustafa has 28 years of experience in banking, accounting and finance. He joined the CCM Group of Companies in December 2005 and currently heads the Group Finance and Strategic Planning portfolio.

Y C Lee / 54, Malaysian

Director, Group Information Technology and Systems

Qualifications

- Bachelor of Science (Hons), Electrical & Electronic Engineering, University of Manchester Institute of Science & Technology (UMIST), UK
- Master of Business Administration, Cranfield Institute of Technology, UK
- Advanced Course in Production Methods and Management, University of Cambridge
- ICI International Managers Course, UK
- Senior Managers Development Program (SMDP), Harvard Business School
- Currently pursuing a Doctorate Degree in Business Administration (DBA) with the University of South Australia (UniSA)

Membership of Associations

- Fellow, Chartered Institute of Management Accountants, UK
- Member, Malaysian Institute of Accountants (MIA)
- Organizing Chairman, World Congress of Accountant (WCOA 2010)
- Past President, CIMA Malaysia Division
- Past President, Malaysian Organization of Pharmaceutical Industries

Working Experience and Occupation

- Recruited by ICI Paints UK in 1979, Mr. Lee joined ICI Paints (M) Sdn Bhd in 1982 and held various senior positions within the Group as Assistant Chief Accountant of ICI Malaysia Holdings, Manager of Information Technology, ICI Polyurethanes Asia Pacific's Business Controller and General Manager, Finance & IT of ICI Malaysia. He was formerly the Managing Director of CCM Pharmaceuticals Sdn Bhd from 1 April 1997 until 31 December 2008. He assumed the role of Director, Group Information Technology and Systems on 1 January 2009.

Yeoh Keat Chye / 59, Malaysian

Director, Chemicals Division

Qualifications

- Bachelor in Chemical Engineering (1st Class), University of Canterbury, Christchurch, New Zealand

Membership of Associations

- Member, Institution of Chemical Engineers
- Chartered Engineer, Council of Engineering Institution
- Exco Member, Chemical Industries Council of Malaysia (CICM)

Yeoh Keat Chye (cont.)**Working Experience and Occupation**

- Mr. Yeoh has 34 years of experience in ICI/CCM. He began his illustrious career as a trainee Plant Manager in October 1974 and has been seconded to ICI UK in 1979 and ICI Singapore in 1989. He has worked in various capacities in Production, Projects, Human Resources as well as Sales & Marketing before becoming the Managing Director of CCM Chemicals Sdn Bhd in 1995. Mr. Yeoh is currently the Director of CCM's Chemicals Division.

Leonard Ariff bin Abdul Shatar / 44, Malaysian**Director, Pharmaceuticals Division****Qualifications**

- LLB, Monash University, Melbourne, Australia
- Bachelor of Economics, Monash University, Melbourne, Australia

Membership of Associations

- Associate Member, Malaysia Institute of Management
- Co Vice President, Malaysia Organisation of Pharmaceutical Industries (MOPI)

Working Experience and Occupation

- En. Leonard Ariff was appointed the Director of CCM's 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 its Managing Director before taking on his current appointment. He also holds directorship on the Board of several companies within the CCM Group.

Haji Mohd Ali Sabri bin Mohd Ali Jaafar / 50, Malaysian**Director, Fertilizers Division****Qualifications**

- Bachelor of Agricultural Science, Universiti Putra Malaysia
- Master of Business Administration, ITM-Ohio University

Membership of Associations

- Member, Incorporated Society of Planters (ISP)
- Member, Malaysian Society of Soil Science (MSSS)
- Member, Malaysian Agriculture Plant Protection Society (MAPPS)

- Chairman, Fertilizer Industry Association of Malaysia (FIAM)

Working Experience and Occupation

- Haji Mohd Ali Sabri is currently the Director of CCM's Fertilizers Division. He started his career with Monsanto (M) Sdn Bhd and joined CCM Group in 1989. He has held several positions during his career with CCM Fertilizers Sdn Bhd mainly in the Sales, Marketing and Operations. Prior to his appointment as the Director of CCM Fertilizers Division, he was the Chief Operating Officer of CCM Fertilizers Sdn Bhd. He also sits on the Board of various subsidiaries within the CCM Group.

