The expansion of our manufacturing facilities and our regional
growth continues to reinforce our position as the leading
Malaysian pharmaceutical manufacturer and a key regional
player. With our enhanced capacity, we passionately innovate
for the health and wellness of society, delivering solutions by
processes that efficiently extract value from materials, chemicals
and biologicals. Firmly focused on the future, we are strategically
adapted to create opportunities for high performance and
sustainable growth whilst addressing our industry’s challenges.
OUR VISION

Enhancing Quality of Life

OUR MISSION

To be a responsible company committed to enhancing quality of life by providing sustainable solutions based on innovative sciences

With appreciation and thanks to SK Kg. Johan Setia, our CCM PINTAR Alumni School, for providing their premise and students as talents in the images used in our Annual Report.
DECISIVE STRATEGY

Our strategy for long-term growth captures our full potential to optimise sustainable results and enhance innovation, delivering competitive advantage that will strengthen the Company for now and for the future.
Core Values

Passion
We inspire and energise everyone to be the best

Excellence
We consistently deliver outstanding performance through innovative solutions

Respect
We value differences and sincere intentions as the basis for achieving shared aspirations

Teamwork
We succeed together because we work as one

Responsible
We honour the trust given to us by being accountable for our actions

Integrity
We conduct ourselves with pride in being honest and ethical
FINANCIAL CALENDAR

Financial year end 31 December 2016
Annual General Meeting 22 May 2017

DIVIDEND

(i) Interim Dividend
   Entitlement date 21 October 2016
   Payment date 11 November 2016

(ii) Proposed Final Dividend
   Entitlement date 30 May 2017
   Payment date 23 June 2017

ANNOUNCEMENT OF 2016 QUARTERLY RESULTS

1st Quarter 18 May 2016
2nd Quarter 22 August 2016
3rd Quarter 21 November 2016
4th Quarter 24 February 2017

CONSOLIDATED BALANCE SHEET

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<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
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<tr>
<td>Non-current assets</td>
<td>295,281</td>
<td>279,100</td>
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<tr>
<td>Current assets</td>
<td>366,182</td>
<td>354,346</td>
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<tr>
<td>Total assets</td>
<td>661,463</td>
<td>633,446</td>
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<tr>
<td>Current liabilities</td>
<td>103,156</td>
<td>74,712</td>
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Financed by:

- Share capital 139,478 139,478
- Non-distributable reserves 193,772 193,483
- Retained profits 121,266 116,757
- Shareholders' funds 454,516 449,718
- Deferred tax liabilities 11,993 5,207
- Loan and borrowing 91,798 103,809

CONSOLIDATED INCOME STATEMENT

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<td>Turnover</td>
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<tr>
<td>Profit before taxation</td>
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<tr>
<td>Taxation</td>
<td>(4,653)</td>
<td>(11,438)</td>
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<tr>
<td>Profit after taxation</td>
<td>26,826</td>
<td>36,391</td>
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<tr>
<td>Profit attributable to shareholders</td>
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<td>36,391</td>
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<tr>
<td>Dividends</td>
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<td>(31,383)</td>
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<td>Transfer to retained profits</td>
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EARNINGS PER SHARE

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<td>Sen</td>
<td>18.74</td>
<td>23.25</td>
<td>25.41</td>
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SHARIELDERS’ FUND

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<td>RM’mil</td>
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<td>24.0</td>
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DIVIDEND PAID

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<td>RM’mil</td>
<td>20.0</td>
<td>20.0</td>
<td>24.0</td>
<td>31.4</td>
<td>22.3</td>
</tr>
</tbody>
</table>
Dear Shareholders,

This is my first statement as the Chairman of CCM Duopharma Biotech Berhad (“CCMD”) after taking over the helm from Tan Sri Dato’ Dr. Abu Bakar bin Suleiman in May 2016. Together with the fresh line up of Board of Directors who are renowned leaders in their respective fields, we will strive to make CCMD the leading pharmaceutical company in the region.
Throughout the year under review, CCMD navigated through various external and internal challenges. One of our key challenges was the change in government healthcare demand. Despite the odds, we held on to our mission and core values to emerge stronger than ever.

CCMD, Malaysia’s largest pharmaceutical manufacturer, registered a 16 percent increase in revenue to RM312.94 million for the financial year ended 31 December 2016 from RM269.79 million in the previous year. The top line growth was generated by increased contribution from the newly acquired subsidiary companies which had been purchased from Chemical Company of Malaysia Berhad (“CCM”) on 1 June 2015.

Profit before tax however, declined 34.2 percent to RM31.48 million as compared to RM47.83 million in the corresponding period last year. The decline was due to changes in the product mix and production cost increase which was primarily driven by foreign exchange, resulting in lower gross margin. The analysis of the results will be further elaborated in the CEO’s Management Discussion and Analysis on pages 10 to 14 of this Annual Report.

Our foray into the niche therapeutic areas including oncology, diabetes and biosimilars have begun to deliver results. Recently, we were awarded a Letter of Award (“LOA”) by the Ministry of Health (“MOH”) to supply Human Insulin to all government hospitals and clinics valued at RM300 million for three years until 1 December 2019. Apart from that, we will also begin the registration for commercialisation of the Erythropoietin (“EPO”) biosimilar following the success of a phase III clinical trial. We are looking forward to more positive developments in these areas in the near future.

Our Halal Pharmaceuticals initiatives broke new grounds recently when CCMD became the first pharmaceutical company awarded Halal certification by Jabatan Kemajuan Islam Malaysia (“JAKIM”) for prescriptive drugs. This certification marked a new era for the entry of Halal pharmaceuticals into the local and international marketplace, as a wider range of Halal pharmaceutical products manufactured by CCMD which are duly certified by JAKIM would now be available to consumers, empowering them with more informed choices for medicinal products.

ACKNOWLEDGEMENT

The year 2016 saw the retirement of Tan Sri Dato’ Dr. Abu Bakar bin Suleiman and Tan Sri Dato’ Dr. Jegathesan a/l N.M. Vasagam @ Manikavasagam and the resignations of Datuk Alias bin Ali and Dato’ Hj. Ghazali bin Awang. In February 2017, Dr Byung-Geon Rhee also resigned from the Company. We thank all of them for their past contribution and foresight for CCMD to venture into the area of biotherapeutics and bringing CCMD to the podium as one of the top 5 leading pharmaceutical companies in Malaysia.

Meanwhile, we welcome the new board members, Tan Sri Siti Sa’diah binti Sh. Bakir, Dato’ Azmi bin Mohd Ali, Razalee bin Amin, Puan Sri Datuk Rohani Parkash binti Abdullah, Zaiton binti Jamaluddin and Dato’ Eisah binti A. Rahman. All of them have vast experience in different areas of the pharmaceutical business and are experts in their own fields and I am confident that as a team, together with the Management and staff, we will be able to deliver the best for our customers and contribute positively towards the society we are in.

Thank you.

DIVIDEND

The Board of Directors are pleased to recommend a final single tier dividend of 8 percent (4 sen) per share for the financial year ended 31 December 2016; a 3 percent decrease compared to the previous year. The total dividend for the current financial year of 13 percent (6.5 sen) per share will consist of a final dividend as stated above and an interim tax exempt dividend of 5 percent (2.5 sen).

The 2016 dividend payout with a 68 percent reduction against 73 percent in 2015 is in line with the reduction in profit after tax for the financial year 2016 and the capital commitment required for the manufacturing strategy.

Thank you.

DATO’ HAJAH NORMALA BINTI ABDUL SAMAD
Chairman
Dear Shareholders,

In a recent report by QuintilesIMS Institute, it has been forecasted that the global total spending on medicines will reach an estimated US$1.5 trillion by 2021, up 33 percent from 2016 levels, even as annual growth moderates from the record pace set in 2014 and 2015. While historically, large number of high-quality new medicines will emerge from the R&D pipeline in the next five years, pricing and market access pressures, lower volume growth in pharmerging markets and greater savings from patent expiries, will contribute to the lower rate of growth.

At the same time, it was reported that medicine spending will grow at a 4 to 7 percent compound annual rate during the next five years, down from the nearly 9 percent growth level seen in 2014 and 2015. The total global spend for pharmaceuticals through 2021 will increase by US$367 billion on a constant-dollar basis.

In Malaysia, the budget 2017 announced an allocation of RM25 billion for the Ministry of Health to boost the quality of healthcare in the country. Among others, RM4 billion is allocated for the supply of drugs, consumables, vaccines and reagents to all government hospitals and facilities. All of these paint a positive outlook for the coming years for the pharmaceutical industry.
BUSINESS OVERVIEW

The year under review saw CCM Duopharma Biotech Berhad ("CCMD") navigating through various external and internal challenges. One of our key challenges for 2016 was the cut back in government healthcare demand. This translated into lower sales into the government sector and necessitated additional emphasis on the private sector.

According to the IMS report, we are positioned 1st by volume as the largest manufacturer in Malaysia, but 6th by value. Our international ventures have shown good growth of 31 percent as compared to 2015. From this, we are still aspiring to become one of the top five generic pharmaceutical companies in ASEAN by 2022.

Our acquisition and merger of all the pharmaceutical entities under a single umbrella in 2015 has proven to be the right strategy as we streamline our business and stay focused on our expansion of high value products in niche therapeutic areas such as diabetes, renal, oncology and cardiology as well as vaccines. Thus, for 2016, we worked on further consolidating our position in the local and regional markets.

OUR PERFORMANCE

Though the year under review was a challenging one, CCMD recorded a 16 percent growth in revenue. The Group recorded a revenue of RM312.94 million for financial year ended 31 December 2016 as compared to RM269.79 million for the corresponding period last year. The increase in revenue was mainly due to consolidation of full year contribution from newly acquired subsidiary companies for year ended 31 December 2016 as compared to only seven months contribution for the corresponding period last year.

Despite the increase in revenue, profit before tax has dropped to RM31.48 million from RM47.83 million reported in the previous financial year due to changes in product mix and increase in production cost primarily driven by foreign exchange, resulting in lower gross margin.

A more pragmatic approach to review CCMD's performance would be based on pro forma basis i.e. assuming full year existence of the Group and results thereof in financial year 2015 as compared to current year results.

Our overall sales dropped by 5 percent as compared to the year 2015, due to the slow off-take from the government sector. Nevertheless, our over-the-counter sales grew by 2 percent with private sector sales growing at 9 percent, despite a slowdown in consumer spending. Our ethical sales showed an 11 percent decline compared to 2015, mainly due to lower Government off-take.

Individually, our government sales declined by 25 percent compared to 2015, due to improved stock management within the government sector. However, our sales to the private sector yielded a good growth of 6 percent despite the generic market growing only at 1 percent as indicated by IMS.

Our International Business recorded a strong growth of 31 percent compared to the preceding year which accounted 11.7 percent of the Group’s overall revenue. This growth was very much driven by the strong performance of our Singapore unit coupled with the overall performance in our other ASEAN export markets due to the strong US dollar. However, our exports to the Middle East markets looked less promising due to uncertainties surrounding that region.

As part of CCMD’s strategy to be the leading pharmaceutical player in Malaysia and the ASEAN region, the Group has embarked on a manufacturing strategy to support the growth in the business. The manufacturing strategy is expected to necessitate a capital commitment of RM306 million which would be partly financed from the proceeds of our earlier rights issue and external funding of RM250 million. This is expected to increase our gearing ratio to 0.8x upon the completion of the manufacturing strategy.

Moving forward, CCMD has put in place various initiatives and measures to ensure operational expenditure is minimised and that the company spends prudently. The anticipated recovery and strengthening of our Malaysian currency will significantly impact on our performance for 2017.
OUR EXPANSION PLANS

Despite our commendable performance, the year 2016 also came with a myriad of challenges. The company had to take into consideration the cost of building capacity for our new manufacturing facility, weaker ringgit resulting in high cost of imported raw materials, reduced consumption in the government sector and the cost of increased cGMP (current Good Manufacturing Practice) compliance.

To help reduce the effect of these hurdles, we implemented the Manufacturing Optimisation Strategy which is the rationalisation and upgrading of manufacturing assets into state-of-the-art facilities with enhanced cGMP, purpose designed warehousing and distribution hub, among others, which are progressing well as planned and are targeted to be completed by year 2018 for a total capital expenditure of RM306 million. The construction of these new facilities were necessary to keep up with our growing current operations and help us to expand the current portfolio into specialty products. Our new product pipeline for the Effervescent range is on track and production is expected to commence in 2017 which will enable us to tap into the Effervescent market.

Our expansion programme on the facilities will serve as CCMD’s central point for our designated activities and the completion of this state-of-the-art plant will enable us to increase our production capacity by 50 percent. Construction of our RM103.7 million new plant, including machinery and RM37.1 million new warehouse with a rooftop car park is expected to be completed by the end of 2018.

We are currently retrofitting our current facility in Glenmarie, Shah Alam to a new High Potency Active Pharmaceutical Ingredients (“HAPI”) plant which will be the first plant in the country to manufacture generic oncology and other High Active Potency products. This will further strengthen our presence in the oncology segment.

We will also be investing on capacity upgrade and expansion in our International Business to meet the increasing cGMP standard of the international markets.

OUR BUSINESS OUTLOOK & PROSPECT

Our collaboration with PanGen for the development and manufacturing of Erythropoietin (“EPO”) biosimilar for treatment of anaemia in end stage renal failure patients has seen the completion of the Phase III Clinical Trial (both in Malaysia and Korea). The results from the code break done in February 2017 proved that our EPO has similar efficacy with the reference product. This will be the world’s second biosimilar Epoetin alfa product and the first biosimilar developed locally in accordance with the European Medicines Agency (“EMA”) biosimilar guidelines by a local Malaysian pharmaceutical company. We expect to launch the product as soon as we receive the authorisation from the National Pharmaceutical Regulatory Agency (“NPRA”).

Our company launched the Lavender Ribbon Campaign to initiate our Cancer Care Franchise in August 2016 with the name, ACE under its acronym for Accessibility, Commitment and Excellence. This initiative will see us working closely with various cancer-related NGOs to raise awareness for early detection of cancer and counselling assistance to cancer patients and caregivers. With the increasing number of cancer cases reported in Malaysia, CCMD is committed to alleviate the high cost of healthcare in the treatment of cancer by venturing into the oncology therapeutic area by providing cancer patients with greater access to quality and cost-effective cancer treatment.

We inked a technological partnership with Natco Pharma Limited to aid us widen our product portfolio capabilities in offering generic oncology medicines to treat breast cancer, lung cancer, colorectal cancer, cervical cancer and blood cancer. The year also saw us introducing two new ethical products for cancer treatment, Kytron and Letronat. Kytron is an antiemetic use to treat nausea and vomiting due to the side effects of chemotherapy while Letronat is an oral non-steroidal aromatase inhibitor for the treatment of hormonally-responsive breast cancer after surgery.
Continuing our crusade to combat diabetes in the country with the theme, *Working Together Against Diabetes*, CCMD launched the country’s first insulin glargine biosimilar, *Basalog*® which is a long acting (24 hours) peakless human insulin analog in Q4 2016. Our strategic partnership with Biocon Ltd. for exclusive distribution rights to market, sell and distribute their range of insulin products, *Insugen*® launched in 2014 and *Basalog*® to Malaysia will offer diabetes patients in Malaysia with a more affordable insulin therapy for their disease. In December 2016, the Ministry of Health awarded a Letter of Award to our subsidiary, CCM Pharmaceuticals Sdn. Bhd. to supply Human Insulin to all government hospitals and clinics valued at RM300 million for three years until 2019.

On the Over-the-Counter (“OTC”) business, we launched a new product under the *CHAMPS* brand. We offer *CHAMPS* Vitamin C 30mg to cater to the younger age group of 2 to 6 years category who require a lower dosage consumption. In our continuous bid to create brand awareness of our products, we conducted a livery change to our *Uphamol* and *Dermoplex* range of products to ensure that our packaging will attract consumers in comparison to competitors’ brands.

In the area of Halal, we are proud to live up to the reputation as a key player and leader in the Halal front. We worked hard to uphold this through our continuous involvement in various Halal related workshops and technical working groups led by Jabatan Kemajuan Islam Malaysia (“JAKIM”) and the Halal Industry Development Corporation (“HDC”).

We actively organised seminars, talks and discussions on Halal awareness since 2007. On 21 December 2016, we hosted a Halal symposium entitled ‘Malaysia Global Leadership in Halal Pharmaceuticals’ for 200 delegates from the pharmacy fraternity. This was held in collaboration with JAKIM, HDC, Standards Malaysia, Ministry of Defence (“MinDef”) and Malaysian Pharmaceutical Society (“MPS”).

We also participated in the annual JAKIM International Halal Certification Bodies Convention with CCM’s Halal Assurance Management System, officiated in March 2016. Our Halal journey was further affirmed to be the right strategy when we created another milestone with JAKIM as the first Halal certifying body to certify controlled/prescriptive medicines (Ethical Products) based on the world’s first Halal pharmaceutical standard MS2424:2012 Halal Pharmaceuticals – General Guidelines to CCM during a special Award ceremony at Pullman Putrajaya in February 2017. As such, CCM is the first pharmaceutical company to receive Halal certification for controlled/prescriptive medicines in the world.

To play an effective role in spurring the Bumiputera Agenda, we will be creating game-changing opportunities for Bumiputeras in Halal Pharmaceuticals which has a global potential of US$132 billion by 2021. Our recognition as a leader in the Halal arena can help expand market potentials for Halal-compliant vendors, including manufacturers, importing agents and logistics providers in making Malaysia the global leader in Halal Pharmaceuticals.

We strongly believe that our Bumiputera entrepreneurs have the knowledge and experience on Halal matters and they will be the key driving force behind the Halal Pharmaceuticals ecosystem, making Malaysia the global thought leader for this industry through the convergence of minds – Shariah and Science, opening opportunities for R&D in terms of products, services and also key reference documents.

CCM has a panel of Bumiputera vendors recruited under the CCM Bumiputera Vendor Development Programme (“BVDP”) for its various initiatives to tap into this expansive market possibilities. We conducted a workshop themed ‘Spurring the Bumiputera Agenda through BVDP’ that involved pocket-talks, knowledge-sharing sessions and business clinics to serve as a valuable platform for them to gain beneficial insights on various areas including business facilitation and enablement.
OUR RECOGNITION

As a testament to our commitment and pursuit for world-class standards, the year 2016 saw us receiving numerous awards. We received the Best Brand in Malaysia Award from the International Congress of the Economic Relations’ Development in the Health Field with the Focus on Islamic Countries, Pharmaceutical Company of the Year – Generics Market from Frost & Sullivan and Best in Sustainability Reporting (RM500-950 million category) from Focus Malaysia. We were also in the third placing for the Excellence Award for Top Corporate Governance and Performance under the Special Category for Market Capitalisation Between RM300 million to RM1 billion and Merit Award for the Best Annual General Meeting from the Minority Shareholder Watchdog Group (“MSWG”).

Our dedicated and committed workforce also made CCMD proud when we clinched the award for “HR Asia Best Companies To Work For In Asia 2016”.

Our awards and accolades will serve as a reminder for us to continuously work towards providing the best for our customers and the community we operate in.

ACKNOWLEDGEMENT

Our success in 2016 is made possible with the guidance and support of our key shareholders, stakeholders and the community we operate in. The year 2016 saw the retirement of Tan Sri Dato’ Dr. Abu Bakar bin Suleiman and Tan Sri Dato’ Dr. Jegathesan a/l N.M. Vasagam @ Manikavasagam and the resignations of Datuk Alias bin Ali and Dato’ Hj. Ghazali bin Awang. In February 2017, Dr Byung-Geon Rhee resigned from the Company. We thank all of them for their past contribution and for laying a strong foundation for CCMD to continue its journey to take the Company to greater heights.

Meanwhile, we welcome the new Chairman of CCMD, Dato’ Hajah Normala binti Abdul Samad and the new Board members, Tan Sri Siti Sa’diah binti Sh. Bakir, Dato’ Azmi bin Mohd Ali, Razalee bin Amin, Puan Sri Datuk Rohani Parkash binti Abdullah, Zaiton binti Jamaluddin and Dato’ Eisah binti A. Rahman who will carry on the baton to grow the Company with their invaluable knowledge and vast experience.

Our thanks to Ibrahim bin Zainudin, the then Chief Operating Officer, who retired after making his significant contribution for the expansion plans and strategies of the Company. A welcome on board to our new members of the Management team, Wan Amir-Jeffery bin Wan Abdul Majid, who was appointed as Chief Strategy Officer and Krisnakumara-Reddi who was appointed as Chief Manufacturing Officer who will help spearhead the Company to a higher platform.

On behalf of Management, please allow me to extend my sincere gratitude to each and every one of you who have been part of our success and who have seen us through our challenges. We look forward to continuously serve you and together build a better community for our future generation.

My deepest gratitude to all our employees for their dedication and commitment in bringing the Company to another level of success. The year 2017 will see us working harder to deliver our promise for high quality products and services to all our stakeholders.

Thank you.

LEONARD ARIFF BIN ABDUL SHATAR
Chief Executive Officer
SUSTAINABILITY & CORPORATE RESPONSIBILITY

SUSTAINABILITY AT CCMD

CCMD is a bold, global pharmaceutical company focusing on innovation and bringing high quality and affordable medication to improve lives, every day. This focus is driven by our deep engagement with healthcare providers and customers to fully understand the innovation they need for their patients.

We remain focused on sustainable business practices including offering needed products that have environmental, health and safety design considerations. At CCMD, we live and breathe our sustainable business values. These values are kept in mind when performing all aspects of our business to ensure we maintain the excellent reputation that we have built.

VALUING OUR STAKEHOLDERS

As Malaysia’s largest generic pharmaceutical manufacturer, we play an important role in advancing the pharmaceuticals arena of the country. We make this happen through delivering our commitment to enhancing the quality of life of all Malaysians and those in the regions which we operate in. As CCMD forges ahead, we will continue to strive for innovation and this is only possible when we understand our stakeholders’ needs.

ECONOMIC

CCMD is a subsidiary of CCM which is a Government-linked company. It is presently the largest manufacturer of generic pharmaceuticals in Malaysia. Operating in this growing sector helps to boost the Malaysian economy. It is also a highly transformative industry in terms of income generation, job creation and export earnings. While creating jobs, our operations also contribute to the overall well-being of communities, individual self-esteem and quality of life to achieve inclusive and sustainable development.

Our Contribution to the Halal Sector

We help bolster industry efforts on the national Halal agenda through our active involvement in developing standards for pharmaceutical products. We participated in the development of the Halal strategic document for the 11th Malaysia Plan. We are very involved and played a crucial role on spurring the Halal agenda together with Jabatan Kemajuan Islam Malaysia (“JAKIM”), Halal Industry Development Corporation (“HDC”) and other regulatory and government agencies.

Bumiputera Vendor Development Programme (“BVDP”)

Established in 2007, CCMD, through its parent company, Chemical Company of Malaysia Berhad’s BVDP (“CCM BVDP”) supports the Government’s efforts to create a Bumiputera Commercial and Industrial Community under the Majlis Ekonomi Bumiputra (“MEB”). CCM BVDP is aligned with our vision of ‘Enhancing Quality of Life’ by supporting local and bumiputera businesses to expand businesses together to ultimately contribute to the economic growth of the communities where we operate.
SUSTAINABILITY AND CORPORATE RESPONSIBILITY (Cont’d)

ENVIRONMENTAL

We have established Safety, Health and Environment (“SHE”) Policies in our operations to ensure that we operate in a safe and sustainable manner while complying with our internal and external regulations. The Environmental Performance Monitoring Committees (“EPMC”) convene regularly to review the environmental performance of each aspect such as effluents, emissions and scheduled waste. The composition of these committees and their activities adhere to the Malaysian Government guidelines on ‘Guided Self-Regulation’.

Tapping on Natural Resources

CCMD utilised a majority of its energy in the form of purchased electricity and water which are necessary for its manufacturing processes. We are always mindful of the sustainability impact and constantly work on minimising our consumption with the application of our Operational Excellence initiatives in our operations.

Waste Disposal

All scheduled waste and wastewater generated from our facilities are managed and handled appropriately in accordance with regulatory standards imposed by the Department of Environment (“DOE”).

SOCIAL: SOCIETY

Building Love Starts Young with CHAMPS

The ‘Building Love Starts Young’ campaign through its established brand, CHAMPS was organised in collaboration with the National Autism Society of Malaysia (“NASOM”) with the objective to end misconceptions and raise awareness of autism to children and the public. The campaign culminated with our contribution of RM44,217.50 to NASOM from our pledge of 50 sen for every bottle of CHAMPS Vitamin C sold during the campaign.

Supportive Caring Role for Parkinson’s Disease

A debilitating progressive disease of the nervous system, Parkinson’s Disease (“PD”) is a much talked about disease affecting a notable number of Malaysians. CCMD takes on the responsible role of fighting this disease by providing patient care and boosting morale with a contribution of RM100,000 to the Perak Parkinson Association (“PPA”) to enable 40 representatives, including local medical professionals, to attend the World Parkinson Congress (“WPC”) that was held in Portland, Oregon, USA in September 2016.

Working Together Against Diabetes

We introduced Basalog®, the first insulin glargine biosimilar in Malaysia to enable the large number of our populace inflicted with diabetes to a better, high quality and affordable medication. Approved by the National Pharmaceutical Regulatory Agency (“NPRA”), Basalog® has passed international tests and approvals in highly-regulated markets such as Japan to control a constant blood sugar level for up to 24 hours for both Type 1 and Type 2 diabetes.

CCM PINTAR Programme

Furthering the PINTAR Foundation’s objective to improve socio-economic standards through educational achievement, CCMD jointly embarked with its parent company, CCM on its CCM PINTAR Programme that had adopted 15 rural primary schools since 2007. Our involvement is to increase proficiency in the English language and providing funding to support the schools’ teaching and learning aids.

CCM Jalinan Antara Universiti Dan Industri (“JATI”)

CCMD jointly participated in the collaboration between CCM and public universities, the CCM JATI Programme that was introduced in 2011 to train and groom pharmacy undergraduates on entrepreneurship in community retail pharmacies. It is a three-year capacity building programme that will expose participants from five local universities: Universiti Sains Malaysia, Universiti Teknologi Mara, Universiti Malaysia Sabah, International Islamic University Malaysia and Universiti Kebangsaan Malaysia, on marketing, business management and hands-on retailing through interaction with CCM professionals and training sessions.

Launching of Cancer Care Franchise

We launched the Cancer Care Franchise also known as ACE, an acronym for Accessibility, Commitment and Excellence to raise awareness for the early detection of cancer and increasing accessibility to cheaper, yet high-quality and effective generic cancer care medications to ease the socio-economic burden of cancer patients.

Skim Latihan 1Malaysia Programme

CCM supported the national human capital development through its parent company, Permodalan Nasional Berhad under the Skim Latihan 1Malaysia (“SL1M”) programme to provide on-the-job training to unemployed graduates so as to enhance their employability. CCM took in 58 trainees under this scheme with 15 of them being absorbed into the CCM workforce in 2016.
SOCIAL: LABOUR PRACTICES

CCMD has become the Company it is today, which is much attributed to its strong team of dedicated and competent employees. With this in mind, great focus is placed on this group of stakeholders through engagements, training and development.

Employee Engagement

Keeping our employees engaged with the Company and encouraging them to stay connected with their colleagues and communities are essential components of CCMD’s people strategy. We held numerous programmes and activities that are in line with our Core Values. Annual events like Mini Dinner, Majlis Berbuka Puasa, Sambutan Hari Raya Aidilfitri, Offsite Teambuilding programmes and activities by Kelab Sukan CCM were held with the objective to foster teamwork and interpersonal relationships between employees across all levels.

Our engagement with employees has improved remarkably as the result of the Employee Engagement Survey showed an increase of 4 percent to 82 percent as compared to 78 percent in the preceding year. This improvement is crucial as it indicates the level of connectedness and motivation of our employees as well as their commitment towards the Company’s vision and mission. To further affirm our stand on good employee engagement, CCMD was awarded the “HR Asia Best Companies To Work For In Asia 2016”.

Training and Development

In our bid to tap on our human capital, CCMD advocates continuous learning and training among its employees by providing various training and certification programmes, both internally and externally, to ensure that our employees are highly-skilled and competent. Programmes like Lean Six Sigma, Operational Excellence and Innovation & Quality Convention are some initiatives that have translated to savings in cost and efficiency, thus paving the way for innovative solutions to ensure sustainable growth of the business. In addition, in ensuring that the Company has the appropriate bench strength to support its growth in the future, the Company has in place my Career Acceleration Programme (“myCAP”) and Talent Management Programme to develop capable employees as successors in the Company.

Diversity

CCMD places great emphasis on workplace diversity with our Core Values as the foundation to a team of dedicated and committed employees who carried out their tasks professionally, ethically and with integrity.
SUSTAINABILITY & CORPORATE RESPONSIBILITY (Cont’d)

Breakdown by Ethnicity

Breakdown by Gender
Further details of our sustainability initiatives can be found in our CCMD Sustainability Report 2016 which is available on the Company’s website, www.duopharma.com.my
DELIVERING PROMISE

We possess the agility to identify and anticipate market shifts as we are optimised for Operational Efficiency to respond quickly and successfully to customer needs.
CALENDAR OF MAJOR EVENTS

22 FEB 2016
CCM Pharmaceuticals Sdn. Bhd. awarded Best Brand in Malaysia at the International Congress of the Economic Relations’ Development in the Health Field with the Focus on Islamic Countries

20-30 APR 2016
Participation at the annual Minggu Saham Amanah Malaysia in Tapah, Perak Darul Ridzuan

1 MAR 2016
Industry Excellence Award in the Healthcare Sector by Utusan Malaysia

14 APR 2016
CCM Pharmaceuticals Sdn. Bhd. bestowed with the Frost & Sullivan Award for Pharmaceutical Company of the Year - Generics Market

22 MAY 2016
Sahabat Korporat Tabung Haji

25 MAY 2016
Annual General Meeting
14 OCT 2016
Best in Sustainability Reporting (RM500 mil to RM950 mil Market Cap) by Focus Malaysia

31 OCT 2016
Inking a partnership with Becton Dickinson for our needles business

7 NOV 2016
Selangor Excellence Business Award 2016 - Excellence Award Pharmaceutical by Dewan Perniagaan Melayu Malaysia Negeri Selangor

13 NOV 2016
Launch of Basalog® - Winning Together Against Diabetes

15 DEC 2016
3rd Placing Excellence Award for TOP CG and Performance – MSWG (Special Category) for Market Cap Between RM300 million to RM1 billion and Merit Award for Best AGM Market Cap Below RM300 million

29 OCT 2016
Best Companies To Work For In Asia 2016 Award by HR Asia

7 DEC 2016
Launch of Lavender Ribbon Campaign
CORPORATE INFORMATION

BOARD OF DIRECTORS
Dato’ Hajah Normala binti Abdul Samad
Non-Independent Non-Executive Chairman

Tan Sri Siti Sa’diah binti Sh. Bakir
Senior Independent Non-Executive Director

Dato’ Mohamad Kamarudin bin Hassan
Independent Non-Executive Director

Dato’ Azmi bin Mohd Ali
Non-Independent Non-Executive Director

Razalee bin Amin
Independent Non-Executive Director

Puan Sri Datuk Rohani Parkash binti Abdullah
Independent Non-Executive Director

Zaiton binti Jamaluddin
Independent Non-Executive Director

Dato’ Eisah binti A. Rahman
Independent Non-Executive Director

CHIEF EXECUTIVE OFFICER
Leonard Ariff bin Abdul Shatar

COMPANY SECRETARY
Noor Azwah binti Samsudin

REGISTERED OFFICE
13th Floor, Menara PNB
201-A, Jalan Tun Razak
50400 Kuala Lumpur
Tel : 03-2612 3888
Fax : 03-2612 3999

BUSINESS ADDRESS
Lot 2599, Jalan Seruling 59
Kawasan 3
Taman Klang Jaya
41200 Klang
Tel : 03-3323 2759
Fax : 03-3323 3923
Website : www.duopharma.com.my
E-mail : info@ccmberhad.com

AUDITORS
KPMG PLT
Chartered Accountants
Level 10, KPMG Tower
8 First Avenue, Bandar Utama
47800 Petaling Jaya
Selangor Darul Ehsan

PRINCIPAL BANKERS
OCBC Bank (Malaysia) Berhad
No. 19, Jalan Stesen
41000 Klang
Selangor Darul Ehsan

RHB Islamic Bank Berhad
75, Jalan Tun H.S. Lee
50000 Kuala Lumpur

CIMB Bank Berhad
G9, Ground Floor
Plaza Metro, Jalan Meru
41050 Klang
Selangor Darul Ehsan

Malayan Banking Berhad
No. 7&9, Jalan 9/9C
Seksyen 9, Bandar Baru Bangi
43650 Bangi
Selangor Darul Ehsan

Hong Leong Bank
No.68, Lorong Batu Nilam 4A
Bandar Baru Tinggi
41200 Klang
Selangor Darul Ehsan

SHARE REGISTRAR
Tricor Investor & Issuing House Services Sdn. Bhd.
Unit 32-01, Level 32, Tower A
Vertical Business Suite, Avenue 3
Bangsar South
No. 8, Jalan Kerinchi
59200 Kuala Lumpur
Tel : 03-2783 9299
Fax : 03-2783 9222

STOCK EXCHANGE LISTING
Main Market of Bursa Malaysia Securities Berhad
BOARD OF DIRECTORS

BOARD COMMITTEES

Audit and Risk Management Committee
Nomination and Remuneration Committee

CORPORATE STRUCTURE

CCM DUOPHARMA BIOTECH BERHAD
(524271-W)

100% CCM Pharmaceuticals Sdn. Bhd.

100% Sentosa Pharmacy Sdn. Bhd.

100% Unique Pharmacy (Penang) Sdn. Bhd.

100% CCM Biopharma Sdn. Bhd.

100% Negeri Pharmacy Sdn. Bhd.

100% Unique Pharmacy (Ipoh) Sdn. Bhd.

100% Innovax Sdn. Bhd.

100% Duopharma (M) Sdn. Bhd.

100% CCM Pharmaceuticals (S) Pte. Ltd.

100% Upha Pharmaceutical Manufacturing (M) Sdn. Bhd.

100% CCM Pharma Sdn. Bhd.

100% CCM International (Philippines) Inc.
We pursue sustainable growth strategies and optimise resources that leads to all round stakeholder development.
BOARD OF DIRECTORS
1. Dato’ Hajah Normala binti Abdul Samad
2. Tan Sri Datin Paduka Siti Sa’diah binti Sh. Bakir
3. Dato’ Mohamad Kamarudin bin Hassan
4. Dato’ Azmi bin Mohd Ali
5. Razalee bin Amin
6. Puan Sri Datuk Rohani Parkash binti Abdullah
7. Zaiton binti Jamaluddin
8. Dato’ Eisah binti A. Rahman
DATO’ HAJAH NORMALA BINTI ABDUL SAMAD
Age : 54 years
Nationality : Malaysian
Gender : Female

POSITION ON THE BOARD
Non-Independent Non-Executive Chairman

DATE OF APPOINTMENT TO THE BOARD
26 May 2016

MEMBERSHIP OF BOARD COMMITTEES
None

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES AND LISTED ISSUERS
• Chemical Company of Malaysia Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

NO. OF BOARD MEETINGS ATTENDED IN THE FINANCIAL YEAR
Two (2) out of two (2) meetings (since date of appointment)

QUALIFICATION
• Master of 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)

WORKING EXPERIENCE AND OCCUPATION
Dato’ 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.


Dato’ 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 Malaysian 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.
TAN SRI DATIN PADUKA SITI SA’DIAH BINTI SH. BAKIR
Age : 64 years
Nationality : Malaysian
Gender : Female

POSITION ON THE BOARD
Senior Independent Non-Executive Director

DATE OF APPOINTMENT TO THE BOARD
5 April 2016

MEMBERSHIP OF BOARD COMMITTEES
Chairman, Nomination and Remuneration Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES AND LISTED ISSUERS
• KPJ Healthcare Berhad
• Kulim (Malaysia) Berhad
• Chemical Company of Malaysia Berhad
• Nationwide Express Courier Services Berhad
• OSK Holdings Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

NO. OF BOARD MEETINGS ATTENDED IN THE FINANCIAL YEAR
Two (2) out of three (3) meetings (since date of appointment)

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

WORKING EXPERIENCE AND OCCUPATION
Tan Sri Datin Paduka Siti Sa’diah Sh. Bakir is an Independent Non-Executive Director of KPJ, redesignated on 1 May 2015 from Non-Independent, Non-Executive Director. 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, she served as KPJ’s Corporate Advisor. She was the Chairman and Pro-Chancellor of KPJ Healthcare University College (“KPJUC”) between 1 August 2011 to 31 December 2016.

Her career with Johor Corporation (“JCorp”) commenced in 1974 and she 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.

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. She sits on many other councils and committees at the national level, including as a member of the Academic Committee of the Razak School of Government (“RSOG”). She also sits on several University Committees, including Universiti Malaya and University of Reading Malaysia. In June 2016, she was appointed as the Chairman of Universiti Utara Malaysia, an eminent management university in Malaysia.

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 more 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.
DATO' MOHAMAD KAMARUDIN BIN HASSAN

Age : 61 years
Nationality : Malaysian
Gender : Male

POSITION ON THE BOARD
Independent Non-Executive Director

DATE OF APPOINTMENT TO THE BOARD
2 January 2014

MEMBERSHIP OF BOARD COMMITTEES
- Member, Audit and Risk Management Committee
- Member, Nomination and Remuneration Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES
- ManagePay Systems Berhad
- Malaysian Pacific Industries Berhad
- Lion Diversified Holding Berhad
- Trustgate Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

NO. OF BOARD MEETINGS ATTENDED IN THE FINANCIAL YEAR
Five (5) out of five (5) meetings

QUALIFICATIONS
- Master of Business Administration (Majoring in Finance), Oklahoma City University
- Bachelor of Economics (Majoring in Business Administration), University of Malaya
- Diploma in Public Management, Institut Tadbiran Awam Malaysia (INTAN)

WORKING EXPERIENCE AND OCCUPATION
Dato' Mohamad Kamarudin began his career with the Administrative and Diplomatic Service in 1979 with his first posting to the Macro-economic Division of the Economic Planning Unit in the Prime Minister's Department. In 1987, he was transferred to the Ministry of International Trade and Industry (“MITI”) where he had served in various divisions of the Ministry. From 1992 to 1994, he was posted to the Malaysian Embassy in Washington DC as the Economic Counsellor. From January 2006 until his retirement on 31 August 2013, he was seconded to MATRADE as the Deputy Chief Executive Officer.
MEMBERSHIP OF BOARD COMMITTEES
- Member, Nomination and Remuneration Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES
- SP Setia Berhad
- Chemical Company of Malaysia Berhad
- Perbadanan Nasional Berhad
- Cliq Energy Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

NO. OF BOARD MEETINGS ATTENDED IN THE FINANCIAL YEAR
Three (3) out of three (3) meetings (since date of appointment)

QUALIFICATION
- LL.B (Hons), University of Malaya
- Master of Laws (LL.M) in the United States of America & Global Business Law, University of Suffolk, Boston, USA

WORKING EXPERIENCE AND OCCUPATION
Dato’ Azmi is currently the Senior Partner of Azmi & Associates, a corporate and commercial law firm of close to 70 lawyers, which he co-founded in 2000. He has over 30 years of experience in the areas of, amongst others, corporate, commercial, business, capital market and project-related law, where he started as an in-house counsel in Petronas in 1984 for 6 years before venturing out into private law practice since 1990.

Dato’ Azmi’s directorships in other public companies include SP Setia Berhad, Chemical Company of Malaysia Berhad and Perbadanan Nasional Berhad and he is also the chairman of Cliq Energy Berhad, a special-purpose acquisition company, which is now under court-sanctioned liquidation. He has also served on the main Board of Sime Darby Berhad for more than 5 years from 2010 until early 2016.

He is also a director of a public university, Universiti Malaysia Kelantan and a director of Financial Reporting Foundation, a Government-sponsored foundation relating to the advancement of accounting standards in Malaysia. He has also served as an Adjunct Professor at the Law School of International Islamic University of Malaysia and the Law School of National University of Malaysia.
RAZALEE BIN AMIN
Age : 63 years
Nationality : Malaysian
Gender : Male

POSITION ON THE BOARD
Independent Non-Executive Director

DATE OF APPOINTMENT TO THE BOARD
1 June 2016

MEMBERSHIP OF BOARD COMMITTEES
• Chairman, Audit and Risk Management Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES
• Bank Kerjasama Rakyat Berhad
• UMW Oil & Gas Corporation Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

NO. OF BOARD MEETINGS ATTENDED IN THE FINANCIAL YEAR
Two (2) out of two (2) meetings (since date of appointment)

QUALIFICATIONS
• Certified Financial Planner, Financial Planning Association of Malaysia
• Certified Public Accountants, The Malaysian Institute of Certified Public Accountants
• Diploma in Accounting (Postgraduate), University of Malaya, Malaysia
• Bachelor of Economics (Hons) Accounting, University of Malaya, Malaysia

WORKING EXPERIENCE AND OCCUPATION
Razalee began his career with Messrs. Hanafiah Raslan & Mohamad, a Chartered Accountants firm upon graduation. In 1983, he joined Sateras Resources (Malaysia) Berhad as the Group Financial Controller. He then joined MBf Finance Berhad in 1987 as appointed as the Senior Vice President of the Investment and Acquisitions Division. He left MBf Finance Berhad and subsequently joined Damansara Realty Berhad in 1994 as the Senior General Manager. In 1996, he started his own Chartered Accountants firm, Razalee & Co. where he is currently its Managing Partner.

PUAN SRI DATUK ROHANI PARKASH BINTI ABDULLAH

Age : 61 years
Nationality : Malaysian
Gender : Female

POSITION ON THE BOARD
Independent Non-Executive Director

DATE OF APPOINTMENT TO THE BOARD
2 August 2016

MEMBERSHIP OF BOARD COMMITTEES
None

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES AND LISTED ISSUERS
• Nylex (Malaysia) Berhad
• 7-Eleven Malaysia Holdings Berhad

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

NO. OF BOARD MEETINGS ATTENDED IN THE FINANCIAL YEAR
Two (2) out of two (2) meetings (since date of appointment)

QUALIFICATIONS
• Master of Business Administration, Oklahoma State University, USA (1995)
• Diploma in Public Administration, INTAN, Malaysia (1980)
• Bachelor of Arts (Hons), Universiti Kebangsaan Malaysia, Malaysia (1979)
• Diploma Perguruan, Universiti Kebangsaan Malaysia, Malaysia (1978)

WORKING EXPERIENCE AND OCCUPATION
Puan Sri Datuk Rohani completed 36 years of service in the Administrative and Diplomatic Service, Malaysia in 2015. She began her career in the Prime Minister's Department (1981) and has served in various capacities in the public sector. Her experience includes a 5 year stint handling budget and development in the Ministry of Land and Regional Development where she played a crucial role in establishing the basis for the issuance of Strata Titles under the National Land Code, rationalising issuance of individual titles to FELDA settlers; and monitoring the development of land development agencies such as FELDA, FELCRA and RISDA and multiple regional growth centres.

From 1991 until 2001, she served in the Ministry of Energy, Telecommunications & Posts which later evolved as the Ministry of Energy, Communications & Multimedia. During this period she was actively involved in policy and international matters and led delegations to international conferences and negotiations in the telecommunications and posts sectors. She played an instrumental role in the creation and implementation of Malaysia's first Cyber Laws and various telecommunications regulations.

Puan Sri Datuk Rohani then served the Ministry of Human Resources in 2001 where she continued her role in international negotiations on labour matters and setting frameworks for Foreign Workers and the basis for what is now the Talent Corporation. She was part of the pioneer team to set up the Ministry of Higher Education in 2004. She headed the Policy and International Division and was actively engaged in all policy and international matters for the higher education sector.

In 2010, Puan Sri Datuk Rohani became the Deputy Secretary General (Development) and thereafter served as a Senior Fellow at Universiti Teknologi Malaysia. Puan Sri Datuk Rohani is the current President of the Association of Women Civil Servants and Wives of Civil Servants (“PUSPANITA”) (2012-).
ZAITON BINTI JAMALUDDIN
Age : 56 years
Nationality : Malaysian
Gender : Female

POSITION ON THE BOARD
Independent Non-Executive Director

DATE OF APPOINTMENT TO THE BOARD
1 September 2016

MEMBERSHIP OF BOARD COMMITTEES
• Member, Audit and Risk Management Committee

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES AND LISTED ISSUERS
None

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

NO. OF BOARD MEETINGS ATTENDED IN THE FINANCIAL YEAR
One (1) out of one (1) meeting (since date of appointment)

QUALIFICATIONS
• Bachelor of Pharmacy, Western Australia Institute of Technology
• Diploma in Management, Malaysian Institute of Management
• Master of Business Administration, Keele University, United Kingdom

WORKING EXPERIENCE AND OCCUPATION
Zaiton had accumulated over 20 years of experience in the healthcare and pharmaceutical industry. She began her illustrious career as a pupil pharmacist with the Ministry of Health in 1982. Thereafter, she joined the sales and marketing team of United Italian Trading Corporation in 1984. In 1985, she served as the Assistant Medical Information Manager for the South East Asia Regional Office of Novo Industri A/S. In 1989, when Novo Industri A/S and Nordisk Gentofte A/S merged to become Novo Nordisk A/S, the world’s leading producer of insulin, she was appointed as the Business Development Manager of Malaysia, a post she held until 1993. From 1993 to 1997, she held the position of the Novo Nordisk Country Manager for Malaysia. In 1997, she became the General Manager of Novo Nordisk Pharma (M) Sdn. Bhd. until 2007. During the long stint with Novo Nordisk, Zaiton helped established and grew the Novo Nordisk business, mainly in insulin and oral diabetes care, haematology and women’s therapy. She held roles in the areas of general management, sales and marketing, business development and training. In addition, she was involved in lobbying and making presentations to the government.

An expert in her field, she was regularly invited to speak on scientific as well as motivational topics. She has served on the board of several organisations throughout her career, namely as member on the MARA Council (2000-2002) and a director on the Board of Malaysian Biotechnology Corporation Sdn. Bhd. (Jan 2006 to Dec 2008). She was also the former President of the Pharmaceutical Association of Malaysia (Mar 2005 to Dec 2007).
DATO’ EISAH BINTI A. RAHMAN
Age : 61 years
Nationality : Malaysian
Gender : Female

POSITION ON THE BOARD
Independent Non-Executive Director

DATE OF APPOINTMENT TO THE BOARD
16 November 2016

MEMBERSHIP OF BOARD COMMITTEES
None

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES AND LISTED ISSUERS
None

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

NO. OF BOARD MEETINGS ATTENDED IN THE FINANCIAL YEAR
One (1) out of one (1) meeting (since date of appointment)

QUALIFICATIONS
• Bachelor’s Degree in Pharmacy, Curtin University of Technology, Western Australia
• Diploma (Postgraduate) in Medical Microbiology, Institute for Medical Research, Kuala Lumpur
• Master of Science in Pharmaceutical Analysis, University of Manchester, United Kingdom

WORKING EXPERIENCE AND OCCUPATION
Dato' Eisah served in the Malaysian Ministry of Health as a pharmacist since 1979 and held several key positions throughout her years of service. This included being the Head of Pharmaceutical Microbiology Lab, Head of GMP and Licensing Section, Deputy Director of Centre for Product Registration and eventually the Director of National Pharmaceutical Control Bureau (“NPCB”). In 2007, she was made Director of Pharmacy Enforcement and was promoted to Senior Director of Pharmaceutical Services in 2008, taking charge of the entire pharmacy programme in Malaysia. Also, since 2008, she was the Registrar of the Pharmacy Board of Malaysia.

Throughout her career, she made significant contributions to the pharmacy service and the pharmaceutical sector. She was involved in various national high level committees such as the Ministry of Health’s Steering Committee for National Medicines Policy. She participated in healthcare related conferences serving as an expert on regulatory matters. She has presented major papers on regulatory control locally and internationally. Internationally, she has held advisory roles in the area of regulations and pharmaceutical quality assurance. She was also involved in the ASEAN harmonisation initiatives for pharmaceuticals, medical devices, cosmetics, traditional medicines and health supplements. She chaired the ASEAN Consultative Committee for Standards and Quality (ACCSQ) Pharmaceutical Product Working Group, which was instrumental to the implementation of the ASEAN Common Technical Dossier and the ASEAN Technical Guidelines. She led NPCB to being accepted as the 26th Member of the Pharmaceutical Inspection Co-operation Scheme (PIC/S) in 2002. Under her leadership, NPCB was designated a Non-OECD Member Adhering to the OECD Mutual Acceptance Data (OECD-MAD) System. Also under her helm, the Pharmaceutical Services Division received the Global Anti-Counterfeiting Award 2013 and the Special Innovation Award 2013 for initiatives in combatting counterfeit medicines. NPCB is now known as National Pharmaceutical Regulatory Agency (“NPRA”).
LEONARD ARIFF BIN ABDUL SHATAR
Age : 52 years
Nationality: Malaysian
Gender : Male

POSITION
Chief Executive Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION
1 January 2008

MEMBERSHIP OF BOARD COMMITTEES
None

DIRECTORSHIPS OF OTHER PUBLIC COMPANIES AND LISTED ISSUERS
• Chemical Company of Malaysia Berhad
• PanGen Biotech Inc. (Korea)

SECURITIES HOLDINGS IN THE COMPANY AND ITS SUBSIDIARIES
None as at 31 March 2017

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

QUALIFICATION
• LL.B, Monash University, Melbourne, Australia
• Bachelor of Economics, Monash University, Melbourne, Australia

WORKING EXPERIENCE AND OCCUPATION
Leonard Ariff has been appointed as the Chief Executive Officer of CCM Duopharma Biotech Berhad since 1 January 2008 until to-date. On 9 January 2015, he was appointed the Group Managing Director of Chemical Company of Malaysia Berhad, a position he carries until to-date. He is also the Chief Executive Officer of the Pharmaceuticals Division of the CCM Group following an internal reorganisation of the CCM Group in January 2016. Prior to that, he was the Director of the Pharmaceuticals Division since January 2008.

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 was also the Director of CCM’s Chemicals Division from October 2014 until December 2015.

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, 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.
BILLY URUDBRA
Age : 56 years
Nationality: Malaysian
Gender : Male

POSITION
Chief Commercial Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION
1 January 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 Science (Hons) in Mechanical Engineering, Middlesex University, United Kingdom
• Senior Management Development Programme, Harvard Business School

WORKING EXPERIENCE AND OCCUPATION
Billy Urudra joined the ICI/CCM Group on 2 June 1983 as Plant Engineer for the Fertilizer Business Division. After having spent over 6 years in the engineering field, in July 1989, he was transferred to CCM's Chemicals Division as a Product Manager. This was the start of his commercial career. As part of CCM's career development program, Billy was moved to the Group Human Resources Department, where in October 1990, he was appointed Human Resource Planning Manager for CCM Group. After having had 2 years of human resource management exposure, he was transferred back to CCM's Chemicals Division in April 1992 and appointed Business Manager. He spent a further 11 years in the chemicals business and was subsequently appointed Director of CCM's Chemicals Business.

On 1 February 2003, he was transferred to CCM's Pharmaceuticals Division as Director and General Manager, Marketing. This was his start in the pharmaceuticals industry. In July 2004, he was moved to CCM's Corporate Office to lead the Group Business Development role, and appointed as Director, Group Strategic Planning & Business Development. He also took on special corporate roles as Director, International Business Division and Director, Group Transformation Office.

On 1 January 2012, he was transferred to CCM's Pharmaceuticals Division as Chief Commercial Officer. He currently heads all of CCM Pharmaceutical's commercial activities, both locally and internationally. Billy Urudra has nearly 27 years of commercial experience, of which 13 years are in the pharmaceuticals industry.
CHEK WU KONG

Age : 51 years
Nationality: Malaysian
Gender : Male

POSITION
Chief Financial Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION
7 August 2000

WORKING EXPERIENCE AND OCCUPATION
Chek commenced his career in an international firm of public accountants in 1990, gaining experience in taxation, auditing and accounting. He joined Komarkcorp Berhad in 1994 as Accountant and was responsible for corporate restructuring, group accounting and finance. He was later promoted to Group Finance Manager in 1995 and thereafter to Group Financial Controller in 1996 before starting his own business in January 2000. He joined CCM Duopharma in August 2000 as Financial Controller and was promoted to his current position in 2012 and is responsible for finance, IT and human resources portfolios.

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 Accounting (Hons), University of Malaya
• Chartered Accountant, Malaysian Institute of Accountants
• Malaysian Institute of Certified Public Accountants (“MICPA”)
• Senior Management Development Programme, Harvard Business School
• ICAEW Qualified Person Responsible for Training (“QPRT”)
WAN AMIR-JEFFERY BIN WAN ABDUL MAJID
Age : 44 years
Nationality: Malaysian
Gender : Male

POSITION
Chief Strategy Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION
5 September 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
• Bachelor of Business Administration - International Trade, University of Central Arkansas, United States of America.

WORKING EXPERIENCE AND OCCUPATION
Wan Amir-Jeffery began his career in a marine and environmental consulting firm called Sea Resources Management (“SRM”) Sdn. Bhd. in 1997. In 2007, he left SRM to join Malaysian Biotechnology Corporation (“BiotechCorp”) Sdn. Bhd. as Lead Business Analyst, Biomedical Business Development and Investment (“BDI”) Division. At BiotechCorp, he developed his knowledge and expertise in identifying, structuring, securing and implementing biomedical investment projects, especially in the biopharma and pharmaceutical industries. He was promoted to Vice-President within the same division in 2008.

In 2013, he assumed the dual role of Chief Executive Officer of Johor Biotechnology & Biodiversity Corporation and J-Biotech Holdings Sdn. Bhd. He was responsible for developing and implementing key bioeconomy and biotech initiatives in Johor.

Wan Amir-Jeffery joined CCM Duopharma Biotech Berhad as Chief Strategy Officer on 5 September 2016, responsible for business development, Halal initiatives and government business of CCMD Group. He is also the Chief Executive Officer of Duopharma (M) Sdn. Bhd., a wholly owned subsidiary of CCMD since 5 September 2016.
NG SU YEE
Age : 49 years
Nationality: Malaysian
Gender : Female

POSITION
Chief Technical Officer

DATE OF APPOINTMENT TO KEY SENIOR POSITION
1 January 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 Pharmacy (Hons), University of London, United Kingdom
• Senior Management Development Programme, Harvard Business School

WORKING EXPERIENCE AND OCCUPATION
Su Yee did her pre-registration pharmacy training in CE Harrod Chemist, an independent retail pharmacy in London from 1990 to 1991. Upon her return to Malaysia, she joined Ekim Trading, a Bumiputra tendering agent in Kuala Lumpur as a Pharmacist in 1992. She commenced her industrial career in Glaxo Malaysia (now GSK) in 1993 as Production Pharmacist and was later promoted to Section Manager overseeing pharmaceutical manufacturing. Su Yee joined the CCM Group in June 1997. Over the years, she has led various disciplines of plant operations. Su Yee was appointed as the Chief Manufacturing & Technical Officer on 1 January 2012. On 1 January 2016, she was appointed as the Chief Technical Officer overseeing Regulatory Affairs, Quality Assurance, Quality Control, Technical Support, Product Improvement, Central Purchasing, Medical & Clinical Affairs, Pharmacovigilance and the Group’s Manufacturing Strategy.

Su Yee is a member of the Royal Pharmaceutical Society of Great Britain and the Malaysian Pharmaceutical Society. She is also a member of the Executive Council of Malaysian Organisation of Pharmaceutical Industries (“MOPI”) and the International Society for Pharmaceutical Engineering (“ISPE”) Malaysia Affiliate.
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 Pharmacy (Hons), University of Science Malaysia, Penang ("USM")
• Senior Management Development Programme, Harvard Business School
• Certified Lean Six Sigma - Black Belt

WORKING EXPERIENCE AND OCCUPATION
Krisna did his housemanship with the National Pharmaceutical Control Bureau (now known as National Pharmaceutical Regulatory Agency) from 1994 to 1995. Upon completion of his compulsory service, he joined Bristol Myers Squibb as Hospital Sales Representative covering private and government hospitals in the central and northern regions.

He pursued his industrial career beginning with Sterling Health Manufacturing in 1996. He joined as Production Pharmacist overseeing galenical and ophthalmic manufacturing. From here, Krisna moved on to Upfa Pharmaceutical Manufacturing (M) Sdn. Bhd. and later to Duopharma in 1998. Over the years, he led various disciplines of plant operations which include Production, Warehousing and Transportation, Planning, Engineering, Project Management and Quality Assurance. Krisna completed his Lean Six Sigma projects and obtained his Black Belt certification in 2016. Krisna was appointed as Chief Manufacturing Officer on 1 January 2016, overseeing Plant Manufacturing functions which includes Production, Planning, Engineering, Material Warehouse and Safety, Health and Environment.
NOOR AZWAH BINTI SAMSUDIN
Age : 46 years
Nationality: Malaysian
Gender : Female

POSITION
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.
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: Malaysian
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.
ADAPTING STRATEGIES TO BETTER SERVE COMMUNITIES

Operational Excellence enhances our competitive advantage while Strategic Innovation drives our creativity and sustainability, enlivening communities we serve towards our vision of Enhancing Quality of Life.
DEDICATED TEAM

Our commitment to nurturing talent helps us attract only the best people of diverse skills and backgrounds to our business who are dedicated to pursue our shared goals and purpose.