BOARD OF DIRECTORS

Dato’ Ir. Muhammad Radzi Haji Mansor (Chairman)
Dato’ Dr. Md Khir Abdul Rahman (Chief Executive)
Dato’ Dr. Abdul Rahim Haji Daud (Executive Director)
Dato’ Abdul Majid Haji Hussein (Director)
Dato’ Dr. Halim Shafie (Director)
YB. Joseph Salang Gandum (Director)
Dato’ Dr. Mohd Munir Abdul Majid (Director)
YB. Dato’ Ir. Haji Mohd Zin Mohamed (Director)
Lim Kheng Guan (Director)
Ir. Prabahar N. K. Singam (Director)
Rosli Man (Director)
Tan Poh Keat (Director)
Mohammad Zanudin Ahmad Rasidi (Alternate Director to Dato’ Abdul Majid Haji Hussein)
Suriah Abd Rahman (Alternate Director to Dato’ Dr. Halim Shafie)
SECRETARIES
Wang Cheng Yong
Zaiton Ahmad

REGISTERED OFFICE
2nd Floor, Ibupejabat Telekom Malaysia
Jalan Pantai Baharu
50672 Kuala Lumpur
Tel No : 03-208 2103/ 2664
Fax No : 03-2283 2415/ 2284 8039

REGISTRAR
Tenaga Koperat Sdn. Bhd. (118401-V)
20th Floor, Plaza Permata
(formerly known as IGB Plaza)
Jalan Kampar
Off Jalan Tun Razak
50400 Kuala Lumpur
Tel No : 03-4041 6522
Fax No : 03-4042 6352

AUDITORS
PricewaterhouseCoopers
(Public Accountants)

PRINCIPAL BANKERS
Bank Bumiputra-Commerce Berhad
Malayan Banking Berhad
Perwira Affin Bank Berhad

PRINCIPAL SOLICITORS
Zul Rafique & Partners
Zain & Co.
Nik Saghir & Ismail

STOCK EXCHANGE LISTING
Kuala Lumpur Stock Exchange

Tan Poh Keat • Dato' Dr. Mohd Munir Abdul Majid • Dato' Dr. Md Khir Abdul Rahman • Mohammad Zanudin Ahmad Rasidi
Roshi Man • Dato' Abdul Majid Haji Hussein • YB. Dato’ Ir. Haji Mohd Zin Mohamed
profile of the Board of Directors

Dato’ Ir. Muhammad Radzi bin Haji Mansor
Chairman

Aged 60, Dato’ Ir. Muhammad Radzi was appointed Chairman and Director of Telekom Malaysia on 12 July 1999. He graduated with a Diploma in Electrical Engineering in 1962 from Faraday House Engineering College, London and a Masters in Science (Technological Economics) from the University of Stirling, Scotland in 1975. A Chartered Professional Engineer registered with the Board of Engineers, Malaysia and The Council of Engineering Institutions, United Kingdom, he is also a member of the Institution of Engineers, Malaysia, the Institution of Electrical Engineers, United Kingdom and the Institute of Management, United Kingdom. He served in various engineering and management capacities in the former Telecommunications Department over a twenty-one year period, including a three-year secondment as Technical Advisor to the Ministry of Energy, Telecommunications and Posts.

Dato’ Ir. Muhammad Radzi retired as Director General of Telecommunications upon corporatisation of the Telecommunications Department on 1 January 1987 and was subsequently appointed as Director (Operations) of Telekom Malaysia. He served as Director (Marketing and Customer Services) and retired as Director (Regulatory Management and External Affairs) in July 1996. Upon his retirement, he was retained as a Consultant/Advisor on various flagship application projects for the Multimedia Development Corporation, an agency established by the Malaysian Government to oversee the development and implementation of multimedia projects within the Multimedia Super Corridor (MSC).
Dato’ Dr. Md Khir bin Abdul Rahman
Chief Executive

Aged 53, Dato’ Dr. Md Khir was appointed Chief Executive of Telekom Malaysia and a Board member on 1 May 2001. Prior to this, he was the Deputy Chief Executive/General Manager of Malaysia Electronics Payment System (MEPS).

He started his career at the Malaysian Agricultural Research and Development Institute (MARDI) in 1972 before joining Bank Negara Malaysia in 1983. He served the Central Bank in various senior positions before joining the telecommunications sector in 1996 as the Managing Director of Mejati Technologies Group.

Dato’ Dr. Md Khir holds a Bachelor of Science Degree in Mathematics from University Malaya, Masters in Agricultural Development and Doctorate of Science in Computing Statistics, both from the State University of Ghent, Belgium.

He has depth of experience in information and communication technology, banking and payment systems as well as in the development of e-commerce applications.
Dato’ Dr. Abdul Rahim bin Haji Daud  
Executive Director

Aged 53, Dato’ Dr. Abdul Rahim has held the position as Executive Director since July 1998. He obtained a Bachelor of Engineering in Electronics, M.Sc in Telecommunications Engineering, a PhD in Engineering from the United Kingdom and a Masters in Business Administration from the United States. He is a Fellow of the Institute of Engineers, Malaysia. He attended Harvard Business School’s Advanced Management Program (AMP), and also the Senior Executive Development Program at the Wharton School of Business. He joined Jabatan Telekom Malaysia (JTM) as a Telecommunications Engineer in 1973. In 1988 he was appointed General Manager, Information Systems and became the Senior General Manager, National Network Operations in 1993. In July 1995 he was made Senior Vice President, Network Services before his appointment to head TM TelCo as its Chief Operating Officer in 1996. Upon his appointment as Executive Director in July 1998, he remained as the Chief Operating Officer TelCo until 1 February 2001 when he assumed the position of Executive Director, Corporate Strategy and Development.

He is also a Board member of a number of subsidiaries and associate companies of Telekom Malaysia. He is currently the Chairman of the Commonwealth Telecommunications Organisation (CTO).
YB. Joseph Salang Gandum

Director

Aged 51, was first appointed to the Board in January 1987. He obtained a Bachelor of Arts (Econs) in 1974 from Western Maryland College, Maryland, USA. He also holds a Masters degree in Business Administration obtained from Iran Center for Management Studies in 1975. He formerly served as Regional Manager (East Malaysia) with Bank Pembangunan Malaysia Berhad (East Malaysia), Trade Manager of MISC Coastal Services Sdn Bhd, Corporate Manager and Manager of Location (Kuching) of Standard Chartered Bank Malaysia Bhd.

He is now a businessman and a member of various Board Committees of Telekom Malaysia and is actively involved as a Board member of several subsidiaries and associate companies of the Group. He is currently a member of Parliament.

Roshi bin Man

Director

Aged 48, was appointed to the Board on 15 July 2000 and has more than 23 years of experience in the telecommunications industry. He holds a Bachelor in Science (Electrical and Electronic Engineering), specialising in Electrical Design and Instrumentation from University of Glasgow, United Kingdom and a Diploma in Electrical and Electronic Engineering (specialising in communications) from Technical College, Kuala Lumpur.

He joined Jabatan Telekom Malaysia (JTM) in 1976 as Assistant Controller where he gained wide exposure in telecommunication services including the task to implement the country’s first mobile telecommunications service i.e. Atur 450. In 1985, he made a career move to the private sector by joining the Fleet group as its Group Manager, Technical Services where he was part of the team responsible in overseeing the roll-out and operations of the nation’s first privately operated terrestrial television station namely TV3. From 1988 to 1996, he was instrumental in setting up the first privately owned telecommunications company in Malaysia i.e. Celcom, catering for the cellular mobile telecommunication business. He left Celcom as its President in 1996 to join Prismanet Sdn Bhd as Managing Director and held the position until November 1998. He was also appointed as Chief Executive Officer of the Natrindo Global Komunikasi, based in Jakarta, Indonesia, with effect from 14 July 2000.

Dato’ Abdul Majid bin Haji Hussein

Director

Aged 53, was appointed to the Board on 5 December 2000. He obtained his Masters in Business Management from Asian Institute of Management, Manila and has attended Harvard Advanced Management Program at the Harvard Business School in 2000. Upon graduating with a Bachelor of Economics majoring in Accountancy, he served the Accountant General’s Office for two years and later the National Institute of Public Administration (INTAN) for six years as a lecturer and Program Coordinator. In 1983, he was seconded to the Federal Agricultural Marketing Authority (FAMA) as the Director of Planning and later served as the Deputy Director General in charge of administration. From 1990 to 1993, he served as the Senior Assistant Director in the Budget Division of the Ministry of Finance. He continued his public service as the State Financial Officer of Negeri Sembilan, Director of Service in the Public Services Department and the State Secretary of Perak prior to being appointed to his present position as Deputy Secretary General Treasury (Operations) of the Ministry of Finance.
Ir. Prabahar N. K. Singam  
*Director*

Aged 40, was appointed to the Board on 23 June 2000. He is an engineer by profession and has a Bachelor of Science (Civil Engineering) degree from Portsmouth Polytechnic, United Kingdom. He is also a member of the Board of Engineers Malaysia, Institute of Engineers Malaysia and ENSEARCH, with more than 15 years of experience in the civil engineering sector, especially in the areas of consultancy, contracting, project management and project financing.

YB. Dato’ Ir. Haji Mohd Zin bin Mohamed  
*Director*

Aged 47, was appointed to the Board on 22 May 2000. He is a civil engineer by profession, having obtained his bachelors and masters both from Bradley University, United States. He has served various government bodies and is currently on the University Teknologi Mara (UiTM) Board of Directors. He is also a member of the Malaysian Institute of Engineers (MIEM) and the Board of Engineers of Malaysia. He is actively involved in politics as a Member of Parliament for Shah Alam and the deputy head of the UMNO Shah Alam Division.
**Dato’ Dr. Halim bin Shafie**  
*Director*

Aged 52, was first appointed to the Board on 24 November 2000. Prior to this, he was Alternate to the former Director, Tan Sri Datuk Nuraizah bt Abdul Hamid from March 1999 to October 2000. He obtained a Diploma in System Analysis and Design from the National Institute of Public Administration (INTAN), a Certificate in Management Education from the Indian Institute of Management, Ahmedabad, India, Bachelor of Economics (Hons) from the University of Malaya (1972), Masters in Public and International Affairs from the University of Pittsburgh, USA (1980) and a Doctorate in Information Transfer from Syracuse University, USA (1988).

He has held several positions in the Government sector, including Assistant Secretary at the Ministry of Education. He served as Program Co-ordinator for the National Computer Training Center at INTAN, and as Director of the Information Technology Division of the Malaysian Administrative Modernisation and Management Planning Unit (MAMPU) in the Prime Minister’s Department. He served as the Director of INTAN before becoming Deputy Secretary General, Communications and Multimedia, Ministry of Energy, Communications and Multimedia.

**Tan Poh Keat**  
*Director*

Aged 65, was appointed to the Board on 29 August 2000. He has an engineering background with a Bachelor of Engineering (Electrical) degree and Master of Engineering degree both from Auckland University under the Colombo Plan Scholarship. He joined Jabatan Telekom Malaysia (JTM) in 1962 as an engineer and has served in various appointments, the last being Deputy Director General. Subsequently he joined Telekom Malaysia as Director, Network Services and retired at the end of 1991. Currently, he is an independent consultant to a number of local and international companies.
Mohammad Zanudin bin Ahmad Rasidi  
Alternate Director

Aged 47, has served the Ministry of Finance for seventeen years, an opportunity that has given him wide corporate and government experiences. He began his career with the Treasury in 1984 as Assistant Secretary in the Economic and International Division. After four years, he was assigned to the Tax Analysis Division where he was directly involved in formulating policies and strategies for budget proposals and then was promoted as Principal Assistant Secretary in 1998. He was transferred to the Public Enterprise, Privatisation and Minister of Finance Incorporated Coordination Division as Principal Assistant Secretary in November 2000, a position he holds until today.

He was appointed as the Alternate Director to Dato' Abdul Majid Haji Hussein on 12 December 2000. Prior to this, he was Alternate to the former Director, Datuk Dr. Syed Muhamad bin Syed Abdul Kadir from December 1999 to December 2000. He has a Bachelor of Economics from University Kebangsaan Malaysia and a Master of Public Management from Carnegie-Mellon University, United States. He also has successfully completed the Harvard International Tax Program at the Harvard University in 1992.

Suriah bt. Abd Rahman  
Alternate Director

Aged 52, was appointed to the Board on 24 November 2000 as Alternate Director to Dato’ Dr. Halim Shafie. She holds a Bachelor of Arts (Hons) from University of Malaya and a Master of Arts from the University of Leeds, United Kingdom. She began her career in the public service as an Assistant Secretary in Treasury and rose to the position of Principal Assistant Secretary in the Government Procurement Management Division.

She then served various Ministries and Government Agencies including the Social Economic Research Unit, Prime Minister’s Department, Ministry of Housing and Local Government, Malaysian Institute of Maritime Affairs, Public Service Department and Implementation Coordination Unit of the Prime Minister’s Department before assuming her current position as Deputy Secretary General 1, Ministry of Energy, Communications and Multimedia as of 1 November 2000.
The Board of Directors is committed to ensuring the highest standards of corporate governance are observed throughout the Group so that the affairs of the Group are conducted with integrity and professionalism with the objective of safeguarding shareholders’ investment and ultimately enhancing shareholder value.

Currently, steps are being taken to prepare the Group to implement the Malaysian Code on Corporate Governance (“the Code”) best practices and to fulfill the provisions of the new listing requirements of the Kuala Lumpur Stock Exchange (“the KLSE Listing Requirements”) pertaining to the Code which become mandatory by 1 June 2001.

“managing with integrity, transparency and accountability – intrinsic components in the preservation of shareholder value”

THE BOARD AND BOARD COMMITTEES

An experienced Board consisting of members with a wide range of business, financial, technical and public service background, leads and controls the Group. This brings depth and diversity in expertise and perspective to the leadership of a highly regulated and challenging telecommunication business.

Board meetings are held at regular intervals with additional meetings taking place as necessary. In total the Board met fifteen (15) times during the year. The Board has delegated certain responsibilities to Board Committees, which operate within clearly defined terms of reference. The Board Committees include the Board Nominating and Remuneration Committee, Board Audit Committee, Board Tender Committee, Board Finance and Planning Committee and Board ESOS Committee. The Chairmen of the various Committees report the outcome of Committee meetings to the Board and such reports are incorporated as part of the minutes of the Board meetings.

BOARD COMPOSITION AND BALANCE

The composition of the Board is balanced between Executive and Non-Executive Directors. Currently, the Board consists of twelve (12) members, comprising a Non-Executive Chairman, two (2) Executive Directors and nine (9) Non-Executive Directors, out of which six (6) are Independent. Two (2) of the Non-Executive Directors have each appointed an Alternate Director. A brief biography of each Director is presented on pages 20 to 26.

Following the appointment of new Directors to the Board, an induction programme is arranged to facilitate their understanding of the operations of the Group as well as the products and services offered by the Group.

The Executive Directors are generally responsible for making and implementing operational decisions whilst the Non-Executive Directors support the skills and experience of the Executive Directors, contributing to the formulation of policy and decision-making through their knowledge and experience of other businesses and sectors.
The roles of the Chairman and Chief Executive are separate with clear responsibilities divided between them to ensure balance of power and authority.

The Independent Non-Executive Directors, are of the calibre necessary to carry sufficient weight in Board decisions. Together they play an important role in ensuring that the strategies proposed by the management are fully deliberated and examined, taking into account the long term interest of the shareholders, employees, customers, and the many communities in which the Group conducts its business.

In accordance with the Company’s Articles of Association, all Directors who are appointed by the Board are subject to election by the shareholders at the Annual General Meeting subsequent to their appointment.

The Articles of Association of the Company provides that at least one third of the remaining Directors are subject to re-election by rotation at each Annual General Meeting. An amendment is being incorporated to the Articles of Association to provide that Executive Directors also rank for re-election by rotation as provided in the KLSE Listing Requirements.

**SUPPLY OF INFORMATION TO THE BOARD**

Prior to each Board meeting, Directors are sent an agenda and a full set of Board papers for each agenda item to be discussed. An electronic document management system has been established to enable efficient, secure and speedy dissemination of information papers to the Directors before Board meetings to facilitate informed decision making process.

All Directors have access to the advice and services of the Company Secretaries who are responsible for ensuring that Board procedures are followed.

The Board Finance and Planning Committee, consisting of five (5) members from the Board, review a monthly performance report and the said review is reported to the Board at Board meetings. The performance reports which are furnished to the Committee well in advance of each Committee meeting, include a comprehensive review and analysis of major business and financial issues, customer satisfaction indices, market share, key business indicators, product and service quality.

**THE BOARD NOMINATING & REMUNERATION COMMITTEE**

The Board has established a Nominating and Remuneration Committee in November 2000, consisting of four (4) Non-Executive Directors, out of which three (3) are Independent. The Chairman of the Committee is Dato’ Ir. Muhammad Radzi Haji Mansor.

The Committee is responsible for recommending to the Board, candidates for directorship on the Board of the Company and its Group as well as membership of all other Board Committees. In making its recommendations, the Committee considers candidates from the Management for directorship in its Group of companies as proposed by the Chief Executive.

In addition, the Committee is responsible for establishing a formal and transparent procedure for developing policy on remuneration of Executive and Non-Executive Directors.

The Nominating & Remuneration Committee has the authority to examine a particular issue and report back to the Board with recommendations. Hence the determination of remuneration packages of Directors is a matter for the Board as a whole and individuals are required to abstain from discussion on their own remuneration. The Committee met once during the year following its inception in November 2000.

**THE BOARD AUDIT COMMITTEE**

The Board Audit Committee comprises five (5) Non-Executive Directors out of which four (4) are Independent. Dato’ Dr. Mohd Munir Abdul Majid, an Independent Non-Executive Director is the Chairman of this Committee. The composition and terms of reference of the Committee are stated on pages 30 to 31.

The Board Audit Committee met eight (8) times during the year. The External Auditors, the Financial Controller and Head of Internal Audit Division were in attendance at all the meetings. The Audit Committee reviews quarterly financial results, issues of accounting policy and presentation for external financial reporting, monitors the work of the internal audit function and ensures an objective and professional relationship is maintained with the external auditors.

Discussions are carried out between the Board Audit Committee with management on actions taken on problem areas identified by Board members or the internal and external audit reports.
The Committee has full access to the auditors both internally and externally who in turn have access at all times to the Chairman of the Committee.

RELATIONS WITH SHAREHOLDERS

The Group values dialogues with investors. The Chairman and the Chief Executive have held discussions with analysts and shareholders immediately after announcement of the half-year and full year financial results to the Kuala Lumpur Stock Exchange. Presentations have been made to explain the Group’s strategy, performance and major developments. However, any information that may be regarded as undisclosed material information about the Group will not be given to any single shareholder.

The Investor Relations Unit has an active programme of contact with institutions and brokers which involves not only presentations at the time of the announcement of the Group’s interim results but also regular dialogue with major institutional investors. The Group publishes documentation used at the time of these briefings through the Internet.

A website (www.telekom.com.my) has been established for access of information by shareholders. The Investor Relations Unit also consistently and proactively, up-dates investors and fund managers on the operations and activities of the Group by e-mail. The Group participates actively in investors’ conferences overseas, involving presentations on developments within the Group from the investors’ perspective.

The Annual General Meeting is the principal forum for dialogue with private shareholders. At each Annual General Meeting, the Board presents the progress and performance of the business and encourages shareholders to participate in the question and answer session. The Executive Directors and the Chairmen of all the Board Committees are in attendance to respond to shareholders’ questions during the meeting.

FINANCIAL REPORTING

The Directors are required by the Companies Act 1965 to ensure that financial statements prepared for each financial year give a true and fair view of the state of affairs of the Company and the Group. The Directors consider that in presenting the financial statements, the Group has used appropriate accounting policies, consistently applied and supported by reasonable and prudent judgements and estimates.

The Directors have a general responsibility for ensuring that the Company and the Group keep accounting records and financial statements, which disclose with reasonable accuracy the financial position of the Company and the Group. Efforts are made to ensure that such financial statements comply with the Companies Act 1965, approved accounting standards in Malaysia and other regulatory provisions.

The statement of Directors pursuant to section 169 of the Companies Act 1965 is set out on page 167 of this annual report.

INTERNAL CONTROL

The Directors recognise their responsibility for the maintenance of a system of internal control and reviewing its effectiveness. As with any such system, controls can only provide reasonable but not absolute assurance against material misstatement or loss. The Group is continuously looking into the adequacy and integrity of its system of internal controls.

In addition to its review of the scope and results of the audit and the activities of the external and internal auditors, the Board Audit Committee terms of reference include responsibility for overseeing internal controls, including operational and financial control, business ethics, risk management and compliance.

The Board has continued with its ongoing review of the key commercial and financial risks facing the Group together with other general risks such as those relating to compliance with laws and regulations.

The Board has established clear lines of accountability and documented delegations of authority that set out the proposed actions which need to be referred to the Board for its prior approval. Internal procedures are set out in a series of standard operating practice manuals to ensure clear accountabilities and control procedures are in place for the business units.

The Board has reviewed the Group’s budget and cash flow forecast for the year and outlined projections for the two (2) subsequent years. The budgeting process includes the preparation of budgets by operating units, which are approved at a management committee level and ultimately by the full Board. Budget results are monitored against the budget on a regular basis and in the event of major variances, management will take appropriate action.
Dato' Abdul Majid Haji Hussein
Non-Executive Director

YB. Joseph Salang Gandum
Independent Non-Executive Director

Dato' Dr. Mohd Munir Abdul Majid
Independent Non-Executive Director – Chairman

Haji Khairuddin Jamaluddin
Secretary/Group Chief Auditor
(effective 1 January 2001)

Lim Kheng Guan
Independent Non-Executive Director

Ir. Prabahar N. K. Singam
Independent Non-Executive Director
COMPOSITION

The Committee and the Chairman shall be appointed by the Board of Directors and shall consist of at least three (3) Non-Executive Directors, a majority of whom are Independent. The Chairman of the Committee shall be an Independent Non-Executive Director. The Secretary of the Committee shall be the Head of Internal Audit Division.

MEETINGS

The Committee shall meet not less than four (4) times a year and report to the Board of Directors. The Committee meetings shall be planned to coincide with the audit cycle and the timing of publication of financial statements. The quorum of the Committee meetings shall consist of at least three (3) members, majority of whom are Independent.

AUTHORITY

The Committee shall have the authority to request any information it seeks as relevant to its activities from any employee of the Company and the Group. All employees are directed to cooperate with any request made by the Committee.

The Committee shall have direct access to the Company’s Auditors and provide a link between the Auditors and the Board. It is also authorised to take such independent professional advice it considers necessary to investigate any activity within its terms of reference.

TERMS OF REFERENCE

Responsible to the Board of Directors for the following in its role to ensure proper management of the business operations in compliance with statutory obligations, policies, procedures, regulations and prudent business practices:-

1. To consider the appointment of the external Auditor, the audit fee and any question of resignation or dismissal.
2. To review with external Auditor before the audit commences the nature and scope of the audit and their audit plan.
3. To review the quarterly and year-end financial statements of the Company, focusing on:
   - Any changes in accounting policies and practices;
   - Significant adjustments arising from the audit;
   - The going concern assumption;
   - Compliance with accounting standards and other legal requirements.
4. To discuss problems and reservations arising from the interim and final audits and any matter the auditor may wish to discuss (in the absence of the management wherever necessary).
5. To review the external Auditor's management letter and management's response.
6. To do the following:
   - review the adequacy of the scope, functions and resources of the internal audit function and that it has the necessary authority to carry out its work;
   - review the internal audit programme and results of the internal audit process and where necessary to ensure that the appropriate action is taken on the recommendations of the internal audit function;
   - review any appraisal or assessment of the performance of members of the internal audit function;
   - inform itself of resignations of internal audit staff members and provide the resigning staff member an opportunity to submit his reasons for resigning.
7. To review the adequacy and the integrity of the Company’s internal control systems and management information systems, including systems for compliance with applicable laws, rules, directives and guidelines.
8. To propose best practices on disclosure in financial results and annual reports of the Company in line with the principles set out in the Malaysian Code of Corporate Governance, other applicable laws, rules, directives and guidelines.
9. To propose that the management has in place an adequate system of risk management to safeguard the Company's assets.
10. To consider any related party transactions that may arise within the Company or Group;
11. To consider the major findings of internal investigations and management's response;
12. To consider and examine any other matters as defined by the Board.
Nor Hizam bin Hashim
Chief Operating Officer, ServiceCo

As Chief Operating Officer of ServiceCo Nor Hizam bin Hashim was primarily responsible for the management of non-core businesses in the Company. An Accountant by profession, he holds a Bachelors Degree in Commerce from the University of Western Australia. He joined Telekom Malaysia in April 1988 as Chief Accountant and was subsequently promoted to the position of Senior General Manager of Corporate Finance prior to his appointment as the Chief Operating Officer, ServiceCo.

In 1997, he was assigned to Telkom SA Ltd. in South Africa (TSA) where he assumed the duties of the Executive Director (Chief Financial Officer). At TSA he was involved in transforming the Company into a world class international Telco. He is also a director of several subsidiary companies of Telekom Malaysia. Prior to joining Telekom Malaysia, he acquired senior management experience in finance, marketing and general management in three multinational companies namely ESSO, Unilever and Raleigh where he was actively involved in turning around an ailing public listed company.

Nor Hizam was appointed as the Chief Operating Officer, TM International Ventures, effective 1 February 2001.
Dato’ Syed Mustaffa bin Syed Ali  
Senior Vice President, Network Services, TelCo

Dato’ Syed Mustaffa bin Syed Ali holds a Bachelors degree in Electronic Engineering and joined Jabatan Telekom Malaysia (JTM) in 1969 as Assistant Controller of Telecoms. He was appointed as General Manager, Northern Region in 1988 and held the post as Senior General Manager, Support Services in 1993 before assuming the post of Senior Vice President, Network Services, TelCo in July 1996.

Dato’ Syed Mustaffa was appointed as the Senior Vice President, Corporate Human Resource & Development, effective 1 February 2001.

Dato’ Dr. Ir. Haji Mohd Khir bin Harun  
Senior Vice President, Major Business and Government, TelCo

Dato’ Dr. Ir. Haji Mohd Khir bin Harun holds a B.Sc (Hons) degree in Electrical Engineering and Electronics, M.Sc. in Communications Engineering and a Doctorate in Electronic Engineering. He started his career with Jabatan Telekom Malaysia (JTM) in 1973 as a Telecommunications Engineer. He was seconded to the Ministry of Energy, Telecommunications and Posts in 1983 for a period of two years as Technical Adviser. In 1989 he was appointed as the General Manager Mobile Services Division and in 1993 took up the post of Senior General Manager Mobile Services. He was appointed as Senior General Manager, TelCo Strategy in 1995 and later, in June 1996, he was made Senior Vice President, Major Business and Government.

Dato’ Dr. Ir. Haji Mohd Khir was appointed the Chief Executive Officer, Telekom Cellular Sdn. Bhd., effective 1 February 2001.

Dato’ Abdul Halim bin Hussain  
Senior Vice President, Consumer and Business, TelCo

Dato’ Abdul Halim bin Hussain holds a B.Sc. (Hons) degree in Electrical Engineering from Brighton College of Technology, United Kingdom. He joined the Radio Operations and Local Network Division of JTM in 1969 and in 1972 moved to the Transmission Division at Telecom Training College where he managed a number of training programmes. In 1976 he took up the post of Controller of Telecoms Sabah Region and in 1992 he was appointed as the General Manager Southern Region. He was later appointed as the General Manager for Marketing in the Consumer and Business Division, TelCo in 1995 before being promoted to the post of Senior Vice President, Consumer and Business in October 1996.

Dato’ Abdul Halim was appointed as Head of the Change Management Office, effective 1 February 2001.
Ibrahim bin Md. Nassir
Senior Vice President,
Corporate Human Resource

Ibrahim bin Md. Nassir joined Telekom Malaysia in January 1995 as Senior General Manager, Human Resource and Administration and was promoted to Senior Vice President, Corporate Human Resource in July 1995. He served in the capacity of Human Resource Director and Training Manager in the private sector for more than 20 years prior to joining Telekom Malaysia.

Ibrahim was appointed as the Chief Operating Officer, TM ServiceCo, effective 1 February 2001.

Haji Romli bin Hussin
Vice President,
Quality Management and Control

Haji Romli bin Hussin, a qualified Accountant with 22 years experience as Auditor assumed his current position in July 1995. He holds a Bachelor of Economics (Hons) Degree and Diploma in Accountancy from University of Malaya, as well as a Masters Degree in Science (Accounting) from University of New Hampshire, United States. He joined Telekom Malaysia in 1987 as the General Manager, Internal Audit and later held the post of Senior General Manager, Internal Audit/Quality Management and Control in 1993.

Dr. Idris bin Ibrahim
Vice President, Network Development

Dr. Idris bin Ibrahim holds a B.E. (Hons) degree in Electrical and Electronic Engineering, an M.E. in Microwave Communication Engineering and a Doctorate in Microwave Engineering from the University of Sheffield, United Kingdom. He started his career with Jabatan Telekom Malaysia (JTM) in 1974 and has held various positions in the areas of engineering, marketing and human resource management. In 1993 he was appointed General Manager Northern Region and later held the post as General Manager, Major Business (Sales) in 1995 and as the Vice President, Integrated Network Planning in 1996 before he was made Vice President, Network Development in August 1997.

Dr. Idris was appointed as the Chief Operating Officer, TM TelCo, effective 1 February 2001.
Haji Hamis bin Hasan  
*Vice President, Financial Controller*

Haji Hamis bin Hasan is the Vice President, Financial Controller for Finance. He has a Bachelors degree in Economics Accounting and a Diploma in Accountancy obtained from the University of Malaya in 1976. An Accountant by profession, he joined Jabatan Telekom Malaysia in 1980. Over the years, he has held a number of positions in the Accounts, Finance, Credit Management and Audit Divisions. He has also served as the Chief Executive Officer of two Telekom Malaysia subsidiaries prior to assuming his current position in July 1999.

Baharum bin Salleh  
*General Manager, Corporate Strategy*

Baharum bin Salleh holds a degree in Electronics Engineering from the University of Bath, England and Masters in Business Administration (MBA) from the University of Leicester, England. As General Manager of Corporate Strategy, he was mainly responsible for the corporate business direction and development of Telekom Malaysia. He has been involved in the telecommunication industry for almost 22 years.

He started his career in operations management in Malacca. In the middle of 1980s he was mainly in project management and later in marketing when Telekom Malaysia was corporatised. In the early 1990’s he was the Telekom Malaysia Area Manager in Negeri Sembilan.

*Baharum was appointed as the Chief Operating Officer, TM Multimedia, effective 1 February 2001.*

Abdul Majid bin Abdullah  
*Acting Chief Operating Officer, Telekom Multimedia*

Abdul Majid bin Abdullah, holds a degree in Electronics from University of Southampton, UK and B.Sc. degree in Electrical Engineering from University Technology Malaysia.

He was appointed as Acting Chief Operating Officer (COO), Telekom Multimedia (TMM) since July 1999 to oversee the overall operation and management of TMM since the departure of the former COO. The job involved managing TM’s ISP business, developing new Online Interactive Multimedia and various new E-Services (Commerce and Applications Services) for Telekom Malaysia.

Prior to that, he was seconded to Multimedia Development Corporation (MDC) MSC Project from November 1996 to October 1997 where he participated with MSC Flagship Application development team to coordinate international Web Shapers to formulate and develop Electronic Government Project of the MSC Flagship Applications.

In his 23 years of service, he has covered most of the key divisions within the company from Regulatory Management, Corporate Planning, TelCo Strategy, Research and Development and Training Divisions.

*Abdul Majid was appointed as the Vice President, Corporate Strategy and Planning, effective 1 February 2001.*
Abdul Wahid bin Omar joined Telekom Malaysia on 1 March 2001 as the Chief Financial Officer. He is responsible for Telekom Malaysia Group’s financial policy, direction and management. Prior to joining Telekom Malaysia, he served as the Director of Group Corporate Services cum Divisional Director, Capital Market & Securities of Amanah Capital Partners Berhad, an investment banking group in Malaysia. Abdul Wahid is a member of the Association of Chartered Certified Accountants (ACCA), United Kingdom and Malaysian Institute of Accountants (MIA).

During his previous employment, he served as Chairman of Amanah Short Deposits Berhad and the Association of Discount Houses in Malaysia as well as Director of Amanah Merchant Bank Berhad and several other companies in the financial services sector.
Mat Rani bin Mohamad  
Senior Vice President, Group Marketing

Mat Rani bin Mohamad is the Senior Vice President, Group Marketing. He joined Telekom Malaysia in February 2001, bringing with him an extensive marketing and sales experience after spending over 27 years with 3 top multinational companies – Beecham Products (Far East), American Express and Johnson & Johnson. Prior to joining Telekom Malaysia he held the position of Marketing Director for Asean region with Johnson & Johnson.

Adnan bin Rofiee  
Senior Vice President, Major Business & Government

Adnan bin Rofiee graduated with a Bachelors Degree in Electronic Engineering from Brighton Polytechnic, United Kingdom. His 24-year career in the telecommunications industry started in Jabatan Telekom Malaysia (JTM) in 1977, as a Planning Engineer, Customer Access Network for Central Region.

After holding several positions in JTM and later Telekom Malaysia, he was appointed as the General Manager of the Sarawak Operation Area in 1994. A year later, Adnan was appointed as Head of Major Business Unit, before being transferred overseas in 1997 as the Managing Director of Ghana Telecommunication Co., one of Telekom Malaysia’s associate companies.

In April 2000, he was selected to head Telekom Cellular Sdn. Bhd. as its Chief Executive Officer, before assuming his current position in February 2001.

Tan Chian Khai  
Senior Vice President, Consumer and Business, TelCo

Tan Chian Khai is the Senior Vice President for Consumer and Business, TelCo, effective from 1 February 2001.

He is responsible for the development, marketing and sales of Telekom Malaysia’s products and services to the residential and small enterprise customer segments. He is also responsible for the customer assistance service centre.

An engineer by profession, he graduated with a B.Eng. (Hons.) degree from the University of Liverpool, United Kingdom in 1973. In his 27 years of experience in the telecommunications industry, he has held various positions including telecommunications network planning and development, network implementation, network management and operations, management of Telekom Malaysia’s area office as well as marketing and sales.