



# MOHD SHAFIQ BIN MOHAMAD KHAIRUDIN

## *Bachelor of Law and Commerce (Hons.)*

- Kuala Lumpur, Malaysia
- +6017 7757597
- shafiq\_khairudin@yahoo.com
- 33 years old | Malaysian

### EDUCATION

*April 2009 – April 2012*

**Bachelor of Law and Commerce  
(Hons.)**

Management & Science  
University, Malaysia

*Jan 2008 – Jan 2009*

**Foundation in Law**

Management & Science  
University, Malaysia

### SKILLS

#### Language

■ Verbal ■ Writing

#### English



#### Malay



#### Interpersonal

- Flexible
- Multitask
- Team player
- Resilient

### CAREER OBJECTIVE

- Seeking a full-time position.
- To contribute to the organization's strong sustainability and growth.

### EXPERIENCES

#### MANAGER, LEGAL

##### **Velesto Energy Berhad [October 2022 – PRESENT]**

- Reporting to General Counsel and managing few direct reports.
- Focal counsel for legal and commercial risks associated with revenue generating contracts, compliance and corporate governance issues.
- In particular, providing legal advice to the internal stakeholders with respect to the drilling and hydraulic workover unit businesses of the Company in connection with the jack-up drilling campaign and integrated well services (IWS) regulated by among others Petronas and various others national oil companies in Vietnam, Indonesia, UAE, Thailand and some in African countries.
- Focal counsel for legal related matters involving Velesto Drilling Academy & Tianjin operation.
- Lead Counsel for any engagement with the President to highlight any major contractual risk(s) in the revenue generating contracts.
- Chiefly involved in various projects i.e. setting up incorporated joint-venture, disposal exercise, policy making and corporate restructuring.
- Handling litigation and discharge of charge for the Company.
- Managing post contractual activities for the Provision of Integrated Rig, Drilling and Completion (i-RDC) services for Hess' 2022 to 2024 North Malay Basin Full Field Development Campaign.
- Supervising other portfolios i.e. non-revenue and corporate.

#### MANAGER, LEGAL, SECRETARIAL & CORPORATE GOVERNANCE

##### **Icon Offshore Berhad [May 2021 – Oct 2022] – 1 year & 5 months**

- Report to the Head of Legal & Secretarial.
- Provided legal advice with respect to the Company's shipping business in connection to the Integrated Logistics Control Tower (ILCT) & Petroleum Arrangement Contractors (PACs) projects regulated by Petronas and managing various time/bareboat/ spot and voyage charter parties contract concerning Offshore Support Vessels (OSVs) businesses in Malaysia & Brunei such as Platform Support Vessels, Anchor Handling Tugs & Supply Vessels, Straight Supply Vessels, Accommodation Workboats & Utility Vessels.
- Provided legal advice with respect to the Company's jack-up rig business, including but not limited to, leading the legal clarifications/ exceptions, reviewing the drilling contracts to secure drilling projects for oil major's drilling campaign.
- Managed internal and external projects including pre and post invitation to bids for OSVs and drilling segments, joint ventures, asset acquisitions, ship/ shares sale and purchase agreements, delivery of the vessels, intercompany loan agreements, procurement, HR, IT, Crewing, QHSSE and seafarers related contracts.
- Managed dispute resolution including employment related matters and liaise with external counsel in connection with litigation and arbitration proceedings. Procure and manage outside counsel as necessary.
- Focal point of contact for any compliance and corporate governance related matters at KL office.
- Part of the sustainability team for the Icon Group.

##### Corporate Secretarial

- Supervised corporate secretariat works for Icon group of companies to ensure compliance with the Bursa Listing Requirements, Labuan FSA and MCCG.
- Provided legal and administrative support to the Icon Group Boards of Directors and ensuring compliance with regulatory requirements.
- Liaison with the government related agencies such as Bursa Malaysia, Securities' Commission & SSM.

## EXPERIENCES (CONT.)

### AET Tankers Pte. Ltd. [January 2017 – May 2021] – 4 years & 5 months

- Sole legal counsel in the Singapore headquartered office, report directly to the Head of Legal based in London.
- Provided legal advice with respect to the Company's shipping business worldwide, including matters relating to shipbuilding contracts, ship/ shares sale and purchase agreements, delivery of the vessels, various time/bareboat/ spot and voyage charter parties contract and various tendering projects for petroleum tanker vessels and long-term time charters by oil majors.
- Primary contact for APAC region (Malaysia, Singapore, India, Philippines & Thailand) legal works including contract reviews for internal stakeholders such as HR Shore and Sea, Procurement, IT, Corporate Communication, Finance and Shipmanagement units and occasionally tasked to look into the UK, US, Brazil & Bermuda related contracts/ matters.
- Managed dispute resolution including employment related matters and liaise with external counsel in connection with litigation and arbitration.
- Member of AET Compliance team in establishing internal policies for the Company Group such as Code of Conduct and Business Ethics, Whistleblowing, Anti-Corruption, Conflict of Interest, Modern Slavery, Sanctions & Export Control, No-Gift Policy and Human Rights Commitment and ISO 37001 ABMS certification.
- Focal point of contact for any compliance related matters in Singapore office such as sanctions screening, anti-bribery, conflict of interest and code of conduct.

#### Corporate Secretarial

- Carried out full spectrum of corporate secretariat works for the Group's portfolio of companies to ensure compliance with Singapore, Malaysia, India, Philippines and Bermuda statutory and regulatory requirements.
- Provided legal and administrative support to the AET Group Boards of Directors and ensuring compliance with statutory and regulatory requirements for the AET Group of Companies are met.
- Liaison with the government related agencies such as the Singapore Accounting Credit Reporting Agency (ACRA), Singapore Ministry of Manpower, Ministry of Corporate Affairs India (MCA), Philippines Overseas Employment Authority (POEA), Bermuda Registrar of Companies, Malaysia Insolvency Department, Malaysia Inland Revenue Board & SSM.

### Malaysia Marine and Heavy Engineering Sdn. Bhd. [May 2012 – December 2016] – 4 years & 5 months

#### **LEGAL COUNSEL**

- Report to Manager, Legal, Secretarial & Compliance.
- Responsible in drafting and managing contracts negotiation & dispute resolution (commercial, maritime, corporate, offshore / onshore business including EPC, EPCIC, Hook-Up & Commissioning) and maritime related contracts such as dry dockings.
- Provided advice on regulatory and compliance affairs matters.
- Managed civil litigation and arbitration cases.
- Supervised human resource and industrial relation disputes, including Domestic Inquiry.
- Provided advice on maritime contracts & disputes.
- Liaison with the various government agencies such as Malaysia Anti-Corruption Commission, Malaysia Insolvency Department, Royal Malaysia Police.
- Assisted on compliance breaches/ cases within the Company.
- Members of MMHE Compliance Unit, Whistleblowing committee & Investigation team for compliance matters.
- Recording Secretary for the monthly MMHE's Management Committee & Divisional Dashboard Meeting.

## KEY CAREER ACHIEVEMENTS

### Velesto Energy Berhad

- Managed various ITBs preparation, in particular preparing contract exceptions/ deviations for various drilling campaigns, hydraulic work unit and integrated well services projects in Malaysia, Thailand, Vietnam, Indonesia and African countries. Few drillings and HWU contracts secured following these ITBs.
- Achieved 100% on time turnaround for revenue generating contract review.
- Chiefly involved in the setting up of joint-venture outside of Malaysia.

### ICON Offshore Berhad

- Led the SPA discussion for the successful sale and delivery of "Perisai Pacific 101" to Ades Arabia Holdings for price consideration of USD 85million in cash.
- Key point of contact for the successful sales of seven (7) offshore support vessels to foreign buyers including the discharge of mortgages in 2021 and 2022 respectively;
- Led the contract clarification/ exceptions for the successful award by ConocoPhillips for provision of a Jack-up Rig For ConocoPhillips 2022 Drilling Campaign, estimated contract value is USD 9.6 million;
- Nominated to be part of the sustainability team (team of four) to look into sustainability agenda for the Icon Group;
- Chiefly involved in the drafting of Anti-Bribery & Corruption Policy, Conflict of Interest, No Gift Policies and third-party due diligence SOP & managing the roll out of such policies across the Group.;
- Led the legal unit in the merger & acquisition exercise including legal due diligence undertaken by ICON Group.
- Chiefly involved in the refinancing exercise for the Icon Group.
- Lead Counsel in the dispute settlement with Labuan Shipyard Engineering in 2022.

### AET

- Chiefly involved in the preparation of legal documents relating to the Charter Party Agreement (VLCC, DPST, STS, Shuttle Tankers, Petroleum, Product), disposal of vessels, Joint-Venture Agreement, Shipbuilding Contract and safe delivery of vessels to oil major clients and charterers from 2017-2021;
- Counselling the implementation of AET Group Restructuring exercise in 2019 involving internal and external refinancing and liaison with secretarial providers in Malaysia, Singapore, UK, India and Philippines.
- Drafted Global Secondment Agreement for AET Group in 2019, and Joint Venture Guideline Framework in 2019 and Scholarship Agreement with Singapore Maritime Foundation in 2020.
- Legal key point of contact for the shipbuilding projects petroleum vessels – total of 10 newbuilds including LNG dual fuels & more than 10 vessels sold and delivered to buyers/ oil major clients i.e. Petrobras, TOTAL, SHELL, PTT Thailand, Exxon.
- Key point of contact for AET Legal in securing bridging loan of USD 90million and Rolling Credit Facility (RCF) of USD 575million with the leading Singaporean bankers.
- Member of AET Compliance Team in establishing its own compliance policies such as Code of Conduct and Business Ethics, Anti-Bribery and Corruption Manual, No-Gift Policies, No-Conflict of Interest, Whistleblowing, and many other compliance policies for AET Group of Companies in 2018;
- Member of AET Project Team in obtaining the ISO 37001 Anti-Bribery Management System certification for the AET Group in 2020 and attended the ISO 37001 Anti-Bribery Management System Internal Audit Training Course in which I was later certified as one of the internal auditors.
- Counselling the Project Team involving various subsidiaries within the MISC Group in relation to a Contract Management Initiatives in 2020;
- Counselling the reflagging exercise of AET vessels in 2020;
- Independently managing Corporate Secretarial portfolio for the AET Group of Companies covering Malaysia, Singapore, India, Philippines and Bermuda from 2017 to 2020;
- Assigned to AET London office for two (2) months in June 2019 – Aug 2019.

### MMHE

- Counselling MMHE in the claims preparation against MMHE's client in relation to a dispute over two fabrication yards, where the arbitration award was made in favour of MMHE;
- Counselling MMHE in various EPCIC, marine repairs and conversion related contracts & disputes with local and international clients;
- Counselling MMHE in various litigation matters against local & international clients, subcontractors/ consultants and breach of employment contract by employees;
- Part of MMHE Compliance Team in establishing its Code of Conduct and Business Ethics, No-Gift Policies, No-Conflict of Interest, Whistleblowing policies and many other various policies for the MMHE Group of Companies across 2013-2017. Chiefly involved in getting MMHE certified as one of the

signatories to the Corporate Integrity Pledge championed by the Malaysia Anti-Corruption Commission in 2014.

## ADDITIONAL INFORMATION

- Willing to Travel : Yes
- Willing to Relocate : Yes
- Availability : Three (3) months' notice
- Expected Salary : To be discussed
- Marital status : Married
- LinkedIn : <https://www.linkedin.com/in/shafiq-khairudin-59464799/>

## REFERENCES



**Hafidz Abdul Halim**

Head of Chartering, Product & Chemical  
Shipping, AET Tankers Pte. Ltd.

**M: +6598229397**

*[\\* Additional reference\(s\) will be provided upon request.](#)*