

## Profile of candidates for election as Directors

### Zain Hak

Zain Hak is based in Singapore and is the global Vice President for Shell Agriculture & Forestry - a key sector in the Shell Downstream strategy. In addition, Zain serves as Chairman on the board of Shell Pakistan Limited.

Zain brings with him 28 years of professional and leadership experience across Refining, Marketing, Trading & Supply and has lived in Pakistan, Singapore, Vietnam, UK, Switzerland and the US with management oversight of markets in Latin America, Africa, Japan, Oceania, Europe and the Caribbean. Prior to his current role, Zain was General Manager Asia for Shell Fleet Solutions where he grew the business to establish Shell as a leader in fleet, mobility and energy solutions across Asia. Before that Zain served as General Manager Pricing & Logistics for the Americas based in Houston and General Manager for Global Licensed Markets based in Switzerland. In the decade prior, he held country management roles in Vietnam, Pakistan and Singapore. Zain has senior governance and board experience in JVs and PLCs in USA, Switzerland, Oman as well as leadership roles in industry forums namely Chairman Marketing Committee American Petroleum Institute, VP US Association for Energy Economics, Advisor Vietnam Government.

He holds an MBA from the University of Cambridge, UK, a BA in Economics from Coe College, USA and completed his schooling at the Karachi Grammar School, Pakistan.

### Rafi H. Basheer

Rafi Basheer is currently the global Vice President of Finance for Shell's Lubricants business and is based in Singapore. Rafi is a career finance professional and has been with Shell for the last 20+ years holding a number of Finance roles focusing on country, regional and global finance responsibilities with various stints based out of Pakistan and Singapore. He is a member of the Institute of Chartered Accountants in England and Wales (ICAEW) and prior to Shell, worked in professional accountancy firms in London and the UAE.

### Parvez Ghias

Parvez Ghias is a fellow of the Institute of Chartered Accountants from England & Wales and holds a bachelors degree in Economics and Statistics.

He was Chief Executive Officer at Habib University Foundation, a not-for-profit organization engaged in promotion of higher education through its flagship project the Habib University from 2017 to 2022. Prior to that Parvez Ghias was the Chief Executive Officer at Indus Motor Company from 2005 to 2016, a joint venture between the House of Habib, Toyota Motor and Toyota Tsusho Corporations, engaged in the manufacturing and marketing of Toyota brand automobiles.

His earlier career spanning 25+ years was at Engro Corporation (formerly Exxon Chemical Pakistan, an Exxon Mobil affiliate), where he undertook various assignments in Pakistan, Hong Kong and Canada,

including CFO and Vice President Corporate Affairs and served as a board member of the Company and its subsidiaries.

Parvez Ghias currently serves as an independent director on the boards of Shell Pakistan, Ravi Autos Sundar and HRSG and as a non-executive director on the board of Dawood Hercules Corporation. He is also a member of the advisory board at Al Karam Textile Mills Ltd.

## **Imran Rashid Ibrahim**

Imran Rashid Ibrahim is a graduate from Government College, Lahore, and pursued post graduate studies at the Institute of Business Administration in Karachi. He is an entrepreneur with 46 years of experience in diverse areas of business such as distribution of products for various multinationals as well as cotton ginning and edible oil extraction.

He has served on the Board of Directors of Shell Pakistan Ltd., from 2008 to 2017, during which period he was also a member of the Board Audit Committee. He has also served on the Board of Directors of PICIC Asset Management Company Ltd., from 2010 to 2014.

## **Madiha Khalid**

Madiha Khalid is the Head of Human Resources at Shell Pakistan Limited (SPL). She started her career with ABN AMRO Bank in 2005. She joined SPL in 2006 and has held a variety of local and regional roles ranging from Recruitment, Business Partnering, Change management and Talent. She has been the Head of Human Resources for SPL since 2012 and is the organizational effectiveness HR partner to all businesses in Pakistan, leading a team of HR professionals to provide full range of strategic HR support.

Madiha is a Chartered Member from the Chartered Institute of Personnel and Development (CIPD) UK, and holds an MBA degree in Human Resources.

## **Zaffar A. Khan**

Zaffar A. Khan graduated as a Mechanical Engineer and soon thereafter joined Exxon which following an employee led buyout became known as Engro. He served the Company for 35 years the last 6 years were as the CEO. His career with Exxon included a decade of assignments in Hong Kong, USA and Singapore in the petrochemical division. Upon retirement from Engro he served as Chairman of PTCL, Karachi Stock Exchange & PIA. Currently, he is an Adjunct Professor at IBA where he teaches Human Resource Management.

He completed an Advanced Management Program from the University of Hawaii and has undertaken several short courses from the Harvard Business School & INSEAD.

Zaffar A. Khan has served on a number of diverse Boards in the Private Sector, Public Sector & Civil Society Organization. He has previously served on the Shell Pakistan Board for three terms which ended

in 2017. Current Board appointments include Security Printing Corporation of Pakistan, Benazir Income Support Program, Data Check Ltd, Acumen Pakistan & Pakistan Centre for Philanthropy.

He is a recipient of Sitara e Imtiaz.

## **John King Chong Lo**

John has over 30 years experience in the Oil & Gas and Petrochemicals industries and has worked in variety of Downstream positions. As General Manager of Trading & Supply, John is responsible to oversee Shell's Global Trading Operations and supply of fuels to customers around the world. Prior to this role, John was the General Manager Operations & Technical for Shell Aviation, where he was responsible for the operations of Shell's Global Aviation business and manages the R&D program on aviation fuels and lubricants development.

John holds a bachelor's degree in Chemical Engineering from the University of Toronto and a MBA from the University of Durham, Business School, UK.

John also serves as the board member of Shell (Zhejiang) Petroleum Trading Limited and Shell International Shipping Services Pte. Ltd.

John also runs his own NGO called "Read-Cycling" during his personal time.

## **Zarrar Mahmud**

Zarrar Mahmud is the Chief Financial Officer and Finance Director of Shell Pakistan Limited. Zarrar joined Shell in 2008 and has had diverse experience across many geographies such as Singapore, Brunei, Oman, Pakistan, Middle East, Central Asia and Asia Pacific. He has held roles in Integrated Gas and Downstream marketing business namely Lubricants, Retail, Commercial Fuels and Aviation. His roles include Shareholder Finance Manager in Integrated Gas non-operated ventures, Shell Director UAE (Trading & Supply) and Saudi Arabia (Aviation), Regional Finance Manager managing 10 countries, Retail Country Finance Manager for Pakistan and UAE, Lubricants Finance Manager and Pricing Specialist.

Zarrar holds a Bachelor's degree in Accounting from the London School of Economics and a Master's Degree in Accounting from Cass Business School London.

## **Amir Paracha**

Amir Paracha is the Chairman of the Board and Chief Executive Officer of Unilever Pakistan Limited. He joined Unilever in 2000 as an Assistant Brand Manager and then progressed into diverse Marketing and Sales leadership positions over the course of his career.

In his present role, Amir is spearheading the company's "Unilever for Pakistan" vision, a purpose-led movement to amplify Unilever Pakistan's role in empowering Pakistanis through equitable opportunities,

meaningful lives, and livelihoods at living wage. He is driving Unilever Pakistan's climate action with focused efforts around a clean energy transition, reduced plastic footprint, and momentum towards a circular economy in the country.

Amir actively partners with the wider industry and ecosystem. He is the President of the Overseas Investors Chamber of Commerce & Industry (OICCI) and is serving on the Boards of Endeavor Pakistan, Karachi Vocational Training Centre, and Federation of Pakistan Chambers of Commerce & Industry (FPCCI). He also leads the Centre of Excellence for Responsible Business (CERB) for the Pakistan Business Council.

Amir earned his Master's in Business Administration (MBA) from the Institute of Business Administration. He began his career at The Royal Dutch Shell Oil Company in 1996. Over his career, he also attended executive courses at the Harvard, INSEAD & London Business School. In his spare time, he enjoys reading, landscaping, and experimenting with conceptual architecture and is a champion for the Male Champions of Change Australia (MCC)'s Pakistan Coalition.

## **Badaruddin F. Vellani**

Badaruddin F. Vellani is an Honours graduate in Chemical Engineering from the Loughborough University of Technology, Leicestershire and a Barrister-at-Law from the Middle Temple (London). He was called to the Bar in 1982 and commenced legal practice in Karachi immediately thereafter.

He is enrolled as an Advocate of the Supreme Court of Pakistan and is the Senior Partner at the law firm, Vellani & Vellani. In addition to his legal practice, he is also member of the Board of Directors in a number of multinational companies and several philanthropic organizations and foundations.