

Profile of candidates for election as Directors

Ghassan Al-Amoudi

Ghassan Al-Amoudi is a highly accomplished executive with over 30 years of successful experience in leadership in the financial industry. With a strong focus on strategic planning, operational management, and building valuable relationships, he has consistently delivered exceptional results throughout his career. Ghassan has been the CEO of ASYAD Holding Group since October 2022, leading a modern and sophisticated family group, driving significant revenue generation, and fostering investment relationships with a mission of building and managing an efficient organization capable of adapting to changing needs and operational scale. Throughout his extensive professional career, Ghassan held prestigious positions at renowned companies globally and regionally. Between 2020 and 2022, he served as the CEO of the Saudi-based Dar Al Tamleek, through this experience, he directed the largest mortgage finance provider in the Kingdom, overseeing a managed asset portfolio of SAR12+ billion. As a key part of his role, he was responsible for setting the organization's strategy and direction in alignment with board directives. Moreover, he managed day-to-day operations, fostered strong relationships with internal and external stakeholders, and initiated a roadmap for IPO listing. Being a part of SABB's team represented another milestone in Ghassan's career journey. Through his role as the General Manager of Corporate Banking at SABB, Riyadh, KSA between 2017 and 2019, he played a leading role as a member of the merger committee in SABB and Awwal Bank, which is now known as SAB. During this two-year journey, he oversaw the corporate banking domain, contributing to 30% of SABB's top-line revenues. He also developed and maintained key relationships with shareholders, executives, and clients, as well as formulating corporate banking strategies, with a center role of overseeing asset allocation strategies. In addition, he developed and revised policies, procedures, and reporting schemes, as well as evaluating offers from partners and vendors, assessing technology needs, and ensuring effective communication across channels. Ghassan began his banking career in 1994, he progressed through various roles and became the Regional Head of Corporate Banking for the Western Region at SABB, Jeddah in 2007. He spent a prosperous decade driving effective business strategies and exceeding operating plans year over year. Moreover, he led multiple corporate teams and achieved double-digit growth by challenging norms and capitalizing on emerging opportunities. Ghassan equally implemented efficient resource allocation and low-cost income ratio practices, and successfully originated and executed syndication transactions, securing substantial volume. During this period, he became a member of prestigious boards, namely Halwani Brothers PLC as an Independent Board Member and Member of the Remuneration and Audit Committees; Al Baraka Bank Turkey as an Independent Board Member and Member of the Governance, Sustainability, and Risk Committees; Dar Al Hekma University as a Member of the Board of Trustees and Chairman of the Finance Committee; Prince Muqrin Foundation as a Board Member and Member of the Executive Committee;

Alrajhi Capital as an Independent Board Member of the Jeddah Real Estate South Fund; and Jordan Islamic Bank as an Independent Board Member and Member of the Nomination, Remuneration, Risk, and Credit Committees. All these experiences were driven by a robust and solid education and skills background. He holds a Bachelor of Business Administration from the American University in Los Angeles, CA (1994), with fluent skills in English and Arabic. He also honed his educational background through top-level training and securing high-profile professional certifications – Managing Strategically, Leading for Results from Harvard Business School, Strategic Implementation M2 from IMD, Advanced Corporate Banking Strategy from INSEAD and various In-house/Group Trainings at SABB/HSBC.

Javid Akhtar

Javid Akhtar is recognized amongst the forerunners in the field of strategic business development in a market driven financial environment. He has expertise in Financial Management, Capital Market Investment, Information Technology (IT) and Business Process Re-engineering (BPR) through a practical, proactive, and innovative approach to a wide variety of business situations. He has completed projects with Bain and Company, BCG, McKinsey, Accenture Consulting and all Big 4 firms. He has completed a project with McKinsey recently on post Covid strategic outlook of family businesses. He holds CA, CPA, CMA, PGD and CIS. In addition, he has attended and conducted numerous workshops, seminars, and conferences with global perspective in the discipline of finance and general management. He has more than thirty (30) years of senior management experience enriched with developing investment criteria, accounting system, control mechanism, financial and business policy and procedure, corporate and financial governance, restructuring and reengineering for a cross section of industries and trading corporations. Currently, his major focus encompasses project management and financial structuring of PPP projects, financial modelling and building the retail business, business feasibility, viability, and profitability in relativity scenarios. He has more than ten (10) years of entrepreneurial experience in investing and divesting in viable business in retail, real estate, PE and hospitality in North America. He has extensively worked in carrying out workability of promising and profitable portfolios, resource deployment to earn a high return on investment, equity and asset for consistent growth and success. He has experience and understanding of capital re-structuring, economic funding and working with banks and other financial institutions in partnering for mutual benefit. He has worked in situations involving mergers, acquisitions, joint ventures and leasing arrangements and situations emanating from resulting scenarios. His latest achievement is the financial close of Aramco project with \$1.2B which is 100% financed by financial institution. His involvement in such complex phenomena as risk management and investments based on futuristic growth possibilities in multi-disciplinary sectors are overwhelming. He has broad exposure and experience in implementing computer based modular financial integrated packages in different operating system environment. He has competency and skills profile of analytical,

interpretative, informative reporting, training and development of people, teamwork, team building and working with clearly defined objectives and 21 targets giving direction to efforts and discipline in producing high quality results. Javaid has been currently associated with Asyad Holding Group (www.asyadgroup.com) since February 15, 2005 as Group CFO and board member, and is functionally responsible for financial, regulatory reporting, governance, risk and treasury management, financial planning, forecasting, restructuring, cash flow and project management. He also participated in developing SAMA approved regulated funds in KSA. He has huge experience in raising appropriate financing structures with international banks to support growth of the Group in the areas of retail, hospitals, hotels, and commercial real estate. He has worked at senior financial management positions with Merck (USA), SPIMACO, Naft Services companies and Midroc Holding Group from 1980 to 2004.

Dr. Ayesha Khan

Dr. Ayesha K. Khan is the Regional Managing Director of Acumen in Pakistan, part of a global investment platform that deploys patient capital to build scalable businesses addressing critical development challenges. She brings over two decades of experience across climate finance, corporate strategy, and financial institutions, with a career spanning North America, Asia, and the Middle East. At Acumen, Dr. Khan leads the firm's investment strategy and portfolio in Pakistan and is developing Pakistan's first impact private equity platform focused on resilient agribusinesses and climate adaptation. In addition to Wafi Energy Pakistan, Dr. Khan serves on the boards of several leading companies and financial institutions, including Bank Alfalah, NRSP Microfinance Bank, and Bulleh Shah Packaging. She also advises the Government of Pakistan on climate finance and private capital mobilization and is a member of multiple national-level advisory committees. Earlier in her career, Dr. Khan served as Head of Strategy at Habib Bank Limited (HBL), where she worked closely with senior leadership on long-term growth strategy and institutional transformation. She previously worked in New York as a management consultant at McKinsey and Company, advising financial institutions on strategy and growth. She also consulted with the United Nations Development Programme on the Millennium Development Project. Dr. Khan holds a doctorate from Harvard Business School, where her research focused on financial institutions and emerging markets. She has authored Harvard case studies and published on emerging markets and finance, including in the Harvard Business Review. She also holds a Master's degree in International Development (MPA/ID) from Harvard University and a Bachelor's degree in Economics from Princeton University.

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 and 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 and INSEAD. Zaffar A. Khan has served on a number of diverse Boards in the private sector, public sector and Civil Society Organization. He has previously served on the Shell Pakistan Board for three terms which ended in 2017. Current Board appointments include Pakistan Security Printing Corporation, Pakistan Centre for Philanthropy, Datacheck Ltd, YB Holdings, HBL Zarai and Lucky Core Industries. He is a recipient of Sitara-e-Imtiaz.

Hans-Christoph Bausch

Hans-Christoph Bausch has over 30 years of international experience in Finance, leading transformations, acquisitions, mergers and divestitures as well as capital restructurings in the energy sector. He serves as Director and Chairman of the Audit and Risk committee of Lamprell Limited and is an Operating Partner of Bluewater Energy Capital, with a specific focus on portfolio investments including due diligence, structuring, financing and integration. Hans-Christoph Bausch is the Founder and Managing Director of Alethea Consulting Partners, a boutique Consulting firm providing strategic and financial solutions for energy companies. Before he started his own company, he served as Executive Vice President and Chief Financial Officer of Weatherford International, a large global oilfield service firm. Before his tenure at Weatherford, he served as Executive Vice President and Chief Financial Officer of Archer Limited, an international oilfield services company publicly traded on the Oslo Stock Exchange. Prior to his role at Archer Limited, he served as a Global Finance Director of Transocean, after having a 20-year international career with Schlumberger, where he held senior financial positions in global and regional capacities in the US, the UAE, France, Mexico, Venezuela and Germany across several businesses.

Kai-Uwe Witterstein

Kai-Uwe has 31 years of working experience with Shell, a multinational energy company, in multiple operational and management roles. He led the retail business in Italy and Belgium/Luxembourg, and was also responsible for HSSE globally, marketing for Germany, Austria and Switzerland, and sponsorship management globally. In his last four years with the organization, he led the global licensed markets business for Shell. Since January 2024 KU supports the Asyad Group, Saudi Arabia for mobility and retail. KU is a board member of Wafi Energy Saudi Arabia and Wafi Energy Pakistan and has recently been appointed as the CEO for Wafi Holding, Abu Dhabi. KU is married, has two children and lives in Hamburg, Germany. His

personal interests are sports, nature and meeting people of different cultures. He is passionate about operational excellence, differentiation and the power of positive mindset.

Amir Paracha

Amir Paracha serves as the Chairman of the Board and Chief Executive Officer at Unilever Pakistan Limited. He began his journey with Unilever in 2000 as an Assistant Brand Manager, advancing through various Marketing and Sales leadership roles throughout his career in Pakistan and globally. Currently, Amir spearheads the company's "Unilever for Pakistan" vision, a purpose-driven movement aimed at strengthening Unilever Pakistan's impact on the lives of Pakistani citizens by providing equitable opportunities, fostering meaningful livelihoods, and ensuring living wages. As part of this mission, he is also dedicated to promoting Unilever Pakistan's climate action by emphasizing a clean energy transition, minimizing plastic waste, and accelerating the shift toward a circular economy in Pakistan. Amir has been recognized by the Government as a "Corona War Hero" and was also conferred Shan-e-Pakistan Award by the President of Pakistan for Unilever Pakistan's COVID relief drive in the country. Amir served as the President at the Overseas Investors Chamber of Commerce and Industry (OICCI) and member FPCCI committed to collaborating with the broader industry and ecosystem. He is on the boards of Shell Pakistan Limited, Karachi Vocational Training Centre, Habib University Foundation, SBS-IBA Advisory Board, and National Management Foundation (LUMS). He also leads the Centre of Excellence for Responsible Business (CERB) under the Pakistan Business Council and is a Male Champion of Change under Australia (MCC)'s Pakistan Coalition. He obtained his Master's in Business Administration (MBA) from the Institute of Business Administration. His professional journey began at The Royal Dutch Shell Oil Company in 1996. Throughout his career, he has attended executive courses at prestigious institutions, including Harvard, INSEAD, and London Business School. Amir enjoys reading, landscaping, and exploring conceptual architecture in his personal time

Badaruddin F. Vellani

Badaruddin F. Vellani is an Honours graduate in Chemical Engineering from the Loughborough University of Technology, Leicestershire, UK, 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 and Vellani. In addition to his 25 Annual Report 2025 legal practice, he is also member of the Board of Directors in a number of multinational companies and several philanthropic organizations and foundations.

Mr. Waheed Ahmed Shaikh

Mr. Waheed Ahmed Shaikh brings over four decades of exceptional experience in the downstream oil and gas industry, demonstrating expertise across a wide array of areas, including the acquisition, integration, and turnaround of both private and state-owned enterprises. A Mechanical Engineer by training from the University of Engineering & Technology, Lahore, Mr. Shaikh also holds an MBA from a prestigious U.S. institution, completed on scholarship.

Mr. Shaikh's career began with distinguished service at Pakistan International Airlines and Pakistan Burmah Shell (PBS), where he played a pivotal role in transforming PBS into one of Pakistan's leading oil marketing companies. His early contributions laid the foundation for his future success.

In Shell Pakistan, Mr. Shaikh served as Supply & Transport Manager and Retail Manager before being recruited as CEO of a struggling lubricant company in Saudi Arabia. Under his leadership, he successfully turned around the business and led the acquisition of Petromin from Aramco, subsequently merging the two companies. As an Executive Board Member of Petromin Corporation, the largest downstream oil business in Saudi Arabia, Mr. Shaikh was instrumental in conceptualizing and expanding Petromin Express, transforming it into the world's fifth-largest lube change retail network. His remarkable achievements during this period are documented in Amr Al-Dabbagh's book, *Omnipreneurship*. Following these successes, Mr. Shaikh was promoted to Chief Operating Officer of Dabbagh Group, Saudi Arabia.

Beyond the oil and gas sector, Mr. Shaikh has demonstrated his versatile leadership abilities across various industries. He has served as a Board Member for Supreme Foods, the sole supplier of processed chicken to Burger King in the Middle East, and Red Sea Housing Company, a key supplier of prefabricated housing solutions for oil exploration companies and armed forces in remote locations across 55 countries. Additionally, he served on the board of Greif Plastic, the largest flexible packaging company with manufacturing plants in Türkiye, Ukraine, Romania, and the UK.

Habib Haider

Habib Haider is a seasoned downstream energy executive with 30 years of experience in Pakistan's downstream oil marketing industry. Over the course of his career, he has held leadership positions across finance, strategic planning, supply chain, sales, marketing, corporate relations, and retail, providing him with a comprehensive understanding of the downstream energy value chain and the commercial drivers of the business.

Throughout his career, he has played a key role in supporting business growth, operational excellence, and organizational transformation. He has successfully led cross-functional teams, managed complex stakeholder relationships, and contributed to strategic decision-making in

a dynamic and highly regulated operating environment. In his corporate relations leadership role, he was responsible for engagement with government authorities, regulators, industry bodies, and other key stakeholders, while effectively managing corporate reputation and navigating a range of challenging external issues.

Currently serving as Director Retail at Wafi Energy Pakistan Limited, he is responsible for leading the retail business, driving network growth, enhancing customer experience, strengthening operational performance, and delivering sustainable commercial results. His broad functional experience, combined with deep industry knowledge and a long-standing commitment to the organization, provides him with a balanced perspective on both strategic and operational matters.

Mr. Muhammad Qasim

Muhammad Qasim is an economist, banker, investor, and financial expert with extensive experience in the field. A seasoned professional, he has served in various key roles, including Deputy Director at the State Bank of Pakistan (SBP).

With 34-year of experience in SBP Human Resource Management, he has specialized in HR policy, promotions, and recruitment particularly in the State Bank of Pakistan. His expertise has played a pivotal role in shaping HR strategies and workforce development.

He holds a Master's degree in Economics and is a graduate (B.Sc.) of Islamia University Bahawalpur. Originally from Rahim Yar Khan, Muhammad Qasim continues to be a distinguished figure in the financial, banking, and HR management sectors.

Jibran Sarfaraz

Jibran Sarfaraz is a seasoned finance professional, entrepreneur, and PICG Certified Director with over 20 years of experience in capital markets, equity trading, brokerage operations, and international business. He holds a Master's degree in Economics from University of Sindh and is a graduate of Government College of Commerce Karachi. He is currently serving as an Equity Dealer at a leading brokerage house, where he actively manages market operations and provides insights into investment strategies and market trends.

Throughout his distinguished career, he has developed extensive expertise in corporate governance, financial strategy, risk management, regulatory compliance, and stakeholder engagement. His deep understanding of the regulatory frameworks of Securities and Exchange Commission of Pakistan and Pakistan Stock Exchange enables him to provide effective oversight, strategic guidance, and governance leadership at the board level.

As a recognized economic analyst and media commentator, Jibrán possesses a strong understanding of macroeconomic trends, energy market dynamics, investment strategies, and sustainable business practices. His experience in capital markets, corporate finance, and market intelligence equips him to contribute meaningfully to strategic decision-making within the petroleum and energy sector.

In addition to his professional accomplishments, Jibrán is an active member of Karachi Chamber of Commerce and Industry and serves on its Diplomatic Affairs and Law & Order Committee. He is also associated with the Crypto & Blockchain and Information Technology committees of Federation of Pakistan Chambers of Commerce and Industry, reflecting his interest in emerging technologies, innovation, and the evolving digital economy.

Jibrán brings a unique combination of financial expertise, governance excellence, regulatory acumen, and independent judgment. As an Independent Director, he is committed to promoting transparency, accountability, ethical leadership, sustainable growth, and long-term shareholder value. His diverse experience and strategic perspective position him to support petroleum and energy companies in navigating complex regulatory environments, managing risks, and capitalizing on emerging opportunities in a rapidly evolving industry.

Khan Muhammad Baloch, FCMA, FPFA, CCD

Khan Muhammad Baloch is a highly accomplished finance, audit, and governance professional with over 28 years of extensive experience in financial management, public-sector auditing, corporate governance, internal controls, compliance, and organizational leadership. He is a Fellow Member of the Institute of Cost and Management Accountants of Pakistan (FCMA) and the Pakistan Institute of Public Finance Accountants (FPFA), and is a Certified Corporate Director recognized by the Securities and Exchange Commission of Pakistan (SECP).

Currently serving as an Audit Supervisor in the Pakistan Audit Department, he has played a pivotal role in strengthening financial accountability, governance frameworks, performance auditing, risk assessment, budget management, and internal control systems across public-sector organizations. His expertise encompasses regularity audits, performance audits, special studies, financial reporting, budgetary oversight, and institutional compliance reviews.

Throughout his distinguished career, Mr. Baloch has demonstrated strong leadership in developing and implementing financial systems, audit methodologies, governance mechanisms, and performance management frameworks that enhance transparency, operational efficiency, and organizational effectiveness. His experience extends to strategic financial planning, fund management, resource optimization, risk mitigation, and regulatory compliance.

Prior to joining the Pakistan Audit Department, he held key positions in the private sector, including Manager Accounts at Fezan Ghazanfar International and Chief Internal Auditor at

Lorica (Pvt.) Limited, where he gained valuable experience in financial reporting, internal controls, inventory management, procurement, supply chain auditing, and corporate accounting practices.

As a recognized trainer and capacity-building specialist, Mr. Baloch has conducted numerous professional development programs under the World Bank-funded Project to Improve Financial Reporting and Auditing (PIFRA). He has served as a Master Trainer for Financial Audit Manual (FAM), SAP-AMIS, Audit Quality Management Framework (AQMF), Qlik Sense Data Analytics, International Accounting Standards (IAS), Internal Auditing, and Performance Measurement. His contributions have significantly enhanced professional competencies within public-sector institutions and professional accounting communities.

Mr. Baloch possesses advanced expertise in data analytics and technology-enabled auditing, holding certifications in Qlik Sense Business Analysis, and Data Architecture. He is also certified in IPSAS (International Public Sector Accounting Standards) and IS Audit (Information Systems Audit) from Chartered Institute of Public Finance and Accountancy UK, enabling him to provide valuable oversight in financial governance, digital transformation, risk management, and audit committee functions.

His comprehensive understanding of governance, financial stewardship, audit assurance, compliance monitoring, enterprise risk management, and board oversight makes him exceptionally qualified to serve as an Independent Director, Audit Committee Chair, or Board Member for listed companies, public-sector enterprises, financial institutions, and regulatory organizations.

Mr. Baloch brings to the boardroom a unique combination of strategic insight, financial expertise, governance excellence, regulatory knowledge, and ethical leadership, contributing to sustainable growth, stakeholder confidence, and long-term value creation.