

## **1. Mueen Afzal**

### **(Chairman; Independent)**

Appointed to the Board of Directors of Akzo Nobel Pakistan Limited on May 23, 2012, Mueen Afzal is also the Chairman of Akzo Nobel Pakistan Limited. Mueen Afzal joined the Civil Service of Pakistan in 1964 and held important positions, including Finance Secretary in Baluchistan (1981-1984) and in the Punjab (1984-1986). He was also the Economic Minister in the Pakistan Embassy, Washington, DC, USA (1987-1990), Health Secretary to the Government of Pakistan (1995-1996), Finance Secretary to the Government of Pakistan (1996-1998), and Secretary General, Finance and Economic Affairs from 1999-2002. Mueen Afzal has been awarded Hila I- e- Imitaz for distinguished public service in 2002.

Additionally, Mueen Afzal is the Chairman of Pakistan Tobacco Company Limited and currently holds directorships of Murree Brewery Company Limited Rawalpindi, Sanjan Nagar Public education trust, Pakistan Philanthropy Centre, Islamabad, Beacon house National University, Lahore, Children's Global Network, Islamabad, Karachi Education Initiative, Dawood Centre, Karachi, Green Bean Coffee Company, a private company in Islamabad which roasts and market coffee beans. He is also a Senior Advisor for Nafa funds in Lahore; member of the board of directors of IDEAS, a think tank that deals with public policy issues based in Lahore and member of the advisory committee on South Asian issues at Wolfson College, Oxford University and a member of the advisory committee for the Federal Ombudsman in Islamabad.

Mueen Afzal is also a member of the pension committees for the management and staff at the Pakistan Tobacco Company.

## **2. Ayesha Hamid (Independent)**

Ms. Ayesha Hamid holds a bachelor's degree in Political Science from London School of Economics and an LLB degree from Punjab University Lahore.

Ms. Ayesha Hamid started her career as an advocate in 2008 with Hamid law associate. She has a diversified legal experience of over 10 years. Her area of expertise include but are not limited to tax, banking, property, contract, trade mark, Constitutional, revenue and environmental law. Ms. Hamid is a partner of Hamid Law associates and is an Advocate of Supreme Court. Currently she is serving as the attorney general.

## **3. Jeremy Rowe (Non – Executive)**

Jeremy Rowe, Managing Director AkzoNobel Decorative Paints, South East & South Asia, Middle East (SESAME) was appointed to the Board of Akzo Nobel Pakistan Limited on October 27, 2016. He has been with AkzoNobel since 2009, his earlier assignments included Managing Director of Decorative Paints South East Asia & Pacific (SEAP) and South East & South Asia (SESA).

Prior to AkzoNobel Jeremy Rowe had a long career in Management Consulting, working at Accenture from 1994 – 2003 in their Strategy and Business Transformation division in London, Kuala Lumpur, Manila and Singapore, where he progressed quickly from Consultant to Partner in the area of business strategy and large scale business transformation programs. From 2003 – 2005 he worked in a project position for ICI Paints Asia Pacific as Business Transformation Director, and between 2005 – 2009 worked as a freelance Consultant and Management Development Partner where he worked across many industries as one-on-one, partner to CEO's and Leaders in Asia to help them develop and implement their business strategies and align and shape their organization.

Jeremy is currently a board member of Akzo Nobel Paints Lanka (Pvt) Ltd, PT ICI Paints Indonesia, AkzoNobel Oman SOAC, Akzo Nobel Decorative Paints LLC, Akzo Nobel (Asia Pacific) Pte Ltd, Akzo Nobel Paints Vietnam Ltd, and Akzo Nobel Paints (Thailand) Limited.

Jeremy Rowe has an MBA with Distinction from the London Business School specialized in Strategy, Marketing and Finance, and a BSc. (Hons) in Physics from the University of Southampton in the United Kingdom.

#### **4. David Teng (Non-Executive)**

A Bachelor of Arts graduate from University of Malaya in Malaysia and Graduate Diploma in Marketing from the Chartered Institute of Marketing, UK and also a post-graduate BA from University of Bath, UK. David Teng began his working career in 1985 in number of local and international companies.

David's role incorporates being the General Manager of Decorative Paints India, and being the Cluster General Manager overseeing the Decorative Paints business of all the other countries within the South Asia Cluster (Pakistan, Sri Lanka, Bangladesh, Nepal, Bhutan & Maldives). David has had a successful track record having joined AkzoNobel in 2013 as General Manager Vietnam, and then subsequently as Cluster General Manager responsible for Vietnam, Thailand, Myanmar, Cambodia and Laos.

Prior to AkzoNobel, he has held various senior management and commercial roles with multinational companies in diverse businesses including Beverages, Oil & Gas and Advertising based in several countries in South East Asia. He enjoys travelling, meeting people, reading, nature-trekking, scuba-diving and playing golf.

#### **5. Sebastian Tan Director ( Non – Executive )**

Sebastian Tan, Regional Head of Finance, Decorative Paints, South East, South Asia and Middle East, was appointed to the Board of Directors of Akzo Nobel Pakistan Limited on October 26, 2016.

Sebastian joined Akzo Nobel in 2006. Shortly after he was appointed the Asia Integration Lead, and successfully merged the two reputable companies of former ICI business and Akzo Nobel in Asia, delivering significant synergies. Prior to joining Akzo Nobel, he was the Asia Head Pricing and Commercial in Honeywell. He is a certified Six Sigma Black Belt for Leaders. He graduated with an MBA from Imperial College Business School, University of London and a Chartered Accountant (Singapore).

Sebastian is currently on the boards on Akzo Nobel (Asia Pacific) Pte Limited , Akzo Nobel Singapore Pte Limited, Akzo Nobel Paints Vietnam Limited, Akzo Nobel Malaysia Sdn Bhd and Akzo Nobel PNG Limited. He has extensive MNC manufacturing experience, well exposed to commercial and business finance roles in regional capacity with a deep understanding of various cultures. His commercial experience has been varied, ranging from aviation repair and overhaul, electronics manufacturing and consumer paints business.

#### **6. Saad Mahmood Rashid ( Chief Executive)**

Saad Mahmood Rashid was appointed to the Board of Directors, Chief Executive Officer of AkzoNobel Pakistan Limited and General Manager for Decorative Paints on November 20, 2017. Saad joined AkzoNobel Pakistan Limited in October 2014 as Business Manager Decorative Paints, and under his leadership the business has shown a turnaround.

Saad Mahmood Rashid is a seasoned commercial leader with over 19 years of experience in various Blue Chip Multinationals spanning different geographies and industries. Before joining Akzo Nobel Pakistan Limited, Saad was working as Sales Director for Reckitt Benckiser. Prior to this, he has worked in various positions at Pepsi Cola International, Ceylon Tobacco and Pakistan Tobacco Company (BAT). Saad has an MBA Degree from IBA Karachi.

## **7. Harris Mahmood (Executive Director and Chief Financial Officer)**

Harris Mahmood was appointed to the Board of Directors of Akzo Nobel Pakistan Limited in January 2015 and is also the Chief Financial Officer of the Company. He has been associated with ICI Pakistan and later Akzo Nobel Pakistan Limited for around 12 years in various roles looking after Finance and Internal Audit.

Harris Mahmood is currently heading the Finance, IT and Legal functions in Akzo Nobel Pakistan Limited. He joined ICI Pakistan Limited in 2006 as Internal Audit Manager at Head Office and subsequently worked in business finance functions at Polyester Fibers and Paints before joining Chemicals and Soda Ash businesses as Finance Manager. In March 2013, he joined Akzo Nobel Pakistan Limited as Finance Manager and took over as CFO of the company in January 2015.

He received his schooling from Aitchison College, Lahore, became an Associate Chartered Accountant from Institute of Chartered Accountants of Pakistan in 2005 and in 2016 was enrolled as a Fellow member by the Institute of Chartered Accountants of Pakistan. He completed his article-ship from A F Ferguson & Company (member firm of PWC) and has attended several management development programs including the Advanced Financial Management Program at AkzoNobel in 2011.