

PROFESSIONAL DIRECTORS



Yousuf Ramjoo

Yousuf Ramjoo has served on boards for FMCG manufacturing and distribution companies whilst leading their operations. He is an accomplished General Manager with 3 decades of experience in multinational FMCG companies. He has worked with Unilever and Savola and successfully led and grown business units/ companies with turnovers ranging from \$100-\$800 million, across several countries/regions with full P&L responsibility. He is also well versed with areas of corporate governance and has handled numerous challenges including Environment (making tough decisions to stop certain profitable lines due to pollution), PR (competition using country politics – FDI to disenfranchise customers), Crisis management (keeping operations running smoothly during Covid and exit plans for expats) and Labour relations (negotiating with labour unions to end various strikes/demands).

Yousuf's strong general management credentials are complemented by a strong background in marketing & sales. He is a commercially astute business leader with an impeccable track record of success in leading full operations (including supply chain) in complex and competitive environments. He is also known to be a stellar team leader with a strong record in identifying and coaching talent, building effective teams and improving employee engagement levels.

Yousuf has lived and worked in KSA, UAE, Iran, Iraq and Pakistan. He has successfully managed regions including GCC, Levant and Yemen as well as Iran with full P&L responsibility. He also holds extensive experience in exports as he led the international markets division covering over 60 countries and involving B2C, B2B and private label businesses.

Yousuf holds a MBA in Finance & Marketing from Case Western Reserve University as well as BA in Economics from Gettysburg college, both in the US. He has completed several executive education courses including Strategy, General Management, Leadership, Negotiation and Innovation from Insead, Stanford & CCL. Yousuf is also a Certified Director and holds the Professional Directors Certificate from Hawakamah Institute.

Served on the following
Boards as Executive Director:

- 2017-2019

Behshahr Industrial Company Majority owned by Savola.
Public joint stock company listed on the Tehran Stock Exchange. Turnover approx. \$ 800 Million

- 2017-2020

Tolu Paksh Aftab
Majority owned by Savola.
Private joint stock company.
Turnover approx. \$ 900 million



Reem Ali Khamis Beljafleh

Reem Ali Khamis Beljafleh is the Director of Human Capital at ADQ, where she is responsible for a wide range of services, including employee performance management and evaluation, strategic planning, policies and procedures, project and programme management, talent management, and training and development.

With around 15 years of human resource experience, Ms. Beljafleh has held leadership positions in prominent organizations across the Middle East.

Prior to joining ADQ, Ms. Beljafleh worked in senior HR positions at Arabtec Holding and Emirates Global Aluminium. In these roles, she focused on Emiratisation as well as talent and performance management, contributing to company growth by facilitating talent retention and maximizing employee performance.

Ms Beljafleh completed the Chief People Officer Programme from Cambridge Judge Business School, a Master's degree in Strategic Human Resources Management from the University of Wollongong in Dubai and a Bachelor's degree in International / Global Studies from Zayed University. Additionally, she has obtained numerous certifications in relevant fields.



Saeed Al Emad

Saeed Al Emad is a security professional with over 25 years of experience in Dubai Customs and in Security Industry. Commenced his journey in the security operation field in Emaar from 2011 as Emaar Malls Director of Security. Later Dubai Holding in 2015 and steadily moved up through the organization's hierarchy, at the current position of Executive Director – Security with Dubai Holding Asset Management and managing security operations of TECOM Group overseeing Dubai Holding Risk, BCM, Resilience, HSE and Organizational Security Support & Services. He has also been appointed as a Chairperson of Integrity Committee at Dubai Holding Asset Management and he also active member of management steering committee.

Prior joining Emaar Malls and Dubai Holding, he served as Senior Director in Dubai Customs from at all Dubai Airports, during his tenure in customs, he was Chairing the Learning and Development Committee in Dubai International Airport, which included government authorities such as Dubai Police, Dubai Aviation, and prominent companies like DNATA, IATA etc. Additionally, he served as a member in Dubai Customs Director General Team of Development and Modernization. Represented Dubai Customs at Federal Authority of UAE and played a pivotal role in establishing a road map and shaping up policies and procedures. He also represented Dubai Customs at the World Customs Organization summit in Belgium.

Saeed brings a deep understanding of governance to his role. He excels in leading high-performing teams, fostering innovation, and staying ahead of emerging marketing trends. He is currently focused on digital transformation, sustainability, customer experience, and collaboration with government initiatives.

Saeed earned degree in Managers Development Program in Business Administration from Zayed University. He also completed IT (Computer Processing Information) from Higher Colleges of Technology - Dubai. He also holds several professional certifications, including International Protocol Manager from Dubai Protocol Department, Reid Technique of Interviewing and Advanced Interrogation, he also holds a membership as Certified Security Consultant in Policing & Security Science Academy – USA.



Kristina Turner

Ms. Kristina Turner has almost two decades of leadership experience in the education sector and currently leads the governance efforts at NEMA Holding. As Director of Administration and of the Chairman’s Office at NEMA, she serves as Board Secretary for NEMA, Abu Dhabi University and the Board of Trustees for Liwa College. Kristina has played a pivotal role in shaping governance structures, executive talent recruitment, corporate strategy, project management and quality assurance. She holds an M.Sc. in Psych, an MBA and is a certified board secretary through Hawkamah.



Esam Al Murawwi

Esam Al Murawwi is a seasoned professional with over 15 years of experience in the energy sector. Commencing his journey with the Abu Dhabi Transmission and Dispatch Company (TRANSCO) in 2009, he steadily moved up through the organization's hierarchy, reaching the position of Projects Director in 2022. Throughout his tenure, Esam has successfully overseen a diverse portfolio of capital projects, collectively valued at over AED 20 billion, navigating through various project phases.

In addition to his role at TRANSCO, Esam serves as a board member for Abu Dhabi Offshore Power Transmission Company (ADOPT) since 2021 and Mirfa Seawater Treatment and Supply (MSTS) since 2023.

Esam earned his B.Sc. in Electrical & Electronics Engineering from the American University of Sharjah and M.Sc. in Electrical Engineering from Khalifa University. His commitment to continuous learning is underscored by his completion of the Young Future Energy Leaders (YFEL) program from Masdar Institute in 2014, and Future Energy Leader program by the World Energy Council in 2023. He is certified Project Management Professional (PMP) from the Project Management Institute (PMI) since 2015 and certified director from Hawkamah since 2024. He also has over 10 publications in various conferences and journals.



Fatima Al-Shaygi

Fatima Al-Shaygi serves as TAQA's Vice President of UAE Asset Management, overseeing the strategies, policies and programs assigned for the company's UAE power and water generation portfolio.

Fatima has been appointed as the chair for 5 Independent Water and Power Producers (IWPPs) and as a board member at 6 other IWPPs in the UAE and GCC. Additionally, Fatima serves as the Chair of TAQA's Woman Council.

Prior to joining TAQA, she served in several senior level roles across the Abu Dhabi energy sector, including Asset Manager, Clean Energy Unit at Masdar, Chief Financial Officer at Al-Reyadah CCS Co and Finance Manager at Shams Power Company.

Mrs. Al-Shaygi holds a Bachelor of Science in Finance and Banking from UAE University, has completed Harvard Business Executive Training Program and TAQA Executive Development Program with London Business School.



Mark Elliott

Mark Elliott is Division President, Sub Saharan Africa (SSA) at Mastercard, accountable for the overall performance, strategic direction, and brand development across the region. In his role Mark has full P&L responsibility.

Mark has 30 years of business leadership experience in multinational environments, having lived and held executive positions across 3 continents. He is a seasoned business builder with experience of launching new businesses (e.g. Barclays Bank in UAE) and entering new markets with Barclaycard (e.g. US, Nordics and South Africa) and Mastercard (>5 countries across Africa), and establishing executive teams to achieve ambitious goals.

Leveraging his background in investment banking he has acquired, integrated and divested businesses as part of executing business strategies and ensures he has a strong understanding of the latest technologies and trends that prevail across financial services (e.g. blockchain, AI, open banking, digitization). Mark now has a track record, of more than a decade long, of working at CEO level across Middle East & Africa , with fintech, government, telcos, retailers and financial institutions and places a significant premium on relationships.

Mark currently serves as a Board Director of an NGO, Junior Achievement, based in South Africa, that delivers hands on, immersive learning, financial health and entrepreneurship training. He is an ICAEW qualified Chartered Accountant and serves on the Audit Committee. As a recently certified Professional Director, of Hawkamah Institute for Corporate Governance, he is now seeking a further Non-Executive Director role.



**Dr. Omar Younis
Asad**

Dr. Omar Younis Asad received his PhD degree in Interdisciplinary Engineering with an emphasis on water and power sector strategic planning from Khalifa University's Masdar Institute of Science & Technology in 2018. He also holds a Master in Engineering Management in Strategic Planning from Al Hosn University in Abu Dhabi that was acquired in 2012, as well as a B.Sc. degree in Mechanical Engineering from the American University of Sharjah that was awarded in 2009.

Prior to pursuing his PhD, Dr. Omar started his career as a planning water engineer in the Asset Directorate of TRANSCO, Abu Dhabi, where he held numerous responsibilities in project and asset management, as well as strategic planning. Later promoted to the Senior Water Integrated Planning Engineer as part of TRANSCO's water planning department, he was tasked with overseeing network risk analysis/capacity planning analysis, projections of the cash flows of planned proposed projects, and in supporting in the evaluation of consultancy services projects within the department. Dr Asad is also a member of TRANSCO's Innovation Team to hunt relevant ideas for implementation.

During his time in Masdar Institute, his research interest included developments in technology strategy, desalination technology, markets regulation, and the politics of water and sanitation planning. Moreover, Dr. Asad was nominated as the water expert to represent the UAE in the Dutch Visiting Program in 2016, which focused on key concepts related to water and wastewater knowledge transfer.

After acquiring his PhD, Dr Asad worked at Abu Dhabi Power Corporate (ADPower), focusing on streamlining capital effectiveness through reconciliation of short-term business plan, budget and financial targets.

With almost 15 years of experience in the Water and Power Sector of the UAE's capital, Dr. Asad is currently serving in TAQA as the Asset manager of the notable projects located in the western region of Abu Dhabi as part of the generation business line.



Hashem Al Attas

Hashem graduated with a Bachelor's degree in Finance and Banking from the United Arab Emirates University in 2011. Joined Abu Dhabi National Energy Company (TAQA) in December 2012, currently serving as the Assets Manager in Power and Water Asset Management.

Hashem chairs and participates in key committees, including HR, Business Review, and Audit. And serves as board member in eight companies.



Tania Kabbani

Tania Kabbani is the Business Development Manager of the DIFC Family Wealth Centre. In previously held roles, she has managed the wealth of Ultra High Net Worth individuals and Family offices, on an advisory basis.

She also has extensive experience in Private Banking, in both relationship management and investment advisory, with reputable regional and international banks. Moreover, she has been instrumental in starting and growing private banking setups for international banks in the region.

Tania is a McGill University graduate, where she completed a Bachelor of Commerce, as well as an MBA with a focus on Finance. Additionally, she attended HEC Paris as an exchange student.

In addition, Tania has over 9 years of academic experience. She has also created a “Private Banking” course for a prominent university in the region, and taught it, part-time, for many years.

Tania also has an entrepreneurial flair, she started two companies, and in parallel actively mentors entrepreneurs.

In November 2023, Tania received the Professional Director Certification from Hawkamah Institute for Governance.



Arnaud Verchère

Arnaud Verchère, a seasoned Chief Marketing Officer, has a remarkable track record of driving growth and success for global brands over three decades.

His expertise lies in crafting marketing strategies that align with overall business objectives, showcasing a collaborative approach with board members.

With a rich international background, including 12 years of global work before settling in Dubai in 2001, he has honed a global outlook crucial for navigating diverse markets.

Certified by HAWKAMAH, the Institute of Governance, he brings a deep understanding of governance to his board role. Arnaud excels in leading high-performing teams, fostering innovation, and staying ahead of emerging marketing trends. His current focus on digital transformation, global expansion, sustainability, e-commerce, customer experience, data privacy, and collaboration with government initiatives positions him as an invaluable asset for companies navigating dynamic markets.

In summary, Arnaud Verchère's extensive experience and strategic vision make him an exceptional Chief Marketing Officer, poised to deliver outstanding results for any company.



Behnaz Ansari Labaf

Behnaz is a dynamic and energetic business transformation leader with extensive strategy and business transformation experience; shaping and driving business turnaround in challenging business environments across a range of industries. A trusted advisor specialised in bridging the gap between strategic intent and organizational execution, delivering accelerated business development and impact at pace. Consulting experience with public and private sector clients globally focusing on strategy, business transformation, organisational restructuring and performance improvement.

Work Experience

Behnaz joined Dubai Holding in 2017 and currently holds the position of Senior Vice President, Strategy and Value Creation. Dubai Holding has operations in 13 countries, across a diverse range of sectors including Real Estate, Hospitality, Media, Retail, Leisure and Entertainment. On a consolidated level, the company reports approximately USD 30 billion in assets, approximately 20 million ft2 in net leasable commercial space, about 9 million people in footfall across the leisure and entertainment portfolio, 10,000+ hotel keys, 16,000+ employees and over USD 8 billion in projects under development.

In Dubai Holding Behnaz is responsible for establishing and leading Dubai Holding’s Strategy and Value Creation Office with the key mandate to manage the end-to-end strategic management process by developing and executing strategies to meet the Group’s ambitious growth targets. Key to the role is to ensure robust and future proof business strategies, ambitious growth and financial targets and executable roadmaps to effectively deliver on the strategic intent.

During her tenure in Dubai Holding she has defined the Dubai Holding 2030 Strategy with the objective of achieving enhanced profitability and exponential growth and led several successful transformational initiatives, most recently playing an integral part in the integration of Meraas into Dubai Holding. Key strategic initiatives including: (i) Group-wide operating model restructuring, establishing a functional organization structure with focus on core business capability, performance transparency and economies of scale; (ii) operational excellence program with focus on G&A cost optimization delivering 20% bottom line savings and (iii) Strategic Engagement Program, with the aim of embracing disruption to future proof the business whilst unlocking commercial value through intra-collaboration across the Group.

Behnaz’s prior experience includes 10 years of Management Consulting in Scandinavia, where she worked at Accenture within the Financial Services practice with focus on transformation and change management. In Accenture, Behnaz was involved in and led the successful delivery of several transformation programs such as (i) the structural reform of the public sector of Denmark (ii) SAP implementation for a national bank; (iii) commercial product and pricing restructuring for a global insurance company and (iv) operational excellence program for a global toy manufacturer. Prior to joining Accenture, Behnaz worked as a financial analyst at the Swedish National Pension Fund.

Personal

Behnaz is a Swedish national, born in Iran and raised and schooled in Sweden. She holds a Master of Business Administration degree in International Economics with honors from the University of Gothenburg in Sweden. She is passionate about travelling and exploring the world, a yoga and flite boarding enthusiast and mother of twins.



Abdulrahman Maddi

Abdulrahman Maddi currently works at Abu Dhabi National Energy Company PJSC (TAQA) in the Renewables Asset Management – Generation Business Unit, where he manages TAQA’s renewable assets.

Equipped with over a decade of experience in the energy sector, Abdulrahman started his career at the Emirates Nuclear Energy Corporation (ENEC), where he worked in the Nuclear Fuel Management, managing several special projects instrumental to the commercial operation of the Barakah power project’s units 1 & 2. His time at ENEC also included a two-year secondment at KEPCO Nuclear Fuel Company in South Korea as a Nuclear Fuel Design Engineer, performing core design analyses for the Barakah Nuclear Power Plant.

His journey in the energy sector further extended to Nawah Energy Company in the Licensing and Regulatory Affairs, executing strategies to resolve complex regulatory issues, and managing key activities to ensure the successful acquisition of operating licenses for the Barakah Nuclear Power Units. Additionally, he served as the Media Cell Advisor for the Emergency Response Organization.

Abdulrahman holds several professional certifications, including Project Management Professional (PMP) from the Project Management Institute, Business Energy Professional (BEP) from the Association of Energy Engineers, and Lean Six Sigma Green Belt from Nawah Energy Company.

Abdulrahman earned a B.Sc. degree in Energy Engineering complemented by a minor in Environmental Engineering and a Graduate Certificate in Sustainability Management and Policy from The Pennsylvania State University, USA. He is also an alumnus of McKinsey & Company’s Qiyada Emerging Leaders Program and Masdar’s 'Pioneers of Success' Leadership Development Program from Harvard Business.

Abdulrahman is a certified Professional Director of Hawkamah / Mudara IOD and holds board positions in several subsidiaries of TAQA.



Ali Al Shimmari

Ali Alshimmari is an ambitious leader in the energy and economy sector with exceptional technical skills, commercial knowledge, and asset-management expertise. Visionary, pragmatic, and patriotic, he has played a critical role in developing the UAE's hydrogen strategy and maximizing energy investments across the Gulf region.

As International Assets Manager for the Gulf Cooperation Council (GCC) at the Abu Dhabi National Energy Company (TAQA), Alshimmari oversees the asset management strategies, policies, and programs for utility and power-generation investments in Saudi Arabia and Oman. In addition, he is a Year of Sustainability Expert, a sustainability ambassador for the UAE's Year of Sustainability team and Member of the Global Council for the Sustainable Development Goal #7. He also serves as Chairman of TAQA's Youth Council, where he empowers youth (ages 18-35) to gain knowledge and build capabilities as future leaders of the UAE's energy sector. Previously, he held roles in engineering, project management, and asset management at the National Petroleum Construction Company in Abu Dhabi.

Alshimmari envisions the UAE as a top global producer of hydrogen energy and recognizes the importance of clean fuel in achieving the country's net zero target for 2050. In support of this goal, he serves on the Ministry of Energy and Infrastructure's Hydrogen Technical Committee, which developed the National Hydrogen Strategy and a roadmap for future hydrogen production and distribution. Through the National Experts Program, Alshimmari also conducted a study, "Hydrogen as a Futuristic Energy Source," to capture the viewpoints of industrial players and regulatory authorities and develop a synchronized approach for the energy transition.

At a high level, Alshimmari is passionate about aligning sustainability efforts across sectors in the UAE—not only to enable sustainable growth and increase the country's competitive position, but to speed up global progress in the race against climate change. Driven to serve his country and contribute to society, he aspires to be a part of the team leading this transformation.

Alshimmari holds a Bachelor of Science in Electrical Engineering from the United Arab Emirates University, and he earned his Master of Business Administration with honors at Abu Dhabi University. He has completed several professional certifications in disciplines such as design thinking, negotiations, communications, politics, and finance. Experienced in leading agile teams, he is a Certified Scrum Master.



Alex Knigge

Alex Knigge is a senior executive with strong Business Strategy, Technology and Marketing expertise.

He spent the past 15+ years building and inspiring high performing teams, highly accomplished in transformational leadership and in driving business growth.

During his six years as SVP Digital at Emirates Airline, Alex transformed the airline's digital Technology and Marketing capabilities. His responsibility included www.emirates.com, the Emirates app, and self-service kiosks at Dubai Airport as well as the group wide Digital Marketing strategy.

Alex Knigge has extensive international work experience and spent 3 years in South America, 6 years in Australia, 2 years in Singapore, and 8 years in Middle East. In 2019, Alex participated in the highly selective CMO Fellowship program organized by 'The Marketing Academy' in the UK and facilitated by McKinsey.

A strong advocate for corporate governance, Alex is an alumni of the Directors Development Program of Hawkamah – The Institute for Corporate Governance in the United Arab Emirates. He hold a Master of Business Administration (MBA) from the University of Iowa in the US and a Master of Finance & Accounting from the University of Frankfurt in Germany.



Dr. Fady Kayyal

Dr. Fady Kayyal is a certified board secretary by Dubai Financial Market, with more than 12 years of experience in Commercial Law and Corporate Governance.

Currently, He works as Board secretary at Salik public joint stock companies the Dubai's exclusive road toll system, listed on the Dubai Financial Market and regulated by the UAE Securities and Commodities Authority.

Prior to joining Salik PJSC, he was the Head of legal department and Board Secretary of AL Ramz Corporation PJSC, a premier financial institution providing a broad spectrum of services including asset management, corporate finance, brokerage, security margins, market making, liquidity providing, public offering management and financial research.

He holds a doctorate in Business Administration from Geneva, Switzerland- European University with distinction, a Master's degree in Banking and Financial Science from Bordeaux University, France and a bachelor degree in Law at Damascus University, Syria.

He is a certified Professional Director of Hawkamah / Mudara IOD and an Arbitrator at the Chamber of Commerce – Abu Dhabi – UAE . He is fluent Arabic, French and English



Abdulla AlHammedi

Abdulla Alhammadi currently serves as the Manager of Development, Engineering, and Transition at TAQA (Abu Dhabi National Energy Company PJSC).

Holding a master's degree in engineering management with honors from Abu Dhabi University, Abdulla combines a robust technical background with over 15 years of experience in power plants and desalination operation and maintenance.

He has a rich background in the energy sector, having served in various companies specializing in electricity and water production. Throughout his career, Abdulla has demonstrated exceptional leadership skills and a keen ability to drive successful outcomes in complex projects.

He has a proven track record of managing large-scale engineering projects from conception to completion while ensuring adherence to quality standards, timelines, budgetary constraints, and a commitment to sustainability and decarbonization.

Interested in sport affairs and event organization, especially football.

Abdulla is known for his strategic mindset, analytical skills, and ability to navigate complex challenges. He is a certified Professional Director of Hawkamah/Mudara IOD.



**Maroot Dilip
Sachdeva**

Maroot Sachdeva currently works as 'Internal Audit & Compliance' Officer at Salik Company PJSC. He has more than 17 years of experience in internal audit, finance, compliance and ethics and risk areas, amongst other areas. He holds a Master's Degree in Finance from a reputable university.

In his current role, he leads the Internal Audit (Financial, Operational etc.) and Compliance Function and responsible for overseeing audit and compliance with internal processes and procedures and reporting to Board/Audit Committee on how to mitigate the potential risks.

As Compliance Officer, he covers critical areas such as the Code of Conduct and underlying policies including but not limited to the Whistleblowing Policy, Anti-Bribery/Anti[1]Corruption Policy, Related-Party Transactions Policy in line with SCA's mandate regarding the roles and responsibilities of compliance officers.

He is a certified CISA, PMP, ITIL and SAS (Data Analytics tool) professional. Out of 17 years of professional experience, he has :

- 8 years of international experience through multiple audit engagements in Middle East, Europe, Africa and South East Asia, led and executed in 31 countries.
- 5 years of experience in Big4 (KPMG) spanning internal audits, compliance audits, risk assessments across various sectors.

He has sound working knowledge of:

- a) IIA standards, COSO framework, IFRS standards, ISO 31000 & ISO 27001 risk management.
- b) GCC/UAE regulatory framework, working relationship with various govt. entities e.g. SCA, DFSA, TDRA, Municipalities, MoF, CB-UAE etc.

He has extensive experience in working in similar roles in other UAE-listed companies and consulting companies. He is a Certified Director of Mudara IOD.



Jonas Nilsson

Jonas is a diligent strategist and collaborative leader, passionate about emerging technologies in eco-logistic practices, an intriguer focused on deliverables in a demand driven organization to both B2B and B2C markets.

His 3-decade career span in executive management roles including UPS (Middle East & Africa), Kuehne + Nagel (Middle East) and DB Schenker (West Africa) has evolved through quality management systems, mentoring high potential people and digital transformation.

An avid learner and strong advocate for corporate governance, Jonas is an alumnus of the Lagos Business School in Nigeria, Hawkamah – The Institute for Corporate Governance in the United Arab Emirates, holds active membership with the Institute of Directors (Nigeria) and Fellow of the Chartered Institute of Logistics & Transport, whilst participating in business forums across the globe.

Today, Jonas is a driving force for green logistics following environmentally friendly best practices to reduce carbon footprint. He is Partner of Hulul Mustadama and currently engaged consultancy roles implementing corporate restructuring and supporting start-ups in the MEA region.



Ravi Gill

Ravi Gill is a UK qualified lawyer and holds a Bachelor of Law (Hons) and a Legal Practice Course qualification from Nottingham Trent University. She has practiced for the past 25 years and specializes in all aspects of real estate and construction, holding both significant private practice and in-house industry experience. She has practiced in Dubai since 2004 starting out with Emaar Properties and moving onto high profile developments concerning Government to Government joint ventures. Ravi joined the DIFC Authority (being a world class financial centre with a system based on English common law and international best practice) in January 2015. She is currently a Vice President Legal with the centre.

Ravi is a certified company secretary by the Hawkamah Corporate Service Institute and DFM and has 10+ years of experience holding Board Secretarial positions with different employers throughout the years, currently being the secretary of the Supervisory Board of the DIFC Employee Workplace Savings (DEWS) Plan. Assisting Boards achieve their aims and objectives and guiding them through legal and compliance considerations has awakened a desire in her to serve on Boards and put these skills to use at a more strategic level. This led her to pursue the Board Certification Certificate with Institute of Directors (Mudara)/Hawkamah and she is now a certified Professional Director.

Ravi believes her extensive experience and no-nonsense practical approach towards her work and life in general would make her an asset to the right Boards where at times difficult questions need to be asked and complex and sensitive subjects broached.



**Dr. Grace El Tayar,
PhD**

Dr. Grace G. El Tayar, PhD., is a perfectly trilingual (Arabic, English, and French) Attorney at Law and the General Counsel of Al Nasr Group of Companies including Al Nasr Contracting, a multi-national contracting company established in the U.A.E. since 1971. She is a Certified Board Director by the Institute of Directors MUDARA ("IOD") and HAWKAMAH, where she got certified and fully equipped with the core and fundamental knowledge and competencies needed to fulfill the Board duties effectively.

Grace moved to the United Arab Emirates in 2000 and embarked on her professional career in the GCC with the Abu Dhabi Office of the International Law Firm Afridi & Angell. In 2006, as legal advisor to the Board of Directors of ADCB, Grace provided advice regarding commercial transactions relating to ADCB's activities, securities markets requirements, and shareholders'/stakeholders' relation. Drafted policies pertaining to matters including but not limited to best practice procedures of Ordinary and Extraordinary General Assemblies, capital increase and decrease procedures, board meetings procedures, board secretariat procedures, disclosure procedures, and most importantly, submitted to the Board of Directors a corporate restructuring "Corporate Governance Report" which included policies combating related party transactions and insider trading, and a Code of Ethics Statement. Grace then filled the office of Director of Legal Affairs and Corporate Governance at Rotana Hotel Management Corporation PJSC, where she steered the transformation of the company from LLC to a PJSC. She also was the Legal Director of Sorouh Real Estate Company PJSC handling the legal transactions of local and international projects, local and international subsidiaries, and Company Board Secretaryship.

Grace obtained the honorable associateship from the Institute of Chartered Secretaries and Administrators (ICSA), the Chartered Secretaries Qualifying Scheme (CSQS), and became a Chartered Corporate Secretary in 2014. She also joined the "Society of Trust and Estate Practitioners" ("STEP") and was certified in International Trust Management (with distinction) in 2016. She successfully completed the Harvard Business School Executive Education "Women on Board Program: Succeeding as Corporate Director."

Grace has been a member of the Beirut Bar Association since 1997. She received her Master of Laws LL.M. in Commercial and Corporate Law, Banking and Finance, and Intellectual Property from the University of London, Queen Mary (graduated with Merit in 2008). She did various internships worldwide, including but not limited to the Legal Department of the Motion Picture Association of America, Inc. ("MPAA"), the London Office of Willoughby and Partners, and the World Intellectual Property Organization ("WIPO").

Grace joined AmCham in 2001, participated in AmCham's Legal Affairs Committee, and served on the Board of the Lebanese Business Council. Grace is an Accredited Mediator ("RICS"), a Board-Certified Master Trainer of Leadership and Emotional Intelligence, and a corporate and personal transformation activist. She is passionate about creating Shareholder and Stakeholder Value through enhancing Corporate Governance, CSR and ESG cross contextually, starting from the Boardroom, and through gaining Strategic Advantage by means of Mergers & Acquisitions, from strategy and valuation to execution and Post-Merger Management.

Grace is the CEO & Founder of GTRANCE through which she envisions to inspire and empower individuals and corporations into sustainable results. Her approach is to look at underlying layers and infrastructures, grasp the whole picture, and then try to build the corporation by strengthening the core and the internal capacities whilst addressing the different layers and the multi-dimensional aspects of the business through Directing and Managing. She aspires to switch the community from the language of mediocrity to the language of excellence, the notion of loss to that of sustainable results, and the culture of chaos and mere speculation to that of strategy.



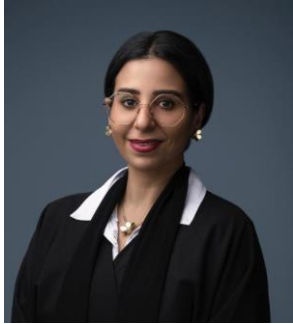
Khalil Issa

Khalil Issa has been steering organizations for the past 22 years as Executive Director, Managing Director CEO and other directorships for a variety of organizations in the GCC.

He has established 2 companies from the grounds up and have led reputable regional organizations in Saudi Arabia, Bahrain, and the UAE. With particular focus on energy, climate control and services sectors, he has developed a regional branch for an international non-profit standards, certification and compliance Organization (till 2023), created a new building technology company (till 2020), ran a specialized and recognized contracting company (till 2016), led the formation and running of a private utility in water and thermal energy (till 2010), and last but not least directed the business development and planning for a leading regional manufacturing company (till 2004). He has also reported to boards as CEO and has had executive directorships and secretarial roles for project companies in the utility sector.

He is keen to assist companies grow and prosper with a focus on developing distinct business models to stand the test of time, and all the while leveraging personal competences in strategy, communication, organizational structuring, general management, business development, customer relationship management, and supported by expertise in technical, commercial, contractual, and financial matters.

Khalil is a Civil Engineer with a master's in civil and environmental Engineering from the University of Colorado in Boulder, USA, and is a certified Professional Director of Hawkamah/Mudara IOD. With a strong belief and practice in communication, conflict resolution, integrity and commitment, Khalil is committed to adding value to SMEs and larger organizations in MENA as an independent Non-executive Director.



Haif Zamzam

Haif is the Senior Vice President of Strategy and Marketing at TECOM group. Haif is responsible for leading the Strategy and Marketing team, which plans, manages and advances short- and long-term strategy development, product development, pricing, market intelligence, feasibility analysis, valuation, marketing and communications.

Haif joined TECOM Group in July 2020 as Executive Director of Business and Corporate Strategy. Between 2016 and 2020, Haif held various leadership positions in Abu Dhabi National Oil Company (ADNOC), including as Vice President Transformation & Business Support, Vice President Group Strategy and Manager of the Transformation's Project Management Office. Haif previously served on the board of ADNOC's Al Dhafra Petroleum during her time at ADNOC. Prior to 2016, Haif was responsible for overseeing and managing the energy assets within Mubadala Development Company's portfolio. Between 2013 and 2014, she was with the Boston Consulting Group and worked on a range of projects covering the GCC region in both the public and private sectors. Haif commenced her career in 2008 at Masdar Group and was there until 2012, where she was an active private equity investor and asset manager.

Haif holds an MBA from INSEAD (France) and a Bachelor's Degree in Business Administration with concentration in Finance and Economics from the American University of Sharjah (United Arab Emirates). She is passionate about the socioeconomic development of women in the world with an emphasis on women in the GCC.



Hanan Huwair

Hanan Huwair, Executive Director of Business Technology at DHAM

With more than 15 years of experience at the helm of IT strategy and digital transformation, Hanan Huwair leads the Information Technology function as Executive Director of Business Technology at Dubai Holding Asset Management. She oversees the development and execution of digital solutions and strategic IT initiatives that underpin the Group's short and long-term vision and spearheads operational innovation by evaluating emerging technologies and insights.

Hanan has been instrumental in optimizing the customer experience, leveraging cloud-based platforms and data intelligence across several key entities and projects, creating integrated and globally competitive digital networks across the commercial, retail and residential market ecosystems. She played a pivotal role ensuring digital compliance and data governance in line with regulatory standards during TECOM Group's IPO journey and has served in various senior leadership roles during her career, including as part of Dubai Design District's Smart City program and IT Management at TECOM Group. A forward-thinking strategist, Hanan is passionate about investing in and upskilling future talent and empowering women to pursue careers in tech.

Hanan has a master's in Business Administration from the American University of Dubai (UAE) and a Master of Science in Computer Sciences from the American University of Sharjah (UAE).



Ellen Dubois du Bellay

Ellen Dubois du Bellay is the Chief Human Resources Officer of Jumeirah Group, the global luxury hospitality company and a member of Dubai Holding. Ellen's goal is to create an employee-driven culture and an environment that encourages empowering leadership and strong customer-focused outcomes. She believes in partnering with all aspects of the organization to create innovative ways to source, hire, develop, lead and inspire people to be their best selves; deliver industry-leading business results; and ensure the highest standards are achieved.

Ellen brings more than 25 years' experience as a senior HR leader to the company. Prior to this Ellen was a founding partner of Inside Out International and Senior Vice President of Global Talent Management at Four Seasons Hotels and Resorts.

Ellen grew up in Australia and has lived and worked in Thailand, the UK, the US, France and Canada. She has a Master's degree (with distinction) in Coaching and Consulting for Change from INSEAD in France, where her research focused on the psychology of the modern workplace.



**Khalid Nasser Humaid
AlShamsi**

Khalid N AlShamsi is the Chief Investment Officer of Dubai Group (a member of Dubai Holding), a multi-billion diversified and multi-strategy global investment firm with a focus on direct and indirect investments in financial services and insurance sectors. In this capacity, he oversees and manages investments across multiple asset classes from public and private equity to real estate and alternative investments. He drives the asset and risk allocation process on a firm-wide level, as well as engages with stakeholders on strategic directions. Khalid started his investment professional career with a stint in GIC, the sovereign wealth fund of Singapore, followed by HSBC Asset Management in London

He serves on the Boards of Bank Muscat PJSC, Borse Dubai, Tunis Telecom, Oasis Capital, Nouvelair Airline, Innovate Fintech Venture Capital, among others. He is a member of the board of trustees of the American University in the Emirates.

His previous board memberships includes Lafarge Holcim Cement UAE, Acacia Real Estate, Asian Entrepreneur Partners, Asian Capital Reinsurance (Malaysia), Emirates Islamic Insurance, Global Investment House (Kamco Investment Company), Dubai Banking Group PJSC, Canar Telecom Sundan, Sphinx Glass Industries, United Food Company PJSC, Emirates Refreshment Company PJSC, Dubai First (a Consumer finance company), Qalaa Holdings PJSC, Essdar Capital, Energy Management Services Inc, eHosting DataFort (Data Centre, Cloud Infrastructure, Managed Hosting and Security Services Provider), Somoccer Cermaic Industries, among others.

Khalid is an executive graduate from Harvard Business School, UC Berkeley Haas School of Business and INSEAD Business School. He holds a Bachelor degree (magna cum laude) in Accounting, Economics and International Business. Khalid is certified “IDP-C”, an internationally renowned directorship program in corporate governance from INSEAD Business School in France. He is also certified in board governance by Harvard University and Hawkamah Institute of Directors.



Mohamed Mehdi Felfoul

Mohamed Mehdi is a visionary Chief Financial Officer, with more than seventeen years of international experience in North America and GCC.

Mehdi is a Computer Engineer, holds an MBA and a CPA degree from the University of Quebec-Montreal (Canada). As a leading executive, Mehdi is an expert in financial accounting, management accounting, cost accounting, tax accounting... Mehdi built and retained high performance teams by developing and motivating skilled professionals.

Mehdi worked in very prestigious companies as senior positions as National Bank of Canada and Silver Coast Construction. Also, he taught Statistics and finance courses at UQAM university. Currently Mehdi is the CFO of Sergas Group.

Mehdi has proven strategic and operational analytical skills associated with customer centred approach and highly effective communication, strengths sustaining his negotiation expertise and know-how. Mehdi gained through high-level professional experiences in big corporations and SMEs and in various sectors mainly in construction, oil and gas, banking, and higher education.

Out of the office, Mehdi likes to play football, golf and tennis table.



Sophie Khalid Ali Al Bustani

Sophie is a UAE national with 13 years of international experience in investments, asset management and strategy formation. She currently heads new investments for Mubadala’s Digital Infrastructure investment team.

Since joining Mubadala Investment Company in 2011, her primary focus has been on international technology investments across a broad range of sub-sectors. Examples include semiconductors, enterprise software, and, most recently, digital infrastructure (data centres, fibre, telecoms towers, etc.).

Sophie’s investment role involves building partnerships, sourcing new opportunities, identifying areas of growth, and overseeing deal teams to assess risks and financial returns. Sophie’s key skills are strategy formation, business plan diligence, commercial growth, and financial acumen.

She has also previously held asset management roles, including working on Mubadala’s semiconductor investment (GLOBALFOUNDRIES), where she drove strategic projects focused on financial and operational optimisation in Abu Dhabi, Singapore, Germany, and the USA.

Prior to joining Mubadala, she worked at the Boston Consulting Group as a management consultant, advising on both public and private sector projects in the GCC and Turkey. One of her major projects involved the restructuring of banking operations and IT systems following the execution of a merger between two banks in Turkey.

Sophie is currently serving as a board member for MDC Business Management Services (MDC BMS), a multifunctional shared services company. She also sits on the MDC BMS Investment Committee and Audit Committee.

Sophie holds a BA (Honours) in Business and Management and an MSc from the University of Exeter, UK.

She is a certified Professional Director of Hawkamah / Mudara IOD.



Mazen Dalati

Mazen Dalati is the General Manager for Middle East and Asia of Alcon Services A.G. Based in Dubai/UAE serving 25 countries and around 1.3 Billion population.

Prior to Alcon Services A.G., he was the General Manager for Baxter A.G. for Middle East and Africa running seven legal entities and a board member of the Saudi manufacturing JV.

Promoted to Chief Operating Officer for GE Saudi Arabia and Bahrain based in Riyadh/KSA. In this position, he was responsible for setting policy strategy, drive the company government affairs and advise on the full range of governmental policy and regulatory issues as well as leading the engagement strategy with government and assisting the business in their government transactions.

Joined GE Healthcare as General Manager for Middle East and Africa in September 2006 expanding his role to include Turkey CA in 2009 and Russia CIS in 2010. He was the recipient of multiple global GE president awards for best performance and for compliance and governance of multitude of complexities in the region.

Appointed as the President and CEO, GE Healthcare Saudi Arabia, where he was leading one of the most important regions in EAGM working closely with the corporate GGO organization to develop healthcare in coordination with the MOH and other customers in the different countries.

He served on multiple boards for the GE Healthcare JVs in Saudi Arabia.

Mazen is a Board Director at Mecomed (the medical devices trade association)

Mazen attended multiple executive programs in Harvard, Columbia, Michigan, and GE.

Attended the University of Southern California (USC) in Los Angeles and graduated with a Double Bachelor of Science Degree in Biomedical and Electrical Engineering in 1989, Master of Science in Biomedical Engineering in 1992, Master of Health Administration in 1994, Master of Public Administration in 1995, and passed the Ph.D. Qualifications Examination for the program in Public Administration with Healthcare emphasis in 1995.



Tanuja Paramasivam

Tanuja is an Australian qualified lawyer with over 20 years' experience in corporate & commercial law and a chartered company secretary with 9 years of corporate governance and board secretary experience. She also has regulatory compliance, strategic policy and industry development expertise, which includes time spent with Tecom Investments (part of Dubai Holdings) in the Healthcare & Science practice and the Australian Government in Biotech & Health Sciences. Tanuja holds Bachelor of Laws (Hon) and Bachelor of Science (Pharmacology) degrees from the University of Sydney, Australia. Tanuja is admitted to practice in the High Court and Federal Court of Australia, as well as the Supreme Courts of New South Wales and Queensland.

Tanuja joined DIFC Authority in March 2012 and as Senior Vice President - Legal, she was responsible for corporate & commercial legal and regulatory matters and providing strategic and practical in-house legal advice to numerous departments within the DIFC. She has extensive corporate & commercial law and corporate structuring expertise. In addition, she also fulfilled the function of Board Secretary to the DIFC Authority, DIFC Investments Ltd and Art Dubai Fair FZ LLC, and provided corporate governance advice to the Chairman, Board and Senior Management. She has extensive legislative expertise having developed and maintained the DIFC's Common Law legal framework in line with international best practice and drafted numerous DIFC laws.



Mohammad Ahmad Bin AlShaikh is an Emirati entrepreneur, Founder and Owner of Bin AlShaikh Investments, a private investment firm investing in various industries such as Food and Beverage, Information Technology and Real Estate. He started his entrepreneurial business since 2013.

He is currently the Chairman of the Board of Directors of Unicepts Investments, an investment firm which owns group of companies in the Food and Beverage industry, and is a subsidiary of Bin AlShaikh Investments.

Mohammad holds a Bachelor of Science Degree in Business Administration - Management from the University of Sharjah and is a Certified Professional Director by Hawkamah / Mudara IOD.

Mohammad Ahmad Bin AlShaikh



Abdulla Ahmad Bin AlShaikh is an entrepreneur and the Deputy Managing Director at Modern Printing Press, the oldest printing press in Dubai established in 1966 under Hassan Bin AlShaikh Group of Industries. Currently, he is involved in many on-going projects and businesses within Hassan Bin AlShaikh Group of Industries, related to paper and food manufacturing.

Abdulla is a Bachelor of Science degree graduate in Business Administration, excellence with honors, from the American University of Sharjah, with a major in management and a minor in economics.

Abdulla Ahmad Bin AlShaikh



Dr. Tarak M Brigh

Dr. Tarak Mohamed Brigh (Deputy Chairman of the Board- Sahara Bank) is a Libyan-based accounting and banking consultant. He has almost three decades of experience in auditing, accounting, banking, and business related sector

Tarak has a Bachelor's in Accounting 1992 from the University of Garyounis, a Masters in accounting from the Post Graduate Studies and Economical Research Academy, Libya, and a PHD degree in international business from UNITAR), Kuala Lumpur, Malaysia

A former Consultant for the ministry of finance, Board Member of Alwaha Bank, General Director of Administrative and Financial Affairs at Applied Research and Development Organization, Head of Banking Operation Dept at Development Bank, and other former jobs in business sector.

He was awarded an Official Editor Certificate, General Syndicate of Accountants and Editors, Libya which helped him to improve his accounting and business knowledge and to work as certified auditor.

He has participated in many international scientific conferences to share his finding in business through multiple research papers

He is Certified as Financial Consultant, 2014 from Arab Academy for Training Solutions and Consulting Piratical (ATSCP)

He headed or was part of the core teams that introduced the strategic planning, internal control committee, corporate governance, budgeting, risk assessments, business solutions, etc

His current interests beside banking sector, the linkage and integration between monetary and financial policy in Libya

He is a certified Professional Director of Hawkamah / Mudara IOD



Amer Al Harbi

Amer Al Harbi is currently leading Partnership and Collaboration at Abu Dhabi Securities Exchange - ADX, in his role he is responsible for managing all formal communication with government/private stakeholders and collaborating with different bodies to ensure sustainable business operations in ADX.

Prior to joining ADX Amer spent 8 years in the Public Relations and Media in the Department of Economic Development -Abu Dhabi, where he managed various streams like international events and high-level delegations management, internal and external collaboration, communication, branding and Sponsorships.

Amer holds a Master degree in Business Administration and a Bachelors of Mass Communication. He is also a graduate of “The leader program” Abu Dhabi School of Government .



Hamad Al Tamimi

Hamad Mahmood is a dedicated working professional with more than 20 years' experience in communications, public relations and corporate governance and board administrations. He is currently a manager of the CEO Office in Osool Assets Management, one of the largest financial investment companies in the kingdom of Bahrain.

During his time in Osool, Hamad has been delegated to hold multiple positions. In 2017, aside from his role in the CEO office, he was entrusted to carry out the Secretariate role for the Board of Directors and its subcommittees. In addition to his role, he has been appointed as the Board Secretary of Bahrain Marina Development Company (a sister company of Osool) and its subcommittees as well.

In addition, he has been appointed as a board member in Osool Pension Fund Company and Bahrain Strategic Fund that were established by Osool.

Prior to joining Osool in 2013, Hamad was managing the CEO office of the Social Insurance Organization (SIO) as well as managing the external relations of the Organization. During his time in the Organization, he was in charge of number of administrative and strategic projects. In addition, he was appointed as a member of the International Social Security Association (ISSA) to ensure international standards are implemented by SIO and act as a point of contact between ISSA and SIO.

Hamad has successfully obtained multiple professional certificates such as the Certificate of Business Administration (CBA), the Business Communication and PR Certificate (CPRP) from the American Institute of Business & Management (AIBM), the Chartered Certificate in Public Relations (CIPR) from the Chartered Institute of Public Relations UK, the Certificate in Board Secretarial Practice and the Certified Board Member Certificate among other professional qualifications/courses in corporate governance, management, public relations and board secretariat.



Khalaf Abdullah Khalaf

Khalaf Abdullah has more than two decades of experience in the fields of Internal Audit, Risk Management, Internal Control, Regulatory Compliance and Corporate Governance.

He is currently - Executive Vice President - Group Chief Internal Auditor of a leading Islamic Bank in UAE with three subsidiaries (Hotels, Real Estates, Brokerage Firm) and Secretary of the Group Audit Committee.

He led the internal audit function to achieve 'Full Conformance' to the IIA's International Standards for the Professional Practice of Internal Auditing in the external quality assessment carried out by the Institute of Internal Auditors, USA, the feat achieved by one of a select few globally.

His key accomplishments include winning 'Best Practices Award' two consecutive years from the Institute of Internal Auditors (UAE) for demonstrating leading practices in the domain of Governance, Risk and Control.

He was a member of UAE Banks Federation (UBF) Audit Committee. He regularly delivers speeches on the topics of Corporate Governance and Leadership.

Khalaf holds BS Degree in Accounting from UAE University. In addition to 'Certified Professional Director' by Hawkamah/Mudara IOD (Dubai, UAE).



Faisal Naif Alakshan

Mr. Faisal is perceived as one of the elite leaders in the digital transformation era. Currently holding the position of a CEO in Sehati; a company that executes a sophisticated mandate to transform the health sector in the Kingdom of Saudi Arabia.

Prior to his current role, Mr. Faisal maintained a consistent growth in his twenty years of experience, where he mastered a variety of technical skills, at the same time he was going up in the leadership ladder until he established himself as a steering capability in multiple organizations and sectors, one of which was Elm, where he became a vice president overseeing the digital transformation and outsourcing sector. Throughout his tenure, he represented Elm in the success of delivering some of the most unique and complicated business engagements, such as Municipalities Privatization Partnership, and Makkah Route “Hajj Preclearance”.

Mr. Faisal is also an entrepreneur himself; his sharp leadership skills and innovative value creation mindset drive his passion for establishing startups with like-minded investors. Mr. Faisal also has a footprint in the charity and nonprofit organization world.

The opportunities to become active board member are starting to arise for Mr. Faisal in the near future.



Salem M Jebriel Alsewi

Salem M Jebriel Alsewi: hold MSc degrees in Computer Science (2003) from University Science Malaysia, Malaysia and a PhD (2014) from Glasgow University, UK.

Currently, he is a Director of Information Security Department, Central Bank of Libya and he is a member of several committees at the central bank of Libya such as the Electronic Payment Companies Evaluation Committee, the Financial Inclusion Committee, and the high strategic committee of IT projects.

2017-2021 Dr Alsewi appointed as a Director of a special program for social grants from foreign exchange to 1,5 million and a half Libyan families for 4 years, at an estimated cost of \$3.5 three and a half billion dollars annually, implemented by 19 banks.

He is a member of the Board of Directors of the Sahara Bank and head of the Nomination and Remuneration Committee. also, a member of the Board Risk Committee and a contributing to the bank strategy and oversees the bank digital transformation.

Previously, he was an Assistant Professor of Computer Science at faculty of Information Technology, Misurata University, Libya. Additionally, hold some academic positions such as Director of Quality Assurance Office at faculty of Information Technology, Misurata and Acting Dean of faculty of Information Technology

His current research interests and a Part-time member of teaching staff, Libyan Academy for Postgraduate Studies, Misurata Libya. He has published a book Chapter and serval research papers in international academic journals.



Ghassan Kebbe

Ghassan P.Kebbe has close to 35 years of experience in Business Growth and Development, Sustainability, Governance, Strategy, Finance, Internal Corporate Restructuring and Transformation , Change Management as well as Stakeholder Engagement and Alignment, in multiple countries within the GCC and MENA regions, across a variety of industries and business sectors, including :

- Private Banking and Private Equity Investment,
- Business Franchising, Retail Distribution, Hospitality and Healthcare Services,
- Infrastructure Contracting, General Construction, and Real Estate Development.

He is currently acting as Non-Executive Board Member (NED), or Board Advisor , in a number of privately (or family owned) and well-established companies, as well as start-ups

• In particular , he is a:

- Non-Executive Board Member (NED) in a leading specialized bank, operating in Dubai (DIFC) and Lebanon, and focused on Wealth Management , Capital Markets , Online Trading as well as Corporate and Investment Banking.
- NED in a leading Infrastructure Contracting Company, based in Kuwait but operating in multiple countries in the GCC and Africa.
- NED in a leading - multi store- retailer of consumer Electronics, White goods, Household products and appliances, with 625 brands and operations in Lebanon and Jordan.
- Ex-Advisor to the Board of a leading University Hospital in Lebanon, with established centers of excellence in several specialties, equipped with cutting-edge technology, including Oncology, Cochlear Implant, Bone Marrow transplantation, Kidney Transplant, Obesity, Epilepsy & Neurosciences programs.
- Governance, Strategy & Business development Advisor to a number of Start-Ups.

• Fluent in English , French and Arabic, he holds a BS Degree in Civil Engineering and a Master’s Degree in Engineering Administration from George Washington University (USA).

• He is also an alumni of :

- Harvard Business School (USA), where he participated in its Senior Executive Leadership Program, as well as an Alumni of
- INSEAD (France), where he obtained his certification in the school’s International Director Program (Corporate Governance).
- In addition, he holds a professional “Certificate in Company Direction”, in the key areas of Governance, Finance, Strategy and Leadership, from the Institute of Directors (London,UK) ,and
- He is also a “Certified Professional Director” by Hawkamah / Mudara IOD (Dubai,UAE)



Husam S Abulhul

Husam S Abulhul, Chairman, CEO and Co-founder of AFAQ ICT Company, leading operations, business growth/expansion opportunities and plans for the strategic development of the company.

Mr. Abulhul has more than 20 years of experience in business development, technology and telecom strategy, program management & operations. Prior to AFAQ, Mr. Abulhul joined Pyramid Network Services as North Africa & Middle East President in April 2015 developing Pyramid's growth into the international business.

In 2013 and after 9 years in telecommunication sector and working in largest Internet Service Provider (LTT) in Libya, Mr. Abulhul appointed as CEO and led LTT with more than 500 employees. Achieved a breakthrough turnaround effort that took the company to stability and positive revenue of 180 million LYD revenue. Provided leadership for LTT workforce and managed its finances, business development, marketing production, human resources, and administrative affairs aspects.

Mr. Abulhul is a member of Sahara Bank Board's and Head of the Bank Risk Committee, contributing to the bank strategy and oversees the bank digital transformation.

A member of Libya foreign Investment Company (LAFICO), contributing to the company international portfolio management and strategy across multiple countries and industries.

Husam held several certificate from recognized university in the world and has extensive experience in the field of telecommunication and infrastructure, he held a Master degree from The National University of Ireland, in Information Technology Engineering. He is a certified Professional Director of Hawkamah / Mudara IOD.



**Dr. OMAR MUFTAH
ELSAADI**

Omar is currently a consultant in the long-term investment portfolio (Libyan Investment Corporation). He has worked as associate professor in faculty of economics in University of Sirte in Libya. He also was a director general of administration and services in the long-term investment portfolio and a consultant to the National Council for Economic and Social Development. Omar was also considering as financing advisor at the National Program for Small and Medium Enterprises 2010.

Omar is also an active member of the board of directors of the Sahara Bank and also a member of the credit policy committee of the Bank.

Omar holds a PhD and a master's in financial and banking sciences (finance and banking) from The Arab Academy for Management, Banking and Financial Sciences in Jordan. His current research interests include the banking sector, sustainable development, economic development, Islamic finance, Investments, Crisis Management, Corporate governance for banks. He has participated in many international scientific conferences as a member of scientific committees, and he published more than 20 research papers in international academic journals.



Dr. Shaun Vorster

Dr. Shaun Vorster (D.Phil., MBA *cum laude*) is a UAE-based **strategist** and **adviser** with a track record of 30 years in the private sector, government and academia. He resides in the UAE since 2015.

Shaun originally cut his teeth as strategy practitioner navigating complex stakeholder environments in government during South Africa's first 20 years of democracy (post-1994). He served as Special Adviser to the national tourism and environment ministers in South Africa for 11 years (2004–2015), with a focus on strategy oversight, state-owned entity governance, regulatory reform, multilateral negotiations, and stakeholder management.

Shaun is currently Chief Development Officer at Aurora50, a UAE-based social enterprise led by Sheikha Shamma bint Sultan bin Khalifa Al Nahyan. Aurora50 implements innovative solutions to advance diversity and inclusion at corporate board level.

Shaun also serves on the advisory boards of the World Tourism Forum Lucerne (WTFL) and the World Tourism Association for Culture & Heritage (WTACH). He is a member of the executive committees of the South African Business Council (SABCO) in the UAE and the University of Stellenbosch Business School (USB) Alumni Association.

As extraordinary professor at USB, Shaun lectures strategic management on the MBA programme. He is a widely published author on corporate governance, integrated sustainability reporting, scenario studies, sustainable tourism, low-carbon aviation, and climate change policy.

As Vice President and Special Adviser at Expo 2020 Dubai (2015–2020), he was part of the core team that introduced the strategic planning and reporting framework across the multi-billion-dollar World Expo in 2015–2016. He was responsible for the profit-loss (P&L) account of the Dubai Exhibition Centre and incubated the USD \$100 million Expo Live Impact Grant Programme.

Shaun combines strong analytical skills, high-level influencing capabilities, and a deep understanding of the international business environment and public policy to create value. As systems thinker, he regularly leans on scenario-building to develop foresight, design plausible futures and manage risk.

Having completed 220+ missions to 60+ countries, he brings an independent and global perspective, as well as cultural intelligence to the table.

Shaun holds a Doctorate in International Political Economy (1998) and an MBA *cum laude* (2012) from the University of Stellenbosch. In 2019, in recognition of his global role as responsible leader, he received the Alumnus of the Year award from his alma mater.

He is a certified Professional Director of Hawkamah / Mudara IOD.



Anoud Al Marzouqi

Anoud Al Marzouqi leads the Business Planning, Economics and Performance function for ADNOC Global Trading, working closely with the Chief Financial Officer and other senior leaders.

Anoud has 16 years of extensive experience in the oil and gas industry, working closely with top international oil companies via the shareholders, boards and the various committees reporting to the board (e.g. Corporate Strategy and Performance and FINCO). She has contributed and presented in all ADNOC LNG Board meetings since 2013, including content preparations for the main Board and its committees (Technical and Financial) for management oversight in strategic technical, investment and financial areas.

Through her innovative work in business planning redesign, she directly contributed to rapidly shifting the company's performance from bottom quartile to 3rd place amongst 15 ADNOC group companies with a significant shift in KPIs/scorecards.

Anoud began her career in ADNOC LNG as an engineer in IT then moved to corporate strategy as a performance analyst. Her passion for achieving excellence & results aided her to progress soon to lead the Strategic Planning & Corporate Performance function for ADNOC LNG, collaborating across a multinational team including 6 Japanese secondees from a key shareholder.

Through these corporate responsibilities and success, as well as a personal passion for real estate investing, she has built-up broad business knowledge that touches on technical, P&L and cash flow reporting, governance, audit, corporate management frameworks and systems.

Anoud has a Bachelor's Degree in Science of Computer Engineering from the American University of Sharjah (AUS), which she augmented with a CFA L1. She is certified as Professional Director of Hawkamah/ Mudara Institute of Directors in the UAE.

Anoud was selected in 2018 as one of the few ADNOC High-Potential Emiratis to attend the Harvard program designed for Mitsui senior executives to make a greater impact on their organizations by broadening business perspective, management expertise, leadership skills, building cross-functional cooperation, and driving innovation and change.

With this constant passion for learning, she brings a genuine commitment to improve her teams' work through thoughtful and mature leadership. Today, with her absolute focus on results, Anoud Al Marzouqi has built strong reputation within a most competitive industry as a capable and innovative leader.

Manal Al Mazrouei, Vice President of Planning & Support of Drilling Function in ADNOC Onshore, has been with the ADNOC Onshore since 2009 and brings in more than 14 years of organizational and Performance management experience.

Her primary focus is to create and build Long term Business plan with high level of agility, thought leadership eminence and brand awareness. Manal is very effective utilizes a systematic, Logical data driven approach to investigate problems and develop practical solution based on sound judgment and make timely decisions. She holds and demands the highest professional standards within looking at issues with a broad view to achieve corporate objective from medium to long term and thinks a head for the future with understanding of external expectation and influences on the organizational level. This has also involved developing and identifying common goals, and interests from commercial perspective. She is Identifying and seizing opportunities for business growth and improvement based on business analysis and insights.

Manal has different roles throughout her experience in the areas of strategy, driving excellence by exceed performance objectives, deliver business results and continually find sustainable improvements to methods and processes with high Focuses on stakeholder satisfaction both internal/external and delivers a quality to the agreed standards.

Manal previously held a key role with the ADNOC Onshore as the Head of Operations, driving and aligning organizational framework inspired by founding visions of ADNOC. Prior to joining the ADNOC Onshore, she was the leading Engineer of all Schlumberger onshore/part of offshore gas operation at Qatar/Yemen fields and responsible of the commercial/client/finance of well construction part.

Manal is a Certified Professional Director of Hawkamah / Mudara IOD and is serving as a board member for AL Dhafra Petroleum (one of ADNOC Group companies).

She holds an Master degree in Petroleum engineering from the United Arab Emirates University, a Bachelor's in Chemical engineering from the United Arab Emirates University.



Manal Almazrouei



Ahmad Almulla

Ahmad Almulla is one of few who have combined experience in Information Technology and Supply Chain Management. This combination has enabled Ahmad to play a crucial role in the success of Dubai Aluminium (DUBAL) and Emirates Global Aluminium (EGA) as he served as a member of the executive committee for over 15 years.

Ahmad is credited as one of the driving forces behind the IT revolution at DUBAL/EGA, and a visionary leader who has ushered in an era of technological change in the company. During his over 30 years of service at DUBAL/EGA, Ahmad has been at the helm of various strategic initiatives envisaged to position DUBAL/EGA as a leader in technology and information-based infrastructure; and supply chain management. His experience and knowledge in Cyber Security domain has shielded DUBAL/EGA domain and information assets. Ahmad has also led DUBAL/EGA Information Technology division to win many international and regional awards.

During his career, Ahmad has been a frequent keynote speaker at many IT conclaves and symposiums; and has led many initiatives that have resulted in DUBAL/EGA receiving several prestigious awards. He has been a pivotal member of the Executive Management Team at DUBAL/EGA for several years, at which level he has contributed strategic expertise in global information systems, information system architecture, supply chain strategy and automation procedures.

Drawing on his insight into technology management and ability to create highly effective IT frameworks, Ahmad has effectively leveraged IT as a key catalyst for DUBAL/EGA's exponential growth over the past two decades. This has been achieved through optimizing operational proficiency via innovative use of technology. For instance, by innovating the supply chain process, DUBAL/EGA has saved millions of dollars in outlay while simultaneously creating a framework for procurement on its major expansion projects.

Having an MBA combined with business experienced enabled Ahmad to play the leading role in securing raw materials at competitive prices and was a key figure in concluding long term contracts for major raw materials with favourable pricing and payment arrangements. He also managed to optimize raw materials specs and inventory and helped lower the working capital of EGA.

Ahmad also has led the vision for a transformation program through the implementation of SAP in DUBAL/EGA and later the integration of multiple SAP system. The latter system not only revolutionized the way DUBAL/EGA business departments' function by using world class best practices, but also positioned them for future growth.

As part of community support, Ahmad has founded the CIOMajlis (A platform for CIOs to network and discuss IT related topics) and was the founding chairman. He also served as the vice chairman of Dubai Quality Group (DQG), In addition, He is a board member of the Association of Change Management Professionals (ACME) Middle East Chapter.

He holds an MBA from the University of New England and a bachelor's degree in Computer Engineering from the University of Arizona. He has also been a frequent nominee for international training sessions at prestigious institutes such as the IMD in Lausanne, Switzerland.

Currently, he advises board of Directors on IT strategy, cyber security, and IT governance. He is also a board member of CIOMajlis, which is a platform where CIOs network and discuss issues of common concern



Faizal Shah

Faizal Shah Kuttiyil is a Qualified Chartered Accountant, Certified Professional Director, Certified Non-Executive Director, Technical Specialist Member IRM, Certified Internal Auditor, Certified Fraud Examiner and Certified in Risk & Information Systems Control with experience of over two decades in Risk Management, Internal Controls, Internal Audit, Operations, Business Continuity Management, Process Development, Collections and Credit Control. He is also a Six Sigma Black Belt, Lean Management, Mergers & Acquisition and Strategic Management Certified personnel.

Faizal has been associated as an integral member supporting Visionary LEADERSHIP Teams in Varied Industrial Sectors - FMCG, Hospitality, Audit & Consulting, Outsourcing, Brokerage & Financial Services in scaling new heights. He has extensive experience in setting up, nurturing and developing Risk Management, Internal Audit & Controls, Operations, Process Development, Business Continuity, Collection & Credit Control teams. He is a seasoned professional with proven ability to transform operations. He is also a risk Profiler adept at identifying, analysing & resolving issues enabling objective attainment.

Faizal is a Man, of Principle's & a Good Listener. He believes in enabling Controls Differently. Faizal's professional affiliation includes Hawkamah Dubai, NEDA UK, IRM UK, ICAI India, IIA UAE, ISACA UAE and ACFE USA.



PC 't Hart

PC 't Hart (Peeter Chris) is a Senior Executive with a Master's Degree in Corporate Law (LLM) and 25+ years of international banking experience. The main part of his career he worked for ABN AMRO Bank in various senior managerial and commercial positions in the Netherlands, Dutch Antilles, Singapore, France and UAE. Founder of Dubai based HartConsultancy and delivers services in line with the UAE economic substance rules as General Manager, Independent Personal Director, and local representative for mainland and offshore companies. Serves as strategic business partner, aligns with international legal frameworks; possesses ability to interpret financial regulations and assess operational compliance.

In-depth experience in Private Banking (mature and emerging markets) and customized financial strategies. Demonstrated success in building consensus/alignment at multiple organizational levels. Entrepreneurial and consulting skills to define client objectives and achieve innovative solutions. Understands competitive landscapes, market trends, potential collaborators and communicates valuable and unique business insights. Develops and maintains outstanding sales and profits. Fluent in Dutch and English, with good working proficiency in German and intermediate in French.

PC is a certified Professional Director of Hawkamah / Mudara IOD



Mostafa Ibrahim Abdeltawab

Mostafa Ibrahim Abdeltawab is a Certified Professional Director of Hawkamah / Mudara IOD He is also a Certified Financial Consultant and holds a degree of BA in Accountancy. He has GCC VAT Compliance Diploma from ATT. in UK and Professional license in Tax from Federal Tax Authority in UAE.

He has over 13 years of work experience in a high-level management where He continues to work with the elite community with the best board members and professional executives in UAE and MENA . Mostafa is also a Secretary of Dubai International Holy Quran Award who's responsible for International relations with regard to the participation of countries in the international Holy Quran competitions.

He worked as General Accountant in Sodexo, the leading for food catering and Beijing Emirates Construction International Company who's responsible for Current Assets & Liabilities Accounts. He provides Tax & Consultancy services to companies in different sectors and currently a Tax Agent of Skylines Tax Consultancy.



Rocco Paduano

Rocco Paduano is currently a Non-Executive Director for Kenzi Wealth Fondsmæglerselskab A/S, a wealth management advisory company based in Denmark. Prior, from 2015 to 2019, he was Head (Global) of Market Risk Management for Saxo Bank A/S based in Denmark. Saxo Bank A/S is a Danish-based financial institution providing institutional and retail trading, banking, and wealth management solutions, having banking licenses in Denmark, France and Switzerland. Rocco and his team worked to build and implement the bank's 1st line of defence globally, part of an integral 3-line of defense strategy coordinated with Markets, Audit, Compliance and Legal, Operations, and Finance. Rocco was part of the Senior Management Team, and a member of the Management Risk Committee reporting directly into the bank's Executive Team. Rocco also served as an Executive Director on a joint venture between Banca Generali S.p.A. and Saxo Bank A/S operating in the Italian financial services sector, regulated by CONSOB (Italy), and providing Italian-based private banking clients with advanced trading technology solutions.

Prior, from 2012 to 2015, Rocco was a partner at Asia Asset Partners, a Hong Kong-based venture capital vehicle backed by Korea Technology Bank. Rocco and his co-partners sought, analysed, and proposed investment opportunities through the deployment of strategic capital at the management company level of alternative asset management companies in APAC. Prior to Asia Asset Partners, Rocco was COO of Credit Suisse APAC Prime Services unit, and a co-founder of HindSight Investment Management (HK) Limited, a Hong Kong-based hedge fund for which he served as CRO and Executive Director. HindSight was the largest Asia-based hedge fund launch for 2005 with secured seed capital of USD100mm+, and reaching a peak AUM of USD500mm, whilst providing clients with an Asia-focused multi-strategy investment vehicle. Rocco started his career in finance in London, working for Morgan Stanley & Co. (2000-2004) and Goldman Sachs & Co. (2004-2005) in their respective Prime Services units running and managing the risk management function.

Prior to moving into financial services, Rocco worked in the aerospace engineering field, working as a design engineer for Raytheon Co. in the USA on large scale engineering projects for both the domestic and international aerospace market.

Rocco holds a BS and MS in Mechanical Engineering from the Worcester Polytechnic Institute and an MS in Management and Engineering from the Massachusetts Institute of Technology (System Design and Management Fellow). Rocco has lived and worked in the USA, Europe, Asia. Rocco holds and Italian citizenship and is currently a resident of the UAE.



David Haglund

David Haglund is a senior investment professional and non-executive director with over two decades of experience in asset management, investment banking and private equity in Emerging and Frontier Markets. David is a senior executive director and fund manager at Franklin Templeton, one of the largest institutional investors globally. With over two decades of experience in analyzing and investing into public companies, both in emerging and frontier markets, David brings a wealth of knowledge and expertise to the table, placing him in a unique position to advise companies in a non-executive director role. David also serves as a non-executive director in Aramex, one of the largest regional logistics companies, where he focuses on strategy, risk, ESG and corporate governance and is a member of the audit and strategy committees. Deep understanding of company, industry and macro drivers has led David to be an efficient member of the strategy committee of Aramex. Long experience of in-depth analysis and valuation across industries and geographies together with strong financial and accounting proficiency has made him a valuable member of future Audit Committees. David is passionate about corporate governance and ESG and currently working together with Aramex to enhance ESG reporting and scoring. David is a certified director by Hawkamah and INSEAD.



Rafia Abdulla Mohd Saeed AlMulla

Rafia Abdulla Mohd Saeed AlMulla is a powerful branding force. She's a pioneer for developing business intelligence in a multitude of ultra-competitive industries. Her entrepreneurial spirit is the result of a deep family legacy.

Rafia currently holds the position of Director at Al Mulla Capital Investments . There, she seeks to diversify the Emirate's economy in various sectors. Working for Al Mulla Capital, she helps to acquire and establish small to medium-size enterprises. Rafia also supports several ecommerce and application development projects.

She is part of Qiyadat UAE government leaders and is a managing board member at the Dubai Chambers Youth Council.

She is the UAE Ambassador of the Middle East and North Africa Franchise Association and member of the Dubai Businesswomen Council.

Rafia holds a bachelor's degree (with honors) in Business Administration in Real Estate Management and is a graduate of the Hospitality Management at Cornell University also holds a higher diploma (with honors) in Marketing and a Microeconomics professional certification from MIT.

Rafia is a Winner of the 2017 Feigenbaum Leadership Excellence Awards in the "Rising Stars" category. In 2009, she won the Abu Dhabi Industry Award in Excellence in the field of Business Management. Further completing a project that achieved an RLI Global Leisure Operator award winner in 2017.



**Patricia 't Hart-van
Rooijen**

Patricia 't Hart-van Rooijen started her career as a civil law notary before joining ABN Amro Trust as a legal officer. She has had a long and varied career with Intertrust, first joining the company's predecessor MeesPierson as a Commercial director and stayed with Intertrust until 2010. During this time she held various commercial as well as managerial positions. Patricia acted as a Private Director for numerous clients and has experience in the field of Securitisation, Escrow and Agency, establishment and maintenance of a variety of cross-border structures both for corporate as well as estate planning purposes.

Patricia re-joined Intertrust in January 2018 as Managing Director Dubai and has overseen a rapid expansion in the region as the company opened a new office in Abu Dhabi. The UAE business now provides a full suite of services in the Dubai International Financial Centre, Abu Dhabi Global Market and most recently RAK ICC and has overseen the team growing substantially. Prior to re-joining the firm she worked in a business development role for a trust office based in Dubai.

Patricia is a full member of STEP as well as a founding member of IFA, UAE Chapter, has successfully passed the Hawkamah Director Development Program and is a CIMA registered Director. She has worked in Dubai, Singapore and Hong Kong, the Netherlands, Curacao and Belgium. And she learned French whilst taking a career-break in France.

Patricia has a LLM, Law (notarial) from Leiden University, Netherlands. She is fluent in Dutch, Papiamento and English.



**Rowdha Ali
Mohammad AlSakit
Alfalasi**

Rowdha Ali experience and strategic initiative help to align foundations for the next generation. Rowdha's strength is to forecast future trends. She's achieved great success collaborating across verticals in every industry, from hospitality and engineering to real estate and innovation. Her experience encompasses a variety of industries, currently serving as a Director in an investment company.

Rowdha graduated with a bachelor's degree from Zayed University & Domus Academy in Milan, Italy. Her studies were aptly focused in business, architecture, design (Human Centric Experiences) and entrepreneurship. She holds professional Directorship Certificate from Hawkamah institute of corporate governance.

As well as,

- Investing in the UAE & Gulf Merger & Acquisition, PE and JV training by King & Spalding
- Professional entrepreneurship diploma from The Dubai Entrepreneurship Academy,
- Professional certificate in Emerging Economies from Harvard University.

Coming from a long line of mentors, she's been greatly influenced by the work of her grandfathers, Hassan Rashed AlAbbar founded the AlAbbar Group. It's one of the pioneer groups that plays a big role in regional investments, real estate & global industrial manufacturing. They are responsible for installing many of Dubai's Landmark buildings. Her other grandfather, Mohammad AlSakit AlFalasi, has performed critical work setting up educational systems in the UAE.



Omar Karanouh

Omar Karanouh graduated from the University of Lille (France) with a Masters in Law of Transnational Activities (specialty Maritime Law), he joined the Reinsurance broking firm Nasco France in Paris, as a Marine & Aviation Claims Officer in 2008.

Nasco Group is a leading Reinsurance broker in the MENA region with over 40 years of industry experience and amongst the top three largest reinsurance brokers in France.

Afterwards moved within the company to a Broking role and in 2012 he became the Head of the Marine & Aviation Department. His Role as a Marine & Aviation Executive Broker included participating to the monthly Executive Committee meetings.

He came to Dubai end of 2013 as an Executive Director for Aon Benfield Middle East limited based in the Dubai International Financial Center.

Aon Benfield is the Reinsurance Arm of the Aon Group. it is a large global professional services firm that sells a range of financial risk-mitigation products.

His role continued to be the negotiation and placement of facultative Reinsurance policies, on behalf of Middle East and North African Insurance companies, with Regional and International Reinsurers.

End of 2014 Omar moved to Guy Carpenter Middle East Limited in the DIFC. Guy Carpenter & Company was founded in 1922 and is a leading global risk and reinsurance specialist. The Company has 3,100 employees in over 60 locations worldwide and generates \$1.6B of revenue. It is a subsidiary of Marsh & McLennan Companies.

In Guy Carpenter Omar expanded his knowledge of the type of risks that he negotiate and place which included Marine Hull and Machinery, Marine Cargo, Property and Business Interruption , Construction/Erection, Casualty, Political Violence, Oil & Gas Risks, Power Risks, Cyber and Financial lines.

In January 2018 Omar became the Senior Executive Officer / Head of Guy Carpenter's office in the DIFC. Next to his Reinsurance broking activities, he is managing role included Financial and Accounting tasks and Claims, Legal and Compliance functions. The role naturally also required an active participation in the Company's Quarterly Board Meetings.



Adel Salem Al Wahedi

Mr. Adel Salem Al Wahedi is the Chief Financial Officer (CFO) of Abu Dhabi Ports, the master developer of ports and Khalifa Industrial Zone in the emirate of Abu Dhabi. In his role, he leads all the financial and accounting operations of Abu Dhabi Ports.

Mr. Al Wahedi has more than 21 years of experience in designing and implementing financial frameworks and boasts extensive expertise in numerous finance areas, from financial control, strategy and business process to treasury, planning and corporate performance.

Mr. Al Wahedi started his career in the Finance Department of Etisalat (Emirates Telecommunications Corporation) where his responsibility quickly grew so he took up various leading positions in the UAE, Saudi Arabia, Egypt and Sudan.

Mr. Al Wahedi's next station was Dry Docks World (DDW), a company specialised in shipbuilding, ship repair and offshore services. At DDW, he took up the role of CFO and supervised all financial matters of the company's branch in Dubai, as well as its subsidiaries in Singapore and Indonesia.

Before joining Abu Dhabi Ports in Feb 2014, Mr. Al Wahedi worked as CFO for Petrofac Emirates, where he was responsible for all finance functions and in charge of enterprise risk management and corporate governance.

His past experience hold position of CFO at Petrofac Emirates, Mubadala Petroleum; Dry Docks World; Etisalat Misr – Emirates Telecommunications Corporation. He is a certified Professional Director of Hawkamah / Mudara IOD.



Dr. Afif Saif Nasser Harhara

Afif Harhara is the Senior Vice President of Regional Asset Management at National Central Cooling Co in Abu Dhabi, UAE (TABREED).

He has been with Tabreed for more than Four years. Afif joined Tabreed as the Vice President of Operation, where he led the transformation of the O&M department introducing Operations excellence, maintenance management and Energy optimization.

Afif started his career in the oil and gas industry and spent thirteen years with Abu Dhabi Gas Industries as a Technical Manager, operations manager and process engineer.

Afif obtained his BSc. in Chemical Engineering from UAE University in 2002, MSc. in Materials Science & Engineering from UAE University in 2008.

Afif also completed his Doctorate of Business Administration from Abu Dhabi University with distinction in 2017.

He is a certified Professional Director of Hawkamah / Mudara IOD.



**Ahmed Mohamed
Al-Awadi**

Ahmed Mohamed Al-Awadi, is Group Chief Procurement Officer – Etisalat Group (since 2017).

Developing and managing the Group procurement strategy of Etisalat in line with the shareholders' ambitions to make Etisalat the leading telecommunications provider in UAE that focuses in enabling customers to make use of the latest technologies available in the industry. Oversee and manage the entire procurement including admin functions for Etisalat UAE to sustain the competitive advantage in a oversaturated market where procurement synergies play a pivotal role to improve our margins.

Finance professional with over 20 years of experience at senior management & board level primarily in the telecommunication industry and related companies. Presently working at Etisalat; a leading Telecom Company in the Middle East with a market cap of USD 40B, having 15 subsidiaries across Middle East, Africa, and Asia, in addition to many other companies in the UAE. Currently holding Group Chief Procurement Officer position at Etisalat Group and previously held the position of the CFO for Etisalat UAE. Prior to it, was the Head of Mergers & Acquisitions for the Group. Additionally, holding a number of board seats at some of UAE based subsidiaries of Etisalat.

CORPORATE BOARD SEATS - •Chairman of Ubiquitous Telecommunications Technology (UTT); a subsidiary of Etisalat with majority stake based in the UAE providing network solutions;•Board Member in Smartworld, and the Chairman of its Audit Committee. Smartworld is a JV between Etisalat and Dubai Government to provide smart solutions to corporates in the UAE; •Chairman of Digital Finance Services; a joint venture company between Etisalat and Noor Bank to provide Mobile Banking services to Customers in the UAE. Holds MBA (International Finance) at the American University, Dubai – 2001; •BA (Finance & Management) at Georgia State University, USA – 1998.

He is a certified Professional Director of Hawkamah / Mudara IOD.



Balqees Al Jaberi

Balqees Aljaberi is an influential finance and treasury executive with 15+ years of experience defining corporate profitability through business transformation, company restructuring, and board influence. Her expertise spans corporate governance, Treasury, corporate banking, risk management, client relationships, and compliance.

Leaders and peers refer to her as the “guardian and defender of corporate interests” due to her experience with establishing solid corporate governance programs. She is well-known for establishing checks and balances, enhancing policies and procedures, and guiding continuous improvement projects.

Currently Head of Treasury Operations for ADQ (Abu Dhabi Development Holding Company), she sits on two boards under the ADQ umbrella (Daman Insurance and AD Power) and guides the Treasury, back office, and corporate financial teams. Her wide span of corporate leadership expertise has helped her transform the business into a risk-averse, profitable, and ready organization.

Before ADQ, Aljaberi was the Vice President of Corporate Finance & Treasury for SENAAT, a top-ranking Emirati industrial investment holding company. While there, she collaborated with the CFO to significantly improve the financial and Treasury business processes to improve business profitability. When ADQ acquired SENAAT in 2019, she was instrumental in integrating the two companies.

Before joining the private equity world, Aljaberi was an influential leader inside three banks for 15+ years, leading treasury product development and sales teams, guiding deal structures, and steering teams to exceed sales and production metrics.

Due to her expertise in Middle Eastern and North African banking and finance, she is often engaged through GLG, the world’s leading freelance expert network. She helps companies navigate corporate governance and financial policy structures as they clarify their positions and improve transparency in preparation for sales, exits, and M&As.

Aljaberi earned her Master in banking and finance from Paris Sorbonne University Abu Dhabi and bachelor of business and quality management from Hamdan Bi Mohamed University in Dubai, UAE. She is also a Certified Professional Board Director through the Hawkamah Institute for Corporate Governance and holds certifications in International ACI through the Financial Market Association.

A champion for diversity and inclusion in the workplace, Aljaberi often mentors women in their rise to leadership and treasury career.

Outside her corporate role, she runs a boutique perfumery & candle focused on bringing a sustainable fragrance option to the UAE.



Amna Sultan Al Owais

Amna Al Owais is currently the Chief Registrar of the DIFC Courts and oversees operations and quality management, supervising the Courts’ Judicial Officers and Registry personnel, as well as the delivery of a comprehensive suite of court public services. Amna also spearheads special projects across DIFC Courts operations, particularly in the field of technology and innovation, harnessing digital transformation for core courts services, including a major partnership project across blockchain with Smart Dubai and a court tech R&D initiative with Dubai Future Foundation.

In addition to her role as Chief Registrar of the DIFC Courts, Amna is also Registrar of the Special Tribunal Related to Dubai World, Chairwoman of the DIFC Courts’ Users’ Committee, Chairwoman of the DIFC Courts’ In-House Counsel Committee, and a member of the Consulting Council for the University of Sharjah College of Law. In 2014, Amna was appointed to the Advisory Board of the International Bar Association’s Access to Justice and Legal Aid Committee.

In 2014, Amna was selected to join the Mohammed Bin Rashid Centre for Leadership Development (MBRCLD) – the Young Leaders category, and furthermore in 2018 after the relaunch of the MBRCLD, under the Dubai Executive Office and after an extensive selection process, Amna was selected to join the first batch of the MBRCLD Impactful Leaders Programme. Amna successfully graduated in December 2018.

Amna has played a key part in the establishment and development of the DIFC Courts and creation of the Dispute Resolution Authority in 2014. She also spearheaded the establishment of the DIFC Courts’ Pro Bono Programme, launched in 2009, which is the first scheme of its kind in the Middle East. In 2011 Amna was recognised by the International Bar Association as one of the Top 3 young lawyers in the world and was listed in the Top 50 Most Influential Women in the Arab World and in the Top 100 Influential People Helping to Shape the Emirate of Dubai by Arabian Business in 2018. Amna was also awarded Legal Services CEO of the Year at the Arabian Business CEO magazine Awards in 2018 and listed among the Top 30 Most Influential Women in the Arab World by Arabian Business magazine in 2019 and The Middle East’s 100 Power Businesswomen by Forbes Middle East in 2020.

In 2019, Amna was invited to join the Dubai Future Councils, a new initiative launched by His Highness Sheikh Hamdan bin Mohammed bin Rashed Al Maktoum, Crown Prince of Dubai, and Chairman of the Board of Trustees at the Dubai Future Foundation. Consisting of 13 councils, its main mandate is to envisage the future agenda of Dubai in strategic sectors and launch initiatives with both private and public sector partners to create the foundation for that future. Amna specifically plays an active role in the membership of the Dubai Future Council on Entrepreneurship & Innovation Ecosystems.

Launched in 2019 by His Highness Sheikh Nahayan Al Nahayan, Minister of Tolerance, Amna was also selected by the University Leadership Council and Université Paris II to be in the first cohort of the International Business Law LLM and graduated summa cum laude in 2020. In September 2019, Amna was also appointed to the College of Law Advisory Board of the University of Dubai.

Amna has also successfully completed the magnificent Director Development Programme for Corporate Governance (4 modules) provided by the prestigious Hawkamah Institute in 2019.

Previous to her employment at the DIFC Courts, Amna practiced as a lawyer in the litigation department with Hadeef Al Dhahiri & Associates, now known as Hadeef & Partners. Amna holds a Bachelor’s Degree of Law from the University of Sharjah and obtained a Masters (LLM) with Commendation in International Commercial Law from Kingston University, London.



Bilal El Hoss

Bilal El Hoss is originally from Lebanon where I went a French school and thereafter graduated from the BUC (currently known as the Lebanese American University – LAU) with a BS Business administration with emphasis on finance and marketing – a joint program with New York University -. After graduation, I moved to France and joined Nasco France (NF) in 1990. NF is a specialized reinsurance broker ranked as third in France and Number one in the MENA Region. I have managed to during the years to take more challenges and responsibilities until I became in 2008 the head of the Marine, Energy and Aviation departments.

Following my exposure in the MENA region, I have been head hunted in mid 2012 by Guy Carpenter (GC) – which is part of the Marsh & McLennan group. I left Nasco France end of 2012 and moved to Dubai as Senior Executive Office of GC Middle East. My duties were to assist in the establishment of the company in the Dubai International Financial Center (DIFC), put in place the working process, run the office and develop the book in the region. The 3 years that I spent at GC were extremely enriching in knowledge and exposure to the US Companies “way of doing” things. In first quarter of 2016, Nasco France re-approach me (again) in order to be part of their plan to open an office in the DIFC so that they can be closer to their clients. Hence, I left GC and joined Nasco Re in March 2016, as a Senior Executive Office, also to assist in the establishment of the office and running it.

Since November 2018, I have been appointed as Head of Territories for Nasco Re – in charge of all the offices related to the strategic and development requirements – in addition to my SEO functions. It is worth mentioning that I sit on the board of Nasco Re for its entity in the DIFC and I am also an independent Board Member in MEARCO Insurance (which is an insurance Company in Lebanon).

He is a certified Professional Director of Hawkamah / Mudara IOD.



Dr. Ulf-D. Zimmermann

Dr. Ulf-D. Zimmermann, a German state resident holds an PhD in economics and machinery from Technische University, Berlin, Germany.

His career started in financials followed by a CFO position. He holds a long industrial career as CEO in different industries like energy, construction (FLICK Industries), engines (DEUTZ Engines), food technology (GEA AG Group) and advanced materials (CERAMTEC Group). As an expert in sales and marketing special markets in Europe, Americas and Asia he is deeply familiar with Mid size family owned companies as well as big corporations -also public listed ones - he had to manage in Europe, USA and Japan.

He is offering Private Equity financial experience for 14 years. During this time he executed take overs, IPO at New York Stock Exchange and various M&A`s for PE firms as KKR, New York and CINVEN, London, UK.

Beside his experience as executive board member he is now engaged as non executive board member in US and European boards.

Since 2012 Zimmermann has been elected as Commercial Judge at District Court in Stuttgart, Germany, and is member of the German Industrial Board, (Wirtschaftsrat) Berlin, Germany.

He is a certified Professional Director of Hawkamah / Mudara IOD.



Maitha Al Falasi

Maitha is one of the few people in the Middle East who has art management and business skills and qualifications with a career spanning art, culture, business and finance. This places her in a unique position to advise and provide guidance on the artistic and commercial merits of art acquisitions and to make prudent decisions based on artistic as well as business criteria. As a result of her counsel, organizations investing in art consistently realize impressive returns.

As an Art Investment and Collections Advisor for diverse organisations and individuals since 2014, Maitha has extensive experience and unparalleled expertise in formulating and executing highly effective art selection strategies, evaluating collections, creating and managing art investment portfolios, allocating and managing substantial budgets, developing and executing marketing strategies, creating Art Estate Plans, selecting curators, and preparing business plans. The value of Iranian, Middle Eastern and Indian Art appreciated due to the support and exposure created by the art business strategy and the financial projections associated to each art sector and region.

Maitha was Director of Asset Management at the Dubai International Financial Centre (DIFC) from 2011 to 2014 and was the Centre's Director of Art and Culture for the preceding seven years (2007-2011). During this period she built the foundation and infrastructure for art and culture and significantly elevated the profile of Dubai's burgeoning art and culture scene. Based on a rigorous investment strategy, the ability to make sound projections and a well-developed insight into the aesthetic and financial value of art, Under her guidance, the value of organisation's art collection increased by 140% within three years.

Under her direction, the DIFC hosted several exhibitions featuring exclusive private art collections alongside high-profile corporate collections, including those of HH Sheikh Mohamed bin Rashid al Maktoum, JP Morgan Chase, and Deutsche Bank. As a result of Maitha's vision and highly developed strategy execution skills, Dubai and UAE became a hub for art, culture and art investments. At DIFC Investments, Maitha was a member of six boards with responsibility for strategic planning and overseeing the Investment funds and the company accounts. She enabled the organisation to pay its debts within three years and to become profitable by negotiating new investment objectives with the boards, reallocating funds into more profitable areas within the investment portfolios, conducting rigorous monthly financial analysis of the performance of investments and restructuring the organization following the Global Financial Crisis.

During her time at the DIFC, Maitha was concurrently directing Art Dubai, the largest and most established contemporary art fair in the Middle East, North Africa and South Asia. She was instrumental in shifting the content of Art Dubai galleries from 100% international to 40% of the works exhibited created by artists from the region, Middle East and North Africa.

Previously Maitha was Marketing Manager with Emirates Bank International, where she restructured and repositioned an under-performing institution to become successful within two years. She also changed the banking channel model from a small number of large conventional branches to open numerous smaller full service branches throughout the county with longer opening hours to improve customer access. Earlier roles included Account Manager at J Walter Thompson advertising agency in Dubai, where she developed award winning advertising campaigns for Procter and Gamble and the marketing strategy for De Beers diamonds, which included several events and product launches.

Maitha's keen interest in arts, jewelry and antiques and her experience in buying fine art, gems and antiques has involved visits to numerous galleries, museums and international antique markets throughout Europe. She has also studied the history of cultures of all Islamic dynasties.

Maitha has a reputation for her authenticity as a leader, creativity and for being a game changer. She has extensive experience in working with people from a diverse range of cultures and is known for her utmost integrity and unquestionable ethics.

Maitha has an Executive MBA from the London Business School, and has completed the Corporate Directorship program at the Institute for Corporate Governance in Dubai. She also has a double BA in Business Administration and Marketing & Advertising from the American University in Dubai. In addition, she has a Diploma from the IAA in New York and an Achievement Award from the IAA in New York, where she achieved second place globally and first place in the Middle East. She also has an award recognizing her contribution to the community from the American University in Dubai. She is a certified Professional Director of Hawkamah / Mudara IOD.



Hannah Al Bustani

Hannah Khalid Ali Al Bustani is a Senior Manager – Asset Management at National Central Cooling Co. (Tabreed), Abu Dhabi

Hannah has over 13 years’ experience in investments, raising financing and M&A. She is currently a Senior Manager in the Asset Management team at Tabreed, responsible for managing commercial agreements with corporate and government entities. Hannah was previously involved in Business Development where she led bids for greenfield developments and acquisitions of district cooling assets across the UAE.

She is highly motivated and strategic thinking professional with over 10 years of experience in assessing investment opportunities, particularly in infrastructure and utilities. Strong background in M&A advisory, structured finance and raising project financing. Extensive experience in commercial negotiations and leadership of cross-functional teams. Her key skills are into Corporate and Project Finance, Debt Restructuring, Financial Analysis, Valuation, Risk Assessment, Investment Advisory, Corporate Strategy, Portfolio Management, Project Management, Development, General Management.

Hannah’s prior experience includes working in Investments at Mubadala GE Capital, structuring and underwriting debt, as well as in Investment Banking at HSBC. Although she currently has a focus on infrastructure and utilities, Hannah has worked across a wide range of sectors including financial institutions, shipping, manufacturing, petrochemicals and telecommunications.

She holds a BSc in Management from Lancaster University, UK and has passed level 2 of the CFA exam. She is a certified Professional Director of Hawkamah / Mudara IOD.



Namaa Al-Nsour

Naama is a specialist in Governance and Compliance with a work experience for more than 9 years.

Naama have worked with the Dubai Financial Services Authority as an Associate Manager in Supervision Department, where she exercised her role as a regulator officer and conducted risk assessments alongside with her colleagues on the registered firms that are operating in the DIFC. Naama later on have joined the Dubai Financial Market and worked in the Disclosure and Listing Department, where she used to handle the disclosures of a portfolio of listed companies in DFM as per SCA’s and DFM’s requirements.

Naama have handled some of the listing projects of the new listed companies such as EMAAR MALLS. Prior joining Arabtec Holding, Naama have worked with the Jumeirah Golf Estates as a Company Secretary and Compliance Officer managing the company’s governance frameworks and the internal controls as well as the compliance with the applicable laws and internal policies and procedures.

Naama is currently the Group Head of Internal Control & Compliance Officer for the Arabtec Holding PJSC. Naama is managing the Group’s internal control policies and procedures, governance frameworks, the delegation of authorities as well as the compliance framework.

Naama have graduated from the University of Dubai and holds a Bachelor degree in Accounting, and she possess an MBA with a concentration in Finance from the Canadian University of Dubai. Naama is now enrolled with the LLM Master in International Business Law from the University of Paris II – Sorbonne Assas.

She is a certified Professional Director of Hawkamah / Mudara IOD.



Ray Everett

Ray Everett is an accomplished Human Capital and Rewards expert, adept in financial services and global markets. He currently leads the Asia-Pacific and Middle East & Africa Business for Human Capital and Reward Solutions at Aon.

Ray has completed two successful decades with Aon demonstrating the group's commitment towards raising human capital value, starting from within. His diverse career with the firm includes experience in Asia-Pacific, North America and the Middle East - he established the McLagan business (an Aon company) in the Middle East ten years ago and the McLagan business in Asia Pacific twenty years ago.

In addition to being an authority in executive compensation, Ray counsels Boards, Remuneration Committees, CEOs, government leaders and senior executives worldwide.

His clients include leading Sovereign Wealth Funds and Private Equity firms, as well as Banks and Asset Management firms. Ray's experience as a global executive earned him a nomination to the Forbes Top 50 Executives in the Middle East. The majority of Ray's career has been spent working in Emerging Markets in Asia, the Middle East and Africa.

Ray joined the firm in 1997 and since then has held a number of leadership positions in the United States, Asia-Pacific, and the Middle East as well as serving as Global President of McLagan. Before joining Aon, Ray was a senior consultant at Watson Wyatt and Ernst & Young and worked in Asia and Canada.

Ray holds an MA from Carleton University, Canada, and a BA from the University of Victoria, Canada.

He is a certified Professional Director of Hawkamah / Mudara IOD.



Sulafa Al Sayyah

Sulafa started with my professional endeavor immediately after graduating from high school by getting recruited at Standard Chartered Bank, which has helped me develop skills required for process reengineering.

She has been able to successfully identify synergies after critically evaluating a process and using the same to find practical and feasible solutions to the problem at hand.

She is currently involved in the management of core and ancillary operations of my family business like recruitment of employees, supervising routine tasks to ensure smooth running of the business, intimately involved in strategic decision making, developing training opportunities for employees, liaison with external auditor to ensure compliance with company policy and procedures, and analyze company profitability.

She have been able to develop my entrepreneurial skills from an early stage, which has helped me gain invaluable insight in the business world. It has also helped me gain considerable knowledge developing my skills in investment portfolio management in the domestic market.

Studying Bachelor Of Commerce Management at University of Wollongong in Dubai developed my management and entrepreneurial skills..

She is a certified Professional Director of Hawkamah / Mudara IOD.



Zareen Anwar

Zareen is a qualified Chartered Accountant and a Certified Internal Controls Auditor. Since last six years she is associated with the Coca-Cola Beverages Africa (“CCBA”) Group. CCBA is one of the biggest bottler in Africa.

She is on the board of two of the entities of the CCBA group, which are incorporated in Dubai International Financial Centre.

She completed her articles from PwC, Pakistan and thereafter held various positions at PwC. She left PwC in March 2011 to join MetLife Alico as Head of Compliance. During her tenure with MetLife Alico, she successfully developed and implemented comprehensive compliance risk management program within a short span of time.

In October 2012, Zareen took up the role of Vice President, Group Internal Audit at Standard Chartered Bank Pakistan. She mainly worked with the functional team based in Singapore.

She accepted the role Tax & Legal Advisor in March 2013 with Coca-Cola Sabco at the Group office located in Dubai overseeing the tax and finance affairs of the entities operating in 9 territories across Africa and Asia.

She has over 12 years of diversified post-qualification experience in the areas of external & internal audit, compliance & internal controls, international taxation, accounting & reporting.

She is a certified Professional Director of Hawkamah / Mudara IOD.



Hisham Dimashki

Hisham Dimashki _ CEO at BAP LLC _ UAE _ Russia.

Hisham is an innovator and accomplished business leader with over 25 years of experience in the consumer-packaged goods (CPGs) and durable goods (DGs) industries in the Middle East & Africa. His senior leadership experience at multinational conglomerates (Nestlé S.A. - the world’s largest food and beverage company and BBDO - the largest advertising & communication company) and at family-owned regional conglomerates (Al Nowais Investment, Federal Foods/BRF Global and Badami group), to the international business (BAP LLC – associated with GM Trading Companies - Washington DC), has provided a strong foundation for his business acumen in strategy, operation, finance and management as he developed and led complex businesses with multicultural and multifunctional teams in new and challenging markets and in difficult economic environments.

He commands a broad base of knowledge and experience in business transformation, global brand management, consumer engagement, product innovation, general management, risk management, strategic alliances, joint ventures, corporate governance, and strong exposure to M&A and post-acquisition integration. Working with multi-business models (manufacturing, distribution, import/export trading, retail, B2B2C eCommerce, automotive and consultancy), he evolved to a turnaround strategist focused on performance, with a talent for optimizing short and long-term return.

Hisham is characterized as a bridge-builder across multiple disciplines, fields, departments and time horizons and skilled at promoting business excellence programs. He holds a Bachelor of Business Administration from the American University of Beirut and joined Marketing MSc Master’s program at University of Leicester - UK.

He is a Certified Professional Director of Hawkamah / Mudara IOD.



Fatma Hussain

Fatma Hussain is the Chief Human Capital Officer at TECOM Group. Fatma brings with her a wealth of knowledge and expertise in the Human Resources field with over 16 years of experience. In her role she is responsible for planning, leading and managing the execution of the Human Capital strategy to support the implementation of TECOM business plans and overall strategy.

Prior to joining TECOM, Fatma has worked with several reputed Private and Government organisations in the region and has in-depth experience in the areas of Performance Management, Total Rewards, Talent Development, Recruitment, Emiratisation, Talent Redeployment etc. She has also managed Quality Management and Business Process Improvement related projects in her previous organisations.

Fatma is a Senior Assessor with the Department of Economic Development in Dubai for Human Development Awards. She also has many achievements and awards to her credit in the Human Resources field. She recently been recognized by the World HRD Congress with two prestigious awards; Business Leader of the Year - HR Leadership Award and Femina Women Super Achiever Award for Excellence in HR. Fatma holds a Bachelor's Degree in Business Management from a reputed university.

She is a board member of the UD Alumni Association since 2013 and has completed a leadership programme from the Wharton Business School in USA. She is currently undertaking an MBA programme with University of Dubai and due to graduate in December 2018.



**Dr. Celeste Cecilia
Lo Turco**

Dr. Celeste Cecilia Lo Turco is well-recognized expert in SWFs, ESG framework and Board Governance with an extensive knowledge and proven track-record in the field. She has extensive practical experience in the space having served as an SWF advisor to the Italian government in Rome. She has more recently cemented her position as one of the world's leading authorities on SWFs as a director at NEOM and the NEOM Investment Fund in Saudi, overseeing board relations and the investment strategy in innovative and sustainable tech solutions. She has spent time advising various other public sector organizations, including sovereign wealth funds and the United Nations. Dr Celeste also has extensive experience in strategic planning in the private sector across multiple regions, cultures and managerial roles. As VP of Strategy at Future Holding in the UAE, she played a pivotal role in the development of the long-term strategy of the group. She has also advised multiple executive boards and to various family offices in the space of sustainable strategies. She is a hands-on, goal and impact oriented professional with over 13 years of consistent achievements in increasing sustainability, profitability, and enhancing governance and human capital development both in Europe and the GCC. She has proven capabilities in providing organizations with strategic risk analysis, most notably on integrating country risk assessment into investments decisions. Dr Celeste holds a PhD in Political Theory and a Master Degree in International Relations, Markets and Institutions of the global system. She is a Fulbright Visitor Researcher at Georgetown University and a Professional Director certified by Institute of Directors from Hawkamah and she has been assistant Professor at the American University in the UAE. Dr Celeste speaks English, French, Italian and she is learning Arabic.



Lara Malaeb

Lara Malaeb is a Senior Professional with a demonstrated history of working in the financial services industry. She has over 12 years' experience in the UAE with expertise in Consultancy, Management, Corporate Governance and Business Development and has extensive knowledge of the UAE market.

Lara is currently the Director of Business Development and Marketing at RAK International Corporate Centre ("RAK ICC") where she mentors and oversees the business development and marketing team and plays a strategic role in the development of the centre. Combining her legal knowledge and expertise in business management, Lara has initiated and directed various projects and business opportunities for the centre. Before joining RAK ICC, Lara was heading the Corporate Services team for an international listed corporate service provider based in the DIFC where she managed several clients' portfolios by providing fiduciary duties and responsible for the business development role in the region. Lara has also worked for an international law firm where she has developed her legal skills in the Corporate sector.

Lara was a board member from 2016 to 2018 for more than 70 DIFC Special Purpose Companies and is a non-executive Director for an international investment company based in the DIFC.

Lara holds Master's degree in business administration from Heriot Watt University and is a Professional Director certified by Institute of Directors from Hawkamah, the Institute for Corporate Governance. Lara speaks English and Arabic and has good understanding of French.



Fatima Mahfouz

Fatima Mahfouz is a Marketing & Business Development Director at CSST. A Management Professional with over 20 years of leadership experience in Business Development, Management Consultancy, and Marketing.

Highly motivated with a wealth of expertise in Strategic Marketing, Business Transformation, and Revenue Creation.

She has the operational expertise to find business solutions to increase profitability, and implement processes & procedures that drive customer service excellence.

A motivational speaker who is passionate about empowerment with an established local network, strong partnership-building and relationship-management skills..



**Elham
Mohammed Al
Harmoodi**

Mrs. Elham Mohammed Al Harmoodi currently holds the responsibility of the Internal Audit & Risk Management at the Sheik Zayed Housing Program and is responsible for managing, planning and supervising the annual SZHP Audit, overall risk assessment, and internal control structure and corporate governance evaluation.

Throughout her function she provides an independent assurance service to the board, audit committee and management, focusing on reviewing the effectiveness of the governance, risk management and control processes that management has put into place. She has held various executive roles during her fourteen years of professional experience in the field of Auditing, Architectural, Design, Construction Management and Operation.

Mrs. Elham is an Architect by profession from the UAE University in Al Ain city holding Bachelor Degree in Architecture as well as being certified from Hawkamah, an Institute for Corporate Governance.

She started her career joining a young governmental organization tasked to offer suitable housing finance and construction support for the people of the UAE. This fast growing entity shaped her career and provided an opportunity to translate theoretical studies and best practices into her day to day achievements. Through her effort, she promoted the development of sustainable housing methodology, built in house intellectual expertise and contributed to creating an environment making SZHP a key accelerator in line with the national agenda of the UAE vision 2021.

She gained her practical experience from the field being a site engineer. Then developing to handle the design and project management of diverse high profile residential and nonresidential projects where she oversaw the development portfolio, and the execution of large-scale, multi-million Dirham real estate housing projects.

She has received different recognitions like the Best Technical Engineer from the Chairman of the SZHP and been nominated for the badge of Honor from the prime minister's office . She has also received a Zayed Future Leaders certificate from Mohamad Bin Rashid school of government.

Mrs. Al Harmoodi is a member of the Governance Committee at SZHP, which is mandated to develop the organization's governance framework. Also she is a member of the executive committee that oversees policies and guidelines development aligned with SZHP objectives.



**Thuraya Afeef
Al Maskari**

Thuraya Al Maskari is the Group Corporate Governance Manager at Abu Dhabi National Oil Company (ADNOC).

Graduating with a Bachelor's Degree in ecology and geosciences from Monash University in Australia, Thuraya commenced her career as a reservoir 12 years working with the ADNOC Group since then she has been called upon to contribute to the organization in a diverse range of roles and disciplines, and has proven her ability to play an integral role in the development of the organization throughout the value chain. She carries a wealth of knowledge and experience, particularly in the oil and gas industry and GCC region.

Thuraya's value as a highly agile employee with a demonstrated ability to adapt, learn and deliver to a high standard led to her appointment to her current position within the Legal, Governance and Compliance Unit of ADNOC.

In 2016 Thuraya took on the challenging role of building and managing the newly-formed Group Corporate Governance Department at ADNOC, which involved defining the mandate of the department, developing the ADNOC Group Corporate Governance Policy and anchoring the department's position as a key player in the governance of ADNOC and each of its Group Companies, including their boards.

Most recently her mandate has been further expanded to include being the lead manager accountable for delivery of the ISO:9001 Quality Management System certification for ADNOC. Additionally, Thuraya is an active member of a number of key committees throughout the ADNOC Group.

Having graduated from the Directorship Program at Hawkamah Institute, Thuraya is proud to be in a position to contribute her experience and expertise as a Board-ready Emirati woman.



**Adai Masoud
Alzarraee**

Adai Masoud Alzarraee is a Holder of bachelors' degree in computer engineering from the US, and a holder of masters' degree in Engineering Systems Management (ESM) from the American University of Sharjah as well as industry acclaimed certifications in IT and management.

He has worked with distinguished organizations such as Dubai World Trade Centre, Dubai Electronic Government, and Abu Dhabi Company for Onshore oil operations.

He has held the position of Vice President of IT in National Central Cooling Company (Tabreed) for seven years, and currently holding the position of Advisor automation & Control in Tabreed.



Gaurav Bhandari

Gaurav Bhandari is an Asset Management professional, having experience and knowledge across multiple sectors.

He holds degrees in Chartered Accountancy and MBA (Finance) with 10+ years of professional experience within the fields of private equity and business valuations.

He believes that learning is a continuous process and always looks for ways to enhance value – both at work and personal front. To complement his academic and professional achievements, he has attended various value enhancement programs such as Improving Corporate Performance and Profitability Program (Harvard Business School), General Management Program (IIM-Ahmedabad), Certified Private Equity Specialist Program (IABFM) and of course the Director Development Program (Mudara Institute of Directors).

He is multilingual with knowledge of English (Professional), Hindi (Professional), Bengali (Intermediate) and Arabic (Basic).

Currently, he works as an Asset Manager in a Private Equity Company (JV of Sovereign Wealth Fund) in the Sultanate of Oman. Prior to this role, he had the privilege to work at KPMG (Transactions & Restructuring) in the UAE and Citigroup Global Services Limited (Asset Based Finance) in India.



Eng. Fawaz Moeid Alotaibi

Eng. Fawaz is the Partner & CEO of Awab Holdings, He graduated in 2009 from Carleton University in Ottawa, Canada. He holds a bachelor's degree in Electrical Engineering and is a member of the Saudi Council of Engineers, as an Associate Electrical Engineer.

In 2009, he started his career at Jubail Motors Company as the General Manager where he focused on restructuring the company and professionalizing it. In 2011, He was chosen as a board member in the Takwa Group Board of Directors and in 2012, he established Awab Holdings as a centralized management platform for his family's investments.

oday, He operates the holdings' company as well as another subsidiary "codeit.", an Edtech company that serves over 200k students and 600 schools in the Kingdom of Saudi Arabia. He is active in the field of family business governance, and is a Board Member and guest speaker at the Family Owned Business Forum in Jeddah.

Fawaz is also a certified director, by the Institute of Directors (Mudara IOD) and has completed several executive programs such as Harvard University's Program on Negotiations.



Dr Murya Habbash

Dr Murya Habbash is the CEO of the Governance center at King Khalid University in Saudi Arabia. He is the chairman of the governance and Risk Committee and a member of Governance committee in two of the Saudi listed companies

Previously he was an Associate Professor of Accounting at .Business School, King Khalid University, Saudi Arabia. He hold Master and Ph.D. degrees in Accounting from top UK Universities, he also finished a Diploma in Entrepreneurship, Michigan University, USA.

He previously hold some academic positions such as the chairman of Accounting department, Deputy Dean of Business school and Students Affairs Dean at King Khalid University, Saudi Arabia. Now he works as a consultant for the Corporate Governance Center at King Khalid University.

His current research interests include corporate governance, audit quality, Financial Accounting Reporting and Disclosure, corporate social responsibility, sustainability and earnings quality. He has published a book and 24 research papers in international academic journals.

He also hold CPA and CME qualifications. A board member and Audit committee chairman in a Saudi listed company. In addition, he is a registered arbitrator in Saudi Ministry of Justice and a registered real estate appraisal.



Alastair Mulligan

Alastair is the Vice President Asset Management for National Central Cooling Company PJSC (Tabreed) and located in the UAE. Holding a Bachelor of Commerce and Bachelor of Science in Business Finance and Financial and Numerical Mathematics respectively, Alastair has been involved in consulting, investment and asset management roles for infrastructure and utility companies throughout the Middle East and Asia.

Tabreed is an industrial company which finances, develops owns and operates district energy plants and piping networks to provide cooling across the Arabian Gulf. Tabreed is listed on the Dubai Financial Markets with the majority shareholders being Mubadala Investment Company and international utility leader Engie.

Alastair joined Tabreed from Babcock & Brown, a leading investment bank focused on global infrastructure investments, bringing with him a diverse knowledge and experience in infrastructure assets in areas including origination, raising financing, investment acquisition, project planning and advising on internal and external funds.



Lennard Sigrist

Lennard currently working with a multinational utility provider in the UAE, Lennard Sigrist has established and manages a billing and collections subsidiary business in the district cooling sector with customers across the middle east. Lennard's initiatives have improved collections to some of the highest recovery rates in the region.

Lennard holds a Masters degree in Business Administration (2014) from the University of Southern Queensland in Australia and has 15+ years of professional experience within the utility industry spanning Australia, New Zealand, the Middle East and Europe.

In addition to Lennard's broad knowledge of the electricity, water and district cooling industry, his passion and expertise is in the design and delivery of advanced meter-to-cash services, billing and collections processes and customer service solutions.



**Dr. Nadia Qassim
Bastaki**

Dr Nadia Bastaki currently serves as the Chief HR, Organisational Development & Asset Management Officer at Etihad Airways, having been appointed as the first-ever female chief at the airline.

Dr Bastaki with nearly 20 years of experience as a medical practitioner and in executive roles and is responsible for Etihad's People and Wellbeing Strategy, inclusive of employee engagement, employee experience, diversity and inclusion, while leading all core HR functions.

Dr Bastaki holds a master's degree in occupational medicine from Manchester University and a diploma in aviation medicine from King's College London and was the first female UAE national to specialise in aviation medicine.

Dr Nadia also holds various other roles outside Etihad - she is member of air transport society USA , a member of airline directors USA , member at civil aviation authority UAE for setting medical regulation for aircrew ,member of health authority accreditation and examination , a member of 30% women club GCC chapter. She is the first aviation instructor for the Civil aviation authority in the UAE, and also first MRO medical review officer for the UAE region (dealing with alcohol and drug related cases).

Dr Nadia has received many awards and recognition for contribution in aviation field. She received the aviation role model award in 2010 , contribution to aviation field and best performance and many other appreciation certificates from the GCAA She was also awarded executive of the year by the CEO at Etihad in 2015 knowing she is youngest female VP at Etihad. She was also listed as top 10 executives in Abu Dhabi by Sheikh Khalifa awards and has been awarded by the Ministry of Health for Innovation of being the first female in aviation role 2016.

Dr Nadia has spoken in many panels and conferences international and national both for her clinical role and her role as leading women and her role as a pioneer , she started the first aviation conference in the region in 2008 .Today she is popular figure in aviation and occupational field , she also recognized as key figure in her leadership executive role as a women



Naila Al Moosawi

Naila takes a vision and makes it a reality through sound strategic development and human Capital leadership. She naturally drives performance for quality and speed; with proven ability to transform organizations and develop strong high-potential teams across the region. She is recognized for her inspirational H & S leadership; driving change in culture and mindset and achieved multiple awards in building unique H & S leadership platforms and best practices.

A credible Exco member and commercially focused decision maker championing differentiation through commercial transformation and always seeking to be ACE- Agile, Collaborative and Empower to take the business to the next level. She has an upper hand in leading business cycles- 3 start ups, 3 right sizing, 2 mergers, 1 divestment. As the current Director of Human Resources- GCC she is responsible for organization and human capital development, offering over 15 years of progressive experience. As a versatile and sharp leader she has been instrumental in reducing company's risk through growth and restructuring stratagems and acts as a lead panelist in C Suite resourcing campaigns.

Humbly Naila is a highly-accomplished woman of many firsts. She held the position of being the first youngest Emirati Female Air Traffic Controller at Dubai Aviation followed on by being the first Retail Site Manager at Emirates National Oil Company in the Gulf Region. Naila is the Diversity and Inclusion Champion leading the Group's D & I ambitious plans in GCC and Executive Committee member of the global Professional Women's Network, setting up the Dubai chapter. She believes to promote women and men collaboration to leverage on each other's talent and capabilities. She holds a MSc in Psychology from Middle Sex University UK and CIPD Associate. As a Directorship Program Graduate from Hawkamah- Institute of Directors, Naila Al Moosawi represents the new breed of female Emirati Board-ready women.



Nada Ishaq Abdulkarim

Nada Ishaq Abdulkarim earned her BSc degree in Economics and Finance/Business Administration from University of Bahrain. She started her career in the banking sector with HSBC Bank Middle East in 1998, and then joined Bahrain Islamic Bank (BisB) in 2012. In 2016, Nada was the first Bahraini Woman to be appointed as Corporate Secretary of the Board of Directors of a listed company not only at BisB, but also in Bahrain.

As part of her professional development plan, Nada enrolled in the Director Development Program (DDP) through the "Institute of Directors IOD Mudara" in Dubai and was the only candidate to successfully pass the rigorous four-part program earning her, as a result, a "Certified Professional Director" certificate. The program covered four parts: Corporate Governance, the Board, Strategic Leadership, and Financial Stewardship and Accountability, and she have passed the exams and became a Certified Director.

Nada's appointment as BisB's Corporate Secretary of the Board comes at a time where it is becoming increasingly critical for institutions in the region to step up and improve corporate governance and diversity and inclusions at the board and management levels.

"Just as I feel proud of this achievement, it is only a beginning of a long journey and I also feel that it brings a huge sense of responsibility. I hope that I will be able to set an example for other young Bahraini professionals to follow, whether they are men or women. I take this opportunity to express my thanks to the BisB management for believing in me and investing in my abilities."



Ahmed A. Marafi

Ahmed A Marafi has worked in various sectors - government and private in Kuwait. He is currently serving as a consultant in the Kuwait Capital Markets Authority (CMA) a regulatory authority, which works on developing and supervising the activities of capital markets in the Kuwait.

Mr. Marafi had an extensive experience in the investment sectors - in Islamic investment and retail banking , Islamic equity funds, and Shariah-compliant structuring. He has 9 years of experience in the investment sector working with investment companies in Kuwait Al Madar Investment and The International Investor, wherein he developed investment instruments and products contributing to the establishment and management of unique set of Sharia compliant financial indicators for Kuwaiti and GCC markets. He also managed and marketed local and global investment funds and portfolios with combined net asset values \$300 million.

Prior, Mr. Marafi worked for 4 years in the banking sector and has built expertise in corporate finance through working in the financial sector at Kuwait Finance House. In 2009, he established and chaired Wudhoh for Financial & Economic Consultations Co., a joint-stock company with delivering financial and economic consultation services. He was a former Board Member at Rasameel for Financial Structuring Co and Al-Thuraya Real Estate and 6 years board member of Kuwait Economic Society. Mr. Marafi earned an M.B.A. degree in Business Administration from from Maastricht School of Management in Kuwait and his BBA-Marketing from Kuwait University and Computer Diploma from Epping Forest College -Britai.



Amir Arab

Amir has over 11 years of private equity experience in the region working with Havenvest Private Equity (formerly HSBC Private Equity Middle East). He is responsible for sourcing, execution and eventual exit of deals and acts as a director on the board of a number of the portfolio companies.

Previously he was an investment analyst with Rasmala Investment Bank, a regional investment banking group based in the UAE.

Amir is a Chartered Financial Analyst (CFA) charter holder. He holds a BSc in Mathematics and Computer Sciences from University College London and an MSC in Operational Research from the London School of Economics.



Raja Al Mazrouei

Raja Al Mazrouei, a multi-award-winning digital transformation leader with over 20 years of experience driving the next generation of digital innovation across various industries. As a renowned technical visionary and empathetic leader, Raja has a proven track record of cross-functional leadership and successfully turning around and enabling businesses that contribute to the UAE's thriving economy.

As the CEO of Etihad Credit Insurance, Raja plays an instrumental role in actualizing ECI's vision and mission. Driven by her inspiring vision to revolutionize the way businesses secure their future growth, she leads the organization into its next transformational phase with a focus on supporting UAE exporters, especially SMEs, promoting national economic growth, and further positioning the UAE as a global trading powerhouse.

Raja began her career in financial technology with an MBA in Global Leadership and Management from the United Arab Emirates University (UAEU) in 2005. Since then, she joined several reputable organizations in executive positions, including Higher Colleges of Technology, Dubai Holding, National Bonds Corporation, and Dubai International Financial Centre (DIFC). During her tenure in DIFC as the Executive Vice President, Raja played a pivotal role in advancing the UAE's national innovation agenda by establishing The Fintech Hive, one of the region's most successful tech financial hubs and ecosystems. Raja's proactive collaboration with diverse stakeholders has contributed to the UAE's thriving digital economy, fostering the growth of 500+ FinTech, RegTech, and InsurTech startups and earning FinTech Hive recognition as one of the world's top financial innovation labs by Global Finance Magazine.

Throughout the years, Raja has further expanded her credentials by completing programs at the London Business School, Hawkamah Institute for Corporate Governance, Harvard Business School, and the University of California at Berkeley. Recently she graduated from the Singularity Executive Program, a leadership transformation program focused on the potential of exponential technologies for building a better world.

Beyond her core responsibilities, Raja serves on various boards, including the Harvard Business School MENA Advisory Board, Mohammed Bin Rashid School of Government, Zand Digital Bank, Al Masraf Arab Bank, Al Ansari Financial Services, and Ittihad International Investment.

Raja 's leadership is defined by her unwavering dedication to leveraging technology and innovation for a positive impact across industries. She is driven by a deep commitment to shaping the future of trade and the economy, constantly seeking opportunities to improve the lives of diverse communities. With a focus on cultivating winning mindsets and implementing scalable strategies, Raja strives to contribute to the UAE's position as a global hub for innovation and trade. Her efforts as a digital change agent and economic futurist have garnered recognition, reflecting her genuine passion for making a difference.



Fahima Al Bastaki

Mrs. Al Bastaki is the Chief Business and Market Development Officer at Abu Dhabi Securities Exchange (ADX). Fahima was considered one of the senior executives at DFM, reporting to the Chairman and board as a member of the Executive Committee. She played a key role in the development of DFM as a publicly listed company, as well as the exchange, engaging with critical and highly regulated operations and corporate communications. Fahima’s legacy in closely working with over 150 leading companies in UAE looking for opportunities to transform business, strategy, corporate identity and growth has led to in-depth understanding various business models for a diversified business sectors, including Industrial, Health, Education, Tourism, Trading, and Logistics. She has spearheaded 85% of DFM’s IPOs & listings to date, with a total of AED 65+ billion primary and secondary issuance and capital raise. She has direct access to global and regional Law Firms, Investment Banks, and Financial Advisors, as well as Private Equity firms, Venture Capital firms, and International Institutional Investors, with over USD 4 trillion in assets under management in total.

With experience of several global market conditions, Fahima was part of major strategic plans and reviews undertaken with global consulting firms as well as being involved in risk assessment matrix evaluations. She managed major changes with her adaptive leadership skills, including regulatory framework, revenue streams, innovation, and sustainability, and led various initiatives to position the company as a regional leader among its peers. In addition to the DFM conversion project to a public listed company, Fahima has been part of the NASDAQ Dubai acquisition project and led the “Two Markets, One Exchange” initiative to align both exchanges’ Business Development and Communications.

Mrs. Al Bastaki champions best practices in Investor Relations. She is a Certified Investor Relations Officer and was appointed as a Chairperson of the Middle East Investor Relations Association, Dubai Chapter. She has successfully contributed to attracting international & institutional investors, resulting in their trading reaching 50% of the market – one of the highest percentages regionally. She played a great role in supporting UAE capital markets upgrade from frontier to emerging market status, in addition to joining other global indices specially related to ESG. She represents DFM with the Chairman in one-to-one meetings and quarterly earning calls with international investors outside the UAE, and leads the majority of such meetings within the UAE. Additionally, Fahima is active in Corporate Governance practices within listed companies’ boards and engages the CEOs and management teams to support this further. She is an Accredited Director with the Hawkamah Institute of Corporate Governance and a graduate of the Women on Board Program, appointed in 2018 as a board member for Dubai Women Establishment by Ruler’s decree.

Mrs. Al Bastaki has engaged with higher authorities and government bodies to implement major regulatory reforms and capital market development. She was a committee member of the Officials & Directors of GCC Stock Markets and Authorities under the GCC Secretariat General, and currently serves as a member of the Regulatory Enhancement Committee in the UAE’s Ministry of Economy.

Prior to DFM, Fahima spent six and a half years in HSBC leading the HNWI department and later as part of Financial Services Management team. She is a certified Financial Advisor (CIFA) from the Chartered Institute of Bankers UK, a CFA Claritas certification holder for capital market, and a Bachelor’s Degree holder in Applied Science of Business Administration.

Fahima had the privilege of being a Senior Quality Assessor in Dubai Quality Award and is a regular speaker in industry events; an active supporter and promoter for UAE businesses and the economy as a whole.



Nizar A. Bashaireh

Mr. Bashaireh serves on number of boards and audit committees and he is a certified professional director at Mudara IoD.

Mr. Nizar Bashaireh is the Founder and Managing Director of Global Business Bureau; a boutique advisory and management consulting firm specialized in assurance advisory, corporate governance internal auditing, standardization & management systems and risk management services.

Mr. Bashaireh is the project owner for several engagements providing advisory services to wide portfolio of clients in the fields of strategic planning, corporate governance, performance management, corporate excellence, quality management, assurance and risk management and organizational development.

Mr. Nizar Bashaireh served as Senior Vice President – Excellence, Audit & Risk Management at Dubai International Financial Center (DIFC).

During his long term service at DIFC, Mr. Bashaireh has led number of initiatives focusing on internal organization development and improvements including reengineering and transformation, organization restructuring and alignment, corporate governance, performance management framework and enterprise risk management.

In addition, Mr. Bashaireh served as Director – Audit, risk and compliance at Dubai healthcare city.

Prior to that, Mr. Bashaireh established with number of Kuwaiti investors the Posta Plus Group, an investments fund that has a target to establish and acquire regional postal and courier operators within the Middle East region. Mr. Bashaireh occupied the role of Regional Director ME & North Africa.

Prior to that, Mr. Bashaireh was managing Jordan Post as Deputy Director General & Executive Director Operations & Strategic Planning

His role at Jordan Post extended from normal day to day operations to managing the Privatization project of Jordan Post including setting up company's strategic plan that has managed to improve company's financial position and operational competitiveness. Part of the privatization project, Mr. Bashaireh was responsible for managing human capital related matters including resources planning, people development and training, and special exiting schemes for long term civil works.

Aforementioned, Mr. Bashaireh has been serving as an Area Manager for systems and services certification at SGS Group – SGS Gulf. He was responsible for developing SGS Gulf strategy & business development as well. His role focused on auditing and analyzing clients' processes and procedures and providing value added advisory in with regards to improving operations, corporate planning and policies and procedures.

Before assuming his position at SGS Group, Nizar was working with Lloyd's Register – UK at Amman Business Center as Resource Manager for Middle East & Africa and as Acting Operations Manager.

Moreover, Mr. Bashaireh has served with MMIS Management Consultants in association with A. T. Kearney – Chicago in a capacity of management consultant.



Andrew Smith

Andrew Smith is a highly accomplished insurance and reinsurance expert based in the United Arab Emirates, with a rich history of over 20 years in driving compliance, people engagement and implementing successful growth strategies. He is a qualified board director and adviser, celebrated for his expertise in corporate governance, regulation, market expansion and developing and executing strategic improvements. Andrew stands out as a strategic thinker, problem solver, and empathetic leader, capable of fostering positive organisational change.

In one of his current roles as Managing Partner at Consulture Search, Andrew leads a boutique search and recruitment service specialising in insurance, reinsurance, and InsureTech. He collaborates with a team of professionals, focusing on connecting high-caliber candidates with clients in the Middle East, UK, and Asia. Simultaneously, as Managing Partner at Cavendish, he provides focused insurance and reinsurance consultancy, and collaborates with clients to develop customised strategies, empowering them to expand their market presence, increase profitability, and optimise risk mitigation efforts.

Throughout his career, Andrew has demonstrated exceptional leadership as a Chief Executive Officer, aligning business results with stakeholder expectations and implementing Emiratisation policies. His expertise extends to insurance advisory services, where he has provided valuable insights and strategic direction to organizations, steering them towards success. Additionally, his roles as a Managing Director and General Manager underline his commitment to fostering strategic growth and operational excellence.

Andrew's educational background includes a Masters in Development and Performance Management from the University of Leicester. He holds certifications from the Hawkamah Institute for Governance and the Institute of Islamic Banking and Insurance, showcasing his commitment to continuous professional development. Andrew is recognised for his outstanding leadership skills, analytical thinking, strategic acumen, and effective communication.

For more information, he can be contacted through his personal website <https://apsmith.me>.



Ali Saleh Abdelgader Alawami

Ali Saleh Abdelgader Alawami, is a Founder and Managing Director of Libyan Mudeer for Training and Consultancy in Libya. He was also a board member and head of governance committee at Enmaa Holding Company in Libya, chairman and CEO for Alhadena National Company for Building Materials Manufacturing. 23 years of work experience and in the past, he held various positions at high level in holding and construction industries.

He has worked in different business sectors and has handled different projects related to construction and management field. As his profession in engineering, he has worked in different fields such as water supply sector, construction of water pump station, agricultural water distribution networks, cement industry and building material, maintenance.

He has contributed to the revelation in Libya and helped to establish the first government 'executive office' and was appointed as a deputy minister of constitutional build departments. He was involved in establishing of Almkhtar Center for Democracy and Human Rights Studies, which related to Omar Almkhtar University and was acting as board director and was a trainer for leadership qualification for politicians and governmental managers.

He was involved in training programs for many company in the field of corporate governance and directors qualification programs. He has attended the Train of trainers workshop with Hawkamah/Mudara and is a certified trainer on corporate governance. He also hold a Mechanical and Production Engineering, and an MBA from Libyan Academy Benghazi, Libya



**Michael
Mascarenhas**

Michael Mascarenhas is the CEO of Desert Group which is one of the world's largest concentrically diversified group of horticultural and lifestyle companies –centered around green, water and people – truly biophilic. At Desert Group he has articulated a clear vision, goals and expectations, decentralised decision making and focused on a performance minded organisation.

An FCA, MBA, CIA, an alumnus of the Saïd Business School and a Certified Member at Hawkamah, he has tremendous experience in business resuscitation and transformation and thrives in expansive business operations that have lost their direction. With more than 30 years hands-on experience of cross national, multi-sectoral businesses in an international environment, Michael's career and reputation is based on his achievements in accomplishing successful turnarounds of damaged or underperforming assets and transforming them into dynamic centres of creative energy where the employees are empowered and value is created for all stakeholders alike.

His cross sectoral experience include Aerospace, Education, Financial Services & Investments, Construction & Real Estate, Horticulture, Manufacturing, Distribution and Retail. A strong ambassador of CSR, Desert Group has one of the most vibrant CSR programs focused on Special Needs and Cognitive Disabilities, recently winning the regions Taa'theer CSR MENA award.

Michael believes that his experiences are something to share at a global level and that there are lessons to be learned through re-energizing businesses and transforming them to be both customer focused and innovative. Ultimately the purpose of a successful business is to have positive impact on society by enhancing people's lives and he recognizes that his customers and employees are at the center of this.



Bindu Ann Joseph

Bindu is a Chief Operating Officer of 3W Networks.

A Resourceful, focused and entrepreneurial Director, specializing in managing highly successful projects and operations in complex and competitive sectors for over 15 years. Holding an impressive record of progression in the workplace, undertaking leadership roles across core business functions and with vast expertise in business start-ups and transformations.

An active member of the Executive Management team since 2008, with valuable experience in evolving, diversifying and expanding businesses in the Middle East and African markets.

Along with an MBA from Hult University, she also holds a degree in Accounting and a Masters in Management Information Systems, both from Texas A&M University, USA



Mireille Babti

Mireille Babti holds an MBA from Strathclyde University, Glasgow, 2014, (courses were taken in 6 different countries as part of an objective to experience multi-cultural edutainment). She is a Masters in Project Management from the University of Technology Sydney (UTS), 2003, and a Bachelor of Architectural Engineering from Beirut. Her early education was in Beverly Hills Girls high school, Sydney, Australia.

Currently employed by a private Investment Company at Executive Director level heading the development department of its real estate development subsidiary AlRetaj, leading a \$120 million retail/leisure development, on behalf of a joint venture, and also holding the position of Board Secretary for the same JV.

With a total of 16 years' experience in the real estate development industry, her role as development management in 2008 as part of Al-Retaj Holding team, prior to which she held a project management role with Mace International and architect roles with Australand Developers and OPRA architects. Applying for a Doctorate in Business Administration, hoping to take further my MBA project "Governance of GCC Family Businesses; Why Rock the Boat?"

She is certified professional director of Mudara IOD & Hawkamah.



Hind Al Tamimi

Hind Al Tamimi is a Managing Partner at Impact Legal Consultancy. She has over twenty-six years of experience in both private practice and in-house within large corporations in the United Arab Emirates, Qatar and Jordan, in various positions ranging from Legal Counsel to Chief Legal Officer managing small to mid-sized legal departments. Extensive experience in acquisitions, joint ventures, real estate projects, and across the corporate and financial aspects of large project work. Solid working knowledge in cross-jurisdictional transactions, exceptional expertise in drafting contracts and development of corporate policies, strong client relationship skills, effective negotiation skills, and ability to work in fast-moving and rapidly growing environment.

Hind started her career as a lawyer in a reputable law office in Amman where she gained experience in general corporate commercial matters and litigation mainly construction disputes and civil and commercial claims, and later on joined a diversified family business as an in-house counsel. She moved to Dubai in January 2000 where she worked for five years in both the banking and special projects departments at Al Tamimi & Company Advocates & Legal Consultants. In 2005, she joined Dubai Holding where she provided legal services to its subsidiaries including Sama Dubai and later on TECOM Investments where she established and managed the legal department of around eleven legal counsels and paralegals. Hind worked in Abu Dhabi and Qatar where she headed and managed the legal affairs of two groups involved in real estate development, construction, hotels, retail, and a diversity of other industries. As in-house counsel in Dubai, Abu Dhabi and Qatar, she was involved extensively in restructuring processes and implementation of governance, whilst acting as company secretary.

Certified professional board director since 2016.



Huda Buhumaid

Huda Buhumaid is Dubai Holding's Group Chief Marketing Officer, with responsibility for the conglomerate's branding, marketing, corporate communications, public relations and corporate social responsibility. Since joining Dubai Holding in 2006, Buhumaid has successfully launched several strategic projects both at the corporate office level and at its portfolio companies, which have received numerous national and international awards.

Prior to joining Dubai Holding's Corporate Office, she was Managing Director – Marketing & Communications at Dubai Group, where she oversaw the marketing and communications strategies for Dubai Group's subsidiaries in various international markets. She successfully developed and launched new brand identities for companies such as Borse Dubai, Emirates Investment Authority, as well as re-branding Dubai International Financial Exchange into NASDAQ Dubai.

Previously, Buhumaid worked with Citibank UAE as Assistant Vice President – Marketing and Business Development. At Citibank, she launched several first initiatives, including the online and mobile banking services, which received several advertising recognitions. She is a graduate of the Executive Leadership Programme, INSEAD, UAE, and holds a Master's Degree in Organisational Excellence with Honours from Bradford University, UK and a Bachelor's Degree in Business Administration from Higher Colleges of Technology, Dubai. She is a certified professional director of Mudara IOD

Buhumaid is a board member at Awqaf and Minors Affairs Foundation, Dubai Women's Establishment, "Hala China" (a Dubai Holding and Meraas joint venture), and Uptown School Advisory Board. She is the Vice Chair of the Private Sector Advisory Council and a member of Dubai International Communications Committee.



Nehal Badri

Nehal Badri is Director of Strategy Management & Governance at the Government of Dubai Media Office.

She leads in creating synergy between departments through comprehensive strategic planning, and overseeing excellence programs throughout the organization. Her involvement extends towards strategizing the media landscape in Dubai, to be congruent with the vision of the emirate's leadership. Nehal had previously worked at The Executive Office, as part of the Brand Dubai team which launched different strategies as soft marketing for Dubai.

Nehal has an MPA (Masters in Public Administration) from the Dubai School of Government. She previously achieved her Higher Diploma in Media & Communications from the Higher Colleges of Technology at the Dubai Women's college, and also a BFA (Bachelor's in Fine Arts) from Boston, USA. She is a certified professional director of Mudara IOD



Ijjat Kanani

Ijjat Kanani is Director at Dukes Group FZE-UAE.

Versatile and solution-driven business person, over 7 years of working experience in a trading, healthcare & mining firms through, startup, turnaround, revitalization and accelerated growth with annual turnover reaching over \$ 50m.

Her key role at Dukes Group is to direct all facets of business operations which include client cultivation and solicitation, sales and marketing, risk management, staff management and recruitment, cost and budget management, investment management, contract negotiations and infrastructure development etc.

She has been involved in community service in various ways since young age including organizing medical camp as part of health portfolio, planting trees and creating awareness about environment and eco-friendly living as member in HSM-India (an Environmental NGO), rendering services for women empowerment, involved in organizing charity fund raising events under the umbrella of Red Crescent UAE for various local and international NGOs. And currently, looking after SMEs mandate as part of Economic Planning Board. Past experience - NHS- UK & Hospitals in India, Physiotherapist: 2002-2006

She is a certified professional director of Mudara IOD



**Nathalie Sfeir
Bsaibes**

Nathalie Sfeir Bsaibes holds a master's Degree in Law from the Saint-Joseph University (Beirut) and an L.L.M in Business Law from Paris West University Nanterre La Defense. She was admitted to the Beirut Bar Association in 2001, and has been the Managing Partner of her family-owned law firm since 2005.

She currently practices in Lebanon and Dubai serving clients in Business Law, Real Estate Law, Intellectual Property rights and taxation Law. She provides legal consultancy and litigation services mainly for family businesses, individuals, and non-profitable organizations. In doing so, Mrs. Bsaibes assists her clients in investment decisions and in governance issues related to their assets so as to ensure sustainability and compliance with local and foreign rules and regulations. As the general counsel of numerous privately owned companies, she is the appointed secretary of several Boards of Directors assisting them in their duties. Given this experience, Mrs. Bsaibes is passionate about supporting SMEs and startups in establishing their corporate governance structures and boards.

She completed the requirements for Hawkamah's Directorship Development Program (DDP) in 2016. Mrs. Bsaibes is a dual French-Lebanese citizen and currently resides in Dubai (UAE).



Jehad A. Kazim

Jehad heads the Legal Services Department at Dubai Chamber of Commerce & Industry. She oversees the commercial mediation & legal services of the Chamber and reinvents their processes by adding new features and applying best practices.

Jehad has over 15 years of experience in the legal field & alternate dispute resolution and strives to implement legal capacity building programs to support the development of businesses in Dubai. In 2009, Dubai International Arbitration Centre appointed Jehad as Deputy Director of the Centre. With this position she became the first Emirati woman to hold a senior position in arbitration in the Middle East.

Jehad holds an LL.M in Business Law from University of Hertfordshire, UK and LL.B in Shari'a & Law from the U.A.E. University. Her main areas of specialization are business law, contracts & alternate dispute resolution. She has served as an Assessor for Mohammed Bin Rashid Al Maktoum Business Award and Judge for the Oath Middle East Legal Awards 2015.

Jehad has completed the Mohammed Bin Rashid Programme for Leadership Development and Cranfield School of Management's Leadership Development Programme. In 2013, Jehad was nominated for the Distinguished Government Employee in Dubai Government Excellence Program.



Noora Al Shehhi

Noora Al Shehhi currently works as a Manager at the Internal Audit Department for Dubai Electricity and Water Authority (DEWA). She is a Certified public Accountant (CPA), Certified Managerial Accountant (CMA) and a Certified Fraud Examiner (CFE). She completed her Bachelor Degree in Business Administration majoring accounting and has a work experience of more than five years. She has worked in the fields of external auditing, internal auditing and corporate governance. Her external auditing experience was gained through her work with PwC by working on clients in the Energy and Aviation Sectors.

At DEWA she works on operational and financial audits. She is also a member of the Corporate Governance Committee, which has been established to meet the government corporate excellence requirements of governance. By being part of the committee she was involved in analyzing DEWA's capabilities in governance, conducting benchmarking visits, reviewing the organization's current corporate governance system and having a solid understanding of international standards such as the OECD corporate governance principles and the BS13500:2013 code.

Her experience in various fields has given her an exposure to a diverse set of areas such as internal auditing, external auditing and corporate governance where she has consistently displayed a strong willingness to learn and adapt to those fields as well as relating them to her skills and knowledge.

She is a certified professional director of Mudara IOD/Hawkamah.



Sumaya Al Shaer

Sumaya Al Shaer is an Emirati woman who has demonstrated continuous personal and professional growth over the last 12 years.

She is recognized for her commitment and eager to learn. She has been reaching her educational goals and has progressed to the level of Doctorate with her great determination to succeed. She graduated from the 'UAE women leadership program' organized by 'The Mohammed Bin Rashid Program for Leadership Development'.

Sumaya is a high performing individual who believes in outstanding performance. She is passionate about her work and has great positive attitude and adds a real value.

Her expertise lies in organizational development, excellence & quality management, strategy & performance management, and corporate governance. Her experience spans the different sectors (i.e. Government, Semi-government, and private). Sumaya strongly believes and strives for innovation and excellence!



Ekram Al Yacoub

Ikram Al Yacoub is a Director in Brunswick's Dubai office. Having split her career between Saudi and UAE she advises local and international corporations on strategic planning, investor relation, corporate governance, and financial communications on merger and acquisition deals and IPO. Her experience span on a broad range of sectors, with focus on energy, banks, and telecommunications.

Prior to joining Brunswick, Ikram worked as Deputy Managing Editor and led the business editorial team of Al Arabiya News Channel. Al Yacoub has previously worked closely with Saudi Aramco's Sr. VP office of planning and development on various projects. She was also a visiting associate professor at Dubai School of Government in cooperation with Harvard Kennedy School of Government.

Ikram holds an MBA from Cass Business School, City University, London. Prior to her MBA degree, Ikram has earned a master's degree of International Political Economy of Resources from Colorado School of Mines, USA, where she focused on energy sustainability and economic valuation of natural resources. She also hold an executive diploma from University of Cambridge, Judge Business School. She has published extensive business reportage and written many columns on the Middle East's business environment.



Omar Al Shunnar

Omar Al Shunnar is the Founder and CEO of Jsoor. Established in 2018, Jsoor is a Social Enterprise that is on a mission to help grow the Creative Industries in the MENA region, and ultimately to use the Creative Industry as a tool for sustainable economic growth. A UAE National who is a Certified Professional Board Director with 19 years board experience. Omar is currently serving on the board of Aluminium & Light Industries Co. (ALICO) Group of Companies since 2019 and is also the Chairman of Aquagas Group of Companies since 2002. Previously Omar had also served on the board of Mohammed Bin Rashid Establishment for young Business Leaders (2003 – 2006). A graduate of the University of Denver and a first cohort graduate of the Mohammed Bin Rashid Programme For Leadership Development, Professionally, Omar has more than 15 years of successful C-Level roles, over 10 years of which are at CEO level, delivering results across a broad range of sectors including Healthcare, Education, Banking & Finance, and has worked in Private, Government, Multinational and Publicly Listed Organizations both Locally and Internationally.



Majid Al Mail

Majid Al Mail is the Senior Manager at the Abu Dhabi Technology Development Committee (TDC), heading the INNOVATOR Program.

Majid holds a Bachelor of Science in Chemical Engineering from Arizona State University. He also has a Diploma in Leadership from Cambridge University and is a Mubadala Graduate Program alumnus. Majid's belief in supporting the development of science, technology and innovation in Abu Dhabi has been translated into practice through his set up and management of the INNOVATOR Program, with the aim of supporting high growth technology related startups.

Majid also is the driving force behind a growing awareness for innovation and the innovators within in the community. Prior to his role at the Abu Dhabi Technology Development Committee (TDC), Majid worked for Mubadala Capital and Mubadala GE Capital, based in Abu Dhabi & Chicago over the course of his five years with the company.



Jasem Al Awadhi

Jasem AlAwadhi is a strategy professional, with dual Bachelor degrees in Economics and International studies from the American University of Sharjah.

Jasem brings over 5 years of experience in strategy development, execution and assessment. During his tenure with Mubadala, a wholly owned investment vehicle of the Abu Dhabi government with AED 240bn in assets in 2015, Jasem focused on the Healthcare, Utilities, and Industrial sector. In addition, he was part of an expert team to work with the Abu Dhabi government in developing Abu Dhabi's 5 year economic plan. Further on, his work involved a multitude of functions ranging from developing an economic view of industries or countries, corporate strategy development and assessment, to portfolio simulation.

Jasem now works as a Manager in the Central Transformation Office with the Commercial Bank of Dubai, a publicly listed company in the Dubai Stock Market with a net income of +AED 1bn in 2015. At CBD, Jasem is part of the core team managing the execution and delivery of the transformation across four cross functional initiatives which are Digital, Risk, IT & Analytics, End to End processes, as well as several other business unit initiatives



Johan H. Brand

Johan H. Brand is Owner of Johan Brand Leadership Advisory DWC-LLC.

He is a well-experienced and independent leadership professional. He is sought after by his clients for his top-level business expertise and Board/Executive advisory competence. His focus is on making Boards and C-level leadership more effective. He advises Chairmen and Family Heads as well as guides CxOs to success. Operating within the highest levels of confidentiality and trust, Johan's leadership advisory services specifically focuses on: Boardroom Consulting (Corporate Governance, Board Reviews and Nominations) ; CEO / CxO Search and Succession (Needs, Competencies, Search, Selection and Integration); Leadership Guidance (Assessment, Development/Alignment, Career Guidance and NextGen Coaching).

The initial part of Johan's career was with Procter & Gamble and PepsiCo in Europe, where he enjoyed a fast-track path in Brand Marketing and Commercial Leadership positions. After 9 years, in 1995, he moved to a privately held executive search firm Egon Zehnder, initially operating from Amsterdam and since 2008 from Dubai, where he became the Senior Partner. Within Egon Zehnder, Johan's international practice concentrated on clients in FMCG, Retail, Media, Entertainment, Fashion, Telecoms and Digital. He has developed valuable expertise on enhancing leadership at the level of Boards, CEOs and CxOs. End- 2016, Johan established his own leadership and corporate governance advisory firm in Dubai, which operates as a fully independent Boardroom advisory to its clients in the GCC.

Johan Brand Leadership Advisory (JBLA) has been specifically founded to add value to the GCC Region's further development through enhancing leadership and corporate governance. The firm works with selected, highly qualified professionals who enhance JBLA's value proposition wherever important for its clients.

He is a Member of Saudi Telecom Company (STC) Nominations and Remunerations Committee; a member of The Savola Group Board's Remuneration and Nomination Committee; a Member of the Board and Member of the CGNR Committee at Nesma Airlines; and a Member of the Board and Chairman of the CNGC Committee at Rabya Trading & Agriculture Company.

Johan holds an MSc in Business Economics, an MA in Business Law and an MA in Private Law, all from Erasmus University Rotterdam, The Netherlands. He has been granted the Professional Director Certification from the Mudara Institute of Directors in the MENA region and is a certified Leadership Circle Practitioner.

Johan is a Dutch national, with UAE residency. He is married, with 3 children.



Obaid Khalifa Al Shamsi

Obaid Khalifa Al Shamsi is the Chief Operating Officer of Dubai Islamic bank (DIB) who held various senior executive roles over the past 23 years of his banking career. With proven ability of taking ideas from inception to reality and drive complex initiatives to success with cost management responsibilities, Obaid drives the vision, strategy and initiatives in all major support and control function in the local and international presence of the Bank.

Being a C-level professional and in charge of building and implementing strategy for creating shareholder wealth, Obaid is pivotal in innovative business processes, leadership development, performance & corporate culture management, transforming people and teams to perform and inspire them to deliver their best. Obaid also provides specialized contribution through his participation on the board memberships at non-executive capacity in various strategic and non-strategic investments of DIB in wide variety of sectors ranging from Banking & Finance, Digital Banking, Sharia Consultancy, hospitality, Education sector, brokerage, Real Estate firms, Facility management etc.

As an astute leader in providing expertise in delivering sustained organizational growth to the organization, Obaid extends his leadership for Bank's global aspiration namely in Kenya, Pakistan, Sudan, Turkey etc and had lead all HR initiatives pertaining to restructuring and establishing full fledged HR in start-ups / acquisitions. During his tenure in DIB, the Bank won numerous accolades and recognitions. Obaid is also pivotal in the re-branding of Bank and recently the Bank is also honored with Ministry of Human Resources & Emiratization award.

In addition to a certified director of Mudara IOD, Obaid also holds master's degree in Business Administration from Middlesex Business School – UK, Professional certification in HRM from American University of Sharjah and certificate in Personnel Practice from CIPD, UK.



Abdalla AlMheiri

Abdalla AlMheiri is a Senior Vice President of a multibillion dollar company leading a cultural transformation to focus on people development, gender balance, youth empowerment, to realize large capital programs from inception to closeout and handover.

He is a result oriented and thrive in a dynamic business environment and enjoy setting up and building new businesses, projects, or work processes. My personality profile scores high on innovation and emotional connection.

He is a certified professional director of Mudara IOD.



Kumar Subramanian

Kumar Subramanian is Vice President- Finance of Future Group Holdings SA SPF (FGH). He is responsible for managing the financial affairs of the group holding company and the engineering business of the group.

He joined the FGH Group in 2009. Since joining the Group, he has overseen the implementation of financial systems, controls and risk management policies across the Group, has spearheaded the implementation of Group consolidation process and procedures, and was actively involved in the setting up of the Family Office.

Prior to joining FGH, Kumar held various leadership positions with Publicis Group, Zubair Enterprises and MIRC Electronics Ltd.

Kumar completed his undergraduate education in Commerce at Calicut University. He is a Certified Public Accountant (CPA) from the American Institute of Certified Public Accountants, Chartered Global Management Accountant (CGMA) from USA, Chartered Accountant (ACA) from the Institute of Chartered Accountants of India and Company Secretary from the Institute of Company Secretaries of India. Kumar also holds an active CPA license from Colorado State Board of Accountancy. He is a certified director of Mudara IOD.

Kumar is serving as a visiting faculty member for Becker CPA Review course in Dubai.



Philip J. Weights

Philip Weights is the founder of Enhanced Banking Governance (EBG), which provides governance services.

Philip was previously the Chief Audit Executive for EFG Bank, a stock exchange listed private banking group in Zurich. He has worked closely with the Audit Committee, as well as attending Risk and Executive Committee meetings. Prior to working with EFG he held audit executive positions with HSBC Private Bank and Republic National Bank in Switzerland. During the 1980's Philip provided banking, audit and security consulting services in Latin America. In the 1970's Philip was Vice President and Auditor with Security Pacific Bank in London and Los Angeles, and Citibank in Latin America, New York and London. He started his banking career in 1961 with Martins Bank Liverpool.

Philip Weights is an Advisory Board member of the Virtus Global Center for Corporate Governance. He is also a Certified Professional Director through the Mudara Institute of Directors. He is seeking Independent Non-Executive Director positions with Audit Committee responsibility.

Philip is an Associate of the Chartered Institute of Bankers, a Certified Internal Auditor, a Certified Information Systems Auditor, and holds a Certification in Risk Management Assurance. He is a member of the Association Certified Fraud Examiners, the Hawkamah Institute for Corporate Governance, the European Corporate Governance Institute, and the Audit Committee Institute. He is a certified director of Mudara IOD.



Nabil El Jisr

Nabil is a Senior Associate in Mubadala's Aerospace & Defense Services Unit with current asset management responsibility of Mubadala's interests in Piaggio Aerospace and Strata Manufacturing.

Prior to joining Mubadala, Nabil started his career in Investment Banking at The National Investor (TNI) in Abu Dhabi, UAE, following which he moved to Mubadala in October 2008 to work on various assets and projects in the military and civil maintenance, repair and overhaul (MRO) sectors and subsequently in composite and business aircraft manufacturing. He holds a Bachelor of Business Administration from the American University of Beirut with a double emphasis in finance and accounting.

Board Positions: Board member of the Turbine Services & Solutions (TS&S) and Liburdi Engineering joint venture.

He is a certified professional director of Mudara IOD.



Richard Coates

Richard is an exceptional business consultant, using his deep knowledge of people management to help organisations achieve sustainable competitive advantage. He typically works with Boards and Family Owners, developing business models and governance structures, as well as mentoring leaders to optimise personal and business performance. He holds the Certificate of Directorship from Mudara Institute of Directors.

With extensive experience in the Middle East and Europe, Richard has lead large cross-functional projects to transform management practice in major organisations. These have included organisation development, improving recruitment and retention systems and creating performance-based executive reward structures. Over the last 20 years, he has worked across all GCC countries in sectors such as Oil and Gas, Automotive, Financial Services, Logistics and Retail, the Public Sector and Conglomerate Organisations.

Richard previously held management positions in British Airways and Hewlett Packard where he was part of a start-up management team, building and populating a manufacturing facility and a world-class research laboratory. He created and directed a consulting firm in London and Bahrain, and lead Mercer's M&A consulting practice in Europe. Richard was the pioneer of Mercer's business in the Middle East region before returning to what excites him most – working directly with clients to help make their businesses more successful. He holds the Certificate of Directorship from Mudara IOD, a Chartered Fellow of UK Chartered Institute of Personnel & Development (CIPD) and is qualified in MA Politics, Philosophy and Economics & B.Litt Industrial Relations from University of Oxford.



**Khalid Mohamed
Al Zarouni**

Khalid Mohamed Al Zarouni

Senior Vice President and DIFC Registrar of Companies
Dubai International Financial Centre

Two decades of experience in navigating two complex legal systems has made him to have strong knowledge in economic and commercial legislation and Corporate Governance, and the ability to analyze various challenges that lie ahead on the business environment and understanding how the impact of these challenges on the entrepreneurs and companies with a special focus on digital transformation, problem-solve and make decisions. Also, has diverse experience in regulating financial, non-financial, and FinTech firms through dealing with multi-international companies establishing in the DIFC.

Being a Senior Vice President has improved his strategic thinking to focus primarily on boosting the economic productivity level, promoting new policies of development-oriented which can support technological upgrading, innovation, and entrepreneurship, and working to inspire governance amongst the businesses for sustainability and growth. His experience and passion have taught him to how to be goal-focused while combining individual skills, a team mindset, a structured approach, a positive attitude, and an eagerness to explore and push forward his limits to achieve the best performance.

In the current capacity as Senior Vice President and Registrar of Companies at DIFC (since 2010), Khalid Al Zarouni primarily leads the affairs of the ROC Office, manages the economic affairs of all DIFC companies, regulates the businesses environment in the Centre, fosters the entrepreneurship with a view to supporting the DIFC 2024 Strategy, and strengthens the Corporate Governance framework and requirements of all DIFC companies.

As Chairman of the Licensing Committee at Dubai Free Zone Council, Mr. Al Zarouni plays a key role in transforming the emirate's free zones into international investment destinations and supports the free zone strategies with respect to the ease of doing business to implement best practices for boosting free zone's global competitiveness. Also, Mr. Al Zarouni serves as the Advisory Board of BUNYAN and as the Co-Chair of the BUNYAN Initiative for the Capacity-Building of the Emirati Youth to provide an extensive cobweb of role-models for the young Emirati graduates across leading universities in the UAE.

He holds a Master's degree in Commercial Law from Deakin University, Melbourne, Australia in 2007, and an Executive Master's degree of Public Administration from Mohamed Bin Rashid School Government in 2018. He is also graduate of the London Business School's Leadership Program and Executive Directors Program from Mohamed Bin Rashid School Government.



Marcus Huebel

Marcus Huebel was an Executive Director of Corporate Strategy & Communications at Muntajat, where he orchestrated corporate transformation by launching and elevating Strategic Marketing, Change and Performance Management, Business Development and Qatar Investment Projects, Corporate Strategy; Catalysed improvement of Corporate Governance. Prior to his role at Muntajat, Huebel was a Director at SABIC, where he served as trusted advisor to the regional Vice-President and transformed African marketing & sales, and supply chain enabling growth ambitions.

Huebel holds a PHD Degree in Chemistry from Philipps-Universität, Marburg / Germany and holds a Director certificate from Mudara Institute of Directors.



Omar Al Hammadi

Omar Mohammed Al Hammadi is the Head of the DIFC Governor's Office and has been with the Dubai International Financial Centre (DIFC) since 2005. In addition, he represents His Highness the DIFC President's Office.

He specialises in stakeholder management, general corporate affairs, and handling relationship with Federal and Local government entities which is a key role that serves the DIFC in realising its objectives. Omar help in showcasing the DIFC and its achievements to high profile local, regional and international delegations and dignitaries.

He has a proven track record in enhancing policies, procedures and systems to ensure that the highest level of service is provided to dignitaries and their delegation as well as executives from the corporate sector. He leads the planning and coordination efforts with all relevant DIFC entities to ensure smooth and successful management of strategic DIFC projects.

A graduate in Computer Networking, Omar is committed to promoting the highest standards in business and service excellence across the DIFC. He applies advanced project management techniques, logical and structured thinking, technological innovation and creativity in resolving issues as well as implementing solutions. He believes in continuously developing himself, and has attended several programmes from internationally reputed institutions to advance his skills-set and expertise.



Ahmad Hamza

Ahmad Hamza is a top-performing management executive experienced in leading large-scale business operations, and recognized for his ability to develop strategic and tactical solutions that deliver transformational business improvements. As a collaborative leader with multinational and multifunctional business experience, he brings strong analytical problem solving skills that generate change and deliver results. In his current role, as Director of Operations for the Dubai Multi Commodities Center Authority (DMCC), Ahmad serves as an integral leader and strategic driver of growth and transformation, helping the DMCC in becoming one of the largest and fastest growing free trade zones in the UAE.

Ahmad began his career in 2003 as a Senior Business Analyst for HSBC Bank in Dubai, where he conducted in-depth analysis and developed innovative solutions in support of emerging corporate business initiatives. Shortly after joining HSBC, he became Regional HUB Manager for IT Operations, establishing new banking systems and controls to improve business and banking requirements, and within two years was selected as Regional Project Manager, where he successfully directed the planning in strategic improvement projects, helping HSBC to create a smarter banking system, while reducing costs and improving the customer experience. Following his tenure at HSBC, Ahmad joined the Dubai Chamber of Commerce & Industry as their Senior Executive of Excellence.



Regina Doumit

Dr. Regina Doumit, a senior executive with over 15 years of insurance and financial service experience gained in the United Arab Emirates. Dr. Regina continues to support businesses in designing and implementing legal and governance frameworks while demonstrating extensive expertise in numerous legal and regulatory jurisdictions.

She is currently the Chief Legal, Compliance and Governance Officer at Sehteq a group of companies with a focus on technology, healthcare and reinsurance.

Before joining Sehteq, Dr. Regina was the lead consultant at Ibrahim Al Mulla Law Firm, providing clients with regulatory and governance models and advice. She has worked previously for NextCare, American Insurance Group (AIG), Besso (Re) Limited and Ras Al Khaimah National Insurance Company.

Dr. Regina's Doctorate in Business Law is from the OUS Royal Academy Switzerland and is a Professional Director certified by the Institute of Directors, Hawkamah, the Dubai based Institute for Corporate Governance.

Dr Regina is able to fully communicate in three languages, including English, Arabic, French and has a good understanding of Spanish.



**Manal Mohammad
Basaeed**

Manal is an experienced Corporate Governance Advisor who holds a Master's degree in Public Administration majoring in Governance from the University of La Verne, US. She currently works as a Corporate Governance Specialist at ADNOC , which is recognized as the #1 Most Valuable Brand in the Middle East. Before that, she has held the role of Head of Corporate Governance Section at the General Directorate of Residency and Foreigners Affairs (GDRFA) in Dubai.

Today, Manal is recognized as one of the youngest Emiratis in the field of Corporate Governance. She has diverse exposure within corporate governance practices regionally and internationally, specifically from UAE, London, Paris and New York. Moreover, she is well-versed with the UK Corporate Governance Code and the King IV Corporate Governance Report & Code in South Africa.

She is a Certified Professional Director (Women on Board) and a Certified Internal Auditor. She is currently part of various Management Committees including Gender Balance and General Services committees. Manal was a member of the Corporate Governance Committee in the GDRFA, where the committee's work led to the GDFRA being declared as one of the top 3 government organizations in Dubai in the area of Corporate Governance. Moreover, she has previously served as the President of the Alumni Association Board at Zayed University.

In 2018, Manal represented UAE in at the Organization for Economic Cooperation & Development (OECD) MENA Corporate Governance Conference in Portugal, where she was part of the panel discussion on "Policies to boost the Corporate Governance for State-Owned Enterprise". Besides that, she was also a speaker at the 16th Annual Regional Audit Conference in Abu Dhabi.

A highlight of her career was being the recipient of the "New-Distinguished Employee" award under the Dubai Government Excellence Program in 2015 from H.H. Sheikh Mohammed bin Rashid Al Maktoum.



Alice Read

Alice Read is Director – Corporate Services, Jersey Intertrust’s Fund and Company Administration business in Jersey.

Prior to reocating to Jersy, she working as Managing Director at Intertrust Dubai since 2012, having joined Intertrust's predecessor (Walkers Management Services) in 2010 as Vice President.

Alice holds a degree in law and a Masters in Commercial Law; she is also a qualified Chartered Company Secretary. In additional to management responsibilities, Alice provides fiduciary services to regulated Cayman and BVI funds, and a number of UAE subsidiaries of multinational organisations.

She is a member of Mudara, the Institute of Directors for the Middle East region and a certified professional director.



Hanan Ahmad

Hanan Ahmad, a Company Secretary at du is an Emirati national with extensive professional experience across a number of sectors.

Hanan began her career at Dubai Group in 2006 as Assistant Manager and remained in the organization for the next four years. Having undertaken a role in the Marketing team, Hanan was promoted to Compliance Manager for the group responsible for ensuring the organization met with each regulatory and industry requirement.

In 2010, Hanan moved to du to take the role of Corporate Governance & Board Relations Manager, a role which included responsibility for reviewing all governance matters relating to the firm’s activities, managing the Audit and Investment Committee of the Board and implementing a range of activities that have since established du as a market-leader in terms of best practice, accountability and transparency. Due to these achievements, in April 2012, Hanan was appointed du Company Secretary by the Chairman of the Board of Directors.

Hanan’s efforts in improving du’s corporate governance enabled the Company to be placed the first in renowned the Standard & Poor (S&P)’s 2012 Hawkamah Pan Arab ESG Index. In 2014 and 2015 du has won for Best Corporate Governance in MENA, Telecoms Industry in the MENA region for Best Corporate Governance by Ethical Boardroom.

Hanan is on the Editorial Board of the Hawkamah Journal and is an Independent Director at Zayed University’s Audit Committee in 2014. Hanan holds a BA in Business Administration from the UK .



Roland Sfeir

Roland Sfeir is a CFO- Global Submarine telecom operator – Qatar-UAE. He has high-energy and financially skilled professional with operational experience in multiple industries (real estate, telecom, internet, media, construction, retail, manufacturing, and logistics). Operated in diverse corporate settings, and geographical deployments (US, Europe, Africa, Middle East). Whether stabilizing start-ups, salvaging a distressed business, or leading restructuring for mature companies, he excels at solving complex problems for privately owned, government, publicly listed, and joint venture firms. Over 20 years’ experience in global financial and business management, advising CEOs and Boards of Directors on growth strategy, financial health and corporate governance. Founded two start-ups in France (E-commerce, financial advisory). Advised on the European launch of many US dotcoms and led the acquisition of several companies. Widespread knowledge of corporate turnarounds and restructuring in both emerging and structured markets. Served on Boards of family owned businesses and corporate entities in Algeria, France, UAE.

Post-acquisition experience of integration and consolidation of accounts, goodwill assessment, purchase price allocation, impairment. Establishment of Enterprise Risk Management framework, supervised by the Audit committee. Creation of a framework for compliance, covering Financial, Legal, and Governance – reported on a quarterly basis to the audit committee. Establishment of policies and processes. Designed a performance assessment matrix, enabling the committee to track decision making, follow-up issues, plan actions, and prepare agendas and topics of next meetings

Executive Director on subsidiary Boards. Involvement in Strategy creation and review, Long-term financial planning and budgeting, Authority matrix and table of Financial authority, Governance framework and corporate structure, Policies and Processes, control environment and systems. Experience included Construction, Manufacturing, Telecom, Retailing, and Real Estate.

GOVERNANCE ACTIVITIES - Designed, developed, and guest lectured a session for the Loedstar Family Business Forum in Dubai, in conjunction with INSEAD’s professor Ludo Van Der Hayden – “Roles and responsibilities in multiple ownerships” - Nov-2015. Design and lecture the “Financial Stewardship” course for Hawkamah in Dubai, focusing on the role of the CFO in corporate governance. It is part of the accreditation curriculum of the Institute of Directors Financial Module (2015, 2016, 2017). Panelist at the KPMG seminar “the risk agenda for Boards and Audit committees”, Dubai 2015. Published an

CREDENTIALS - IOD MUDARA DUBAI (IFC-ACCREDITED) - **Certified Board Director** ; INSEAD - **International Directors Program – Certified Board Director** ; UNIVERSITY OF TEXAS AT AUSTIN - **Leading in a Global Environment**

EDUCATION - ROTTERDAM SCHOOL OF MANAGEMENT (Master of Business Administration) & (Master of Business Informatics) UNIVERSITY OF SOUTHERN CALIFORNIA (**Master in Engineering Management**) & (**BS in Electrical Engineering**)

AFFILIATIONS - Chartered Institute of Management Accountant ; Chartered Global Management Accountant ; Dubai French Business Council ; DFCG (French Financial Professional Body) ; Rotary Club International



Graeme Sims

Graeme Sims is the Executive Director of Dubai's Electricity and Water Regulator, the RSB.

An economist by background, he has over twenty years' experience of the electricity and water industries gained in the UK and UAE, working in both the public and private sectors, operating at board level for most of that period and involved in a period of rapid change for utilities exposed to privatization, regulation and market liberalisation. Through his career he has developed a deep understanding of utility markets, outstanding analytical capability, strategic insight and well-honed communication skills.

Graeme was Deputy Director General at the UK's Office of Electricity Regulation where he was responsible for the electricity industry in Scotland. From there he moved to Abu Dhabi to establish the emirate's water and electricity regulatory body, acting as its first Director General, overseeing the start of Abu Dhabi's successful IWPP programme. On his return to the UK he joined United Utilities, a FTSE100 utility company, serving as its Regulation Director and sitting on the board of United Utilities' water business.

Graeme is a graduate of Oxford University and began his career with the Boston Consulting Group. He is a certified director of Mudara IOD.



Nabeel Waheed

Nabeel Waheed is Executive Vice President - Head of Treasury and Capital Markets Division at Mashreq Bank.

He joined the Bank in May 1996. He has a Bachelor of Science degree from Syracuse University, New York. Prior to joining the Bank, he was employed by Bank of America for 15 years; he was vice president and manager of investment banking and treasury between 1991 and 1996 with Bank of America, Pakistan.

He is a certified director of Mudara IOD.



Farah Foustok

Farah Foustok is a Managing Director and Senior Executive Officer of Lazard Gulf Ltd. (Dubai). She began working in the investment field in 1994. Prior to joining Lazard in 2014, she was Chief Executive Officer and Chief Investment Officer of ING Investment Management Middle East from 2008.

Previously, she was the Head of Asset Management at NBD Investment Bank. Farah was a senior fund manager at EFG-Hermes prior to NBD IB, responsible for managing GCC and MENA funds and portfolios. Farah spent five years at Deutsche Bank in London, in Equity Strategy. She has also worked at Morgan Stanley within Equity Sales, followed by three years in commercial real estate advisory in Europe.

Farah also has Private Equity exposure through a private venture in Argentina and an internet start-up in the UK. In 2010, Farah was selected to participate on an advisory panel for the Dubai Financial Services Authority. In 2012 Farah was elected as the chairperson of the board for the UAE Financial Services Association. In December 2013, Farah was one of four founding members of the first non-profit female mentoring program in the DIFC, Reach. April 2014 Farah completed her accreditation with Mudara, Institute of Directors, to become the 4th female certified board director in the Gulf region. Farah holds an MBA from Imperial College London and a BSc Hons in Mathematics from King's College, London.



Sayed Jamil Ahmed

Sayed Jamil Ahmed Executive with 25 years experience in various roles within IT across different market sectors in the UK and Middle East. Sectors include Investment Banking, IT Solutions, Consultancy, Entertainment and Semi Government. He has established a technology company researching and developing in blockchain technologies and its practical applications. Based on his career experience he explores how to apply blockchain technologies such as Hyperledger and cryptocurrencies in the corporate world. His current project is to build a mobile application that works with the Ripple XRP Ledger providing a smart wallet with contract and payment functionality.

During his career he has specialized in Enterprise IT solutions and Information Security, experience includes

- Implementing strong IT governance practices and achieving ISO 27001 certification
- Delivering solutions to increase productivity through digital transformation and automation, efficiency and provide business intelligence to assist in future planning and strategy.
- Participation in strategy workshops to formulate the future direction and on smart city initiatives.
- Working with internal, external and government auditors, presenting plans and status updates to audit committees.



Walid Gamali

Walid Gamali founded 3W in 2000 with the vision of bringing customized telecommunication solutions to the oil and gas market.

Walid is responsible for the overall management of the company's worldwide operations across all markets and countries. He plays a key role in defining and executing strategic initiatives focused on growth and differentiation of the organization. Under his leadership, 3W has diversified its solutions offerings to include newer technologies, sectors and regions while maintaining the "local support" philosophy which the company promises to its customers.

Prior to 3W, Walid held various roles in sales, marketing, product management and engineering with leading organisations such as Siemens, NEC, Belden and Olex Cables in both Australia and the Middle East.

Walid has an exceptional business and technological acumen that has played a fundamental part in 3W growth from a small project management company in Australia to the leading global systems integrator. He holds a Degree in Computer Systems Engineering from Swinburne University of Technology, Australia. He is a certified director of Mudara IOD.



Murat Aydemir

Murat Aydemir is a Head of Middle East at E.ON Connecting Energies GmbH. He was working since 1994 in the Viessmann Group. He has established the Viessmann Turkey organisation. Since 2006 he is responsible for the Middle East Operations of Viessmann.

A capable, results orientated general manager / managing director with experience of leading high performance teams and of successfully increasing efficiency and productivity whilst reducing costs and inefficiencies. Ability and proven track record of establishing business in new markets, structuring an organization, and growing the business by evaluating opportunities/ risks and delivering innovative new solutions to challenges. Possessing excellent client facing and sales skills and highly successful in helping define company direction, achieving goals and optimizing business.

17 years of experience in HVAC and renewable energy, with exposure to international clients and projects. Successfully managed corporations with the headcount up to 120 and turnover of 80 million USD. Having a strong network in MEP and civil contracting industry in MENA region including Turkey. He graduated from Technical University of Istanbul. M. Sc. Mechanical Engineering. He is specialized in design of Solar Thermal, high efficient condensing boilers and steam boilers. He is a member of ASHRAE and Emirates Green Building Council. He is a certified director of Mudara IOD.



Roberta Calarese

Roberta Calarese, Board Member, UAE Tennis Federation, Founder & Owner, Kanzi Jewels. An Emirati-Italian entrepreneur, was the Chief Legal Officer of Majid Al Futtaim Holding. In this role, she was responsible for setting up the long-term plan and overall functioning of the Legal Affairs department.

Prior to joining Majid Al Futtaim Holding, Roberta was Chief Legal Officer and Executive Committee Member of the Dubai International Financial Centre (DIFC) Authority and was instrumental in the development of the DIFC legal and regulatory framework. During her twelve-year tenure in DIFC, Roberta held a number of other positions such as Secretary General of the Board of Directors of DIFC Authority and DIFC Investments and Chairwoman of the Legislative Committee, Data Protection Commissioner, and Director Policy and Legal Services of the Dubai Financial Services Authority.

Roberta's legal and compliance experience also includes time spent with Prudential Bache, ABN AMRO and Goldman Sachs, in both London and Dubai.

Roberta currently sits on the board of the Italian Chamber of Commerce in the UAE as Vice President and is also a board member of the UAE Tennis Federation. Roberta graduated with honors with an LLB from the University of Warwick, and received her LLM in International Legal Finance from University College London. She is a certified director of Mudara IOD.



Rami Bazzi

Rami Bazzi is a Chief Investment Officer at Sedco Holding.

Rami is responsible for managing the Group's investment activities across the various asset classes. He has more than 20 years of experience in investments and strategy accrued at several international and regional reputable organizations.

He started his career with the Royal Bank of Canada, followed by stints at Deloitte Consulting, Litat Group, Injazat Capital, and Zubair Corporation, where he assumed senior executive roles.

His extensive investment experience covers sectors such as healthcare, education, petrochemicals, ICT, retail, financial services, real estate, and hospitality. He brings strategic insight spanning post-acquisition portfolio management, investment and exit leadership, strategic planning, business valuation, corporate governance, as well as organization restructuring.

He holds an MBA and MSc in Finance from Concordia University in Canada. He has also earned a BSc in Computer Science from the Lebanese American University in Lebanon. He is a Chartered Financial Analyst, and a Certified Professional Director by the Mudara Institute of Directors. He served for over 15 years on the boards of publicly and privately-held companies.



Michel Ghosn

Michel Ghosn is an Investment Director at SEDCO Holding.

He is a key leader in the Group's investment process, with high degree of responsibility over portfolio management. Michel has extensive experience in structuring investment acquisitions and managing a diversified portfolio of companies in F&B, pharmacy, IT systems integration, shopping center, real estate development services and financial institution sectors as well as continuous involvement and tangible initiatives in corporate governance, strategic planning, turnarounds, management and operations' related matters. Michel has held directorship roles in numerous companies: Board member at AECL (a casual and fast casual dining restaurant chain in MENA serving Applebee's, Ocean Basket and China Gate brands with over 1 000 employees), Board member in Intimaa Real Estate Services, Board member in Bonnon Co. (a specialty coffee café chain) as well as board observer and audit committee, executive committee and CNC committee member in other public and private companies operating in MENA and Southeast Asia.

Prior to joining Sedco, Michel worked for SaudiMed Investment Company (Beirut and Riyadh offices), with responsibility for deal sourcing, investment structuring, financial engineering and generation of opportunities in M&A advisory and private placement assignments. Before joining SaudiMed, Michel was a financial advisor managing clients' portfolios and performing asset allocation at Bemo Bank (Lebanon).

Michel holds a Masters in Finance from the University of Sorbonne Paris I (France) and a BA in Economics from Saint Joseph University (Lebanon). He is a Certified Valuation Analyst and a Certified Professional Director by Mudara Institute of Directors.



Khaled Dannaoui

Khaled Dannaoui is a senior executive with verifiable year-after-year success achieving business growth objectives within start-up, turnaround, and rapid-change environments. Extensive experience with highly engineered systems, which require deep understanding of critical business drivers in multiple markets and industries; highly successful in building relationships with upper-level decision makers, seizing control of critical problem areas, and delivering on business commitments. Versatile, innovative, professional able to see the "big picture" while staying on top of all the details. As a senior corporate executive with substantial experience in strategy, execution, turnaround, corporate governance with added experience in M&A transactions from management perspective.

Currently holding, Boards Director, Executive Committee, Audit Committee role in a variety of industry including retail, education, construction, real estate and investment. Strategic thinker, who can plan and implement business initiatives to support overall corporate objectives. Particularly strong relationship management, team building, and general business acumen. Ambitious, aggressive and intensely focused on bottom-line results, adding value to the business and earning prominent role in mainstream corporate strategy. He is a certified director of Mudara IOD.



A.Hakim Alshafei

A.Hakim AbdulRahman Alshafei is currently the Advisor to the Managing Director and General Manager with Aseer Company. Aseer is a Saudi investment holding company listed in the Saudi capital market managing an investment portfolio of more than 3.5 billion Saudi Riyals. His involvement in this capacity covers all aspects of business matters related to Strategy, Finance, Mergers and Acquisitions, Corporate Governance and Compliance issues, Board of Directors matters.

A.Hakim started his career as an entrepreneur and has over 30 years of experience in the private sector which made him enjoy multiple skills advantage supported by his long experience in different business fields and industries.

A.Hakim is a Bahraini national, holds a bachelor's degree in statistics, a Diploma in corporate governance, certificates in sales management practice and Marketing management practice, in addition to special and various training programs among which strategic planning, leadership, finance, marketing, and crisis management.



Amjid Javiad Sheikh

Amjid Javiad Sheikh is working with Dubai HealthCare City (DHCC) as Group Director Audit, Risk and Compliance and is responsible for performing within the Domains of Audit, Risk and Compliance.

In addition, provide the same role for other entities including Al Jalila Foundation, Dubai HealthCare City Authority, Dubai School of Dental Medicine.

He worked with the Engineers Office (Dubai) as Director GRC - Governance, Risk & Compliance (Head of department) and enhanced the Governance Framework and design of a Compliance Mandate for the office and handled the scope of work, involved in conducting operational pre-audits, compliance investigations, Compliance testing, reviews & assessments for all entities / projects within the group.

He is the Member of the Board of Directors for Dubai HealthCare City, DHCC FZ LLC appointed by HRH Princess Haya Bint Al Hussein. He is the Chairman of Audit Risk & Compliance Committee and also the Governance & Regulatory Compliance Advisor for Board of Al Jalila Foundation appointed by HRH Princess Haya Bint Al Hussein. He is a certified director of Mudara IOD.



**Mohammed Nawaf
Babgi**

Mohammed is the Managing Director of MTA Holdings. He has spent his career developing and executing business strategies and restructuring significant core operations for different companies across a variety of industries in numerous geographies. Currently, he is Board Member and Managing Director of MTA Holdings, an investment platform that seeks to build and acquire businesses that add value to the Saudi economy by addressing critical development challenges and meeting the needs of the market.

Previously, Mohammed was a member of Dar Al Riyadh (DAR) Group, one of the largest Saudi Engineering, Procurement and Contracting platforms in the region. As a member of DAR's senior management, he retained oversight of the construction management services arm of the Group, a division with a backlog of multi-billion riyals worth of government contracts to supervise numerous projects, among which was the construction of King Abdullah Financial District, Saudi Arabia's mega housing initiative, and Riyadh's Municipality cleaning and recycling services. He was also a member of DAR's steering committee, where he was leading the development of strategy and new business opportunities. Along with his current responsibilities, Mohammed sits on the board of select GCC-based companies that are active in the real estate, finance, retail and manufacturing sectors and serves as an advisor to a select group of Saudi-based family businesses. From Al Khabeer Capital, Royal Vision Group to the Family Council of an established and reputable Saudi Family, his board level memberships range from Executive and Audit to Remuneration and Steering.

Mohammed began his career at Bahamdan Group, which he joined as Chief of Staff to the Chairman and CEO. In addition to his role in supporting the Group's principals, Mohammed was in charge of developing and incubating special projects, which included the establishment of the Group's education investment platform, Tadrees. Mohammed would later be appointed Deputy Managing Director for Strategy and Execution where he was instrumental in the Group's acquisition of key assets including a construction management company and a real estate brokerage that served as the base for the Group's RE Development platform.

In addition to his involvement with the various groups he's been associated with, Mohammed has also been active in incubating and launching various private platforms in financial services, management and strategy, advisory, and travel management services.

Mohammed's business acumen is aided by a strong educational background in engineering. He holds a BSc in Civil Engineering and an MSc in Infrastructure and Security Engineering from George Mason University. He is a Chartered Member of the Institute of Directors. Mohammed has focused his philanthropic activities towards his family's education and entrepreneur support activities.



Majid Jafar

Majid Jafar is the CEO of Crescent Petroleum, the Middle East's oldest private oil & gas company, and Vice-Chairman of the Crescent Group of companies which includes interests in port management, logistics, contracting, private equity and real estate.

He is also Managing Director of the Board of Dana Gas (PJSC), the leading publicly-listed natural gas company in the Middle East, in which Crescent is the largest shareholder. His previous experience was with Shell International's Exploration & Production and Gas & Power Divisions.

In addition to his professional commitments, Majid Jafar currently serves as Chairman of the Middle East-North Africa Business Council and Chairman of the Oil & Gas Independents Community at the World Economic Forum, Co-Chairman of the Business Backs Education campaign launched with the GEMS Foundation, and Vice-Chairman of the Global Energy Initiative (GEI).

He is also a Board Member of: the Carnegie Middle East Advisory Council, the Arab Forum for Environment and Development (AFED), the Higher Colleges of Technology (HCT) Industry Advisory Council, and the Iraq Energy Institute, as well as an active member of: the GCC Board Directors Institute, the Royal Institute for International Affairs (Chatham House), the International Institute for Strategic Studies (IISS), the Young Presidents Organization (YPO), the Young Arab Leaders organization (YAL), and a certified Director of the Institute of Directors (IoD Mudara).



Mario A. Camara

Mario A. Camara is an CEO at Evimer Ltd. Financial & Business Advisory Services. Prior, he was the CEO at Swissquote Middle East & Asia (Dubai Office) Middle East, subsidiary of Swissquote Bank Ltd with a strong legal background and proven experience in financial compliance enforcement.

He has managed financial entities in developing markets with field experience in Latin America, the Middle East, India and East Asia. He specialises in Management, International Finance Law, Financial Compliance, Energy Law, Corporate Law.

He has background includes London Business School MBA and advanced degrees in corporate, financial and environmental law. He is a member and accredited director of Mudara IOD



Eng. Mahmoud AlBurai

Mahmoud AlBurai is currently serving as senior advisor at Real estate Regulatory Agency of Dubai mandated to work on a plan to make Dubai more competitive. Before this role Mahmoud has served as the CEO of Dubai Real estate Institute for 10 years in which the institute graduated 80,000 real estate professionals from the region. He is the Vice President of International real estate federation, FIABCI Arabic Countries since 2016 and sits on the board of International Real estate Society (IRES).

Mahmoud sits on the board of National Association of Realtors(NAR), 1.3 million member real estate network based in Chicago. He has been selected to be FIABCI representative at the United Nations Economic Commission for West Asia (UNESCWA) and UNECE (Geneva). He is also the Chairman of UN Global Compact UAE since 2015 and represent MENA region in UN Global Compact advisory board since two years. In his role as UN Global Compact MENA representative led many SDG's driven initiatives. He started youth ambassadors programs in seven UAE universities recruiting over 150 youth, train them to help businesses become more sustainable.

He also led establishing Women empowerment principles platform in the UAE with 60 companies signing on WEPs commitment. To promote SDGs among business, Mahmoud launched SDGs pioneers UAE celebrating SDGs success stories of private and government organizations. Recently Mahmoud established his Think Tank in Geneva under the name of Middle East Sustainable Development Institute to lobby governments, businesses and communities to action on SDGs in the Middle East. His main role is to lobby private sector in the region to be actively involved in SDGs, during his presidency, UAE local network became the fastest growing network internationally. Moreover, Mahmoud leads the affordable Housing working-group at World Economic Forum.

Mahmoud has been selected recently to be on the Board of National Association of Realtors, largest real estate network in the world. Mahmoud also serves as an advisor-MENA region at Happy City Lab, headquartered in Canada which works on integrating happiness into urban design.

Prior to his position in Dubai Real estate Institute, Mahmoud worked as Senior Director of Real estate Sector development at Real estate Regulatory Authority of Dubai and few years as a Development Associate Manager at Dubai holding. Mahmoud completed his bachelor's degree in engineering at the American University before continuing on to earn his Master's in Real Estate from National University of Singapore .Mahmoud completed his MBA in Finance from his alma mater, American University of Dubai in 2010. He is a certified professional director of Mudara IOD.

He is now pursuing his Master of Cities at London School of Economics and Political Science(LSE) and DBA at Grenoble école de management in France.



Rita Khaled

Rita Khaled is an International Lawyer fluent in English, French and Arabic. Educated in law in both France and Lebanon, she is the Client Relationship Partner for one of the leading most experienced law firms and legal consultancies in the UAE at Baker & McKenzie Habib Al Mulla.

Her primary responsibility is to ensure consistent quality in the delivery of legal services to our clients. She manages the firm's Client Relationship Strategy, acts as the principle point of contact for clients and works closely with multiple business areas within the firm to drive a strategy that supports our transition from a traditional law firm into a highly client focused organisation.

She oversees and manages complex client relationships with large multinational corporations, family conglomerates, governmental authorities, banks and high net worth individuals. She is known for being highly perceptive and has a deep understanding of cultural sensitivities at both a local and international level. She is a certified director of Mudara IOD.



Roula C Zahar

Roula C Zahar is a Head of Legal and Board Affairs, Dubai Real Estate Corporation (DREC), Wasl Asset Management Group, Dubai an entity entrusted with owning and developing real estate assets owned by the Government of Dubai and the key business areas that wasl is focused on are property management, project management, hospitality, investment, leisure and entertainment.

She acts as managing director for a major real estate company managed by wasl. She also acts as Company Secretary for the Company and schedules all Board and Audit Committee meetings, preparing the agenda, attend and draft the minutes of meeting and follow up implementation of action plans. She has worked on several acquisitions including a 1.3 billion hotel development in Dubai. Negotiated and finalized the renewal of hotel management agreements with one major hotel operator in relation to four hotels owned by the Company in Dubai.

She is the member of the Executive Committee and Procurement and Tendering Committee of the Company. She is a certified director of Mudara IOD.



Mazen H. Boustany

Mazen H. Boustany is a Partner at Baker & McKenzie Habib Al Mulla.. He has over 18 years' experience in banking and finance law in the Middle East and has practised in the UAE for more than seven years.

Mazen advises on all aspects of banking and finance law including Islamic finance, structured finance, securitisation, private equity, financial structuring and restructuring, cross-border transactions and investment funds. He is also experienced in domestic and international arbitration and is a qualified banker. Having spent many years as a senior in-house lawyer, Mazen's advice is commercial and practical in nature. He frequently conducts training for corporate in-house teams on banking and finance law and regulation in the UAE. He is a certified Professional Director from the Mudara-Institute of Directors and is a member of the UK Securities Industry Management Association (SIMA). He has also been awarded the CISI Level 3 Certificate in Investments – Securities, endorsed by the UK FSA and the Financial Services Skills Council (FSSC), and is a certified Basel III professional (2011) and DIAC qualified arbitrator as well as a registered practitioner before the DIFC courts. In 2012 Mazen was appointed by the International Finance Corporation (IFC) as a short term consultant to advise on UAE legislative matters in relation to security laws. Mazen holds an Masters in Private Law from Paris II University (France) and LLB in Lebanese Law, Saint Joseph University in Lebanon. He is admitted to the Beirut Bar Association. He is fluent Arabic, English and French.



Rushdi Sammakieh

Rushdi Sammakieh is Vice President at Genero Capital.

He has 7 years of experience in Corporate Finance, Private Equity, and Corporate Governance and has led the execution of M&A deals and managed the closing of multiple transactions/investments. Prior to joining Genero, he spent 5 years with Injazat Capital, where he covered several industries in the SME space, conducting financial and business analysis, valuations, post acquisition work, and fund raising.

Rushi holds a Bachelor in Business Administration from Lebanese American University and an MSc in Finance and Economics from the University of Southampton in England. He is also a certified Professional Director and a CFA Level 2 Candidate and has acquired the SCA & CISI Financial Analyst Qualification License. He is a certified director of Mudara IOD.



Maryam Al Suwaidi

Maryam AlSuwaidi is a Senior Director of Human Resources and Administration department at Mohammed Bin Rashid Housing Establishment (MRHE), a government organization that aims to provide Dubai nationals with housing solutions including loans and grants.

She is responsible for all human resources function for the three sectors in the organization, her areas of responsibility include manpower planning, recruitment and selection, compensation and benefits, payroll, employee relations, performance management and training and development. As well as having oversight of human resources strategy and policies. In addition to her professional commitments, Maryam cooperate in the assessment of Emirates Human Recourses award in UAE Federal Government.

She is also an active member of Dubai Government Human Recourses (DGHR) committee. For her great performance, Maryam was honored by His Highness Sheikh Mohammed Bin Rashid Al Maktoum as Best employee in Dubai Government as part of Dubai Government Excellence program.

She has over 18 years of experience in government organization in Dubai includes experience in Human resources as well as finance. In addition, she participated in internal organization projects regarding quality, and process improvement. Prior to her director position at MRHE,

Maryam worked for years in managerial positions at Dubai Media Incorporated (DMI) and Ministry of Education. She holds a Master's degree in business administration (MBA) from the American University of Sharjah (AUS).

She also holds a Professional Diploma of Human Recourses from Australian Human Resources institute (AHRI), as well as being certified as (EFQM) Assessor. She is known for being highly perceptive and has a deep understanding of organization culture and employee happiness.

She is a certified professional director of Mudara IOD.



Rola Hamdan

Rola is a Co-founder of Gulf Merchant Group of Companies, a Board Member and Managing Director at Gulf Merchant Bank Limited in Dubai and a Partner at Gulf Merchant Group LLP in London.

Prior to joining the Group, she was Vice-President, Business Development of Zawya-Thomson Reuters in Dubai, UAE where she was in charge of the sales and operations in the MENA region. Ms. Hamdan held various positions in the field of investment banking at various financial institutions in the Gulf region. She was in charge of sales and client services at Shurooq Investment Services Co in Oman mainly dealing with corporations, Family Offices & UHNWIs.

Ms. Hamdan has studied at the Money & Banking Master's program at the American University of Beirut and holds a B.A. from the same university. Ms. Hamdan is an "International Directors Program" trained at INSEAD, Fontainebleau and an Certified Director of Mudara-Institute of Directors ("IOD").

Also, she is a founding member of the Bankers Business Group (UAE).



Jan Bladen

Jan is the Managing Partner of Governance Creed, a dedicated governance firm specialising in strengthening boardroom and corporate governance across the Middle East. The firm works with shareholders, boards and senior executives of family businesses, state owned enterprises, publicly listed entities and private equity firms to improve board performance and organisational governance to drive shareholder value.

Previously, Jan played an instrumental role in the founding of the UAE's two financial hubs: He spearheaded the launch of Abu Dhabi Global Market (ADGM) as the Executive Lead and Senior Advisor to the Board of Directors and co-led the establishment of the Dubai International Financial Centre (DIFC) as the founding Chief Operating Officer of the Dubai Financial Services Authority (DFSA). Prior to the DFSA, Jan worked for PricewaterhouseCoopers (PwC) in both Geneva and Dubai. He carries a wealth of experience in Corporate Leadership across the MENA Region and has worked extensively in Egypt, Morocco, Syria, Pakistan, Lebanon, Jordan, Bahrain, Kuwait, Saudi Arabia, Oman, Qatar and the UAE.

Jan has extensive international experience including Corporate Leadership, Strategy, Operational Management, and Corporate Governance. Practiced in building high performing teams, his divisional reports have included business planning, corporate strategy, human resources, information technology, corporate communications, finance, corporate administration, risk management and both internal and external audit.

Jan qualified as the 1st accredited Non-Executive Board Member with the Mudara Institute of Directors (IoD) in Dubai, attended Harvard Business School's "Making Corporate Boards More Effective" and is an accredited "Trainer of Trainers" in the Corporate Governance Board Leadership Program of the International Finance Corporation (IFC) and World Bank. He is a Board Member of several organisations, including serving as the Chairman of a Fintech Company, a Non-Executive Board Member of an Independent Swiss Asset Management Firm, an NRC Committee Member of a Private Equity Firm, and a prior Board Member and Governor of his former leading private UK Boarding School.

Raised across the Far-East, Middle-East, Europe and Africa, he was educated in French Embassy and British Private Schools. Fluent in English, French and Spanish, he has spent over 25 years living and working in the Middle-East. Jan's spouse is an Arab and his children speak Arabic, French and English at home. He obtained an MBA (Summa Cum Laude) from Lausanne in 1993 and holds both British and Swiss nationalities. Jan is a passionate Polo player.



Bruno Bertucci

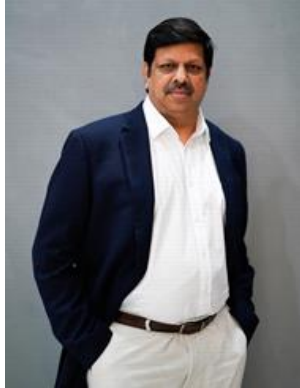
Bruno is the Co-Founder/Owner and Managing Partner of B&F Partners Limited (2013 to present). He currently serves in the Boards of B&F Partners Limited and UIB (DIFC) Limited.

Before setting up B&F Partners, he was the GM & SEO of the Middle East Regional Office (DIFC) and the COO MENA Region of Assicurazioni Generali, one of the largest international insurance groups (2007-2012). Prior to this (1999-2007) he was Divisional Director of the Generali UK Branch in London and held various positions at the Generali Head Quarter in Italy (1987-1999).

Bruno has a strong managerial & legal background with more than 30 years of experience in International Insurance and Reinsurance with a special focus on Aviation and Space Insurance and in the Financial Sector as a whole. During his years at Generali he developed an extensive experience in corporate strategic planning, budgeting, risk management and business development. He was a speaker in many aviation and space conferences, published various articles in the field of Aviation and Space Law, he was a Faculty and Lecturer in the Aviation and Space Master programme at the Universities of Modena and Udine (1995-2000).

He was a member of the Emirates Insurance Association High Technical Committee (2010-2011) and the Chairman of the EIA Life & Medical Technical Sub-Committee (2010-2012). Chaired the Legal & Claims SG of (2005-2006) of the IUAI - International Union of Aviation Insurers, was a Member of the Air Law Committee and Commission on Transports of the ICC, in Paris (1992-2007) and an International Associate of the American Bar Association since 1993.

Bruno holds a Law Degree with Honors and a Specialization Degree in Business Administration. He is a Certified Director of Mudara IOD.



**Suresh
Vaidhyanathan**

Suresh is an accomplished Business Leader and certified board director of Hawkamah and Mudara IOD working for multi-billion, diversified conglomerates in Middle East, Asia & Africa for 25+ years.

He was recognized as NACD Board Leadership Fellow (National Association of Corporate Directors, USA) in 2012 and certified amongst the first batch of Board Directors by Hawkamah - Institute of Directors, Dubai. He is also a Lifetime Fellow Member, Institute of Directors, India and has trained on corporate governance programs with Harvard Business School and INSEAD.

Notably, Suresh was included in the Forbes List of Top 10 Indian CFOs making an impact in the Middle East 2019.

Over the years, Suresh has managed executive leadership roles in multi-country, multi-business environment, driving finance, strategy, business development, digital transformation & performance across diversified portfolio of operating subsidiaries.

Presently Suresh is the Group CFO - managing strategy, finance, investments, M&A, corporate services and growth initiatives at Yas Holding - a leading UAE headquartered Investment Company with a multi-business portfolio across 9 sectors, 7,500 employees & 60+ operating subsidiaries. Yas Holding is engaged in agriculture, food, healthcare, education, aviation, real estate, FMCG, technology and others. The group's diverse companies operate in the UAE, and internationally in Middle East, Europe, Africa and Asia.

Industry Expertise : Agribusiness | Manufacturing | Automotive | Retail | Hospitality | Food & Commodities | FMCG | Education | Real Estate | Technology

Education:

- Qualified Chartered Accountant (CA) and Management Accountant (ICWA); First Class Graduate in Commerce & Accounting
- Mergers & Acquisitions | University of Chicago Booth School of Business
- Leading Digital Business Transformation | IMD Business School
- Distress Investing & Corporate Restructuring | Wharton School
- Blockchain Technologies | MIT Sloan School of Management
- Artificial Intelligence | MIT Sloan School of Management & MIT Computer Science & Artificial Intelligence Laboratory



Colin MacDonald

Colin has 30+ years of wide-ranging financial services experience from Retail through to Private banking, Insurance, Corporate and Investment Banking with transformation and restructuring a theme throughout his career.

He has in-depth Middle East knowledge, including being permanently based in the region for the last 16 years; with executive roles in a number of GCC countries including UAE and KSA.

Prior to setting up his own successful advisory business he has held a number of leadership roles as Deputy CEO of a large GCC bank , Group CEO of a leading Investment Bank and MD, Regional Head of a large full service international bank. All of these leadership roles entailed significant restructuring, change and transformation.

He has held several Board positions during his various roles and holds the Professional Directors diploma from IOD Mudara. Prior to this Colin held a number of leadership positions primarily in commercial and investment banking across advisory, origination, structuring and operating functions; including covering the Middle East.



Chandra Sekaran
T.S.

Chandra is a Director at the Magna ConServ Ltd, U.K.

Prior, he worked as Director of Training and Consultancy with Finsight Media Pvt. Ltd., India and was the publisher of its flagship monthly Journal "Compliance, Risk and Opportunity". He is also a founder partner of "Finsight Intelligence", which is in the business of providing custom publishing services, market research reports, rendering consultancy services, organizing training programmes, seminars, exhibitions, conferences and business events.

He has over 36 years of industry experience in Banking, across a wide spectrum of functions such as Audit, Operational/ IT Risk Assessment, Compliance/ AML/ KYC, Project Management, Business Continuity and Disaster Recovery Planning.

He has also managed a variety of banking application projects in varying capacities across different locations in Europe, Middle East and Africa. His last banking assignment was at Bank Sohar S.A.O.G., Muscat, Oman as its Head of Compliance.

He is a certified director of Mudara IOD.



Robert Baker

Robert has over 20 years of experience in finance, accounting and M&A across numerous asset classes, industries, geographies and cultures. He has worked in senior finance leadership roles in Australia, USA, UAE and UK for KPMG, LVMH Moët Hennessey Louis Vuitton and Al-Futtaim.

Currently he provides management consulting and advisory services to a number of CIS, Middle East and Asian clients who operate across a wide range of industries including agriculture, hospitality, manufacturing, real estate and financial services. He also has considerable family office experience in managing the financial affairs of ultra-high net wealth individuals.

He is a certified director of Mudara IOD.



**Caroline Fattal
Fakhoury**

Caroline has joined her family's business, Khalil Fattal & Fils, first as Assistant General Manager of the Food & Beverage division, later as Chief Operating Officer of the entire group, and serves today as Senior Vice-President Corporate Functions and Board Member. Her executive responsibilities cover Human Resources, Audit, Finance, IT and Supply Chain across multiple geographies.

Throughout her career in the fast moving consumer goods industry, Caroline has held management roles in Europe, Latin America & the Middle East—learning best practices from Unilever, Kraft, Johnson & Johnson and Gillette.

Caroline combines 14 years corporate business experience with the skills of a certified professional business coach. Her experience as a Board Member of both Unilever & the family business make her aware of challenges facing shareholders, board chairs, board members and non-execs. Based on her own experience and her work with many businesses, Caroline can appreciate the complex and powerful relationship dynamics of a top management team at Executive and Boardroom level. She is a sought-after speaker and workshop facilitator on the topic of family business, and women's leadership at the board level — how to get there and how best to contribute. She is fluent in English and French and has a working knowledge of Arabic and Spanish as well.

She is a certified director of Mudara IOD.

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