

Qualifications and Experience of Executive Management Team

	Name	Position	Qualifications and Experience
1.	Mr. Sameh M. Hassan	CEO of Savola Group CEO	<p>Previous positions: CEO of Savola Foods Company, Chief Portfolio Officer of Al-Faisaliah Group, Chief Operating Officer of Basamh Trading & Industries Group, preceded by almost 20 years in several international positions with Procter & Gamble Company, and served as a Board and Committees Member of a number of companies.</p> <p>Qualifications: Bachelor 's Degree in Economics, American University, Cairo, Egypt.</p> <p>Experience: Vast experience in leadership, strategic planning and management of foods and industrial multinational companies and other diverse sectors.</p>
2.	Dr. Bander T. Hamooh	CEO of Panda Retail Co.	<p>Previous positions: Chief Executive Officer of Nahdi Medical Company, Scientific Office Manager of Merck & Co., and VP General Manager at GlaxoSmithKline before that he assumed the role of Director General at the Saudi Ministry of Health.</p> <p>Qualifications: Bachelor's Degree in Pharmaceutical science, King Saud University, Saudi Arabia.</p> <p>Experience: He has over 30 years of experience in numerous retails, pharmaceuticals, healthcare and FMCG leadership roles, in addition, he also serves as a Board Member for multiple public listed/semi-government and joint stock limited companies</p>
3.	Mr. Wajid Usman Khan	Group Chief Financial Officer (CFO)	<p>Previous positions: CFO and Head of IT of Savola Foods Company, various other senior positions in Savola Group including Executive Director Group Finance and Treasury, Executive Director Corporate Finance, Finance Director and Assistant General Manager Finance, Assurance, and Business Advisory at PricewaterhouseCoopers (PwC) in Saudi Arabia and Pakistan.</p> <p>Qualifications: Holds a master's degree in commerce from HEC, Pakistan and he also holds professional qualifications in Chartered Accountancy; a Fellow member of Institute of Chartered Accountants of Pakistan; and an Associate member of Institute of Chartered Accountants of England and Wales.</p> <p>Experience: Over 20 years of experience in financial management, corporate finance, strategy and digital transformation with Savola Group and its subsidiaries. Member of Audit Committee in Panda Retail Company, Al Kabeer Group and Kinan International for Real Estate Development Sector.</p>

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4.	Mr. Mohammad Nasr	Group Chief Investment Officer	<p>Previous positions: Various leadership positions in investment strategy and transactions across MENA, Europe and Asia in private equity, mergers and acquisitions, and consulting with leading global and regional companies such as Accenture, Credit Suisse, Gulf Capital and Al Mal Capital (an investments subsidiary of Dubai Investments PJSC).</p> <p>Qualifications: Master's in business administration, London Business School (UK) and bachelor's in industrial and manufacturing systems engineering, Lehigh University (USA)</p> <p>Experience: Experience in investment and operational strategy leadership, deal origination, restructuring, M&A, managing investment portfolios and exit plans across several sectors.</p>
5.	Mr. Elnour Ali Saad	Chief of Corporate Governance, Compliance, Legal Affairs Officer, and Board Secretary	<p>Previous positions: Various senior positions in Savola Group including Executive Director of Corporate Governance, Compliance and Legal Affairs of the Group, Director of Corporate Governance and Board Affairs for Savola and its subsidiaries including the Food and Retail sectors, and Senior Manager of Corporates, Board Affairs and Corporate Communications.</p> <p>Qualifications: Holds Master of Laws (LLM), University of Cumbria, UK; BA & MBA, Sudan University of Science and Technology (SUST)- Khartoum. Received certificates in CG, Compliance, and Board, and Committees Secretary from reputable regional institutions.</p> <p>Experience: He has vast and diversified experience in corporate governance, compliance, legal affairs, Board of Directors' affairs, projects management, team leadership, investors' relations and shareholders' matter and corporate communications. Significant experience in providing corporate governance and legal consultations in CMA laws and regulations, companies' law, managing shareholders' meetings, preparing legal due diligence (LDD), annual reports and prospectuses for listed companies, as well as legal memorandums, reviewing contracts and agreements to define and mitigate risks as well as following up cases before judicial bodies through litigation, arbitration, or amicable settlements.</p>
6.	Mr. Adeeb Ibrahim Moodi	Chief of Human Resources Officer	<p>Previous positions: Chief of Human Resources Officer at Savola Foods Co., he also held several executive and leadership positions within the Group subsidiaries as he Joined Savola in 2001 and advanced through various roles.</p> <p>Qualifications: Holds Advanced Executive Leadership Certificate from INSEAD and bachelor's degree in business management (HR) from King Abdulaziz University. He also holds many professional HR certificates such as FCIPD.</p> <p>Experience: Over 24 years of experience in the field of Human Capital Management focusing on aligning human capital with the organization's overall strategic objectives and oversee talent management, leadership development, employee relations, and organizational culture, and ensure the company complies with relevant laws and regulations. He was nominated among the world's top 25 most influential HR leaders for the year 2024.</p>

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7.	Mr. Hazim Alahmadi	Information Technology General Manager	<p>Previous positions: Joined Savola in 2021 as Executive Director of Information Technology. Prior to that, he worked in different local and multinational companies, including Alsafi Danone, Yousef Mohamed Naghi Company and Panda Retail Company.</p> <p>Qualifications: Master's degree in executive MBA, and Bachelor's degree in Industrial Engineering from King Abdulaziz University, SA.</p> <p>Experience: Over 20 years of experience in the field of IT Management, mainly: ERP Management, Business Intelligence and Digital Transformation.</p>