

Date: Sunday, 14th June 2020

Subject: List of Nominees for Aramex PJSC Board of Directors Membership

In compliance with the Federal Law No. (2) Of 2015 regarding Commercial Companies, and the Chairman of the Authority's Board of Directors' Resolution No. (7/R.M) of 2016 concerning the Standards of Institutional Discipline and Governance of Public Shareholding Companies, we would like to announce that the nomination for membership of Aramex PJSC's Board of Directors had been closed on Saturday, 13th June 2020.

The following nominees have applied for the membership of the new Board of Directors elections at the Annual General Meeting on Monday, 22nd June 2020

Sr No.	Name	Nationality	Membership
1	Mr. Mohamed Juma Alshamisi	UAE	Non-Executive/Independent
2	Mr. Murtaza Hussain	Pakistan	Non-Executive/Independent
3	Mr. Omar Abdulla Mohamed Alhashmi	UAE	Non-Executive/Independent
4	Mr. Sunil Bilotra	UK	Non-Executive/Independent
5	Mr. Fahad Abdulqader Al Qassim	UAE	Non-Executive/Independent
6	Mr. Arif Abdulla Abdulrahman Alharmi Albastaki	UAE	Non-Executive/Independent
7	Ms. Fatma Hussain Ali Ahmad	UAE	Non-Executive/Independent
8	Mr. David Haglund	Sweden	Non-Executive/Independent
9	Mr. Ramez T. Shehadi	Canada	Non-Executive/Independent
10	Mr. Abdullah M. Al Mazrui	UAE	Non-Executive/Non-Independent
11	Mr. Ahmed Albadi Aldhaheri	UAE	Non-Executive/Non-Independent
12	Dr. Wolfgang Baier	Austria	Non-Executive/Independent
13	Ms. Jawaher Ahmad AlBlooshi	UAE	Non-Executive/Independent
14	Mr. Ali Mohammad Abdullah Ali Al Jassim	UAE	Non-Executive/Independent
15	Ms. Fatma Obaid Abdulrahman Ahmed Alsaleh	UAE	Non-Executive/Independent
16	Mr. Ayoub Mohamed Amin Kazim	UAE	Non-Executive/Independent
17	Ms. Hessa Saeed Ahmed Saeed	UAE	Non-Executive/Independent
18	Dr. Huda Al Matroushi	UAE	Non-Executive/Independent
19	Ms. Roudha Ali Mohammad Ahmad AlSakit	UAE	Non-Executive/Independent
20	Ms. Eman Mohammed Al Suwaidi	UAE	Non-Executive/Independent

The Name of the Authorized Signatory	Bashar Obeid
Designation	Chief Executive Officer
Signature and Date	Sunday, 14 th June 2020 
Company's Seal	

Captain Mohamed Juma Al Shamisi

Group Chief Executive Officer, Abu Dhabi Ports



Mohamed Juma Al Shamisi is the Group Chief Executive Officer of Abu Dhabi Ports, the operator and the manager of commercial and community ports within the emirate of Abu Dhabi, as well as Fujairah Terminals and Khalifa Industrial Zone Abu Dhabi (KIZAD).

In his role, he oversees the development of Abu Dhabi Ports' portfolio of assets and activities as well as directs their strategy and operations. Under his leadership, the transition from a project-focused organisation to a fully operational, customer focused ports and industrial zones business (KIZAD) has been a remarkable success.

A strong, determined and entrepreneurial leader, he leads Abu Dhabi Ports' role in supporting the government's objective of diversifying the non-oil and gas economy.

Al Shamisi is an experienced maritime executive with almost 20 years of industry experience, working to ensure Abu Dhabi Ports continues to hold a prime position in the region's commercial maritime whilst boosting the profile of Abu Dhabi globally.

He joined Abu Dhabi Ports in 2008 and has held key leadership positions within its portfolio, which include the Executive Vice President for the company's Ports Unit, where he was instrumental in restructuring this unit and rationalising its assets. He also oversaw the completion and commissioning of the first phase of Abu Dhabi Ports' flagship port, Khalifa Port and of its adjacent Khalifa Industrial Zone.

During his management, Abu Dhabi Ports won more than 40 prestigious local and international awards, including five categories of Abu Dhabi Award for Excellence in Government Performance 2017 which granted the company the Main Award.

Al Shamisi is Chairman of Abu Dhabi National Exhibition Company (ADNEC), he is also a Board Member of Etihad Rail DB, the Federal Transport Authority - Land & Maritime, and MAKE A WISH Foundation UAE. He also serves as a member of the Board of Trustees to the Emirates Maritime Arbitration Centre. He is currently the Chairman of KIZAD Board of Directors, and has served as a Board Member of Etihad Airways. He has been recently appointed as the Vice Chairman of Arab Sea Port Federation.

Al Shamisi holds an MBA, an advanced Diploma of Applied Science (shipmaster) and a Graduate Certificate of Management from the University of Tasmania, Australia.

He has received the Peter Morris Prize from the Australian Maritime College's (AMC) for his significant contributions to the maritime industry, as well as the AMC Baird Publication Prize for Best Performance in Navigation Studies, He is also the recipient of the Sheikh Rashid Award for Academic Excellence. In 2012, He was also named the Young Personality of the Year at the Seatrade Middle East and Indian Subcontinent Awards. Recently, he came in the first position of the 2018 Logistics News ME 25 CEO Powerlist in the Middle East.

Murtaza Hussain

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Professional Experience

Abu Dhabi Developmental Holding Company (ADQ)

Acting CIO, Alternative Investments / M&A

May 2019 – Present

- Acting Chief Investment Officer at ADQ, overseeing the company's Mergers & Acquisitions and Alternative Investments team which support the in-organic growth plans and divestment / monetization objectives of ADQ and its portfolio companies
- Also leading the direct investment arm of ADQ with the objective of investing across assets classes in line with ADQ's strategy of delivering long-term financial and socio-economic growth
- Appointed to Board Directors of AD Ports

Vice President, Single Private Family Office, Alternative Investments, Dubai, UAE

Oct 2018 – Feb 2019

- Advised a prominent single family office on a global alternative investment strategy with a core focus on diversifying across geography and asset classes (specific focus on direct PE investments)

The Abraaj Group

Managing Director, Private Equity / Energy Infrastructure, Dubai, UAE

Aug 2007 – Sep 2018

- Senior member of the investment team responsible for all aspects of the investment process including: origination, deal screening, due diligence, transaction structuring and documentation, acquisition and project finance, formulation of value creation plan, post-acquisition portfolio management (including board representation) and exits
- Co-headed the Group's global energy infrastructure initiative with a core focus on clean energy. As part of the role, developed a global investment strategy for internal and external stakeholders, built a diverse team of investment / operational professionals across 4 continents and developed an actionable deal pipeline through proprietary and advisory relationships
- Developed strong operational expertise while working closely with the management teams of portfolio companies
 - Turnaround and restructuring experience while working in a management role (post-acquisition) for over 1 year as part of the team leading the turnaround of one of the largest remaining power integrated utilities in Asia
- Responsible for driving portfolio construction (Target Portfolio) and risk management processes
- Served on the Board of several portfolio companies including KES Power (holding company of one of the largest integrated utilities in South Asia) and Byco Petroleum (publicly listed company)

Fundraising and Strategic Initiatives

- Closely involved in fundraising initiatives (alongside the Investor Engagement team) for specific transactions and strategies. Strong relationships with the investor and lender community including international banks, DFIs, multilateral agencies and institutional investors
- CIO Office / Strategy Team (two years between 2011 – 2013) – member of the CIO Office & Strategy team, reporting directly to the Group CEO / Founder and Management Executive Committee. Key responsibilities in this role included:
 - Executing the Group's strategy in respect of expansion of product lines and geographic remit of the business through organic and inorganic initiatives
 - Led the landmark acquisition of Aureos Capital (as part of the Group's inorganic growth strategy), a private equity group with US\$ 1.3 billion in AUM (over 120 portfolio companies across 17 funds) investing in Africa, Asia and Latin America
- Led the development of the Group's Global Analyst Program and other training and development programs

Murtaza Hussain

Villa 39, Street 48 A, Al Barsha 2, Dubai, UAE • mhussain@adq.com • (+971) 50 296 7382

BMO Capital Markets

Financial Analyst, Investment Banking, Toronto, Canada

July 2005 – Aug 2007

- Advised on several M&A (including restructuring and spin-offs), equity and debt transactions to clients in the Metals & Mining and Financial Services industries

Select Transactions / Projects

- Advised Toronto Stock Exchange (TSX) on its C\$ 1.3 billion landmark acquisition of Montreal Stock Exchange
- Advised Barrick Gold on its 20% (C\$ 250 million) acquisition of Porgera Gold Mine from DRDGold
- Advised on the \$220 million Initial Public Offering of Morneau Sobeco Income Fund

Credit Suisse First Boston

Summer Analyst, Investment Banking, Canada Group

Summer 2004

- Provided analytical and research support for numerous Equity, Debt and cross-border M&A transactions in Canada Group

Education

McGill University, Montreal, Canada

2001 – 2005

- Bachelor of Commerce, May 2005, Major in Finance and Concentration in Accounting
- **CGPA 3.81/4.0** – Graduated with Great Distinction (top 5%) and Dean's Honors List 2001 – 2005 (top 10%)

Others

- Attended a two year executive training program led by professors from Harvard Business and Harvard Kennedy School
- Invited as a guest lecturer to Harvard Business School on a class on Corporate Restructuring & Turnarounds led by Private Equity
- Regularly invited as a guest lecturer to London Business School on a class on Private Equity led turnarounds
- Attended several leadership and communication training programs including a year-long bespoke program by Flippen Group

Omar Abdulla Alhashmi

Nationality: UAE Address: P.O.Box. 25004, Abu Dhabi, U.A.E.

Mobile: 050 8115187

ACADEMIC QUALIFICATIONS:

Year	Type	Type of Award/ Name of Int. / GPA
2011-2013	MBA	London Business School
2003 – 2005	Mechanical Engineering	Master of Science / George Washington University / GPA 3.61
1998 – 2002	Mechanical Engineering	Bachelor / Oklahoma State University / GPA 3.296

- Deans honors roles from Oklahoma State University, Fall 1998, Spring 2000, Fall 2001

WORK EXPERIENCE:

<u>Year</u>	<u>Nature of Job</u>
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Abu Dhabi Power Corp. Oct 2018-now	Executive Director Asset Management
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Started in the organization as the Acting CEO for the first 6 month. During that time the focus was on building the institution including new org. structure, governance, first 5 year transformation plan, build a team from scratch. Then moved into execution of the transformation program exceeding the board target by 4 times. During this time also acted as board member in a number of investments in the company including Sohar Aluminum smelter and a number of power plants.

Etihad Airways Jul-2015 – Oct 2018	Head of Strategy Development
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Initially the team was part of the corporate strategy responsible for strategic analysis, benchmarking, and market intelligence, The team also got involved in selected deals including developing business cases and negotiating JVs/partnership to enhance Etihad market position, the team was also involved in a number of projects related to Etihad Equity Partners.

The team responsibility and reporting line changed then to the Chairmen's office which reports directly to the chairmen and the board. The focus is mainly to insure successful transformation of all the corporate functions to become world class as per the new Etihad strategy, performance management, improve engagement with external stakeholders, and conduct special projects/analysis as directed by the board.

Canada UAE Business Council (CUBC)	Deputy-Chair
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Established the CUBC legal entity in Toronto Canada with full time staff, with the objective is to work closely with business leaders and governments in both countries to find ways to improve the business relations focusing on increasing FDI and support SMEs, the council was able to positively influence some strategic topics between the 2 governments.

Mubadala Jul 2009 – Jul 2015

Vice President, Industry Unit, MDC

Secondment to Emirates Global Aluminum (EGA) Jan 2014 – Jul 2015

Conducted an 18 month assignment in EGA to support the integration of the procurement function after the merger between Dubal and EMAL. The tasks included optimizing the

operating model to capture value, and support restructuring some functions and practices within the team to have more strategic focus to lower inventory levels and reduce costs.

VP Mubadala: Jun 2009- Jan 2014

Activities typical for private equity, tasks included:

Asset Management:

- Involved in activities to identify and create value from a shareholder point of view including involvement with top management of the assets to support in project/operational improvement initiatives (e.g. capital efficiency program resulting in a capex reduction by 20% for a major expansion plan), monitoring the performance, monthly performance reviews and support board committees in decision making
- Mubadala's first investment in China: Lead activities to support the improvement of governance practices with the JV partner in China, develop and implement plans to improve commercial parameters (e.g. support to increase sales to high value customers).

Business Development:

- Led a comprehensive review of all projects not committed and under development, and co lead the development of a new unit strategy that included screening of 200+ industries and landing on 6 – 10 industries to develop further. .
- Lead investment program feasibility study into advanced technologies sector in Abu Dhabi.

Associate Business Developer in the Energy and Industry Unit, MDC, Oct 2007- Jun 2009

- Development and execution of the Clean Mobility initiative, including identification of investment requirements, negotiation with potential global partners.
- Conducted multiple acquisition Due Diligence of technology companies working with teams of advisors.

Junior Mechanical Engineer, Discipline Engineering, ADMA, Mar-03- Oct 2007

Worked as a Junior Engineer, during which gone through the internal training program. Also during the period left for two years to do a masters degree in Mechanical Engineering from George Washington University.

SKILLS:

- Language: Bilingual in Arabic and English.

Personal Info:

- Enjoy Volleyball, Swimming, Football, and obtained license in Scuba diving in USA.
- Three times UAE Junior National Volleyball League Champion with Aljazeera club 1994-1996

REFERENCES:

References available on request

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EDUCATION

2000 - 2002

LONDON BUSINESS SCHOOL

Masters in Business Administration

1996

CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS (CA)

Ranked 7th in Canada, 2nd in Province in Professional Entrance Examination

1994 - 1996

MCGILL UNIVERSITY, MONTREAL, QUEBEC, CANADA

Graduate Diploma in Public Accountancy (Douglas Mellor Award for highest standing)

1990 - 1994

MCGILL UNIVERSITY, MONTREAL, QUEBEC, CANADA

Bachelor of Commerce, Major in Finance and Real Estate (Deans Honour Role)

BUSINESS EXPERIENCE

**Jan 2020-
Present**

Abu Dhabi Developmental Holding Company (ADQ)

Investment Director, Alternative Investments / M&A

- Investment Director supporting ADQ portfolio on M&A and investments opportunities as well as sourcing and executing alternative investments
- Focus to date has been on a wide range of sectors including logistics supporting companies such as AD Ports, healthcare including diagnostics, pharma and distribution sectors, industrials supporting companies such as SENAAT and airlines and tourism sectors
- Responsibilities include deal sourcing, due diligence, documentation negotiation and execution

**Nov 2009-
Dec-2019**

Investcorp Bank, Bahrain

Principal, PE-MENA

- Principal in PE-MENA, the MENA region private equity fund of Investcorp raised in 2008
- Focused on private equity transactions in MENA, primarily growth capital in family businesses from deal sourcing, due diligence, structuring, post-acquisition and exit
- Member of Board of portfolio companies including Reem Hospital (UAE), L'azurde (listed company in KSA), AYTb (KSA), NDT CCS (KSA), Automak (Kuwait) and Hydrasun (Scotland)
- Member of various governance committees including Audit & Risk, Remuneration and Executive Committees of portfolio companies
- Led deal teams in portfolio company management post acquisition working with CEOs, developing incentive plans, operational improvements, executing M&A bolt-ons, and entering into strategic JVs
- Invested in minority and majority transactions, in some cases alongside other investors and in some cases using acquisition finance
- Led successful exits of portfolio companies via trade sale and capital markets (IPO)

**Sept 2005-
Sept 2009**

Barclays Capital, London, UK

Director – Sponsor Leverage Finance

- Worked in a dedicated team covering Terra Firma, KKR, Carlyle, TDR Capital, Candover, Warburg Pincus, DIC, Arcapita, Goldman Sachs PIA and TPG Capital
- Provided leveraged finance solutions to clients including acquisition financing, leveraged recapitalisations, property financing, securitisation and asset-backed lending
- Responsibilities include idea generation, seeking credit approval, deal structuring including termsheet negotiations, funding mechanics, and syndication execution
- Client facing responsibilities and also interacted with a wide group of individuals including credit committee, capital markets, investment banking, country coverage, and real estate finance teams
- Major transactions completed include financing solutions for TDC (5 sponsor consortium), Symrise (EQT), Algeco (TDR Capital), Petroplus (post-IPO high yield bond), Odeon Cinemas (Terra Firma), Endemol (GS PIA), Pheonix Natural Gas (Terra Firma), EMI (Terra Firma), Northgate (KKR)

**Aug 2002 –
Aug 2005**

Credit Suisse First Boston, London, UK

Associate – Financial Sponsors Group

- Responsibilities included providing bank funding for takeover bids, arranging credit documentation, preparing and coordinating senior bank syndication and executing high yield financing
- Launched first European Senior Discount Notes issue for Inmarsat plc – execution was performed in two-week time frame and \$300m offering was announced and priced same day
- Worked on \$5bn acquisition of Intelsat Ltd. by a consortium of financial sponsors, £1.9bn public-to-private takeover of Debenhams plc, acquisition of Gerresheimer by Blackstone and £700m public-to-private takeover of New Look plc

- Advised on £277m sale of John Lewis' store card portfolio to HSBC Bank as part of time spent in the retail M&A team

**Jun 2001 –
Aug 2001**

**Credit Suisse First Boston, London, UK
Summer Associate - Investment Banking Division**

- Evaluated various M&A, restructuring and capital markets (specifically demerger and secondary issue) options for major European client
- Analysed merger consequences from numerical and strategic viewpoint for European steel company

**Nov 1998 -
July 2000**

**Ernst & Young, Corporate Finance Division, Montreal, Canada
Associate – Mergers & Acquisitions**

- Created financial valuation model and successfully negotiated term sheet in connection with sale of local Internet professional services company to \$2bn U.S IT firm
- Performed industry analysis in the Internet hosting, ASP and consulting space

**July 1998 -
Oct 1998**

**Ernst & Young, Audit Division, Perth, Australia
Manager**

- Selected by Montreal office for secondment as part of internal exchange program

**Oct 1995 -
Jun 1998**

**Ernst & Young, Corporate Finance Division, Montreal, Canada
Senior Auditor**

- Analysed and prepared financial statements for various public and private corporations

ADDITIONAL INFORMATION

- Invited to lecture in the Chartered Accountancy program at McGill University (1997)
- Enthusiastic, dynamic team player, proactive and forward thinking
- Investor in various small start-ups addressing biotechnology, alternative medicines, vehicle electrification
- Avid tennis player (finalist at local club tennis tournament), enjoy running and keeping fit
- Basic knowledge of French

Fahad Abdul Qader Al Qassim

Date of Birth: 23rd Sept. 1978, Nationality: UAE

P.O. Box: 51522, Dubai, UAE

Mob: +971-50 – 6500244

Email: fahad_aq@yahoo.com

Work Experience

Feb 2018 – Present

**Emirates NBD Capital
Chief Executive Officer**

- Cover four business units: Loans & Syndications, Debt Capital Markets, Corporate Finance and Agency services
- Manage a team 40 full time employees

Nov 2009 – Jul 2018

**Waha Capital PJSC
Managing Director – Head of Principal Investments**

- Manage all proprietary investments at Waha Capital, a portfolio of AED 7 billion: AerCap Holding, Dunia Finance, Channel VAS, Waha Land, National Petroleum Services, Stanford Marine Group, and MENA Infrastructure Fund
- Current portfolio generates c. AED 650m of gross profits (share of net income)
- Lead a team of five members overlooking the assets
- Originate, screen and propose potential deals to the Board on a mandate to invest \$100m
- Report portfolio performance to the board on quarterly basis
- Board member / representative on all portfolio companies
- Portfolio management responsibility through board on strategic issues / growth and by closely engaging with the companies' management to ensure achievement of objectives throughout all businesses (finance, legal, HR, etc...)
- Responsible for portfolio companies' growth through bolt on acquisitions and merger opportunities
- Member of the Investment Committee and Management committee at Waha Capital
- Examples:
 - o AerCap US\$ 1 billion funded collar structure rollover
 - o Closed a deal of \$50m in a Fintech company called Channel VAS
 - o Dunia finance growth strategy formulation and originating bolt on acquisitions
 - o Turnaround exercise of Addax Bank in Bahrain from loss and more than ten legal cases to profitable and clean unleveraged bank
 - o Turnaround of education platform First Education Holding to have appropriate management and expansion of schools, 5000 students enrolled

Dec 2007 – Nov 2009

**The Executive Council – Government of Dubai
Head of Executive Council Projects:** Support government innovation and restructuring implementation. Strategy formation of agencies, and explore new initiatives and ideas to support the government functions.

Mar 2005 – Nov 2007

Millennium Capital (Subsidiary of Dubai Islamic Bank)
Project Finance & Syndications - Investment Banking Dept.
Assistant Vice President: Analysing new projects & deals for financing, prepare credit documentation and selling down the deal to other banks.

May 2004 – Feb 2005

Dubai Aluminium Company Limited
Purchasing Department
Team Leader: Responsible for the procurement of various commodities for the company.

Feb 2001 – Apr 2004

Dubai Aluminium Company Limited
IT Applications Dept, Production Section

System Analyst: Responsible for the production IT system, analysis, designing and maintenance.

Sept 2000 – Jan 2001

Dubai Internet City

IT Enterprise Resource Planning

Oracle Financial Application

Database Administrator: Developed and maintained Oracle financial database.

Nov 1998 – Sept 2000

Dubai Aluminium Company Limited “DUBAL”

IT Application Management

Production System

Analyst Programmer: IT system production programmer.

Education

Feb 2008 – Feb 2009

Executive Diploma in Public Administration

Lee Kuan Yu School of Government

National University of Singapore in conjunction with Dubai School of Government

Jul 2002 – Dec 2003

Masters of Business Administration (MBA) specializing in Finance & Investments

Graduated with Distinction

Monash University, Melbourne, Australia

Oct 1999 – Jun 2000

BSc. (Hons) in Applied Computing,

Graduated at Upper Second Honors,

Leeds Metropolitan University,

Leeds, UK

Sep 1995 – Jun 1998

Higher National Diploma in Electronics Engineering Technology,

Graduated with Honors,

Dubai Men's College,

Higher Colleges of Technology, Dubai, UAE

Courses

Jun 2010

M&A Workshop

The Wharton School of Business

University of Pennsylvania

Feb 2007

Syndicated Loans – 3 days

Euromoney Institute,

London, UK

Dec 2005

Project Finance Workshop – 4 days

Euromoney Institute,

London, UK

Sep 2005

The Islamic Economic and Banking System

Dubai Islamic Bank

May 2005

The difference between Islamic and Conventional Banking Systems – Dr. Abdulsattar Abu Ghoda

Sep 2004

The 7 Habits of Highly Effective People

DUBAL Training Centre

Mar 1999 – Aug 1999

Oracle Development Training Course,

Oracle Systems Corporation,

Dubai Trade Centre

Awards/Honors

Executive Development Leadership Program at Waha Capital 2014 - 2015

Sheikh Mohammed bin Rashid Leadership Program 2008 - 2010 Young Leaders

EDAAD Scholarship: Awarded to UAE nationals that are recognized for their outstanding academic and extra curricular accomplishments.

Certificate of Excellence: Awarded to the best technology student in 1997 and 1998 at Dubai Men's College.

Languages

English: fluent.

Arabic: fluent (1st language).

Fahad Al Qassim

Chief Executive Officer
Emirates NBD Capital



Fahad Al Qassim is Chief Executive Officer of Emirates NBD Capital, responsible for overseeing syndicated loans, structured finance, debt and equity capital markets and advisory businesses with a mandate to drive the growth of the Group's Investment Banking franchise.

Fahad has over 20 years of experience in the investment banking, government and commercial sectors. He was previously Managing Director and Head of Principal Investments at Waha Capital managing over AED6 billion of proprietary investments and overlooking private equity investments. Prior to which he was Head of Executive Council Projects for The Executive Council of the Government of Dubai, and prior to that worked in the Investment Banking Division of Dubai Islamic Bank.

Al Qassim holds an MBA specialized in Finance from Monash University in Melbourne, Australia, as well as BSc (Hons) degree in Applied Computing from Leeds Metropolitan University in the UK, and a Higher Diploma in Electronics Engineering from Higher Colleges of Technologies in the UAE. He is also a graduate from the Mohammed Bin Rashid Leadership Program 2008 – 2010

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Arif Abdulla Alharmi Albastaki

Mr. Arif Abdulla Alharmi Albastaki is the Managing Director and Chief Executive Officer of Amlak Finance PJSC. With over 27 years of experience in the banking and financial sector, he has played a key role throughout Amlak's organizational transformation and drove Amlak's financial restructuring, which was successfully completed in November 2014.

In addition to his role at Amlak, Mr. Arif holds number of board positions with leading institutions. Currently, he is the Chairman of Emaar Industries & Investments, Chairman of Amlak Finance Egypt and Board Member of Aramex.

Previously, he held the role of Vice-Chairman at TECOM Group, and was a Board Member of Awqaf & Minors affair Foundation, Amlak International for Finance & Real Estate Development, Saudi Arabia, and a Board Member of Al Salam Bank, Algeria.

Prior to joining Amlak, Mr. Arif had 15 years banking experience holding a number of senior managerial positions at leading financial institutions, including HSBC Bank ME, Dubai Islamic Bank, ABN AMRO Bank, and National Bank of Fujairah

Mr. Arif holds a Bachelor's degree in Banking and Finance, and Master's Degree in International Business from the University of Wollongong, Dubai.

EXECUTIVE SUMMARY



Fatma Hussain, an Emirati HR business leader and culture transformer, with more than 20 years of expertise and achievements in Human Resources working across multiple industries in leading private and government companies in UAE.

Fatma holds a master's degree in business administration from the University of Dubai and has undergone several executive and board level programs that include a leadership programme from the Wharton Business School in USA. She has also completed executive & board level programs that feature key topics that include Directors evaluation and succession planning, assessment of board procedures, C- Suite selection, and board evaluations.

As the Chief Human Capital Officer at TECOM Group, Fatma has transformed the positioning of Human Capital from being a business support function to become a trusted business partner that is focused on attracting, developing, and rewarding the company's key asset "Its people" in order to enable continuous organizational growth whilst maintaining a competitive talent pool across the group.

Prior to joining TECOM Group, Fatma has worked with several reputed private and government organizations across various strategic HR disciplines that include Performance Management, Total Rewards, Talent Acquisition & Development, Emiratization, and Talent Redeployment. She has also partnered with senior leadership and C-Level executives to lead various critical projects related to Quality Management and Business Process Improvement in order to realize organizational effectiveness and achieve set business objectives.

Being a voting member of TECOM Management Committee, Fatma has direct and close interaction with the Board and the Executive Human Capital Committee. She is currently a member of the Nomination & Remuneration Committee of Emaar Industries and Investments (Pvt.), as well as, being a Senior Assessor Member with the Department of Economic Development in Dubai for Human Development Awards.

Fatma has also received multiple rewards to recognize her value adding expertise and contribution in the human resources field and was the recipient of the World's Greatest CHCO Award from the India-UAE Business & Social Forum. In addition, Fatma has 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.

Curriculum Vitae of Fatma Hussain

PERSONAL DETAILS

Name: Fatma Hussain

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f.almulla1@gmail.com
<https://ae.linkedin.com/in/fatma-hussain-a674b2113>

Nationality: United Arab Emirates

Honors and Awards

- Business Leader of the Year - HR Leadership Award (World HRD Congress) 2018
- Femina Women Super Achiever Award for Excellence in HR (World HRD Congress) 2018
- HR Team of the Year Award (HR Excellence Awards) 2017
- Distinguished Project Awards (JAFZA) - 2008, 2009, 2010, 2012, 2013
- Distinguished Team Awards (JAFZA) - 2008, 2010, 2012, 2013
- Ideal Employee Award (JAFZA) - 2007
- Assessor Award (Department of Economic Development) - 2004

EDUCATION

University of Dubai
Masters in Business Administration, GPA:4.0

University of Dubai
Bachelor in Business Management GPA:3.97

The University of Pennsylvania Wharton School
Executive Leadership

Hawkamah, The Institute for Corporate Governance
Mudara, Institute of Directors
Professional Certified Director- Directorship Development Program (DDP)

Certificated Assessor - Department of Economic Development for Dubai Human Development Awards
Certified Balance Scorecard professional

EXECUTIVE DEVELOPMENT

- Project Management CPMO EPM - Kalsoft
- 2nd Annual Global Human Assets Congress - Naseba
- Training Evaluation & Assessment Course - Glomacs
- Train the Trainer Program - EMIC
- Training Need Analysis System - DIHRD
- Evaluating Training Programs -TCQ
- Uplifting Service Cultures - Right Selection
- Women in the Arab World - Columbia University
- Empowering Women - Dubai Foundation for Women and Children
- Performance Management - The People Partnership-Knowledge Village
- Job Analysis Training - Hay Group
- Job Evaluation training - Hay Group
- Writing Back to customers - Ron Kaufman
- Leadership Skills - Dr. Stephanie Jones, Associate Professor at University of Wollongong

Curriculum Vitae of Fatma Hussain

- Timeless Leadership - Omar Khan
- Disciplines to Inspire a Results Oriented Team - Bob Ulrich
- Ethics Management - Santiago Zorzopulos
- Talent Retention - Armand Robitaille
- Emotional Intelligence - Mercuri International

CAREER PROGRESSION

Tecom Group

May 2014 to Present

Chief Human Capital Officer

Core Role:

- Responsible for planning, leading and managing the execution of the Human Capital strategy to support the implementation of TECOM business plans and overall strategy.
- Participate in executive team deliberations and provide support to management in developing, integrating and implementing strategies and plans that improve productivity, maximize employee and organizational effectiveness, ensuring consistency and alignment with the organization's goals and objectives.
- Leading and driving the transformation of the human capital function to ensure that HR professional's partner with the business and TECOM acquires, retains, and develops the best talent to achieve its future goals.
- Guide and oversee the implementation of employee performance and development measurements and initiatives which are in the best interest of the organization, while appropriately utilizing human resources to achieve these goals.
- Build, drive and direct the organizational capability through various Human resources activities including organization structuring, resourcing, and engaging and retaining quality talent committed to deliver and achieve business results.
- Leading the strategy for the development of a robust talent pipeline and workforce plan through succession planning for TECOM
- Responsible for introducing and implementing best practices in alignment with the organizational culture and changing business needs.
- Leading Balance Scorecard framework development & finalization for corporate and departments in TECOM & DH

Jebel Ali Freezone Authority

Feb 2007 to April 2014

Head of Recruitment, Talent Development and Redeployment

- Direct and lead the implementation of key processes and frameworks to ensure that the organization is equipped to meet its business objectives including Talent development, workforce planning, job analysis etc.
- Design, lead and manage talent management strategy, framework and processes such as learning & development initiatives, capability building initiatives at middle management/ senior management level, training needs assessment, development of top talent to support the achievement of the organizational objectives.
- Lead the Manpower costing and budgeting process and ensure manpower budgets are compiled, approved and circulated to business unit heads in order to provide ready information regarding their manpower and team costs.

Curriculum Vitae of Fatma Hussain

- Work closely with the functional heads on the annual budgeting exercise and formulate budgets for the Training and development function, special key projects to be undertaken, key initiatives such as Succession planning, high potential assessment etc.
- Work in close collaboration with all the teams within the Human Resources department to ensure that all relevant organizational initiatives and updates, departmental information and relevant employee information are regularly updated and shared across the various teams
- Review the Learning and Development processes such as training need analysis and training effectiveness process and introduce improved mechanisms to continuously enhance the learning and development function and meet the learning objectives of the organization in line with business strategy and corporate initiatives.
- Lead the end-to-end recruitment cycle for the Company by working with the business to ensure talent sourcing in line with the Company's approved manpower plans and the established standard procedures and guidelines of the Company, relevant regulations, including equal employment opportunity and workplace diversity in sourcing and placing of talent in the company.
- Lead and support sourcing; screening and selection for senior management positions, both full time and contract roles.
- Assist Senior Managers with the selection and interview process for new and vacant positions, particularly senior positions within the organization. Act as an advisor for Hiring Managers on Recruitment best practice and selection process.
- Plan and manage the implementation of optimal and cost efficient recruitment plans (selection tools, panel interviews and assessment centers and processes) that maximize efficiency and provide professional support and advice on recruitment and selection processes to Line Managers
- Network with external consultants and organizations in order to provide the best training solutions to Jafza & to analyze and evaluate the training proposals and decide the best training centers to deliver the services.
- Analyze training needs to develop new training programs or modify and improve existing programs.
- Keep abreast about the new government rules, regulation, guidelines and laws in order to provide recommendations to top management to be in line with current government rules and regulation related to the HR function.
- Led major operating model transformation at TECOM Group.
- Led development of balance scorecard principles and managing company's scorecard development, negotiation with the key stakeholders across the group due to vacant role of Chief Strategy & Marketing Officer.

Gerab National Enterprises

Nov 2001 to Jan 2007

Human Resources Manager

- Develop and update the company's HR policies and procedures to comply with UAE Labour Laws and guide the organisation in the interpretation of these laws.
- Provide prompt and high-quality sourcing of candidates through various sources as well as screening of vacancy advert responses to ensure high-quality shortlists are presented to Hiring Managers in line with required time frames.
- Carry out telephonic or face-to-face pre-screening interviews to ensure shortlisted candidates meet the Departmental and Organisational requirements. Prepare appointment letters and initiate joining formalities.
- Manage the offer negotiation process and ensure that all required documentation and approvals are in place to put forward an official employment offer, including preparing any justifications and ensuring that offers are in line with company policy and parity guidance.
- Coordinate with third party consultancies and recruitment agencies as part of the process to ensure long term business partnership that enables Gerab National to source the right candidates for the organization.
- Deliver HR induction programs to all new joiners to the Company to ensure communication of all required information for proper orientation and smooth transitioning of new joiners into the Company.
- Establish, implement and monitor the organisation's career development programme.
- Conduct job analysis in liaison with the line managers to clarify overlapping responsibilities with the key stakeholders and develop detailed Job descriptions.
- Lead the company's training and development initiatives including Training Needs Assessment, Evaluation of Training Effectiveness and the setting up of a resource centre.
- Ensure timely and accurate HR system data inputs for assigned business units which includes timely update of all employee personnel data upon employee joining including titles, grades, and benefit

Curriculum Vitae of Fatma Hussain

eligibilities in line with the company policy and eligibility. Conduct documentation checks on new joiner files to ensure compliance with requirements and escalate any issues identified.

- Ensure documentation and timely filing of all relevant documents related to employee requests (through maintenance of hard copies of all employee personal data entry requests) for any retroactive audit or checking purposes to ensure complete record maintenance for easy reference, retrieval and management information. (Employee requests and transactions / visa, ID card and business cards etc.)

REFERENCES

To be provided on request

David Haglund

Umm Suqeim, Dubai, UAE

Mobile: +971 50 550 54 33 Email: dhaglund@gmail.com

PROFILE OVERVIEW

- Senior investment professional with a track record of utmost integrity and dedication over two decades of experience in asset management, investment banking and private equity in Emerging and Frontier Markets
- Established a Frontier Fund, one of the largest such products globally and contributing towards the creation of the asset class itself. Also managing two institutional MENA mandates for two Sovereign Wealth Funds
- Long experience of in-depth analysis and valuation across industries and geographies. Deep understanding of company, industry and macro drivers
- Extensive travelling throughout Emerging, Frontier and regional MENA markets; routinely engaging with senior executive management of public and private companies, policymakers, economists and rated financial analysts
- Strong professional network across industries and geographies, including the largest players of the regional investment community
- Long experience in working alongside senior executives and boards to enhance corporate governance standards, transparency, strategy and value
- Corporate governance education and diplomas from INSEAD and Hawkamah

EXPERTISE/SKILLS

- | | | |
|-----------------------------|----------------------|------------------------|
| • Emerging/Frontier Markets | • Capital Markets | • Corporate Governance |
| • Accounting & Finance | • Financial Analysis | • Valuation/Modeling |
| • Global Macro | • Strategic Review | • Asset Management |
| • Investor Relations | • Integrity | • Global Network |

PROFESSIONAL EXPERIENCE

Franklin Templeton

Portfolio Manager/Senior Executive Director

Dubai, UAE | 2007 – Present

- Over a decade of experience in capital markets, investment analysis and portfolio management. Extensive experience in in-depth analysis and valuation across industries and geographies. Strong understanding of macro, industry and company drivers
- Key member of Dr. Mark Mobius Global Emerging Market Group; responsible for building Frontier and MENA products for the firm
- Co-manage the flagship SICAV Frontier Market Fund, two MENA mandates and previously and Africa Fund with AUMs ~US\$1bn. Conceived and expanded the FT's MENA product to over US\$500mn in assets
- Responsible for growing the Frontier Fund to one of the largest Frontier products in the world and contributing in establishing the assets class itself which numerous competitors subsequently replicated
- Awarded best Frontier Fund on several occasions by organizations such as Lipper
- Extensive travelling throughout Emerging, Frontier and regional MENA markets. Thousands of one-on-one meetings with executive management of public and private companies around the world. Frequent meeting with policymakers, economists and financial analysts. Built a very strong professional network across industries and geographies
- Experience in working alongside senior executives and boards to enhance corporate governance standards, transparency and value. For example, last year's efforts resulted in the first buy back program in Saudi, executive changes and subsidiary spin-off in a Nigerian company
- Initiated, negotiated and participated in numerous M&A transactions, such as Ecobank & QNB, Wataniya and Americana
- Partner with international equity analysts to increase/improve research on companies in the Frontier space
- Regularly engage with large global institutional investors to lead fundraising efforts for the frontier and MENA strategies

Emirates International Investment Company
Senior Private Equity Professional

Abu Dhabi, UAE | 2006-2007

- Managed a private equity portfolio for a family office consisting of more than 50 investments in companies/funds with a combined value above US\$1bn
- Carried out business intelligence (macro/micro/industry/company), modelling, valuation, legal documentation review, due diligence processes, exit assessments, participation in negotiation and gained thorough knowledge of the regional industries and markets
- Conducted extensive quantitative and qualitative analysis to recommendation domestic, regional and global companies, funds and industries for investment
- Actively managed portfolio companies to drive performance
- Provided continuous support and interacted with top-level management of portfolio companies, affiliates and banks

Rasmala Investments
Associate

Dubai, UAE | 2005 – 2006

- Acquired extensive investment banking experience in modelling, valuation, M&A, information research, presentation skills and gained thorough knowledge of the regional markets across various sectors
- Drafted presentations and information memorandums
- Authored a monthly publication on the GCC stock markets, for Money Works and contributed to articles for Gulf Business on the regional stock market outlook

EFG-Hermes Dubai
Associate

Dubai, UAE | 2005

- Accumulated extensive investment banking experience in modelling, valuation, M&A, information research, presentation skills and gained thorough knowledge of the regional markets and several sectors
- Prepared marketing and analytical material for an IPO and other capital market activity

East Capital
Fund Administrator

Stockholm, Sweden | 2003 – 2004

- Handled/monitored settlements and FX in over twenty different markets, portfolio reconciliation and NAV calculations
- Member of the valuation committee in charge of oversight of valuation methods and processes
- Assisted portfolio manager with various research tasks including contributing to morning meetings
- Led contract negotiations with custodian banks and in respect of brokerage agreements
- Performed compliance monitoring of new financial instruments and weightings
- Organized performance statistics and sector analysis
- Assisted in the establishment of two new funds

EDUCATION & CERTIFICATIONS

INSEAD
International Directors Programme, Certificate in Corporate Governance (IDP-C)

Paris, France | 2018-2019

Hawkamah Institute for Corporate Governance
Certified Professional Director

Dubai, UAE | 2019

Lund University
Masters of Science in Business Administration and Economics. Coursework focused on International Finance, Statistics, Economics, Accounting, Stock Valuation, Corporate Finance and Corporate Law

Lund, Sweden | 1997-2002

National University of Singapore (NUS)
Exchange program at the Faculty of Business Administration

Singapore | 1999-2000

RAMEZ TANNOUS SHEHADI

FACEBOOK

MANAGING DIRECTOR – MIDDLE EAST & NORTH AFRICA



Ramez T. Shehadi is an internationally seasoned transformational leader, an industry and technology strategist, thought-leader, venture capitalist and community builder. Ramez is at the regional helm of a global digital innovation and social media giant, and over the years, has started, scaled and led regional and global lines of business and cross-industry portfolios for a number of top-tier global consulting firms. He has written extensively and advised leading public and private sector institutions on topics ranging from digital strategy to technology-driven socio-economic development sectoral digitization and next generation smart services and infrastructure. Ramez has also built and led social responsibility programs and actively participates in community leadership initiatives with the aim to deliver positive change across the MENA region on essential themes such as

empowerment of women, environmental preservation, and social entrepreneurship among various other socio-economic issues.

Ramez is the Managing Director of *Facebook* for the Middle East and North Africa (MENA). He leads the operational and commercial growth of *Facebook* and its expanding portfolio of apps, services and platforms (*Instagram*, *WhatsApp*, *Facebook*, *Messenger*, *Oculus*, *Workplace*, etc.), with the aim to drive and magnify both the mobile-first performance success of the business as well as the positive impact of further enabling the near 200 million people using the platforms and the millions of other not yet using them, to build social and commercial communities and bring the region closer together.

Ramez was formerly Senior Partner, Executive Vice President and Managing Director of *Booz Allen Hamilton*, a leading business and technology strategy consultancy, where he was tasked with driving the international expansion of the firm's general management consulting services portfolio for public and private sector clients across all major industry verticals in MENA and Turkey; Lead Partner, MENA Digital Practice Leader and Global *Booz Digital* Co-Leader at *Booz & Company*, a leading business and technology strategy consultancy; Co-Founder and Senior Director of Product Development at *eBreviate*, a

billion-dollar online e-sourcing solutions platform in San Francisco; Senior Associate in the Strategic IT Practice at *A.T.Kearney*, a leading business and technology strategy consultancy; Research Associate at the *Centre for Management of Technology & Entrepreneurship*, a leading operations think tank housed within the University of Toronto; Mechanical Engineer at *Stone & Webster*, a leading engineering consultancy; Co- Founder of *R&R Ventures*, a boutique VC focused on US and MENA digital innovation investment.

Ramez is a Board of Directors Member of *Aramex*, a publicly-traded global logistics provider; a Board of Trustees Member of *BeMA (Beirut Museum of Art)*; a Board of Directors Member of *MMA (Mobile Marketing Association)* in MENA; a Member of *IAB (Interactive Advertising Bureau)* in MENA; an Advisory Board Member of the *Stony Brook School*, a college preparatory boarding school in New York where he had graduated Cum Laude; a former Board of Directors Member of *Young Arab Leaders* as well as *Endeavor* Mentor and remains an active *Young Presidents Organization* Member of both the Emirates and Lebanon chapters. Ramez is a Fellow of the *Aspen Institute's Middle East Leadership Initiative* and the *Aspen Global Leadership Network* and serves as a Moderator to both. He is a frequent speaker and presenter at regional and international conferences, forums and media outlets on a wide variety of digital innovation and regional development topics.

Ramez is an avid sailor and an 8m class amateur medalist in the 1997 and 1998 North American Championships and the 1999 World Championships. In 2018, he completed a 30-day 500km hiking expedition from southern tip to the northern tip of Lebanon, while charitably raising funds for the trail's preservation.

Ramez holds a B.Eng. in Mechanical Engineering from Rutgers University and an M.A.Sc. in Industrial Engineering from the University of Toronto and has enjoyed continuing education programs at Oxford, INSEAD and the University of St. Gallen. Ramez and his wife, Dr. Nada Afeiche, are blessed with four children (between the ages of 6 and 15).



ABDULLAH M. MAZRUI

Date of Birth : 10 April 1952

Education :

BA (Honors) Chapman University, California – USA

Professional Background:

Serving as Chairman in the following Companies:

National Catering Co. (NCC)

Mazrui International

Emirates Insurance Company

International School of Choueifat

Arab International Logistics Company (Aramex)

Jashanmal National Company

In addition to the above, serving on the Board of the following Companies:

Investcorp Bank

Dun & Bradstreet

Depa United Group

Allied Enterprises

Endeavor

Pearl Initiative

Miscellaneous (Previous Assignments):

Managing Director and Chief Executive
National Bank of Abu Dhabi
Member of Management Committee Currency Board (UAE Central Bank)
Director of the Arab Investment Company, Riyadh, Saudi Arabia
Director of Abu Dhabi Investment Company
Director of Gulf International Bank, Bahrain
Director, UBAN International Limited, Hong Kong
Board Member - Etisalat
Director, General Industry Corporation, Government of Abu Dhabi, UAE
Director, Union of Arab Banks, Beirut, Lebanon
Director, Federal National Council, UAE
Chairman, Emirates & Tunisian Investment Bank
Member of Arab Bankers Association, London
Managing Director, Investbank
National Investment Corporation
Abu Dhabi Education Council
Abu Dhabi Economic Council
Member of Advisory Board of Insead, Abu Dhabi
Chairman of The National Investor
Member of Advisory Board of EDHEC Business School, France

AHMED SAEED AL BADI

Executive Profile

- * 2006 - Present Member of the Board of Gulf Capital (PJSC)
United Arab Emirates
- * 2005 – Present Member of the Board of ARAMEX (PJSC)
United Arab Emirates
- * 1998 – Present Member of the Board of Trustees
Lewis and Clark College
Portland, Oregon, U.S.A.
- * 1995 – Present Member of the Board of WorldCare International Ltd.
- * 1986 – Present Chairman of the Board, Belbadi Enterprises LLC
United Arab Emirates
- * 1985 – Present Member of the Board of the Emirates Insurance Company
United Arab Emirates
- * 1996 – 2017 Member of the Board of Union National Bank
United Arab Emirates
- * 2010 - 2014 Member of the Board
Abu Dhabi Council for Economic Development
United Arab Emirates
- * 1995 – 2014 Member of the Board of Abu Dhabi International Private School
United Arab Emirates
- * 2006 - 2013 Member of the Board of Trustees
Emirates Foundation
United Arab Emirates
- * 1993 – 2001 Member of the Advisory Board of EMRO, Eastern
Mediterranean Regional Organization – WHO
- * 1993 – 1995 Acting Minister of Oil and Natural Resources
United Arab Emirates
- * 1993 – 1995 Chairman, Emirates Petroleum
United Arab Emirates
- * 1993 – 1995 Chairman, Executive Committee, Council of the Arab
Ministers of Health, United Arab Emirates
- * 1993 – 1995 Chairman of the Board, Federal Environmental Agency
United Arab Emirates
- * 1990 – 1995 Minister of Health, United Arab Emirates

OTHER RESPONSIBILITIES:

- | | | |
|---|-------------|--|
| * | 1992 – 1993 | President of the Forty Fifth World Health Assembly |
| * | 1990 – 1993 | Chairman, Higher Committee on the Environment |
| * | 1986 – 1990 | Deputy Chairman of the Board of The General Industrial Corp.
Abu Dhabi |
| * | 1985 – 1988 | Member of the Board of The Abu Dhabi Commercial Bank |
| * | 1983 – 1990 | Director of Treasury Department
Abu Dhabi Investment Authority (ADIA) |
| * | 1982 – 1990 | Member of the Board of The Arab Investment Company
Riyadh, Saudi Arabia |
| * | 1982 | Deputy Director, Directorate of Finance and
Administration of ADIA |
| * | 1981 | Joined the Abu Dhabi Investment Authority ADIA |

EDUCATION

Secondary Education
Al Ain, United Arab Emirates
Graduated 1976

B.A. in International Relations
Lewis and Clark College, Portland, Oregon, United States of America
Graduated 1981

PERSONAL

Born 1956 in the United Arab Emirates
Married; Four children

BIOGRAPHY



DR WOLFGANG BAIER

GROUP CEO, THE LUXASIA GROUP

LUXASIA

LUXASIA PTE LTD
12 TAI SENG STREET
LEVEL 5 LUXASIA BUILDING
SINGAPORE 534118

T: +65 6280 9559
F: +65 6281 9559

WWW.LUXASIA.COM

Dr. Wolfgang Baier has been the Group Chief Executive Officer of Luxasia Pte Ltd. since August 2016. He joined the Group as Group CEO and shareholder to transform the leading Asia Pacific beauty distributor into a Lifestyle Omni-channel Leader, adding consumer centric ecommerce and new industry capabilities to the brick-and-mortar foundation.

Dr. Baier was the Group Chief Executive Officer of Singapore Post Limited from October 2011 to June 2016. He served as the Chief Executive Officer International at Singapore Post Limited from February 2011 to October 2011. Dr. Baier successfully led the transformation of the Singapore Post Group into non-mail business such as logistics, retail and e-commerce and accelerated its global expansion. This resulted in a significant increase of the shareholder value of the public listed company. Dr. Baier subsequently served as a Non-Independent Director at Singapore Post Limited from October 2011 to June 2016 and several of its affiliates in Asia, Europe and the US.

Before that Dr. Baier worked for more than 10 years with McKinsey & Company in Europe and Asia. He was a Partner at the Singapore office leading the Transportation and Logistics as well as Operations activities of McKinsey & Company in South East Asia. During his 10 years tenure with McKinsey & Company, he worked on many transformations across the globe.

Dr. Baier is currently serving as an Independent board member of DKSH, the Swiss Public Listed provider of Market Expansion Services with a focus on Asia. He is also an Independent Board Member of Aramex, a global leading logistics company listed on the Dubai Stock Exchange.

He holds a Ph.D. in Law with distinction from the University of Vienna as well as two Masters Degrees: a Master Degree in Law from the University of Vienna (Austria), and a Master Degree in Business Economics from the Universities of Exeter (UK) and Graz (Austria).

For more details and information please refer to:

<https://www.linkedin.com/in/wolfgangbaier>

JAWAHER AHMAD ALBLOOSHI

Postdoc (Ph.D) | MPA | MBA | Certified Financial Consultant | Finance & Operations
Internal Audit | Internal Control | Quality Assurance | Financial Analyst | Event Organizer



★ ABOUT ME

I'm very enthusiastic, dynamic person, passionate about travelling and an excellent team player. I'm a self-motivated and hardworking individual with a winning attitude currently looking for a challenging opportunity that promotes innovative thinking, development and service excellence.

- 🇦🇪 UAE National (+Kulasat Qayed)
- 👤 Single

✈ CONTACT INFORMATION

- ☎ +971(50)6000283
- ✉ Jawaher.AIBlooshi.1@hotmail.com
- 📍 Dubai, UAE

🚀 PERSONAL SKILLS

Fast Learner, detail oriented, Creative spirit, leadership, Event organizing, Excellent Communication, Team Player, Time Management, Strategic Planning, Negotiation, Target driven, Innovative.

⚙ SOFTWARE & IT SKILLS

Microsoft Office, Oracle, Intellect, Microsoft Project, Microsoft Visual Basic6.0, Visio, TeamMate Audit Management, Publisher

💬 LANGUAGES

Arabic, English, Urdu, Hindi, Tamil, (Basic Italian, Japanese & sign-language)

★ ACHIEVEMENTS

- * Emergency First Responder license.
- *Employee of the Month for exemplifying outstanding work achievement, exhibiting a positive and supportive attitude.
- *Pass CFA level 1.
- *Achieving Outstanding Academic Performance and placed on the Director's Honors List for all the semester in Bachelor, Higher Diploma and Diploma.

Dear Hiring Manager:

I am a proud qualified Emirati girl graduated with a double master's degree in two different filed. Master's in Business Administration (MBA) and Master in Public Administration (MPA) from Mohammed Bin Rashid School of Government College (MBRSG). I am Talented, Ambitious, Optimistic, Self-motivated, and keen on innovation, learning and hard-working.

I am pursuing a Ph.D. in Finance from Aberystwyth University, UK. Where my doctoral research is focused on Micro-Financing and Emirati Women Empowerment by the UAE Government. And I plan to graduate with a Professional Doctorate in 2023.

I am a highly experienced Board of Directors and Finance & Business Operations Manager with over 14 years of professional experience and extensive work in many high-profile organizations.

I am working as Finance and Operations Manager in Nama Women Advancement Establishment (NAMA) chaired by Her Highness Sheikha Jawaher bint Mohammed Al Qasimi. I am responsible to handle five departments such as Finance, Procurement, Information Technology (IT), Administration and Corporate travel & events. I overlook at three affiliates such as NAMA Women Advancement Establishment (NAMA), Sharjah Business Women Council (SBWC), Irthi Contemporary Crafts Council. Also, the Badiri Education and Development Academy) and Souq Anwan.

In March 2018 I was elected from the Community Development Authority (CDA) to become a Board of Directors at CDA license non-profit Civil Organization to represent Sri Lankan welfare Association (SAHANA).

I have worked in many local and international investment banks, Government, Semi-government organizations and private company. The cross-functional background in Finance, Operations, Financial Control, Internal Audit, Internal Control, Quality Assurance, Financial Analysis, Customer Relationship and Organizing events with the ability to advise C-Suite management on Internal Audit, Internal Controls, Governance, Risk Management, and Compliance.

My exposure in these organizations helped me to acquire cultural and market insights conducive to successful business strategies in addition to enhancing my adaptability, leadership, and communication skills within a team setting along with acquiring organizational and strong strategic skills.

Now, I am looking forward to continuing my career development and I am currently searching for challenging job opportunities in Private /Public sectors. If you are looking for a performance-oriented person to fill a position my experience is broad-based, and I know I will be a successful contributing member of the organization and I am more than ready to thrive in a company's challenging environment. If you feel my talents are in line with what you are looking for I welcome the opportunity of discussing my background complimenting the company requirements. Please find enclosed my resume further highlighting my qualifications. Thank you for your kind support and looking forward to hearing from you!

Best regards

Jawaher Ahmad AIBlooshi

JAWAHER AHMAD ALBLOOSHI

Postdoc (Ph.D) | MPA | MBA | Certified Financial Consultant | Finance & Operations
Internal Audit | Internal Control | Quality Assurance | Financial Analyst | Event Organizer



★ PROFILE

Strategic thinker able to understand the big picture and consistently achieve operational excellence through on time delivery that is within budget and to the highest specifications. Highly qualified to respond effectively to multiple priorities and delegate effectively in order to deliver results and meet deadlines.

★ AREAS OF EXPERTISE

- *Development and implementation of Policy and Procedures for Finance, Accounting and Procurement department
- *Development of the Budget Preparation Guidelines
- *Drafting and reviewing legal contracts and agreements
- *Development and implementation of Audit Policies, Procedures, Charter, and Guidance Notes based (IIA) standards and market best practices.
- *Overseeing the development and implementation of Group Internal Audit policies/procedures.
- *Development of Quality Assurance framework, policies and Procedures and administering/monitoring quality assurance and process improvement activities, including formal quality assessment processes.

🎓 EDUCATION QUALIFICATION

Jan 2020 –Dec 2023	PhD/The Doctorate in Professional Studies (DProf)-(Postdoc in Finance)
June 2019	Master of Public Administration (MPA)
Aug 2013	Master of Business Administration (MBA)
Feb 2012	Bachelor Business Administration (BBA)
July 2010	Higher Diploma Business Administration

🖋️ PROFESSIONAL QUALIFICATION

May 2020	Certified Financial Consultant (CFC) – USA
May 2020	Expert of Contract \management and Contractual Relations– Geneva/Switzerland
May 2020	Expert of International Soft Power Strategies – Geneva/Switzerland
Dec 2015	Certified Six Sigma Green & Black Belt (CSSGB- CSSBB) – USA
Oct 2012	Certified Internal Controls Auditor (CICA) – USA
Aug 2011	Certified Professional Senior Auditors (CPSA) – USA

💡 PROFESSIONAL WORK EXPERIENCE

May 2019 – Till Now	Manager- Finance and Business Operations (Reporting to Director) Nama Women Advancement Establishment (NAMA) – Sharjah
March 2018 – Till Now	Board of Directors Sri Lankan welfare Association SLWA (SAHANA) – Dubai
Apr 2017 – July 2018	Financial Controller/ Acting Section Head -Finance Department and Budget (Reporting to Section Head) Ministry of Health and Prevention (MOHAP) – Dubai
Sep 2014 – Sep 2016	Senior Associate /Acting Head of Internal Audit & Quality Assurance/ (Reporting to MD /Chief of Staff) National Bank of Abu Dhabi (NBAD) – Abu Dhabi
Apr 2012 – Sep 2014	Financial Analyst (Reporting to CFO) Deyaar Development PJSC – Dubai
July 2010 – Mar 2012	Assistant Relationship Manager (Reporting to RM) Emirates NBD Bank – Dubai – Dubai
June 2008 – June 2010	Head Teller (Supervisor) and Customer service -Retail Bank First Gulf Bank (FGB) – Dubai
Jan 2006 – June 2008	Senior Teller - Retail Banking Group Commercial Bank International (CBI) – Dubai

JAWAHER AHMAD ALBLOOSHI

Postdoc (Ph.D) | MPA | MBA | Certified Financial Consultant | Finance & Operations
Internal Audit | Internal Control | Quality Assurance | Financial Analyst | Event Organizer



SUMMER JOBS & INTERNSHIPS

July 2010 – July 2011	Price Water House Coopers (PWC) – Dubai Graduate Development Program- Internal Audit
Dec 2009 – Feb 2011	Lloyds Bank (TSB) – Dubai Undergraduate Development Programmer
Jun 2010 – Aug 2010	Wasl Asset Management Group – Dubai Finance Department-Internship

VOLUNTEER WORK EXPERIENCE

Nov 2018 till now	Dubai Child Protection Center
July 2018 till now	Community Development Authority (CDA) Waleef Volunteer for Elderly People
27-28 Feb2018	Dubai Chamber The Global Business Forum on Latin America 2018 (Event Organizer)
22-28 Feb2018	The Executive Council UAE Innovation Month 2018 (Event Organizer)
11-13 Feb2018	The Ministry of Cabinet Affairs and the Future World Government Summit 2018 (Event Organizer)
April 2017	The Executive Council Dubai Government Excellence Program (Event Organizer)
March 2017	World Down Syndrome Day UAE Down Syndrome Association
11-13 Feb 2017	The Ministry of Cabinet Affairs and the Future World Government Summit 2017 (Event Organizer)
Oct 2016	The Executive Council Dubai Forum for Government Best Practices (Event Organizer)
Oct 2016	Dubai Police Celebration of The International Day of the Elderly
March 2016	Future Centre for Special Needs Volunteer at the Future Centre for Special Needs
30 October 2015	Rashid Center for the Disabled Rashid Center for the Disabled volunteered

HOBBIES AND INTREST

* Writing poems (Arabic, English)	* Self-study	* Drawing
*Photographing	* Traveling	* Numismatics

TRAINING COURSES

*Financial Crime	*Emotional intelligence for Audit	*Real estate valuation
*Operational Risk Management	*Advanced Excel	*Real Estate Finance and Investment
*Cash Management and Cash Flow Management	*Advanced Budgeting & Forecasting	*Data Analysis and Dashboard Reporting in Excel

JAWAHER AHMAD ALBLOOSHI

Postdoc (Ph.D) | MPA | MBA | Certified Financial Consultant | Finance & Operations
Internal Audit | Internal Control | Quality Assurance | Financial Analyst | Event Organizer



REFERENCES

NAMA Women Advancement Establishment (NAMA):

- Reference Name: Santosh Kumar - Senior Manager- Finance and Business Operations
- Contact Number: +971(50)1996605

Ministry of Health and Prevention (MOHAP):

- Reference Name: Faisal Mohammed - Finance Manager
- Contact Number: +971(50) 2121512

National Bank of Abu Dhabi (NBAD):

- Reference Name: Benjamin Martin - Director Group Internal Audit
- Contact Number: +971(50) 8135618
- Reference Name: Musheer Alambath – Senior Manager & IIA Board Member
- Contact Email: Musheer.Alambath@gmail.com

Deyaar Development PJSC:

- Reference Name: Hawary Marshad -Chief Financial Officer (CFO)
- Contact Number: +971(50) 4528065
- Reference Name: Om Shanker Singh- Chief Audit Executive/Head of Internal Audit (CAE)
- Contact Number+971(56) 3695500



Ali Moh'd Al Jassim

PhD , MBA Honours. B.Sc. Engineering

Cell: +971 55 8000021

Email: aljassim0@ gmail.com

LinkedIn: ae.linkedin.com/in/alialjassim

Executive Summary

Ali Al Jassim is having 25 years of experience in leading roles, delivering programs and projects. He has excellent working experience in both public and private sectors. Highly disciplined and process oriented with very good expertise implementing methodologies & standards.

- ✓ Strong leadership, team management, analytical and problem-solving skills.
- ✓ Experienced in strategic planning and implementation.
- ✓ Experienced in Business Process Reengineering - BPR, standard operating procedures (SOPs), development and deployment processes, implementation strategies.
- ✓ Driven to Succeed and Excel.
- ✓ Innovative in Thoughts & Solutions, Seasoned/Effective communicator.
- ✓ Experienced in Project Management, budget analysis, outsourcing strategies, and contract management.
- ✓ Experienced in handling multi-cultural, cross-functional and multinational teams.

Current Holding Position

- ✓ Chairman of EGBC
- ✓ Board Member of RSB Accreditation Board Dubai
- ✓ Managing Director Etihad ESCO – Kingdom of Saudi Arabia
- ✓ Managing Director of Etihad ESCO – Abu Dhabi Branch
- ✓ Managing Director of Dubai Carbon Centre of Excellence Dubai
- ✓ Chief Executive Officer of Etihad Energy Services Dubai

Employment

Al Etihad Energy Services, UAE

Jan 2015 – Till Date

Chief Executive Officer

- ✓ Leading Etihad ES - The Super ESCO in the Emirates of Dubai (Subsidiary of Dubai Electricity and Water Authority)
- ✓ Directly reporting to DEWA Managing Director.
- ✓ Under the leadership, Etihad ES has retrofitted approx. 7,700 facilities (offices, staff accommodation, villas etc) which is helping Dubai to save 300 GWh of electricity per annum.
- ✓ Played key role in the expansion of Etihad ES for example formed new verticals like Etihad Solar , Etihad M&V , Facility Management and Electromechanical Departments.
- ✓ Also expand the footprint of Etihad ES to the MENA region and to other parts of the world.

Qeyadah Driving Solutions, UAE

Jan 2010 - Oct 2013

General Manager

- ✓ Responsible for overall activities of the organization.
- ✓ Initiate and implement opening branches in the emirates of UAE, GCC, and Arab countries
- ✓ Establish companies all documentations like contracts, job offers, HR policy, projects, Training materials, brand manual, theory lectures, computer based theory test...etc
- ✓ Played a key role in establishing entire business operations from inception by developing corporate strategies as a road map to expand into Gulf Cooperation Council (GCC) region for Driver's Training & Qualifying and Computer Based Driver's testing.
- ✓ Collaborated orchestrated strategic alliances with a global electronic high stakes test provider to achieve market differentiation as leader in the Gulf Cooperation Council (GCC) region for Qeyadah.
- ✓ Essayed an important role in setting up operation branches in UAE by designing & implementing IT infrastructure, user workspace management strategy and human resource policies.
- ✓ Led business development initiatives - built Qeyadah as a high stakes test delivery (managed services)
- ✓ organization for GCC region with a proven track records of partnership in Egypt, Operations Start-up in Bahrain, Strategic Partnership with Pearson VUE; instrumental in preparing Qeyadah's dossier for membership admission into

- ✓ CIECA (The International Commission for Driver Testing).
- ✓ Steered initiatives to develop client engagements sessions through dialogues, meetings and due diligence activities to craft out specific requirements for proposals.
- ✓ Formed strategic alliances, partnered with technology provider and acquired access into the expertise of CIECA to build the competencies of teams.

Roads and Transport Authority, Dubai

Mar 2007 - Nov 2009

Acting CEO & Director of Drivers Licensing

- ✓ Responsible for all activities related to Drivers licensing, in addition to activities related to Vehicle_Registration, Plate numbering, Driving Training Institutes and commercial Licenses related to transport.
- ✓ Supervise 370 employees in the agency and manage day-to-day activities
- ✓ Study and implement new Licensing services and projects.
- ✓ Supervise 160 employees and manage day-to-day activities of 6 sections in the Dept.
- ✓ Study and implement opening new Licensing service centre within the emirate of Dubai.
- ✓ Improve Drivers Licensing Procedures and Methodology.
- ✓ Implementing and handing projects identified in the agency's strategic roadmap covering multiple services particularly in the driver's licensing department and customer service in the Emirate of Dubai.
- ✓ Reducing customers' face to face time with the agency by implementing SLA based model and generating additional revenue of AED 200,000 as a delivery service.
- ✓ Revamping business processes by transforming 200,000 new drivers to computer based testing and achieved revenue increment of 300% per test.
- ✓ Achieving project cost reduction by 50% (from AED 2 million to AED 1 million) by transforming drivers' training curricular into training framework for the RTA in Dubai.
- ✓ Reducing 80% wastage of lost drivers' licensing card during distribution by implementing a SLA based model to track and monitor card distribution by vendor.

Deputy Director of Road**Nov 2006 - Mar 2007**

- ✓ Supervise and Coordinate with all Roads Department such as lighting, landscaping design and construction.
- ✓ Coordinate with other concerned departments within RTA like Traffic, Maintenance etc.
- ✓ Coordinate with service providers like etisalat, Dubai Municipality, and DEWA etc.

Construction Manager**Jan 2006 - Nov 2006**

- ✓ Looking after 43 roads projects under construction including bridges and tunnels worth Dhs.5 billion.
- ✓ Supervise a term of 15 priority engineers.
- ✓ Monitoring onsite projects the staff within the consultant organization.
- ✓ Coordinate with other sections like lighting, landscaping, design, traffic, DEWA and Etisalat etc.
- ✓ Approve materials for site constructions, hiring of consultants and supervising staff
- ✓ Review claims and variations submitted by consultants and contractors and give recommendations
- ✓ Design and implement quick solution on roads network to ease traffic.

Total Oil Company**Apr 2002 - Sep 2005**

- ✓ Looking after the entire service contracts.
- ✓ Prepare service level agreements (SLA's)
- ✓ Orientation and implementing of Contract Management Program System(CONTIKI)
- ✓ Prepare and implement Engineering contract for offshore field

Base Manager**Dec 2000 - Mar 2002**

- ✓ Manage day-t o-day supply and receipt of equipment and boat load from offshore oil rig.
- ✓ Manage relationship, contract with Base owner "ESNAAD", and approve daily expenses.
- ✓ Manage chopper contracts with Abu Dhabi Aviations Company.
- ✓ Manage daily operations and safety measures, supervise all employees from the front desk till the desk dealing with the logistics department
- ✓ Replace head of logistics in his absence and look after the entire logistics related matters of the company.

Dubai Municipality, Dubai**Jul 1997 -Jun 1999**

- ✓ Reporting directly to Assistant Director General of Dubai Municipality (ADG).
- ✓ Follow up annual budget for the department and the Five Year Plan (FYP) for the department.
- ✓ Prepare performance indicators for different sections in the department.
- ✓ Conduct sectional audits every six months on their performance.
- ✓ Supervise the Civil Engineers, Quantity Surveyors, Office Admin, and Inspectors.
- ✓ Follow up progress on Roads Project and Government Buildings projects done by Dubai Municipality

Head Pavement Management System**Feb 1996 - Jul 1997****Pavement Engineer****Dec 1994 - Jan 1996**

- ✓ Looking after the manual inspection team for the roads network.
- ✓ Looking after the inspection vehicles team including road roughness device and deflection.
- ✓ Review pavement design studies submitted by the roads consultant and give proper recommendations.
- ✓ Looking after the roads network evaluation in term s of road deterioration and cracks.
- ✓ Prepare program s for inspection team to inspect all Dubai Emirate's roads network.

Education**Doctor of Philosophy (Business Management)****Master of Business Administration (Honours)** - American University in the Emirates**B.Sc. Civil Engineering** - University of Arizona, USA**Personal Details**

Nationality: UAE

Date of Birth: 07-12-1969

Languages: Arabic, English, French, Spanish

Address: PO Box. 35551, Dubai, UAE

Fatma Obaid Al- Saleh

Email: Fatma.alsaleh87@gmail.com

Year of Birth: 23/10/1987

Nationally: UAE

Marital Status: Single

Phone: +971 526766888

Objective

Experienced and accomplished manager with over 10 **years** of knowledge and experience in Business Banking Sales & Customer Experience. Perform various data engineering tasks to assemble data sets suitable for modeling. A quick learner who can absorb new ideas and can communicate clearly and effectively with senior management and clients of organization, Looking for a suitable position within an ambitious Local or multinational organization. Perform various data engineering tasks to assemble data sets suitable for modeling.

Career Snapshot

May- 2018 to present

Associate Vice President- Business Banking

Emirates NBD



Key Qualifications & Responsibilities: managing Business banking relationship clients and be the primary bank for all financial and non-financial products

- Managing over 2000 relationships SME companies across UAE region.
- Discretionary portfolio management with high qualified relationship managers
- Investment Advisory Services Diversified portfolio strategies across geographies, sectors and asset classes
- Enhancing the relationship financial assets, optimise company's liquidity and navigate international trade with Treasury through Spot and forward
- Perform Exploratory Data Analysis of structured and unstructured data to discover hidden insights and uncover valuable insights buried documents
- Excellent programming skills and working knowledge of statistical & Pivot tables, Dashboards, Slicers and Hyperlinks.

Feb- 2016 to April 2018

Senior Customer Experience Manager –Business Banking

Emirates NBD



Key Qualifications & Responsibilities: Assure the delivery of top service Excellency to the segment client's, through maintaining and following up closely with the business heads and relationship managers who handles the clients daily requests or if any complains and Business Development

- Support the head of the unit in developing long term service strategy for the segment and ensure the Customer Experience strategy for the unit is aligned with the Organization strategy.
- Complete ownership of the new strategic initiatives identified on an ongoing basis based on the overall service excellence strategy of the organization.
- Lead the development of KPIs and dashboards specific to unit – Creating transparency on Voice of the Customer and other key indicators through dashboards – Standardize Service KPIs and guidelines in line with overall Service vision and Service Charter – Align the organization to remove inconsistencies and disparity in understanding
- Arranging main yearly client's interactions events to assure the banks customer centricity objectives to be met.

- Participating and representing the bank in all governmental and local events that support the SME sector in the UAE.

Key achievement: Raised customer experience NPS score to 32 from -4

Reduce Customer Compliance to 35%

**2015 to Jan-2016
Dec-2010 to Dec 2014**

**Senior Relationship manager
Relationship Manager**

Emirates NBD



Responsibilities: Experienced Corporate Banker skilled at saving and lending credit investing stocks and bonds and other financial ventures. With a firm understanding of the complexities involved in maintaining corporate structure candidate knows the most effective means for putting money to work with minimized risk. Extensive background in performance of corporate banking credit and financial analysis

- Experienced in a range of capital market and cash management procedures
- Managed 700 long-term customer relationships in Business Banking
- Understanding of Treasury regulations corporate finance guidelines non-credit services and risk management
- Led 5 account managers to drive down time to resolve issues, resulting in a 15% boost in key client retention. This led to 32% more revenue per year.
- Collaborated with marketing and analytics to determine root causes of customer complaints. Achieved 20% lower customer complaints across the portfolio
- The Main point of contact from the client side and the bank operations and compliance/Legal and processing teams.
- Handle all the client complains if any, and insuring proper loop closure closing.
- Increased customer retention by 25% across my client list.

Education

2005- 2010

Bachelors of Science in Human Resources Management – Zayed University, Dubai

2005

Al Ittihad Private School

Certificates & Awards

- CCXP Certified Customer Experience -2017
- GEM Awards for business support –Customer Service Academy -2016
- GEM awards for special Project –Customer Service Academy -2016
- Certified Manager Program –Harvard business School 2015
- Certificate of Moody's Analytics for completing KEY ACCOUNT MANGEMENT 2015
- Best Relationship Manager in customer service for 2013 & 2011
- Business Banking - RM Certification level 1,2 and 3

Voluntary & Additional Activities

- Member of CSR (Emirates NBD)
- Dubai Land Department- Trainer at HR- Sep-Oct'09
- Sheik Mohd bin Rashed Establishment (Dubai SME) Jan-April 2010

Languages

Excellent in Arabic & English (speaking and writing)

Skills

- Project management process across different projects and activities
- Proactive, determined and able to work across all functions.
- Creative and lateral thinker.
- Customer services Excellency.
- Self-motivated with positive attitude.
- Outstanding flexibility in adapting to change and the ability to manage numerous projects with ease.
- Advanced computer skills.
- Excellent communication skills

CURRICULUM VITAE

Dr. Ayoub M.A. Kazim

Place and date of birth: Dubai, UAE on November 18th, 1963.

Nationality: United Arab Emirates

Address: P.O.Box 37320 Dubai, United Arab Emirates

Phone: + 971-4- 348-4428

Mobile: + 971-50- 404-7704

E-Mail: riik@hotmail.com

SYNOPSIS:

Having over 25 years of administrative, operational, technical and academic experience in the field of engineering, renewable and hydrogen energy, project management, business development and government and corporate operations.

EMPLOYMENT HISTORY

2016-present *Managing Director - Government and Corporate Services (AXS)- TECOM Group- Dubai, UAE*

Leading an operational arm of TECOM Group by offering smart and centralized government and corporate services handling over 250 government, employee and corporate types of services to approximately 6,700 companies operating in the 11 TECOM Business Parks and hosting around 100,000 professional workers, their dependents and students. The services include licensing and registration of companies, commercial and retail lease managements within the business parks, processing of employment, dependents and students' visa applications and customer support (Call Center). Below are some of the achievements made in axs:

- Consolidation of various government authorities such as Dubai Health Authority, Emirates Identification Authority, GDRFA, Dubai Customs, Dubai Economic Department among others to serve the business partners operating in TECOM, as part of a One-Stop shop initiative intended to enhance Customer's Experience.
- Digitization of the archived system with over 8 million documents related to visas cancellations, additional visas, labor contracts among others and uploaded in system in the salesforce.
- Deployment of Robotic Process Automation (RPA) on transactions related to financial reconciliations and processing of Emirates ID through EIDA by utilizing 3 bots and Optical Character Recognition feature (OCR) and saving major time and resources while eliminating human errors.
- Digitization of around 80 corporate and government letters with electronic verification. This was part of an initiative of having paperless transactions and to be aligned with government's mandate for 2021.
- Launch of lease collection service through the online portal or the call center, where the lease can be delivered and collected "renewed" through 3 easy steps without the need to visit the service center.
- Developed value added services for the business partners, their employees and visitors such as health insurance, Du telecom packages, attestation and re-authentication of documents and certificates through VFS among others.
- Introduction "knowledge base" to represent digital transformation rather than depending on printed documents, individual emails and word of mouth as sources of information. The call center agents of AXS obtained a digital database covering almost 85% of the services that it provides.
- Won 2 regional awards on Customer Experience in 2018 in the Government Services and Contact Centre categories. Moreover, axs won the International Business Excellence Award in 2017 for the Best entity providing Government Services to its partners.

2006-2015 *Managing Director - Education Cluster-TECOM Business Parks, Dubai Holding*

Lead the education cluster of Dubai Holding consisting of Dubai Knowledge Village (DKV), which hosts over 500 local and international HR firms, consultants and educational institutes and Dubai International Academic City (DIAC), which hosts over 25 local and international academic institutions serving the entire region. Below are the achieved tasks for the education cluster:

- Commissioned Deloitte to conduct an extensive market research on industry trends and identifying skill gaps between industry demands and skills possessed by the graduates in 11 economic sectors covering 17 countries in Asia and Africa.
- Set up strategy and marketing plans, annual budget and business model for DKV for hosting international training institutes, assessment centers and HR companies.
- Set up master-plan, strategy and marketing plans, annual budget and business model for DIAC aimed at increasing students' intakes and attracting international academic institutions intended to serve the region.
- Developed efficient manpower plan and policy, job descriptions and set KPIs for the different operating departments.
- Set an annual budget for the two business units with clear financial projections and targets as well as planned capital and operating expenditures.
- Achieved an overall operational and financial growth of 200% over the last 7 years of leading the cluster.
- Participated and presented in major educational events in the world such as NAFSA, ASTD, APAIE, EAIE, APPLE, IDP and AIEA in an effort to promote the education cluster.
- Supervised and drafted policies and plans associated with environment, health and safety in DKV and DIAC to achieve ISO 9001, 14001 and 18001 certifications.
- Obtained LEED Green Building certification for DIAC's phase III buildings of a total built-up area of approximately 600,000 SQFT, by the US Green Building Council in 2009.
- Setup guidelines for assessing academic institutions that are seeking to open a branch campus in DIAC, covering four key areas namely academic plan, institutional profile, country profile of the parent campus, and quality assurance to be adopted in Dubai branch.
- Attracted major academic institutions to set up branches in Dubai such as Abu Dhabi University, Herriot Watt University, ESMOD, Michigan State University, Murdoch University and Amity University.
- Worked closely with key educational authorities such as Knowledge and Human Development Authority, to license academic institutions operating in the two free zones.
- Forged numerous agreements with major international academic organizations such as NAFSA, EIAE, APAIE, NUFFIC and many more.
- Served as a council member of British University in Dubai as well as the academic committee of Harvard Medical School in Healthcare City.
- Developed a robust financial plan for the two educational entities in 2009 and 2010, aimed at optimizing financial returns while minimizing operational and capital expenditures, in an effort to overcome the challenges caused by the economic slowdown.
- Planned and executed a major manpower-restructuring initiative in May, 2010 aimed at optimizing number of headcounts while maximizing the overall operational and financial efficiency.
- Developed annual training programs for the employees and developed solid plans to achieve at least 25% emiratization of the total workforce.

1999-2006 *Associate Prof. Dept. of Mechanical Engineering, UAE University in Al Ain*

- Taught major engineering and science courses such as Mathematics in Engineering Applications, Thermodynamics, Fluid Mechanics, Heat Transfer and advanced courses such as Renewable Energy Technology.

- Published over 50 refereed-articles and technical reports on renewable energy, energy efficiency, hydrogen energy and fuel cells, energy economics and policy, and environment.
- Utilized modern teaching tools and methods such as power point presentations, OASIS and BLACKBOARD programs.
- Supervised electrical engineering and architecture students on assessing university facilities, setting a plan for construction projects implementation.
- Performed performance evaluation of student trainees from various engineering disciplines semi-annually for over 5 years.
- Supervised senior design projects that are vital to the UAE's energy, environment, commercial and transportation sectors.
- Conducted numerous seminars and workshops related to renewable energy, environment and utilization of PEM fuel cells in the transportation and commercial sectors of the UAE.
- Supervised and provided academic consultancy for 10 undergraduate students from the first day they joined the Mechanical Engineering program until their graduation.
- Participated in the Mechanical Engineering orientation program for newly arrived students.
- Developed a master degree program in Mechanical Engineering with emphasis on renewable energy area addressing UAE's industrial, environmental and energy sectoral demands.
- Involved in the accreditation procedures required to obtain the accreditation from the American board of engineering and technology (ABET).
- Refereed major international journals such as International Journal of Hydrogen Energy, Energy- The International Journal, Exergy- An International Journal and International Journal of Energy Research.
- Served as a member in more than 20 administrative, technical and academic committees.
- Served as a member in the international scientific advisory board of numerous international energy and environment events.

2000-2002 *Director of Campus Development Department (CDD). UAE University in Al Ain*

- Involved in at least 200 construction and maintenance projects of various academic facilities such as classrooms, labs, students' housing, cafeterias, offices of faculty members, stores...etc.
- Prepared a working plan for CDD consisting of specific goals for design, supervision and managing university facilities and allocating the required budget and time frame.
- Prepared with Hill International, a US project management firm, a detailed pre-qualification form for all contractors and suppliers in order to assess their capabilities in carrying out the required projects and maintenance of university facilities.
- Performed a comprehensive inventory of all academic facilities.

1991-1999 *Teaching/Research Assistant. Energy Research Center, UAE University in Al Ain*

- Involved in the renewable energy research projects that were conducted by Energy Research Center of UAE University and published a country report entitled '*Energy in the UAE*'.
- Assisted in teaching Engineering Mechanics and Environmental Engineering courses.

1989-1991 *Mechanical Engineer. Building Department, Dubai Municipality*

- Supervised installation and commission of major mechanical systems in buildings such as A/C's, elevators, fire fighting and fountains and the entire piping network, controllers and turbo-machineries associated with such systems.

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

- **Ph.D. in Mechanical Engineering**, University of Miami, USA, 1998.

Dissertation title: “Investigations on proton exchange membrane fuel cells with different configurations and flow fields”.

- **M.Sc. in Mechanical Engineering**, Polytechnic University, New York University in New York, USA, 1994.
- **B.Sc. in Mechanical Engineering**, University of Alabama at Birmingham, USA, 1989.
- **Professional Certificate in Energy Management**. Kita Kyushu, Japan. From November, 1991 to April, 1992.

PROFESSIONAL AFFILIATIONS

- International Solar Energy Society.
- International Association for Hydrogen Energy.
- American Society of Mechanical Engineers.
- Honorary member of Emirates Environment Group. Dubai, UAE.

AWARDS AND HONORS

- International WHO's WHO for professional educators, 2001.
- Sheikh Rashid's Award for Scientific Achievement, 1999.
- Al Owais Award for a research paper entitled 'Energy in the UAE', 1993.

PROFESSIONAL AND ACADEMIC BOARDS SERVED

- Council member- British University in Dubai (From 2006- 2015).
- Advisory Board member- Polytechnic Institute, New York University in Abu Dhabi (From 2014-2016).
- Member in Board of Directors, Dubai Refreshments Company- Listed under Dubai Financial Market (From 2014 till March, 2020).

Hessa Saeed Ahmed Saeed

E-mail:hessa Saeed@hotmail.com Mobile: +97547775790

Professional Summary :

Accomplished analytical thinker and problem solver with the ability to read and interpret complex compliance regulations to make them operational. Experienced and adaptable Compliance and Anti Money Laundering Manager insurance sector with excellent communication skills combined with the ability to perform well with in groups and under pressure .

Work experience:

- | | | |
|--|-----------------------|----------------------|
| ▪ Compliance &Anti Money Laundry Manager | Dar Al Takaful | 15/4/2012
present |
| - <u>Duties:</u> | | |
| - Ensure the company adherence to legal standards and internal controls . | | |
| - Monitor enforcement of standards and regulations | | |
| - Prepare reports for board of directors and external regulatory bodies . | | |
| - Planning and spearheading the training for all staff on AML and compliance in general | | |
| - Coordinating with Fatwa and Sharia Supervisory Board(FSSB)and put into effect sharia compliance procedures | | |
| ▪ Accountant | Dar Al Takaful | 2012-2014 |
| - <u>Duties:</u> | | |
| - Controlling receivables and payables | | |
| - Bank reconciliation | | |
| - financial closing and managing expenses | | |
| ▪ Internship | Samba financial group | 2011 |
| - Trained in the financial control department and the corporate banking department | | |
| ▪ Lloyds UDP (Under Graduate Program) | Lloyds TSB Bank | 2008-2009 |
| - Preformed in groups | | |
| - Trained in banking and customer serves flied | | |

Core Qualifications :

- | | | |
|-----------------------------------|-------------------------------|------|
| ▪ CII Award in Financial Planning | Chartered Insurance Institute | 2016 |
|-----------------------------------|-------------------------------|------|

- | | | |
|--|-------------------------------|------|
| ▪ CII Award in General Insurance from | Chartered Insurance Institute | 2016 |
| ▪ International Compliance Officer Certificate | CCL Academy | 2014 |

Education:

- | | | |
|--|--------------------------------------|--------------|
| ▪ Master of Science in Innovation and Change Management | Hamdan Bin Mohamed Smart University. | 2018-on hold |
| ▪ Bachelor of business administration financial services | Higher Colleges of Technology | 2013 |
| ▪ Higher diploma in business administration financial services | Higher Colleges of Technology | 2011 |
| ▪ High School | Al Sofouh high school | 2008 |

Personal Skills:

- Able to meet tight deadlines and work schedules
- forward thinking
- Focused and hard working

Languages:

- Arabic native
- English fluent

Reference :

Available upon request



DR. HUDA AL MATROUSHI

INTERNATIONAL AFFAIRS +
BILATERAL RELATIONS +
COMMERCIAL MANAGEMENT

Email: halmatroushi5@gmail.com
Mob: +97150.1067272

PERSONAL INFORMATION

Nationality: UAE
Marital Status: Married
Languages: English and Arabic

COMPETENCIES

International Relations
Trade Agreements
Negotiation
Women Entrepreneurship
Cross-Culture Management
Benchmarking & Process
Improvement
Corporate Governance
Investment Regulations

EDUCATION

Abu Dhabi University, Abu Dhabi
Doctor of Business Administration
(2016)

Higher College of Technology, Abu
Dhabi, UAE

Master's Degree in Cultural &
Creative Industries (2012)

Higher College of Technology, Abu
Dhabi, UAE

Bachelor's Degree in Business
Administration (1991)

EXECUTIVE SYNOPSIS

Dr. Huda Al Matroushi is widely regarded as one of the few multi-faceted professionals of global repute from the region, with expertise across a broad spectrum of specialized disciplines ranging from bilateral relations to fostering trade and commerce, community welfare initiatives and mentoring women in leadership.

In almost three decades of experience, she has worked for GASCO, where she headed the General Services division and was on a number of internal committees constituted to develop organizational excellence.

She has held multiple board appointments, most recently serving as Board Member and Government Representative of Abu Dhabi Chamber of Commerce & Industry, Executive Board Member of the Abu Dhabi Business Women Council and Member of Abu Dhabi Centre for Corporate Governance among other appointments.

On the academic front, she is a research scholar, faculty and an advisory member on the boards of Abu Dhabi University and Glenelg School of Abu Dhabi. She has also held faculty appointments at the Abu Dhabi University apart from being a much sought after trainer.

Her areas of expertise include fostering bilateral trade, commercial relations, international representation and trade advisory. What deserves a special mention is her extensive network of contacts within the local and international business community, particularly with respect to India.

She is a Doctorate of Business Administration from the Abu Dhabi University and is fluent in Arabic and English.

BOARD & COMMITTEE MEMBERSHIPS

- Board Member, Dubai Police Academy
- Member, BPW Middle East
- Board Member and Government Representative of Abu Dhabi Chamber of Commerce & Industry.
- Board Member of Shelters for Woman & Children, UAE.
- Executive Board Member of the Abu Dhabi Business Women Council.
- Board Member of UAE Fencing Group.
- Board Member of Emirates Business Women Council.
- Member of Board of Trustees at GLENELG School of Abu Dhabi (GSAD).
- Chairman, Women Entrepreneur Club.
- Executive Advisory Board Member, Abu Dhabi University, College of Business.
- Member of Abu Dhabi Centre for Corporate Governance.
- Vice President – Chairman of UAE Academy.
- Member, Emirates Public Relations Association.
- Member, The Industrial Union Society, Abu Dhabi.
- Chairwoman, Gasco Recreation Committee.
- Ladies and Children Team Leader, Gasco Sports & Recreation.

CAREER ACCOLADES

- Awarded by the Abu Dhabi Chamber of Commerce for Riyadhha Program.
- Received the Performance Enhancement Reward from Abu Dhabi Gas Industries for the implementation of the new Corporate Logo Design.
- Winner of the "Best Business Development Plan"- Intelqah Regional Award.
- L'Official Arab woman award judging panel member 2013
- Judging panel member of Ernest & Young Award - Entrepreneur of the year 2012
- Arab Woman of the Year Award - L'Official- (May 2011)
- Stevies International Business Award (July 2011)
- Emirates Women Award – Career Achievement (May 2011)

KEY APPOINTMENTS & PORTFOLIOS

- Assistant Professor of Management, Abu Dhabi University, UAE 2015-2016
- Adjunct Faculty, Abu Dhabi University, Abu Dhabi, UAE 2014-2015

ACADEMIC RESEARCH & ARTICLES

- Prioritizing the factors promoting innovation in Emirati female-owned SMEs: AHP Approach, *International Journal of Entrepreneurship and Innovation Management*, Huda Al Matroushi, Fauzia Jabeen, Sherine Abdel All.
- Push and Pull Model of Women Entrepreneurship: Empirical Evidence from the UAE (Submitted), *Equality, diversity and inclusion: An international journal* Huda Al Matroushi and Matloub Hussain.

KEY APPOINTMENTS & PORTFOLIOS

GASCO, Abu Dhabi, UAE

Vice President, General Services

2008 – 2016

- Reported to the Senior Vice President – Human Capital and Administration as the Vice President, General Services together with Vice Presidents of Human Capability and Talent Management.

Seconded to Abu Dhabi Family Development Foundation

2009 – 2010

- Nominated by H.H. Sheikha Fatima Bint Mubarak for the reorganization and restructuring of Public Relation and related services

G21 & Change Management Dept. Manager

2007 – 2007

- Responsible for defining Gasco's cultural attributes that define acceptable and desired standards of corporate behavior needed to achieve organizational objectives.

Public Relations Dept. Section Head

1991 – 2006

- Engaged and interacted with all GASCO stakeholders both internal and external and coordinated the production of all publications, including GASCO Image Magazine.

REFERENCES CAN BE PROVIDED UPON REQUEST

Rowdha Ali Mohammad AlSakit AlFalasi

Meet Rowdha Al Sakit

It takes a disruptive mindset with eyes on the future to develop keen insights. Rowdha possesses these qualities. Her 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. Organizations see continued victory with her creative drive.

+971 (56) 1440461
rowdha.as@gmail.com

PO Box 414202 Dubai UAE
www.rowdha.com



Education

Holds Professional Directorship Certificate from Hawkamah institute of corporate governance.

Rowdha graduated with a bachelor's degree from Zayed University & Domus Academy in Milan, Italy. She also received a professional entrepreneurship diploma from The Dubai Entrepreneurship Academy & certificate in Emerging Economics from **Harvard University**.

Her studies were aptly focused in business, architecture, design (Human Centric Experiences) and entrepreneurship. Currently pursuing Masters in Strategic Marketing from London.

Innovation

In 2013, Rowdha's started the company D-town in Dubai, UAE. In only a few years, they have completed more than 110 projects in construction, interior design, project management, and consultancy.

Today, Rowdha continues to innovate. Her conceptualizations in the construction and design industry drive global ingenuities that honor her family's legacy.

Influence

Coming from a long line of mentors, Rowdha's great grandfather, Mohammad Khalifa Rashed AlAbbar personally owned a dhow and traded on the Arabian seas. His strong work ethic has been passed down for generations. She's also been greatly influenced by the work of her grandfathers. Hassan Rashed AlAbbar founded the AlAbbar Group. It's an architectural cladding and facades company and one of the pioneer groups that plays a big role in regional investments, real estate & global industrial manufacturing. Her other grandfather, Mohammad Ahmed AlSakit AlFalasi, has performed critical work setting up educational systems in the United Arab Emirates.

Experience

Since Rowdha began her career, she has worked for many industrious brands. Her experience encompasses a variety of industries. Rowdha's skills have developed over the years with the following companies:

- * 2010 - 2013 Alabbar group
- * 2013 - 2015 Nakheel Retail
- * 2015 - 2016 Alabbar Investments
- * 2014 - 2019 Dtown llc
- * Since 2017 - Board Member AM Capital (private)
- * Member of Hawkamah
- * 2019 King & Spalding training in investing in the UAE & Gulf Merger & Acquisition, PE and JV



Eman Al Suwaidi, ACCA, UAE CA

CEO @AlNoor_Coaching , Social Entrepreneur ,

Influential Leadership coach and Trainer ,

Board Member , ACCA Member Advisory committee , e7 Banat Al Emarat .

Strategic Innovation And Quality Manager

Director of Assessment Department , Compliance Assurance Manager, Audit Manager

Summary

BOD / Social Entrepreneur / Leadership Coach, Trainer /Quality and Excellence / Innovation/ ACCA Chartered Accountant/ UAECA /Auditing / Compliance / Information Security / Strategic

Eman Al Suwaidi is a Leader with more than 12 years' Experience

Trainer & coach Social Entrepreneur :

- Founder  @Alnoor_Coaching AL Noor Lifestyle Coaching , Founder and sponsor of @UAE Ladies Toastmasters Club
- @ UAE Girls Cavaliers TMC for Youth Development
- Certified leadership coach and Trainer By John c Maxwell Team and Company to teach his books and Leadership Game.
- Trainer Certified by American Canadian board.



Trainer With AD SG Abu Dhabi School of Government

Quality Assurance :

_Innovation and Quality Manager at Trakees.

_Director of Assessment Department at SAEED project TAQYEEM.

_ Compliance Assurance Manager with DMCC Dubai Multi Commodities Center

Board Membership :



ACCA members Advisory committee



ACAEA CAATs Association as Audit Consultant .



e7 Banat Al Emarat (Social Enterprise) 2019- 2018



Audit Advisor with collaboration Aldar University

INTERNATIONAL COMPUTER AUDITING EDUCATION ASSOCIATION , Canada, UAE

Top Skills

Leadership

Coaching

Training

Quality

Innovation

Auditing ACCA

,UAECA

Languages

Arabic,

English

(professional)

French (Elementary)

Certifications

- Professional Diploma Certificate American Canadian Board Training of Trainers
- ICF International coaching Federation
- Leadership Academy at DMCC
- JMTTeam Leadership Certified Trainer and coach (John C Maxwell)
- 1st ACCA Association of Certified Chartered Accountant from SAI State Audit institution 4th Emirati lady Across UAE , UAECA

Publications

Quality Culture: Changing Hearts, Minds and Attitudes

Strategic paper: enhancing the Quality Assurance Frame work in the State Audit Institution studied in USA as the 1st Emirati lady for 4 months

Auditing Experience :



Audit Manager in external auditing

Government Sector

(e.g. financial, compliance, performance, and information system) and in Quality Assurance. working with Financial Audit Authority.



Auditor with more than 7.5 years at State Audit Institution the main auditing body of the UAE federal government.



o Member of Association of Chartered Certified Accountants Advisory Committee (ACCA MAC)



o Member of Association of Chartered Certified Accountants (ACCA) 2015.



o UAE Chartered Accountants(UAECA) from the Accountant and Auditors Association

o Currently Master of Quality Management (MQM), University of Wollongong.

The nature of my degree and Experiences has prepared me to work in Training and Develop Leadership, Audit, Strategic Development and Quality Assurance. It involved a great deal of Leadership, Change Agent , independent research, initiative, team-motivation and a wide range of skills .

Eman Mohammed Al Suwaidi, UAECA, ACCA

Email: emmalsuwaidi@gmail.com

Phone: (+971) 50 3761244

Date of Birth: August 31, 1986

Nationality: Emirati

Executive Synopsis

- More than 12 years of professional experience varies in Training, Coaching ,Auditing , Innovation and Quality and Compliance Assurance specializing in external auditing since 2008.
- Leadership Positions as **CEO** AL Noor Coaching , **Innovation and Quality Manager** in Trakees , **Director of Assessment Department** in SAEED **Compliance Assurance Manager** in DMCC (Dubai Multi commodities Center). Previously engaged as **Audit Manager** in Financial Audit Authority and **Auditor** in the State Audit Institution (SAI) United Arab Emirates, the main auditing body of the UAE federal government.
- Pioneered risk-based auditing in federal agencies and ministries in the United Arab Emirates. Major tasks include assessing the control environment, identifying fraud and budget waste, and determining compliance of federal entities with the UAE strategy, law, regulations, and internationally accepted standards and practices.
- Involved in various financial audit engagements with some aspect of performance ,compliance and information system of the following UAE federal government entities:
 - Aviation 2009 -2010
 - Labor 2013
 - Education 2011
 - Foreign Affairs
 - Electricity and water Authority 2014
 - Police 2016
 - Economic Department 2016
 - Investment Authority 2010
 - Telecommunication Regulation
 - Human Resource Services
 - National HR Development & Employment / Youth and sport
 - Quality Assurance/ Other Strategic projects 2014-2015
 - Tourism 2016
 - Free Zone 2016 (Gold , Commodities , High Risk ..etc)

Compliance Assurance in Free Zone industry 2016-2017

- Anti-money Laundering (AML / CFT) laws and regulation
- Precious Metals Gold and Diamond industry
- Joint collaboration with Dubai Gold and Commodities Exchange. (DGCX)
- Security and commodities (SCA)
- Participated through the International Auditor Fellowship Program (IAFP) 2014 with the General Accountability Office (GAO) in the USA for four months and prepared a strategy paper proposal "Enhancing the Audit Process of the State Audit Institution United Arab Emirates through the Quality Assurance Framework".
- Worked with the Quality Assurance team in Assessing the SAI Audit Engagements, Documentation and Reporting.
- Assessed corpora
- te governance practices, strategic planning, budgeting process, policies and procedures based on UAE federal laws, leading standards and practices.
- With extensive experience in auditing business processes, assessing risk and internal controls and benchmarking with global best practices. Business processes reviewed include procurement, revenue, human resource and payroll processes.

Key Skills

Auditing Standards:

- International Auditing Standards(IAS)
- International Standard of Accounting (ISA)
- International Financial Reporting Standards (IFRS)
- International Public Sector Accounting Standards (IPSAS)
- Generally Accepted Accounting Principles (GAAP)
- International Standard of SAI (ISSAI)

Leadership:

- Train the trainer / Leadership Academy
- Highly strategic, innovative and analytical
- Good decision-making skills
- Excellent team-player

Soft skills:

- Dedicated to training and Capacity development of staff
- Excellent interpersonal and written/verbal communication skills

IT Skills:

- Microsoft Office – Excel, Visio, Access, Word, PowerPoint
- ERP systems – Oracle Financials, HR system and Self-service
- Teammate Audit Software
- Audit Command Language (ACL)

Linguistic Skills:

- Arabic (Native Speaker)
- English (Excellent understanding, speaking and writing)

Professional Qualifications and Memberships



Think Ahead

- Member of **ACCA Advisory Committee (ACCA MAC)** – Nominated in 2017



- Member of the **Association of Chartered Certified Accountants (ACCA)**, since September 2015. Successfully passed ACCA Exams, (14 papers, such as: P1_Governance Risk & Ethics, P2_Corporate Reporting, and P3_Business Analysis, P7_Advance Audit & Assurance, and P5_Advance performance management).



- Hold **United Arab Emirates Chartered Accountant (UAE CA)** membership from the UAE Accountant and Auditors Association (AAA) since 2015.

Education

(2015-till Date)	Master of Quality Management (MQM) from the University of Wollongong (Expected Graduation: 2017). Subjects taken: TBS 955_ QualityAssurance / Managing for Quality and Performance Excellence, TBS 952_ Implementing Quality, TBS 908_ SupplyChain Management, TBS 950 _ Quality in management, TBS953_ Management of Service Quality, TBS927 _ Process and Change Management.
2008	Bachelor's Degree in Accounting (GPA: 2.84) from the United Arab Emirates University (UAEU), Al Ain.
2004	High School Degree, Science Section (80.8%), Al Jeer High School, RAK.
	Professional English Qualifications:
14 July 2013	The Internet-Based Test of English as a Foreign Language (TOEFL iBT™) (Reading: 19,Listening: 9.1)
	Speaking: 22, Writing: 20. Total: 80
2005	International English Language Testing System (IELTS): (5.5)

Affiliations

- Institute of Internal Auditors (IIA) US, 2010
- Association of Certified Fraud Examiner (ACFE) US, 2010
- Information Systems Audit and Control Association (ISACA) US, 2013

Honors/ Awards

- Phoenix Founders Award for Outstanding Achievement in ACCA, 2015.
- The First Place winning team in the 3rd Small Business Exhibition, for managing the business of "Happy Fruit" Cocktail Shop, competing against 51 Small Businesses in the UAEU, Al Ain (8-12 December 2007).

Professional Highlights



Innovation and Quality Manager – Trakees (PCFC) _ August 2018 – 2019 Ports, Customs & Free Zone Corporation , Dubai

- leading the Innovation project within the organization.
- Innovation and Quality Department Methodology Development .
- participation in UAE Innovation Assessment.
- Quality and ISO Standards maintenance and Assessment for the whole organization process .
- Development of compliance Assurance Roadmap, methodology, process & procedures and Assurance protocol.
- Create risk-based approach for Compliance Assurance, which includes:
- Risk assessment of high risk activities



Director of Assessment Department – SAEED with Strategic Alignment with MHRN Ministry of Human Resources and Nationalization (Saeed) _ 5 Feb 2018 – to October 2017

- Development of the Taqyeem (Assessment) project from the initiation stage .
- Project manager of the whole project With Strategic Collaboration with Ministry of Human resources and Nationalization.
- Recruitment and Capacity Development and Training of 200 Emirati Assessor into the Taqyeem Assessment project Accross all the Emirates Abudhabi ,Dubai and the Northern Emirates .
- Responsible for all the branches across UAE and the Operations Team to ensure the Quality Assurance and Review of reports Submitted by Assesors .
- ensure smoth transitions accross the UAE and operational call center and properly team Allocation accross the region and as per required requests .



Compliance Assurance Manager – DMCC (Dubai Multi commodities Center) _ August 2016 – 2018

Development of compliance Assurance Roadmap, methodology, process & procedures and Assurance protocol.

- Create risk-based approach for Compliance Assurance, which includes:
- Risk assessment of high risk activities
- Understanding, analysis and Planning: applicable laws, detailed analysis etc.

- Execution: communication, meetings and onsite visits.
- Reporting : Exit meetings
- Incorporate procedure and protocol
- Develop framework and implementation plan
- Incorporating laws and regulations consisting of Federal, national and international laws that apply or relate to DMCC

Dual regulation with DGCX / DCCC (Dubai Gold and Commodities Exchange)

- Agree with DGCX / DCCC on the joint protocol to mitigate the risks Joint inspections

Joint Inspection with SCA (Securities and Commodities Authority)

- Incorporate SCA rules and Regulation in Joint Inspection along with DMCC Precious metal Trading Requirement and DGCX bylaws.

Previous Metal Trading Sector on site detailed Assurance Reporting and provide inputs for Policy Amendment.

- Assessing international benchmarks or best practices AML (Anti money laundering)/ CFT policy and implementation.

Contribute to High performance culture, awareness and Quality Assurance

- Train the Trainer program for Induction Program about compliance.
- GRC (Governance Risk and Compliance)
- Leadership Academy (Building a high performance culture ◊ Relationship Versatility ...etc)



Audit Manager – Financial Audit Authority – Government section _ 2016

○ Professional Audit Experience:

- Responsible for planning and Monitoring the Executions and The Reporting for around 12 Government entities including all aspects from the Risk Assessment and planning the Resources and timing and follow-ups , on site visits and periodic monitoring further communication with the management and presentation .
- Developing on Documentation methodology Process and templates of Audit Procedures for Testin
- Responsible for Planning Executions on site visits Leading 2 Teams as special Projects police and tourism Department. And Reporting on the Audit Engagement.



External Government Auditor – (SAI) State Audit Institution

Sections: (PSU) Professional Service unit –Financial Audit Team – Quality Assurance Section _ 2012 to 2015

- Professional Audit Experience:
 - Worked in Quality Assurance team Assessing the SAI Audit Engagements, documentation and reporting.
 - Seconded to USA for 4 month in the International Auditor fellowship program (IAFP) 2014 in General Accountability Office in USA (GAO). Prepared a strategy paper "Enhancing the Audit Process of the State Audit Institution United Arab Emirates through the Quality Assurance Framework"
 - Performed Audits and issue Reports of final accounts and exceptions reports.
 - Manage and work with a team for big size audit entity and work individually for small entities.



State Audit Institution

Associate Auditor – (SAI) State Audit Institution October 2008 to 2012

- Professional Audit Experience:
 - Performed walkthroughs, risks and controls assessments and substantive tests over various business process such as Strategic planning, budgeting, human resource, revenue and procurement processes.
 - Issued significant audit findings derived from weaknesses noted during control environment assessment and exceptions from substantive testing and data analytical reviews.
 - Coordinated team/client meetings and handled audit assignments with minimum supervision from team leaders or seniors.
 - Through ACL and Microsoft Excel analytics, produced data analysis reports for assessing controls over revenue cycle and accounts receivable ageing process of a major aviation entity in the UAE.
 - Seconded to PricewaterhouseCoopers (PWC), Abu Dhabi for a special audit engagement where assisted the financial audit team in substantive testing of prepayment, accounts receivable, and cash accounts of an investment authority in the UAE.
 - Assisted a performance audit of major college/universities in the UAE, which formed as a basis for student funding from the UAE government.
 - Assessed the information management area within the control environment of a telecommunication regulating entity. This focused on reviewing entity-level controls over IT strategic planning, IT organization, IT policies and procedures, IT security, change management, risk assessment, business continuity, and disaster recovery plan.
- Other Activities:
 - Actively assisted new junior members of the audit team where informally discussed basic auditing concepts and highlighted the role of the State Audit Institution in the UAE.
 - Been involved in a number of awareness and promotional activities of the company. These required to conduct several presentations about the UAE State Audit Institution, promote its goals and to share professional experience to several business and accounting students from different universities.
 - Presented a thorough research and proposal to the Executive Director and Training Manager of the Professional Services Unit for improving the training and development policies of the UAE State Audit Institution.
 - Been part of a project team that evaluated a major IT investment for data and records management system for the UAE State Audit Institution. This required thorough understanding of audit documentation and data storage activity of the company



Internship at(RAK Free Trade Zone) , in Summer 07

-From 17th June to 22nd July 2007 _ Sept 2007 – Dec 2007 4 Months

-Work at different Departments. i.e. Accounting Dep. And Internal Auditor, Cashier, Purchase Dep., HR Dep., Admin.

Some work Tasks:

- Accounting Dep.:

Entering Data i.e. Record the petty cash voucher, Receipt Voucher, renewal of license. Dates and cancelled into excel sheets.

-Purchase Dep.:

arrange files of RFQ (requisition form quotation), LPO (local Purchase order) Send FAX and Email to get list of prices from different suppliers and compare the Quality (brand) and price.

-Admin Dep.:

Make some new ID card, renewal for customers Or for stuff Using the GUARD CARD program

Training and Development

- Leadership Academy (DMCC) innovation in leading , 2017
- Train the Trainer (DMCC) 2017

- Coaching for Management (DMCC) 2017
- GRC – Governance Risk and compliance Training AML / CFT (DMCC) 2017
- Toastmaster Public Speaking Actively Participated in the Contest and winning

- Attending conferences and representing SAI UAE in the UK and USA

- Seconded to the General Accountability Office (GAO) in the USA for four months (15 March 2014 to 15 July 2014) as part of the International Auditor fellowship program (IAFP) 2014. Main Training Areas:
 - **General GAO Training:** Organisation of GAO; Congress Communication; Developing/Implementing Policy and Methodology at GAO; GAO's Field Offices Responsibilities.
 - **Auditing, Report Writing, and Interviewing Skills:** Approach and Selection Methodology; Evidence and Documentation Fundamentals; Internal Controls; Interviewing Skills; Referencing; Report Writing and Reviewing; Managing the Writing Process; Performance Auditing; Statistical Sampling; International Perspectives; Auditing for Fraud, Waste, and Abuse.
 - **IT Topics:** Data Communications; IT Auditing Methodology
 - **Training and Management Topics:** Assessing, Delivering, and Evaluating Training; Critical Thinking; Effective Presentation Skills;

Strategies in Introducing Organizational Change; Leadership Skills; Managing Yourself and Your Staff in a Changing Environment; Starting and Maintaining High Performing Teams; Strategic Planning.

- Other Trainings:
 - 17-18 November 2012 GCC Training in Dubai SAI:
 - 20-31 October 2013 Ernest & young Training:
 - 29/9-3/10/2013 GCC Training in Kuwait SAI:
- Auditing from corporate Governance perspective.
 - Introduction to External Auditing.
 - Participate in the work shop and make presentation about «Final analytical examination of the accounts and financial Statements of the independent institutions»
- SAI In-House Training:
- IT skills: Teammate, Advance Excel, ACL
 - Soft Skills and Development : dealing with difficult People/Client , presentation skills, Stress management , Involved in Coaching and Mentoring Program
 - English skills: Professional development English course
 - Audit Methodology & skills: Audit Methodology and Framework update every year, Audit Report writing, writing Exceptions criteria.
 - International Standard: International Accounting Standard (IAS), International Financial Reporting Standard (IFRS), International standard of Auditing (ISA) International Public Sector Accounting Standards (IPSAS)
 - CGAP Training Certified Government Auditing professional
 - Laws & Regulation: UAE federal laws and regulations in Regard to HR , Procurements...etc.