

Board of Directors Nomination Results

To: Bahrain Bourse

Further to its announcement on 12 January 2023, Aluminium Bahrain B.S.C. (Alba) would like to announce the candidates for its Board of Directors membership [elected Director] based on the nominations received:

Education / Qualification	Work Experience	Independent/Non-Independent Executive/Non-Executive
15 January 2023 - Ismail Al Sarraf, Bahraini National		
Executive Master of Business Administration (EMBA), University of Hull - UK	- Board member of Bahrain Management Society - Former Chairman of Arabian ORYX Constructions & Trading Co.	Independent/Non-Executive
15 January 2023 - Nader Mahmood, Bahraini National		
Bachelor in Commerce, University of Bahrain	Never held a Board Membership	Independent/Non-Executive
16 January 2023 - Osama Al Arrayedh, Bahraini National		
Master of Philosophy, University of Nottingham - UK	Previously held several Board Memberships in Bahrain (including Alba: 2006-2019)	Independent/Non-Executive
16 January 2023 - Meshaal Nasser Hamad Al Thawadi, Bahraini National		
- Master of Science in HRM, Bournemouth University, UK - MBA, Arab Academic of Science and Technology, Egypt	- Never held a Board Membership - Executive Manager, Go Contracting - Tutor, Saudi Training Institute	Independent/Non-Executive
16 January 2023 - Hala Abdul Hameed Mufeez, Bahraini National		
- Certified Public Accountant, State of Illinois - Bachelor of Science in Accounting, University of Bahrain	- Board member of Banagas and Chairperson of Audit Committee - Board member of Tawsea and Chairperson of Audit Committee - Finance Manager in Tatweer Petroleum	Independent/Non-Executive

17 January 2023 - Sawzan AbulHassan, Bahraini National		
Master of Business Administration in Finance, University of Bahrain	<ul style="list-style-type: none"> - Executive Director of Al Bustani Group - Group Finance Advisor, Al Hassanain BSC © - Board Director of Bahrain Chamber - Independent Director of Benefit - Independent Director of GARMCO - Previously held several Board Memberships in Bahrain 	Independent/Non-Executive
17 January 2023 - Mutlaq Al Morished, Saudi National		
<ul style="list-style-type: none"> - Master of Business Administration, Stanford University, UK - Master of Science in Nuclear Engineering, Princeton University, USA 	<ul style="list-style-type: none"> - CEO of Tasnee - Board member of Tasnee - Board member of Gulf Petrochemical & Chemical Association (GPCA) - Board member of CITI Group in Saudi Arabia - Board member of GCC Board Director Institute - Board member of Saudi General Authority for Military Industries - Board member of TRONOX (NYC) - Board Member of A. M. Bin Saedan Real Estate Co. - Chairman of the Board of National Metal Manufacturing & Casting Co. (Maadaniyah) 	Independent/Non-Executive
18 January 2023 - Tareq Wafa, Bahraini National		
Bachelor of Commerce, Kuwait University, Kuwait	<ul style="list-style-type: none"> - Chairman, CEO and Founder of TRICOM Group - Vice Chairman and Managing Partner of KW Ventures - Chairman and Co-Founder of Further Communication - Former Board of Director of Magnum Holdings Group 	Independent/Non-Executive

22 January 2023 - Basem Al Saie, Bahraini National		
Bachelor of Science in Mechanical Engineering, Boston University - US	<ul style="list-style-type: none"> - Board member of Bahrain Chamber of Commerce & Industry, Executive Committee and Board - Director at Kalaam Telecom - Managing Director at Polycon Bahrain - Managing Director & Partner at Installux Gulf - Previously held several Board Memberships in Bahrain (including GARMCO: 2018-2020) 	Independent/Non-Executive
22 January 2023 - Mohsen Ali Abdulla Husain, Bahraini National		
Bachelor of Science in Accounting, University of Bahrain	<ul style="list-style-type: none"> - Former Board Member of GIG Bahrain (2007-2011) 	Independent/Non-Executive
22 January 2023 - Ali Fardan, Bahraini National		
<ul style="list-style-type: none"> - International Director Program (module 1&2), INSEAD - Diploma in Executive Management, University of Bahrain 	<ul style="list-style-type: none"> - Deputy Chairman and Chairman of the Executive Committee at Bahrain Bourse - Member of the Board and the Executive Committee of Bahrain Clear - Member of Harvard Business Review Advisory Council - Member of the Board and the Executive Committee of Islamic International Financial Market (IIFM) - Founder of National Bank of Kuwait – Bahrain (General Manager of NBK Bahrain: 2010) 	Independent/Non-Executive
22 January 2023 - Rayan Kazerooni, Bahraini National		
Master of Business Administration, University of Strathclyde, UK	Never held a Board Membership	Independent/Non-Executive
22 January 2023 - Darwish Al Mannai, Bahraini National		
Higher Diploma in Management, University of Salford, UK	<ul style="list-style-type: none"> - Chairman of the Advisory Board of Al Naseem International School - Chairman of the Bahrain Industrial Association - Previously held several Board Memberships in Bahrain 	Independent/Non-Executive

24 January 2023 - Ali Beshara, Bahraini National		
- Ph.D student in University of Bahrain - Masters in Public Administration, Aix-Marseille, France (First Class Honor)	- Head of Information Security and Risk Management at The Benefit Company - Never held a Board Membership	Independent/Non-Executive
25 January 2023 - Mahmood Al Hubaishi, Bahraini National		
Master of Science in International Management, University of Liverpool, UK	- Account Management, Mastercard – Bahrain - Never held a Board Membership	Independent/Non-Executive
26 January 2023 - Moh'd Yousif, Bahraini National		
- Ph.D student in University of Bahrain - Master in Chemical Engineering, University of Bahrain	- Instructor/Teacher at University of Bahrain, Department of Chemical Engineering - Former Alba employee	Independent/Non-Executive

On the recommendation of the Nomination, Remuneration and Corporate Governance Committee, Alba's Board of Directors are unanimously of the opinion that all 16 nominees satisfy the criteria for the election and can be classified as Independent/Non-Executive based upon the declarations in their BIOS.

بناءً على توصية لجنة الترشيحات والمكافآت والحوكمة في الشركة، يقر مجلس إدارة البا بالإجماع على أن جميع المرشحين الستة عشر مستوفون لمعايير الترشح ويمكن تصنيفهم على أنهم مستقلون / غير تنفيذيين بناءً على ما ورد في سيرهم الذاتية.

السادة / بورصة البحرين



بالإشارة إلى الإعلان الصادر بتاريخ 12 يناير 2023، تعلن شركة ألمنيوم البحرين ش.م.ب. (البا) عن القائمة الخاصة بالمرشحين لعضوية مجلس الإدارة [العضو المنتخب]، استناداً إلى الترشيحات المستلمة:

المؤهلات العلمية	الخبرة العملية	مستقل / غير مستقل تنفيذي / غير تنفيذي
15 يناير 2023 - إسماعيل الصراف، بحريني		
ماجستير تنفيذي لإدارة الأعمال من جامعة هول، المملكة المتحدة	- عضو مجلس إدارة في جمعية البحرين الإدارية - رئيس مجلس إدارة سابق لشركة المها العربية للمقاولات والتجارة	مستقل غير تنفيذي
15 يناير 2023 - نادر محمود، بحريني		
بكالوريوس علوم تجارية من جامعة البحرين	لم يشغل منصب عضو مجلس إدارة سابقاً	مستقل غير تنفيذي

16 يناير 2023 - أسامة العريض، بحريني		
مستقل غير تنفيذي	شغل منصب عضو في العديد من مجالس الإدارة في البحرين (بما فيها البا: 2006 - 2019)	ماجستير فلسفة من جامعة نونتهام، المملكة المتحدة
16 يناير 2023 - مشعل ناصر حمد الذواوي، بحريني		
مستقل غير تنفيذي	- لم يشغل منصب عضو مجلس إدارة مسبقاً - مدير تنفيذي، شركة GO للمقاولات - مدرب، المعهد السعودي للتدريب	- ماجستير علوم في إدارة الموارد البشرية من جامعة بورنماوث، المملكة المتحدة - ماجستير إدارة الأعمال من الأكاديمية العربية للعلوم والتكنولوجيا، مصر
16 يناير 2023 - هالة عبد الحميد مقيز، بحرينية		
مستقل غير تنفيذي	- عضو مجلس إدارة شركة بناغاز، ورئيس لجنة التدقيق - عضو مجلس إدارة شركة توسعة، ورئيس لجنة التدقيق - مدير الشؤون المالية بشركة تطوير	- محاسب عام معتمد من ولاية إلينوي - بكالوريوس علوم في المحاسبة من جامعة البحرين
17 يناير 2023 - سوسن عبد الحسن، بحرينية		
مستقل غير تنفيذي	- مدير تنفيذي بمجموعة البستاني - استشاري الشؤون المالية للمجموعة، شركة الحسنين ش.م.ب. (مقفلة) - عضو مجلس إدارة غرفة تجارة وصناعة البحرين - عضو مجلس إدارة مستقل لشركة بنفت - عضو مجلس إدارة مستقل لشركة جارمكو - شغلت سابقاً عضوية في العديد من مجالس الإدارات في البحرين	ماجستير إدارة الأعمال في الدراسات المالية من جامعة البحرين
17 يناير 2023 - مطلق حمد المرشد، سعودي		
مستقل غير تنفيذي	- الرئيس التنفيذي لشركة التصنيع - عضو مجلس إدارة شركة التصنيع - عضو مجلس إدارة الاتحاد الخليجي للبتر وكيمياويات والكيماويات (GPCA) - عضو مجلس إدارة مجموعة سيتي بالمملكة العربية السعودية - عضو مجلس إدارة معهد أعضاء مجالس الإدارات بمجلس التعاون الخليجي - عضو مجلس إدارة في الهيئة العامة السعودية للصناعات العسكرية - عضو مجلس إدارة شركة ترونوكس (نيويورك) - عضو مجلس إدارة شركة أم بن سعدان العقارية - رئيس مجلس إدارة الشركة الوطنية لتصنيع وسبك المعادن (معدنية)	ماجستير إدارة الأعمال من جامعة ستانفورد، المملكة المتحدة

18 يناير 2023 - طارق وفا، بحريني		
مستقل غير تنفيذي	<ul style="list-style-type: none"> - رئيس مجلس الإدارة والرئيس التنفيذي ومؤسس مجموعة ترايكوم - نائب رئيس مجلس الإدارة والشريك الإداري لشركة KW Ventures - رئيس مجلس والشريك المؤسس لشركة Further Communication - عضو سابق بمجلس إدارة مجموعة ماغنوم القابضة 	بكالوريوس علوم تجارية من جامعة الكويت، الكويت
22 يناير 2023 - باسم الساعي، بحريني		
مستقل غير تنفيذي	<ul style="list-style-type: none"> - عضو مجلس إدارة بغرفة تجارة وصناعة البحرين، اللجنة التنفيذية ومجلس الإدارة - عضو مجلس إدارة بشركة كلام للاتصالات - المدير العام في بوليكون البحرين - المدير العام وشريك في شركة إنستالكس جلف - شغل العديد من عضويات مجالس الإدارة في البحرين (بما فيها شركة جارمكو: 2018 - 2020) 	بكالوريوس علوم في الهندسة الميكانيكية من جامعة بوستون، الولايات المتحدة
22 يناير 2023 - محسن علي عبدالله حسين، بحريني		
مستقل غير تنفيذي	<ul style="list-style-type: none"> - عضو مجلس إدارة سابق بالشركة البحرينية الكويتية للتأمين جي أي جي (GIG) البحرين (2007 - 2011) 	بكالوريوس علوم في المحاسبة من جامعة البحرين
22 يناير 2023 - علي يوسف فردان، بحريني		
مستقل غير تنفيذي	<ul style="list-style-type: none"> - نائب رئيس مجلس الإدارة ورئيس اللجنة التنفيذية في بورصة البحرين - عضو مجلس إدارة وعضو اللجنة التنفيذية لشركة البحرين للمقاصة - عضو المجلس الاستشاري لمجلة هارفرد بزنس ريفيو (Harvard Business Review) - عضو مجلس إدارة وعضو اللجنة التنفيذية للسوق المالية الإسلامية الدولية - مؤسس بنك الكويت الوطني - فرع البحرين (مدير عام بنك الكويت الوطني - البحرين: 2010) 	<ul style="list-style-type: none"> - برنامج عضو مجلس الإدارة الدولي (النموذج 1 و2)، المعهد الأوروبي لإدارة الأعمال (INSEAD) - دبلوم في الإدارة التنفيذية من جامعة البحرين
22 يناير 2023 - ريان كازروني، بحريني		
مستقل غير تنفيذي	لم يشغل منصب مجلس إدارة سابقاً	ماجستير إدارة الأعمال من جامعة سترانكلاند، المملكة المتحدة

22 يناير 2023 - درويش المناعي، بحريني		
مستقل غير تنفيذي	- رئيس المجلس الاستشاري لمدرسة النسيم الدولية رئيس مجلس إدارة Bahrain Industrial Association - شغل سابقاً العديد من عضويات مجالس الإدارة في البحرين	دبلوما عليا في الإدارة من جامعة سالفورد، المملكة المتحدة
24 يناير 2023 - علي بشارة، بحريني		
مستقل غير تنفيذي	- رئيس أمن المعلومات وإدارة المخاطر في شركة بنفت لم يشغل منصب عضو مجلس إدارة سابقاً	- طالب دكتوراه في جامعة البحرين - ماجستير في الإدارة العامة، إيكس مرسيليا، فرنسا (مرتبة الشرف الأولى)
25 يناير 2023 - محمود الحبيشي، بحريني		
مستقل غير تنفيذي	- إدارة الحسابات، ماستر كارد - البحرين لم يشغل منصب عضو مجلس إدارة سابقاً	ماجستير علوم في الإدارة الدولية من جامعة ليفربول، المملكة المتحدة
26 يناير 2023 - محمد يوسف، بحريني		
مستقل غير تنفيذي	- مدرس / معيد بجامعة البحرين، دائرة الهندسة الكيميائية - موظف سابق بشركة البا	- طالب دكتوراه في جامعة البحرين - ماجستير في الهندسة الكيميائية من جامعة البحرين

Name	Daij bin Salman bin Daij Al Khalifa	الإسم
Title	Chairman of the Board of Directors	المسمى الوظيفي
Company Seal ختم الشركة		Signature التوقيع
		



Ismail Al Sarraf

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OBJECTIVE

Exceptionally organized, dedicated, and enthusiastic individual with proven leadership and strategic planning skills, seeking an executive managerial position. Offering 20 years of extraordinary leadership, planning and management, with an Executive Master's degree in Business Administration. Additionally, I bring forward my unique edge of exceptional skills and knowledge from past experiences to propel an organisation's growth and expansion.

CORE COMPETENCIES

Strategic Planning

Organizational Communication

Creative Thinking

Team Leadership

Adaptability

Project Management

Commitment to Excellence

Problem Solving

Career-focused

Responsibility

PROFESSIONAL EXPERIENCE

BAHRAIN MANAGEMENT SOCIETY

Board Member / General Secretary, July 2022–Present – www.bms-bh.org

Being a Board Member of one of the most prominent societies in the country and region allows me to significantly contribute to the advancement of management and leadership practices. My role as General Secretary encompasses the oversight of board of directors' functions and streamlining all procedures and processes, and directly reporting developments to the President and working closely with them.

ARABIAN ORYX CONSTRUCTIONS & TRADING CO.

Chairman / Founder, September 23rd 2008–September 23rd 2020 – www.arabianoryxgroup.com

During my tenure as Chairman / Founder of Arabian Oryx, which was the company I established for 12 years, I managed and led multiple projects in the following sectors: General Real Estate, Construction & Trading, Consultancies and International Brokerage of Oil, Gas and Petrochemical Products. Many of these projects have significantly helped in developing these sectors in the Kingdom of Bahrain.

Additionally, I have also established my company in the Republic of Philippines as a joint venture with renowned businesspeople in the Republic, aimed at further enhancing business ties and opportunities between both countries.

ALUMINIUM BAHRAIN (ALBA)

Senior pot lining planner (Process Control and Development), September 30th 2013–March 21st 2016

- Controlled, planned, and developed robust pot-lining processes in the organization
- Identified areas of improvement in work management against standards and drove implementation of improvements, thus bolstering sustainable work practices
- Responsible for annual budgets (US\$100M), cost analysis and managing supervisors alongside their own respectable teams
- Implemented management routines, risk assessments and multiple work-related systems such as JIT and TQM.

ALUMINIUM BAHRAIN (ALBA)

Logistics Supervisor, May 14th 2011–September 29th 2013

- Managed Logistics strategies, operations and plans which contributed to building and maintaining a safe and effective work environment within Logistics.
- Controlled departmental budgets and implemented quarterly improvement strategies to bolster efficiency and performances across the department.

ALUMINIUM BAHRAIN (ALBA)

Team member for plant-wide enforcement of 'Lean techniques & methodology', January 19th 2011–May 14th 2011

- Established strategic visions and relevant SMART goals to pave a clear direction for my department and the organization. This stemmed from the fundamentals of lean techniques and methodologies
- Utilized lean manufacturing techniques and Kaizen fundamentals to develop strategic directions for the manufacturing department on a 1–3-year planning outlook

ALUMINIUM BAHRAIN (ALBA)

Acting Head of Maintenance Planning & Services Cast house, February 23rd 2010–January 19th 2011

- Considering the seniority of my position, I was the main decision maker and budget controller (over US\$10M)
- Ensured that policies, procedures, and work ethics were applicable to the ISO 9000 standards
- Prepared and signed off various reports for senior management such as KPI's

ALUMINIUM BAHRAIN (ALBA)

Cast House 1 Closure Project, December 8th 2009–February 22nd 2010

- Implemented rigorous systems to segregate materials and prepare them for disposal, saving the company around US\$1M

ALUMINIUM BAHRAIN (ALBA)

Planner – Cast House maintenance, January 2003–December 2009

- Signed off and submitted monthly repetitive breakdowns reports (included actions, follow-ups, and workable action steps) to top senior management
- Created PR's (Purchase Requisitions) and scheduled PM (Preventive Maintenance) systems for the department
- Led the initiative of correcting the BOM (Bill of Material) system and refining its processes within the department
- Designed and created Shutdown Overhaul Plans by utilizing MS Project.

ALUMINIUM BAHRAIN (ALBA)

Acting Maintenance Planner, August 1999–December 2002

- Responsible for reviewing the materials and analysing their efficacy when used in the respective equipments or processes in maintenance
- Nominated for implementing RCM (Reliability Centered Maintenance) techniques in Cast House #2

ALUMINIUM BAHRAIN (ALBA)

Apprentice, 1996–1999

- Apprenticeship in Electrical Maintenance Department was successfully completed in a two-year training program.

EDUCATION

UNIVERSITY OF HULL, United Kingdom

Executive Master of Business Administration (EMBA), January 2011

UNIVERSITY OF BAHRAIN

Associated Diploma in Electrical Engineering, 1995

AL JABRIYA TECHNICAL SCHOOL

Tawjeehiya – Electronics and Telecommunications, 1990

PROFESSIONAL QUALIFICATIONS

MIET (Member of the Institution of Engineering and Technology) (Membership No.: 1100972536)

IET (Institution of Engineering and Technology), United Kingdom

Board Member / General Secretary

Bahrain Management Society (BMS)

Member

Bahrain Society of Engineers (BSE)

Corporate Broker (License No.: B201809/0445)

Real Estate Regulatory Authority, Kingdom of Bahrain

Practitioner Certificate in Real Estate

BIBF / RERA

Six Sigma Green Belt

Aluminium Bahrain (ALBA)

Electronic servicing part 1 and part 2

City & Guilds, London, United Kingdom

TECHNICAL SKILLS

Windows

MS Tools

Research

Analysis of Big Data

Budgeting

Quality Assurance & Control

Documentation

Inventory Management

Numeracy

Reading Architectural Drawings

TRAININGS / SEMINARS ATTENDED

- 2nd IEEE MENA Communications Conference, 19th-21st November 2019
- MDC / Tamkeen

Drafting real estate contracts 12 th -16 th May 2018	Real estate regulation law 6 th -10 th May 2018	Real estate sales - methods and techniques 29 th April-3 rd May 2018	Economic feasibility study for real estate projects 22 nd -26 th April 2018
Excellence in customer service in real estate organizations 15 th -19 th April 2018	Portfolios and real estate funds 8 th -12 th April 2018	Real Estate Owners Association 1 st -5 th April 2018	Accounting in real estate organizations 25 th -29 th March 2018

- Lean Management (Team Member), March 2011-June 2011
- Lifting Tackles (ALBA Training Centre), 1997
- English Language (British Council), 1989

ADDITIONAL INFORMATION

- Languages: Arabic, English and Hindi
- Personal Interests: Reading, Traveling, Socialising, and Investing
- Passport No.: 3093553, CPR No.: 720804523

REFERENCES

- MP Ahmed AlSaloom / +97339444447, Yousif Zainal / +97339655570
- Additional references are available on request.

NADER MAHMOOD

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~ SENIOR POSITIONS IN BANKING OPERATIONS ~

- **Over 30 years of experience** in banking, with knowledge and skill in various functions including Auditing, Credit Administration, Compliance, Money Laundering, Investment Banking, Treasury, Back office and Operational functions.
- Good planning, communication, team building and management skills.

EMPLOYMENT SKETCH

Mar 2019 to Oct 2021 al-Baraka Banking Group, Manama, Bahrain as Group Head of Compliance & MLRO

CHIEF TASKS HANDLED:

- Develop the annual compliance plan reflecting Bank's unique attributes, for the Board's Governance & Compliance Committee's (CGC) approval, and periodically revising it in light of changes.
- Provide quarterly status update of the plan to the CGC.
- Oversee and monitor the annual compliance plan of the subsidiaries.
- Guide the compliance teams across the group productively and professionally.
- Oversee and monitor the implementation of the compliance program groupwide.
- Provide guidance, advice, and training.
- Provide strategic direction to the Board and Management team on compliance.
- Preparing and presenting clear and concise compliance reports to the Board on group basis.
- Interact with regulators on compliance issues.
- Coordinate efforts related to audits, reviews, and examinations.
- Develop policies and programs that encourage managers and employees to report suspected fraud and other improprieties, without fear of retaliation.
- Coordinate internal compliance review and monitoring activities, including periodic reviews of departments.
- Independently investigating and acting on matters related to compliance.
- Defining the necessary level of knowledge on existing and emerging regulatory compliance requirements across the organization.
- Develop and maintain updated, policies and procedures, taking into account the changing business products and practices of the bank.
- Disseminate circulars, guidelines and instructions received from the Regulator(s) to senior management and updating the CGC on recent regulatory changes through the quarterly meeting.
- Keep Management updated on all actual or impending regulations issued by the Regulators.
- Attend to all ABG's matters and issues of corporate governance.
- Assist the Group CEO with various matters on an ad hoc basis.
- Liaise between the Regulator(s) and the bank to provide clarifications on guidelines and instructions.
- Ensure that all regular returns, and all ad hoc requests for information, are submitted to the CBB and other regulatory agencies in a timely fashion.

Dec 2000 to March 2019 Gulf International Bank - Senior Vice President

SVP Regional Compliance Head & MLRO

A Internal

- Reporting to Group Head of Compliance & MLRO, and acting Group Head of Compliance & MLRO during his absence.
- Support Group Head of Compliance & MLRO, and coordinate with Senior Management to ensure that Compliance/AML/CFT and corporate governance matters are being handled in accordance with regulatory requirements.
- Attend Management Committee meetings.
- Prepare Board's annual Compliance Program.
- Prepare annual MLRO and semiannual Compliance reports for the Group Head of Compliance and MLRO for the ultimate submission to Senior Management & Board of Directors.
- Prepare regular reports on Compliance/AML/CFT for the Group Head of Compliance & MLRO.

- **Conduct an enterprise wide Financial Crime Risk assessment**
- **Conduct a bribery & corruption risk assessment**
- **Daily management of the Compliance team, performance of staff's yearly appraisals and evaluation of their Key Performance Indicators (KPI).**
- **Prepare the Annualized Capital & Overhead Expenditure budget, and administer and approve the expenditure in according with the approved budget.**
- **Develop, implement and monitor compliance controls to ensure regulatory compliance by business and functional units, and in so doing:**
 - **Develop, employ and update the Compliance Policies and Procedures Manual, including:**
 - **Implementing Compliance monitoring through:**
 - **Developing and regularly updating the Compliance Risk Self-Assessment (CRSA) to reflect regulatory requirements and changes to these requirements.**
 - **Providing necessary guidance to the business and functional units as required by them when they conduct their self-assessments in preparation for submitting their quarterly CRSA**
 - **Receiving the CRSA submitted by the business and functional units, and analyzing and reporting to the head of Compliance any issues rose.**
 - **Tracking and reporting on corrective action plans submitted in the CRSA**
 - **In tracking corrective actions plans of business and functional units, ensuring that they develop their policies, procedures and processes where necessary, and provide them with support to that effect.**
 - **Ensuring that appropriate revisions are made to the manual to take into account changing business products and practices of GIB, particularly in such field as capital markets, investment banking advisory service, commercial and retail banking, electronic banking, and other possible developments.**
 - **Develop other forms of compliance controls as required.**
- **Ensure that the AML/CFT processes and controls are implemented by:**
 - **Monitoring day-to-day compliance with GIB's AML/CFT policy and regulations and ensuring full adherence.**
 - **Supporting GIB's business units by providing day-to-day guidance with respect to the preparation and review of KYC documentation/checklist, and helping resolve other AML/CFT related concerns.**
 - **Ensuring that KYC documentation is in place for all existing and new relationships, and that customers' documentation continues to meet standards by the regulators and by GIB's AML Policy & procedures.**
 - **Ensuring that relationships are appropriately categorized for customer risk assessment and due diligence and that such categorization is supported.**
 - **Ensuring the PEP and high risk relationships are identified and due diligence, as well as semi-annual reviews by relationship managers, are conducted in accordance with regulatory requirements and GIB procedures and reviewed by Compliance.**
 - **Ensuring that the appropriate records retention procedures are in place and are being implemented by KYC and other client documentation, in accordance with regulatory requirements.**
 - **Ensuring that AML alerts and monitoring parameters and processes are properly updated and regularly reviewed to generate relevant AML alerts.**
 - **Reviewing, analyzing and investigating AML alerts (both on the AML alert system and on Side Safe Watch), reviewing and determining acceptability of explanations provided, and ensuring that the alerts and message releases have either been properly resolved or escalated to the group MLRO..**
 - **Monitoring, evaluating and reporting on day-to-day compliance by business and functional u nits of AML/CFT regulatory and legal obligations.**
 - **Ensuring that communications from the regulators, including requests for information on particular individuals, entities or organizations, are promptly handled, properly disseminated where required, and that responses are provided in a timely manner.**
 - **Ensuring that the annual audit required by the regulators is conducted in a timely manner and all issues identified are tracked for corrective action.**
 - **Monitoring changes of local news/regulations that may require revisions to GIB group AML/CFT policies.**
 - **Communicating developments in the field of AML/CFT to staff in a clear and timely manner.**
 - **Coordinating the implementation of an effective AML training program, reviewing and adapting training material (including material for the on-line training program), ensuring that courses on money laundering and compliance are conducted for all new staff, that existing staff are given regular refresher training, and conducting such presentations when necessary.**
 - **Evaluate & review suspicious activities/transactions reported to him by bank personnel.**

- Evaluate new products and services to determine the level of risk.
- Oversee administrative matters related to code of conduct and compliance with AML and terrorist financing activities.
- Supervise and facilitate the execution of the regional and global compliance program within the group.

B External

- Liaise between the regulators and GIB to provide clarifications on guidelines and instructions.
- Write to the Regulator for clarification or in response to any queries raised by them.
- Ensuring that all regular returns and filing, as well as responses to regulators' ad hoc requests for information received by Compliance, are submitted to the regulators in a timely fashion.
- Liaise with external auditors and consultant on compliance matters.
- File Suspicious Activity Reports in coordination with Head of Compliance & Group MLRO, with regulators.

Auditing

- ∞ Conducting audits of Financial Controls including review of Management Information System and various regulatory reporting such as:
 - Administration and other general services of the Bank
 - Payroll and Recruitment
 - Risk Management
 - Treasury and Treasury Operations which includes Foreign Exchange, and Money Market
 - Retails and Securities Operations
 - Compliance
 - Letter of Credit & Guarantee
 - Governance process
 - Credit Administration
 - Loan Operations / Agency
 - Money Laundering
 - Investment Banking
 - Operational Risk Management
 - Business Continuity Plan
 - Review of Derivatives and Exotic Treasury Product for provisioning
- ∞ Managing branch's audits in the other jurisdictions like London, New York, and Saudi Arabia ensuring compliance with the regulatory requirements at those jurisdictions such as FSA at UK, OFAC & OCC at USA and SAMA & CMA at Saudi Arabia.
- ∞ Preparing audit comments, attending meeting with senior management to discuss the points and designing the final Audit Report for the Audit Committee and the CEO.
- ∞ Holding special investigation to inspect, revision of the working papers of the group, and evaluating the adequacy of the evidence that is supporting audit comments.

Client Servicing

- ∞ Facilitating customer service, resolving issues by interacting with all distribution channels & service centers.
- ∞ Ensuring a high-quality customer experience, elevating customer satisfaction, while adhering to the work processes and thus managing cost-effective operations.
- ∞ Setting quality standards for operational areas & ensuring adherence to quality standards.

Team Management

- ∞ Developing, managing & monitoring the performance of work force for their career development.
- ∞ Conceptualizing need-based training programs to enhance their efficiency & productivity.
- ∞ Motivating and empowering staff, providing ongoing feedback to team members.
- ∞ Part of project management team in selecting, monitoring and implementing projects within Compliance.

ATTAINMENTS

- ∞ Handpicked for the Loan Agency unit for 3 months assisting the Head of Loan Agency Department.
- ∞ Was partly involved in preparation of the Audit Manual.
- ∞ Was involved in setting up & building of a system for Compliance and Anti Money Laundering.

PAST EMPLOYMENTS

Nov 1994- Dec 2000	Bank of Bahrain & Kuwait (BBK), Manama, Bahrain	Manager
Jun 1988- Nov 1994	Bapco, Awali, Bahrain	Senior Auditor

ACADEMIA

1988 B.Com. - University of Bahrain

CERTIFICATIONS

Certified Accountant Technician (CAT) – UK
Certified Anti Money Laundering Specialist (ACAMS) – US
Certified Financial Service Auditor (CFSA) – CIA US
Member of International Compliance Association – MICA (the University of Manchester)

PERSONAL **D**ETAILS

Languages Known	:	Arabic and English
Nationality	:	Bahrain
Location Preference	:	Bahrain
Marital Status	:	Married
References	:	Furnished upon request
Date of Birth	:	21 Feb 1965
Address	:	P.O. Box 3137, Manama, Bahrain

Osama M Alarrayed, M.Phil
Mobile (+973) 39666869 - Home (+973)17401147
o_al@hotmail.com

SUMMARY

An executive professional in the fields of industrial development, information technology, business transformation and strategy development. Worked for the government for thirty four years, evolved a tremendous experience in planning, development and deployment of projects, restructuring, marketing and industrial investments.

Maintained extensive relationships with international recognized vendors, consultants, marketing and investment houses and banks, and developed close business and personal relationships with local, GCC, Arab and foreign corporate and high-net worth contacts.

Major accomplishments include:

- *Developed the Ministry of Industry and Commerce Industrial Affairs Strategic Plan.*
- *Restructured Industrial Affairs Organization.*
- *Led the review and redevelopment of the Industrial Affairs laws and regulations.*
- *Managed "Invest in Bahrain" Promotion and Marketing Campaign in Bahrain and abroad for attracting local investments and FDIs.*
- *Administrated building the Information Technology infrastructure and the automation process of the Ministry of Industry administrative processes and provide its services on-line.*
- *Participated in the Customer Services System (CSS) Project Steering Committee and was Deputy Project Manager for the CSS Project.*
- *Developed, managed and implemented a comprehensive plan to make the entire Ministry of Electricity and Water IT and IS Year 2000 compliant, saving the Ministry 83% of the cost.*
- *Co-chairman member in the 5-year Information Systems Strategy for the Ministry of Electricity & Water.*

- *Board of Directors previous membership:*
 - *Aluminum Bahrain (ALBA).*
 - *Board Audit Committee of Aluminum Bahrain (ALBA).*
 - *Board Remuneration and Corporate Governance Committee (ALBA)*
 - *Gulf Organization for Industrial Consultancy (GOIC).*
 - *Arab Industrial Development and Mining Organization (AIDMO).*

- *Committees previous membership:*
 - *Chairman of Industrial Areas Committee*
 - *Chairman of Bahrain International Investment Park (BIIP) Allocation - Committee.*
 - *Chairman of Information Technology and Communication Steering Committee.*
 - *Small and Medium Enterprises Support Committee.*
 - *Chairman Industrial Strategic Plan (2008-2014).*
 - *Joint Committee of Ministry of Industry and Commerce and Bahrain Chamber of Commerce and Industry.*

- *Special Assignments*
 - *Chaired a committee for minimizing debits related leased plots at Industrial Areas*
 - *Chaired a committee for investigating a fraud and bribery case at the Commercial Registration Directorate*
 - *Chaired a committee for investigating a non-compliance with internal procedures case at the Bahrain Exhibitions and Conventions Authority*

EXPERIENCE

2005 – 2020

Ministry of Industry & Commerce, Bahrain

2013 – 2020 Undersecretary for Industry Affairs

2008 – 2013 Acting Undersecretary for Industry Affairs

2005 – 2008 Assistant Undersecretary for Industrial Development

2003 – 2004

Ministry of Industry, Bahrain

Director Hi-Tech and Informatics

1986 – 2002

Ministry of Electricity and Water

1992 – 2002 Chief Computer Systems Development & Maintenance

1990 – 1991 Senior Business/Systems Analyst

1986 - 1989 Systems Developer

EDUCATION & QUALIFICATION

2002

University Of Virginia, Darden School of Business - Virginia, USA

Executive Development Program.

1995

University of Nottingham - Nottingham, United Kingdom

Master of Philosophy (MPhil) in Computer Science.

Conducted a research and presented a thesis in the Evolution of Synthesized Relational Database Schemas.

1985

St. Edward's University, Austin - Texas, USA

B.Sc. in Computer Science and Mathematics.

GCC Board Directors Institute (BDI), Dubai, UAE

2019 Finance for Non-Finance Directors Workshop

2018 Risk Management Master Class Workshop

2017 Future Trends & Strategic Thinking for Directors

PERSONAL

Nationality: Bahraini

Date of Birth: 23 October 1963

Marital Status: Married, 3 Children

Languages: Arabic (native), English (fluent), Spanish (intermediate)

Meshaal Nasser Hamad Al-Thawadi

Highly astute, energetic and team Spirited Senior Financial Professional with over 27 years of exemplary record of achievement and demonstrated success in driving revenue growth while providing visionary leadership in highly competitive Banking, Investment, Business Development domain.

✉ meshaal@live.co.uk

☎ 00973 38302030

Profile Highlights

- Expertise in devising operating systems & procedures and contributing towards improved financial performance, heightened productivity, and enhanced internal controls.
- Acknowledged for well-defined understanding of finance intricacies and ability to identify and align organizations' emerging needs with quality solutions.
- Accurate, precise, and highly ethical in all work-related assignments - able to immediately contribute to corporate financial goals and objectives.
- Skilled in optimizing teams' dynamics, uniting diverse agendas to a common goal, and harnessing strategic and operational drivers to deliver results
- Approved as an instructor from Highfield Institute in UK.
- Good with strategies and business numbers (Financial Management) with ability to liaise and relate to people across all hierarchical levels

Recent Professional Experience

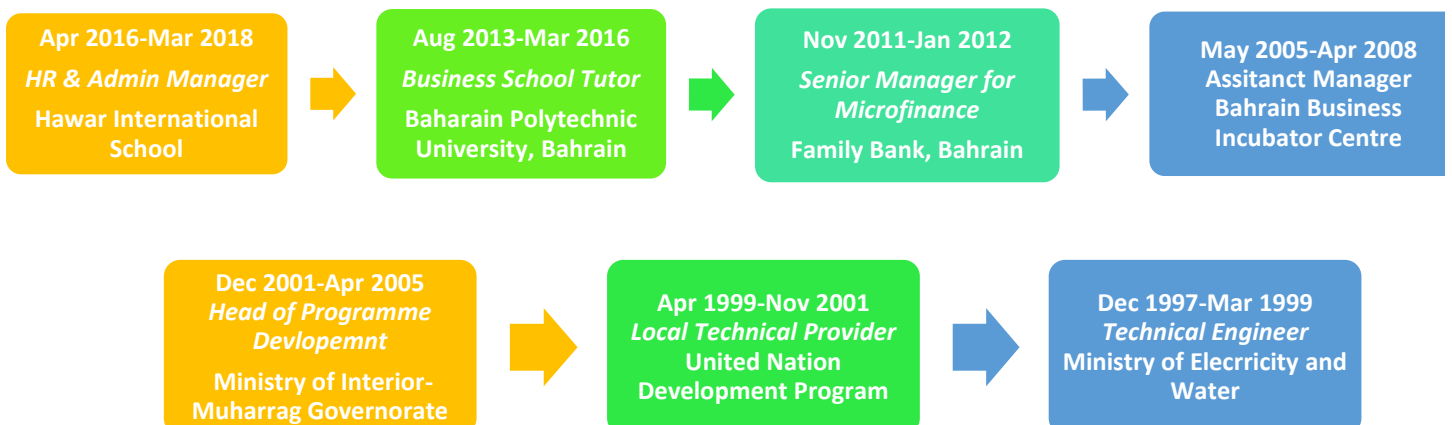
Executive Manager , Go Contracting:

- Controlling and monitoring staff in site
- Reading and quoting for the projects with quantity surveying.
- Searching for business and try the best in marketing, include closing the deal with customers.
- Ensuring productivity is moving as per schedule.
- Solve any issue that face staff on site and train them on different fields.
- Assist the company to build up a range of relations with future expected customers

Tutor, Saudi Training Institute:

- Manage the training programme with the institute.
- Help deliver the programme with excellence and good information for trainers.
- Understand the subject from different aspects and be able to manage and control conversation in Arabic and English.
- Specialist in Management/ Leadership/ Microfinance/ Trouble shooter/ Searcher

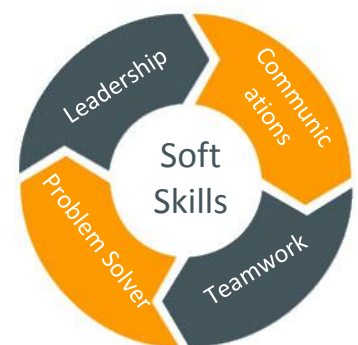
Previous Experience



Key Impact Areas



Soft Skills



Education and Certificates

Post Graduate Certificate(Social Science Research Methods), Cardiff University, UK (2011)

MSc (Human Resources Management), Bournemouth University, UK (2009)

MBA (Business Administration), Arab Academic of Science and Technology, Egypt (2008)

B.Sc., (Business Marketing), Arab Academic of Science and Technology, Egypt (2006)

Technical Diploma in Mechanical Engineering, University of Bahrain, Bahrain (1997)

Diploma in Science, Ahmad Al Omran Secondary School, Bahrain (1993)

Personal Dossier

🕒 **Date of Birth:** 3rd February 1974

🗣️ **Languages Known:** English and Arabic

🇧🇦 **Nationality:** Bahraini

HALA MUFEEZ - CPA

Mobile: 38881441
hmufeez@gmail.com

CAREER PROFILE

- A strategic leader with 27 years of diverse experience in Oil and Gas accounting, Financial Management and Controls, Audit, Compliance, and Public accounting
- Highly regarded for rigorous specialization in all areas of Finance and ability in establishing business functions from the ground up

BOARD MEMBERSHIP

- Board member of Banagas and Chairperson of Audit Committee
- Board member of Tawsea and Chairperson of Audit Committee

EXPERIENCE

TATWEER PETROLEUM

FINANCE MANAGER: 2016 –TILL DATE

FINANCE CONTROLLER: 2010-2016

- Advising the CEO, Board of Directors, Shareholders, MOFNE and other related stakeholders regarding financial issues, decisions, budget, and other financial matters.
- Directing the ongoing evaluation of the accuracy and reliability of accounting data and the effectiveness of existing accounting procedures and controls including compliance with IFRS
- Ensuring adequate technical accounting and financial information systems expertise is maintained and developed

FIRST INVESTMENT BANK

Principal - Risk Management and Compliance Officer & MLRO

2007 – 2010

- Providing an independent risk perspective on investments, reviewing credit proposals and Bank lines, developing relevant policies and Compliance and Anti-Money Laundering framework, and managing an outsourced Internal Audit function

BAHRAN ISLAMIC BANK

Senior Manager - Risk Management and Compliance Officer

2005 – 2007

- Overseeing the Compliance Program for the Bank, managing Business Continuity project and the Internal Quality Assurance Team for the core banking implementation project, and a Member of ALCO and IT steering Committee

BANK OF BAHRAIN AND KUWAIT - BBK
MANAGER FINANCIAL CONTROL AND PLANNING
2000 - 2005

- Overseeing the financial reporting, working closely with the external auditors, and secretary of the executive committee

ERNST & YOUNG
SENIOR AUDITOR
1996 - 2000

- Served as an auditor with a wide range of duties, including examination of Financial Statements and records, reviewing internal control structures, report findings to the Board of Directors, and translating Financials from and to Arabic and English

EDUCATION

CERTIFIED PUBLIC ACCOUNTANT
State of Illinois

B.S.C, ACCOUNTING
University of Bahrain

Sawsan Abulhassan

[Email:sawsan.abulhassan@al-bustani.com](mailto:sawsan.abulhassan@al-bustani.com)

Mobile: +973 39433446

PROFILE

A C-Suite Expertise with 32 years professional experience in Financial, Trading and Industrial Sectors. Lead strategic positions with Regional and International experience. Held Board Directorship posts of local and regional institutions. Holding MBA in Finance with Major in Investments (High Distinction).

PROFESSIONAL EXPERIENCE - CURRENT

Al Hassanain BSC©

Since May 2018

Group Finance – Advisor

Al Hassanain BSC is a regional Group specialized in the contracting of Infrastructures and Marine work in Bahrain, Qatar, Kuwait, KSA and Oman.

Al Bustani Group

Since Sept 2016

Executive Director

The Group is specialized in the Imports and Wholesale Trading of Fresh Fruits and Vegetables, Warehousing and Real Estate.

BOARD DIRECTORSHIP- CURRENT

- **BAHRAIN CHAMBER – Board Director** March 2022 - Present
 - Chairperson of Investment Committee
 - Vice Chairperson of Steering Committee

- **BENEFIT – Independent Director** March 2021 - Present
(Bahrain Electronic Network for Financial Transactions);
 - Chairperson of Audit Committee

- **GARMCO – Independent Director** Sept 2019 - Present
(Gulf Aluminum Rolling Mill B.S.C.(c);
 - Member of Executive Committee
 - Member of NRC
 - Member of the Supervisory Committee appointed by the Court

PROFESSIONAL EXPERIENCE

Ahli United Bank B.S.C.

May 2001 – July 2015

Deputy Group CEO- Private Banking & Wealth Management (PBWM)

Deputy Group CEO, PBWM (July 2008 to 5th July 2015), Group Head of PBWM (April 2007 to June 2008), Regional Head of PBWM (April 2005 to March 2007), Head of Private Banking & Premium Banking (April 2003 – March 2005), and Head of Private Banking and Investments Services (May 2001 to March 2003)

Primary Responsibilities:

- Setting up and leading the PBWM in the Group entities upon the acquisition of each bank; Bahrain, Kuwait, Oman, Qatar, Egypt and London;
- Increasing the PB clients base, Asset Under Management (AUM), balance sheet of the Group business and the bottom line contribution
- Introducing innovative products in the market; conventional and Sharia compliant;
- Developing and enhancing cross boarder business among the Group countries;
- Developing the policies and procedures governing the business;
- Primary involvement in the regulatory requirements and implemented the measures of the local markets and the related offshore jurisdiction;

Awards:

- Award by Euromoney as “Best Local Private Bank in Bahrain” 2007 – 2014
- Award by FTSE Global Market as MENA region leading bank in the Asset Management - 2013

Standard Chartered Bank (Bahrain) Head of Wealth Management

August 2000 – May 2001

Primary responsibility in leading the Priority banking team, Investments services and Head quarter branch with the objective of meeting the bank’s growth objective in this business.

Citibank (Bahrain)

August 1992 – July 2000

Resident Vice President - Consumer Banking & Wealth Management

Primary responsibilities in managing Consumer Banking Business

ASRY (Arab Shipbuilding & Repair Yard Co.) Managerial Accountant

August 1990 – July 1992

A member of a team responsible for Budgeting, Accounting and Investments handling.

BOARD DIRECTORSHIP

- **Ahli United Bank UK (PLC)**; Director, March 2009 - 5th July 2015
- **Securities & Investment Company (SICO)**, April 2008 - 5 July 2015; Member of the Board of Directors & Vice Chairperson of the Investment Committee. Earlier Chairperson of the Audit Committee.
- **The Family Bank**; October 2009 - 5th July 2015, Member of the Board and Nomination & Remuneration Committee (earlier Executive Committee)
- **Central Bank of Bahrain: Deposit Protection Board**; July 2014-Aug 2015, Member of the Board of Directors

FUNDS DIRECTORSHIP

- AUBUK Student Accommodation Fund, Director - 2010 - 30th June 2015
- AUB CASA VI (USA Residential Fund), Director - 2014 - 30th June 2015
- AUB CASA II (USA Residential Fund), Director - July 2003
- AUB Nominees Ltd, Director - August 2004 - 5th July 2015

COMMITTEES MEMBERSHIP AT AUB GROUP

- Member of AUB Group Management Committee
- Member of AUB Management Committee
- Chairperson of the Group New Product Committee

PROFESSIONAL AFFILIATION

- Financial Conduct Authority (FCA – UK): Approved Executive Director by FCA – CF1 effective July 2nd 2014 - Aug 2016
- Financial Conduct Authority (FCA – UK): Approved non-Executive Director by FCA – CF2 – July 2009 – June 2014

EDUCATION

January 1999	MBA in Finance with High Distinction - University of Bahrain
August 1990	B.S.C. in Management - University of Bahrain

AL-MORISHED CV



Name: MUTLAQ HAMAD AL-MORISHED
Date of Birth: 01/02/1957G - 01/07/1376H
Place of Birth: Anak, Eastern Province
Saudi Arabia
Nationality: Saudi
Marital Status: Married with two children

EDUCATION

Degree & Major	School/Education center	Date
M. B. A.	Stanford University, USA	07/89
M. S. in Nuclear Engineering	Princeton University, USA	06/81
B. S. in Nuclear Physics & Math.	University of Denver, USA	06/79

CAREER SUMMARY

Date	Job Title/Position	Department/Company
12/01/15 – Present	CEO	TASNEE
01/06/04 – 12/01/15	CFO & EVP	Finance, SABIC
01/09/02 – 01/06/04	Vice President	Shared Services, SABIC
01/10/00 – 31/08/02	President	Metals Group, SABIC

01/03/99 - 31/12/00	President	Saudi Iron & Steel Co. (HADEED).
23/11/97 – 28/02/99	President	Saudi Petrochemical Co. (SADAF).
15/09/89 - 22/11/97	Vice President	Engineering & Operations (SADAF).
10/01/82 – 14/09/89	Various Positions	Started career with Shell in USA & later with SADAF as Chief Engineer and held various positions in engineering operation & (planning & economics) since then until promotion to VP.

OTHER POSITIONS

In addition to present position as Chief Executive officer of TASNEE, also sits as a board member in TASNEE (2021-Present), Aluminum Bahrain (ALBA) (2001-Present), Gulf Petrochemical & Chemical Association (GPCA) (2015-Present), GCC Board Directors Institute (2015-Present), CITI Group in Saudi Arabia (2017-Present), Saudi General Authority for Military Industries (2019-Present), TRONOX (NYC) (2019-Present) and A. M. Bin Saedan Real Estate Co (2021 – Present). Chairman of the board of National Metal Manufacturing & Casting Co. (Maadaniyah) (2015-Present).

PREVIOUS POSITIONS

Chairman of the Board of YANSAB, SABIC Capital in Holland, SAUDI KAYAN, SABIC Captive Insurance Limited in UK and Alinma Investment Co. He was board member of Alinma Bank, Gulf Bank, GARMCO in Bahrain, Alinma Tokio Marine (ATMC), and General Organization of Saudi Arabian airlines. The Advisory Board for Economic Affairs of the Supreme Economic Council of Saudi Arabia.



TAREQ F. A. Wafa

Experience

30+ years

Honours:

Cavaliere dell'Ordine della
Stella d'Italia
(**Knighthood by the Italian Republic**)

CONTACT

PHONE:
+973 17 226697

MOBILE:
+973 39 668845

EMAIL:
TAREQ.WAFA@TRICOMHOLDINGS.COM

WEBSITE:
www.tricomholdings.com

EDUCATION

BACHELOR OF COMMERCE, BUSINESS ADMINISTRATION (MAJOR)
Finance & Banking (Subsidiary)

MEMBERSHIP

ITALIAN BAHRAINI FRIENDSHIP ASSOCIATION, FOUNDING MEMBER
BAHRAIN GERMAN FRIENDSHIP ASSOCIATION, PAST CHAIRMAN
BAHRAIN CHAMBER OF COMMERCE & INDUSTRY, MEMBER
WORLD ECONOMIC FORUM, MEMBER
SKAL INTERNATIONAL BAHRAIN, MEMBER

DIRECTORSHIPS

TRICOM GROUP, CHAIRMAN & CHIEF EXECUTIVE (FOUNDER)
KW VENTURES, VICE CHAIRMAN & MANAGING PARTNER
FURTHER COMMUNICATION, CO-FOUNDER & CHAIRMAN

WORK EXPERIENCE

TRICOM GROUP, BAHRAIN Chairman & Chief Executive (Founder) 2008 – Present

Our group specializes in developing trade relations between international firms and Bahrain. Other main activities are Security systems & solutions, Import and Export and Sale of Aircraft Spare Parts, International Brokerage, Sale & Purchase of Goods, Maintenance of Telecommunication Systems, International Brokerage of Oil and Gas and other professional services.

Our clients in Bahrain and GCC are major government entities (I.e civil aviation, Defence, Interior, electricity and airports), private local and international companies.

MAGNUM HOLDINGS GROUP, BAHRAIN (Subsidiary of Unitag Group)

Group Chief Executive Jun 2007 – Jan 2008
Board Director Jan 2006 – Jan 2008

The Group was active in the areas of Media, Marketing, Communications, Digital printing, Consultancy, Events Management and TV broadcasting.

UNITAG GROUP OF COMPANIES, BAHRAIN

Group Deputy Chief Executive & GM Jun 2007 – Jan 2008
General Manager Jul 2004 – Jan 2008
Group Assistant General Manager Mar 2003 – Jun 2004

The Group activities ranged from travel, medical equipment supply, consultancy, insurance & brokerage, catering, financial services, tour packages, airline representation, general trading, power generation, airport handling equipment etc.

Role involved overlooking the entire group commercial activities, identifying business opportunities, liaising with joint ventures and the diversification of the company's commercial operations.

PRIVATE CONSULTANCY COMPANY

Chairman.

1999 – 2008

The company established its Middle East Regional Office in Bahrain in 1998 with an aim of navigating new commercial opportunities.

The company offers management consultancy services, commercial services, airport ground support services, communications, public relations and media in the Middle Eastern markets.

ARAB INSURANCE GROUP, BAHRAIN

Corporate Public Relations Manager

1998 – 1999

The largest reinsurance company in the Arab world and a leading insurance company with overseas branches and subsidiaries.

BMB INVESTMENT BANK, Bahrain

VICE PRESIDENT CORPORATE COMMUNICATIONS

1994 - 1998

PROMOSEVEN, BAHRAIN

(Associated with McCann-Erickson World-wide)

Media Director

1992 - 1994

IMPACT & ECHO ADVERTISING, KUWAIT

(Associated with BBDO International, USA)

ACCOUNT EXECUTIVE

1990 – 1992

MODERN ADVERTISING, KUWAIT

MARKETING MANAGER

1988 - 1990



BASIM MOHAMED ALSAIE

SUMMARY

An entrepreneur, that led a few start-ups with experiences spanning over three decades. Has a strong strategic thinking quality with an ability to create alternative ways. Capability to spot relevant patterns and issues in various scenarios. Able to see clearly in cloudy situations and be able to look at the big picture or core issues. Confident and possess a clear sense of direction in decision-making abilities. An analytical mind that can analyze situations and complex issues.

Managed challenging boards, and lead a company through the complexities of restructuring, and bankruptcy protection. Dealing with restructuring, M&A global experts, and various stakeholders. Putting plans to stabilize and laying the foundation for a turnaround strategy. Lead the process of appointing and dealing with an international law firm to challenge anti-dumping, and countervailing duties cases in one of the most challenging circumstances.

Facilitate Strategy development among top management through a process that creates alignment, momentum, and accountability to help an organization focus on core priorities and SMART goals.

Experience in the field of aluminum extrusion industry in the gulf region. Have developed expertise in the field of construction and project management from a building materials supply side. Contributed to major cities around the Gulf region with landmark projects with leading architects, consultants, and developers.

Have industry-wide contacts and network. Working on a different multitude of projects all over the Gulf and the Middle East. Sales and marketing specialization, developing a customer base and managing all aspects of sales & marketing and technical support & backup.

CONTACT



basim@alsaie.com



O: +973 1759 0589
M: +973 6639 3939



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

INSTALLUX GULF: www.installuxgulf.com
KALAAM TELECOM: www.kalaam-telecom.com
POLYCON BAHRAIN: www.polyconbahrain.com
BAHRAIN CHAMBER: www.bahrainchamber.bh
GARMCO: www.garmco.com

SECTORS/INDUSTRIES

- CONSTRUCTION INDUSTRY
- INDUSTRIAL & MANUFACTURING
- ALUMINIUM INDUSTRY
- PLASTICS
- TELECOM
- TRADING & RETAIL

BOARD EXPERIENCE

BAHRAIN CHAMBER OF COMMERCE & INDUSTRY, Executive Committee and Board
March 2018 – Present

Bahrain Chamber of Commerce & Industry is one of the oldest in the MENA region playing a key role in advocacy and defending the private sector and business community interests since 1939.

VOLUNTEER EXPERIENCE OR LEADERSHIP

- **Bahrain Chamber of Commerce & Industry BCCI**
 - Executive Committee & Board Director (2018-Present)
- **French Chamber of Commerce Bahrain FCCIB**
 - Founding Member & Board Director (2014-2019)
- **Entrepreneurs Organization (EO) Bahrain Chapter EO**
 - Chapter President
 - Chapter Launch Director (EMEA)
 - Strategy Summit Sub-Committee & Facilitator
- **Al Raja School (Est. 1899)**
 - Board of Trustees (2009-2012)
 - Chairman of Board of Trustees (2013-2015)

LANGUAGES

- Arabic
- English
- French (limited proficiency)

Excited and honored to have the opportunity to serve the private sector at the oldest chamber of commerce in the region and help in its transformation. Proud to have played a role since 2018 in its major transformation that has made the chamber relevant, engaged, and forward-looking. Regaining its leading role and being closely active and engaged with the government and legislative bodies on issues that affect the private sector and business community.

Key roles and responsibilities working with the management team include:

- Planning and leading the transformation strategy, and new corporate identity.
- Played a part in the restructuring of the sectorial committees and member of the steering committee.
- Active Strategic and Think Tank member.
- Assisting in Digital Strategy and IT transformation and planning.
- Establishing and leading the Arbitration and Settlement Board of Trustees.

GULF ALUMINIUM ROLLING MILL (GARMCO), Chairman May 2018 – July 2020

Established in 1981, the GARMCO aluminium rolling mill is one of the first and largest aluminium downstream industries in the Middle East. GARMCO today exports its products to over 45 countries around the world from North America to Japan from Northern Europe to Australia.

Led GARMCO through the complexities of restructuring growth and transforming itself to be a profitable leading global supplier of rolled aluminum products.

Key roles and responsibilities working with the management team include:

- Appointing and dealing with global Restructuring and M&A experts.
- Managing and leading a board through challenging and critical periods.
- Dealing with creditors, and various stakeholders.
- Taking it through Reorganization & Bankruptcy Protection as the first and largest company in Bahrain to go through the new law.
- Providing guidance pre- and post-filing cash management.
- Planning and organizing a legal team to deal Anti-Dumping and Countervailing Duties cases.
- Led and launched the GARMCO Green initiative to get certified as Green Aluminium.
- Engaging with leading M&A global experts and coordinating efforts to secure strategic investors.
- Led Nomination and Remuneration Committee and made key senior staff recruitment

KALAAM TELECOM, Director**March 2005 – Present**

Kalaam Telecom is a regional digital solutions provider with over three decades of experience and the preferred one-stop destination for agile & cutting-edge solutions tailored for enterprises, wholesale segments, and government bodies.

Kalaam provides industry-based solutions to Enterprises in the areas of Cloud, Managed Networks, Cybersecurity, Connectivity, and Digital/ICT.

Key roles and responsibilities working with the management team include:

- Member of the Digitization Committee.
- Served previously on the Internal Audit Committee.
- Active participation with the Marketing team providing guidance and input.
- Assisting through contacts with some key clients and authorities.

POLYCON BAHRAIN, Managing Director**January 2003 – Present**

Polycon Bahrain is a Joint Venture company between AlSaie Holding and Al Nasser Industrial of Abu Dhabi. The company is producing a wide range of Rotational Moulding products for building and construction. Producing water storage tanks, road barriers, and other related value-added products.

Key roles and responsibilities include:

- Setting KPIs and targets for senior staff.
- Planning and implementing key expansion and development projects.
- Managing and approving the annual budget.

GULF CUSTOMER EXPERIENCE (GULF CX), Director**October 2016 – December 2021**

Gulf EX builds, integrates, and delivers the best customer experience solutions from around the world. Customizing and tailoring them to meet your specific goals and business requirements. Gulf EX does consulting, training, digital and technology professionals. In addition, it operates omni-channel world class customer experience centers on behalf of its customers delivering a differentiated and 'wow' experience to its client's customers.

Existed as an investor after company was acquired by RAYA largest Call Center Operator in Middle East from Egypt

AL RAJA SCHOOL, Chairman of the Board of Trustees**January 2013 – December 2015**

Al Raja School, formerly known as The American Mission School, was established in 1899 and is considered one of the oldest schools in the region.

Had the opportunity to serve in my school for three years as a member of the board and the following three years as Chairman. Led the board

during challenging and turbulent periods in the school, managed the recruitment and transition of principles, upgrading curriculum, and obtaining accreditation from US accreditation agency.

Key roles and responsibilities with the School leadership team include:

- Managing and approving the annual budget and staff planning.
- Planning and implementing critical curriculum expansion and development projects, including technology adoption and integration in the classrooms.
- Launching and obtaining accreditation from a leading US-based accreditation agency.
- Led the organizing committee for the largest Alumni Reunion in school history.
- Liaising with the Ministry of Education on various issues, including tuition increases, budget approvals, and obtaining critical approvals for new teaching staff.

OPERATIONAL EXPERIENCE

INSTALLUX GULF, Managing Director & Partner

April 1997 – Present

Started my first entrepreneurial journey by establishing the company from scratch in April 1997 as a Joint Venture Bahraini company with a French Group, GROUPE INSTALLUX. we cover the Gulf and Middle East markets, supplying high-quality aluminium systems for the building, and interior industry.

The main line of activities: Aluminum Systems for Curtain Walls, Doors & Windows Office Partitions Shop Fittings

Key roles and responsibilities include:

- Entrepreneurial and startup experience of starting the company.
- Defining and developing the overall sales and product strategy.
- Setting KPIs and targets for senior staff and sales team.
- Planning and implementing key marketing and geographic expansion in new markets.
- Managing, approving, and negotiating key regional suppliers.
- Managing and approving the annual budget.

BAHRAIN ALUMINIUM EXTRUSION COMPANY (BALEXCO), Sales & Marketing Manager

January 1990 – October 1996

A leading aluminium extrusion companies in the gulf region was recruited to lead the top end product segment and later lead the sales and marketing team after a major expansion.

Managed the sales department and oversaw developing and increasing one of the value-added products in the company to almost 3 folds. Obtained an in-depth knowledge of the aluminum extrusion industry, and aluminum system for the construction industry.

Key roles and responsibilities include:

- Managing marketing activities and implementing marketing plans, major product launches, exhibitions, and seminars across all markets.
- Managing sales team, setting budgets, targets, KPIs, and dealing with key accounts.
- Expanding markets and penetrating key segments with major capacity expansion.
- Developed premium product segment and tripled sales.

EDUCATION

BS MECHANICAL ENGINEERING BOSTON UNIVERSITY (1984-1988)

- Attended many specialized courses over the years
- Entrepreneurs Organization (EO) Leadership Academy Class 2010
- EO INSEAD Building World Class Culture

CURRICULUM VITAE

Name : Mohsen Ali Abdulla Husain
Residence Address : Villa 1, Entrance 1573, Road 2531, Sar 525, Kingdom of Bahrain
Telephone Contact : Mobile 39611121
Email : Mohsen_husain@yahoo.com

CAREER PROFILE

A professional holding various professional qualifications (CPA, CIA, CISA) with 30 years of experience in the MENA region mainly in internal auditing / executive-board level exposure. Has extensive experience in executive positions with solid understanding of Internal Audit Standards (IPPF Framework), COSO, IT Audit Standards, and Corporate Governance Policies and Practices. Has thorough exposure to multiple industries including banking and investments, insurance, real estate, entertainment, FMCG, various industrial, and educational. With a vast track record of numerous audit reviews, assessments and participations in key strategic projects and assignments.

As the Chief Audit Executive of one of the largest holding companies in the MENA region, has been responsible for establishing the Internal Audit strategic direction for the Group and was instrumental in the accomplishment of strategic objectives and in helping to ensure that established financial, operational and compliance practices, and the related controls, are designed and operating effectively.

The role also involved having direct reporting line from the Internal Audit Functions of the group's underlying entities were direction, supervision, mentoring and coaching was provided on an on-going basis.

WORK EXPERIENCE PROFILE

2006 to March 31, 2022 Kuwait Projects Company (Holding) KIPCO

Group Chief Audit Executive

Reporting to the Board Audit Committee and advising key Group Boards / Board Audit Committees of Key Group Companies. My key responsibilities and contributions were as follows:

- Discussing and reviewing the annual Audit Universe and plans with the Chief Internal Auditors of KIPCO's Group Companies and recommending modifications during the year, if circumstances necessitate.
- Identifying risk factors prevalent in the auditable entities and preparing risk identification sheets including control factors.
- Contributing to the establishment of audit standards and practices by recommending improvements to the Internal Audit Manual.
- Establishing, monitoring, and supervising the internal audit functions throughout the group including developing strategic audit plans, managing audit resources, establishing quality assurance programs, and performing quality assurance reviews.
- Ensuring compliance with the International Standards for the Professional Practice of Internal Auditing, code of ethics, and applicable laws and regulations.
- Managing the internal audit function at parent company level and overseeing subsidiary and associate companies.
- Leading Group's internal audit and investigative assignments, providing risk-based audit coverage which resulted in operational and financial improvement and significant savings.
- Promoted the implementation of Internal Audit automation, selection of analytical tools across the group's Internal Audit functions.
- Coordinating and reviewing outsourced audit arrangements.
- Advising Boards and Board Audit Committees and attending regular Board / Board Audit Committee meetings at various group entities.
- Providing advice, regular mentoring, and consultation to the group Chief Internal Auditors.
- Holding an annual internal audit conferences for the group Chief Internal Auditors to promote effective alignment and communication across the group.
- Performing and supervising high level investigations.
- Setting performance goals in the beginning for the team and ensuring that the goals are achieved during the course of the year.

2001 – 2006 United Gulf Bank (UGB)

Head of Internal Audit

- Managed the internal audit team at the bank and had oversight of internal audit work performed at the Bank's subsidiaries.
- Developed audit programs and audit plans focusing on the review of high-risk business areas which were identified during risk assessment exercises.
- Examined the Bank's IT security controls and involvement in bank-wide core banking and networking systems implementation.
- Conducted audits independently and ensure all financial policies and procedures, lending authorities, investment criteria and expenditures are strictly followed, and exceptions properly approved.
- Reported and presented critical observations and high-risk business areas to the Board Audit Committee.
- Led the evaluation of existing controls, procedures, work practices.

- Evaluated approved audit plans and complete the work program within time and budget.
- Identified control weaknesses, risk areas, inefficient work practices and recommend improvements and escalated control failures appropriately.

2000 – 2001 Ahli United Bank (AUB)

Lead Auditor

- Implemented a well-structured audit planning and execution methodology which included conducting a thorough background surveys, terms of reference, compiling risk control matrices, developing Internal Control Questionnaires, structuring audit programs, and delivering audit focused and effective findings. This was followed up by having proper discussion with respective department heads and proper exit interviews.
- Established effective reporting mechanism of audit reports to management, board audit committee and the board.
- Established and utilized effective audit planning tools and software applications to ensure efficient conduct of audit assignments.
- Conducted various audit reviews / assignments in addition to supervising and reviewing work done by subordinates and providing them with effective training, coaching, mentoring and career development.
- Conducting investigations based on the requests of Management, regulatory bodies and whenever deemed necessary.
- Involved in reviewing number of agreements entered by the Bank with other parties and expressing views on existence of proper controls.
- Reviewing new and existing policies and procedures to ensure that adequate internal controls are in place.
- Monitoring the performance of departments against budgets and analyze variances.
- Supervising the daily monitoring of customers' balances and reporting suspicious transactions to the regulators in line with AML requirements.
- Involved in the testing Logical and Physical securities related to the Banks application systems.
- Reviewed compliance with regulatory requirements and Bank policies & Procedures.
- Built excellent relationship with management and auditees through an effective communication of audit results.
- Conducted proper and timely follow up on issued audit findings and recommendations.

1997 – 2000 National Bank of Bahrain (NBB)

Audit Supervisor

Responsibilities and contributions included:

- Planning, setting Audit objectives and designing procedures to fit each department in the Bank.
- Designed specific objectives and Procedures to guide employees in carrying out their tasks and reach the objectives using efficient and effective methods.
- Designed and developed proper audit working papers and organization method of audit files.
- Involved in reporting Departments' performance to the Executive Committee.
- Supervised auditing all the Bank's departments namely, Financial Control, Letters of Credit, Letters of Guarantee, Personnel Time Deposits, Loans Platform Services and Clearing, Cash Cards Center, Money Transfer, Property Management, Collection and General Services mainly SEIFT area.
- In -charge of Abu Dhabi branch audit. I have been heavily involved in new system selection and testing computer programs for year 2000 compliance.
- Reviewed departments operations for compliance with the Bank's Policies and Procedures and regulatory rules and guidelines.
- Evaluated the activities of the departments and recommend methods of enhancing operations and controls.
- Developed effective audit reporting methodology in line with leading Internal Audit Standards.

1996 – 1997 Arab Insurance Group (ARIG)

Accounts Officer

Responsibilities Included:

Responsibilities and contributions included:

- Preparing Monthly Investment reports for management decision making.
- Preparing Quarterly Performance reports to evaluate the Investment Portfolios.
- Accounting for Investment and General Payments.
- Preparing Monthly Cash Flow Statement.
- Settlement of Investment deals.
- Reconciliation of all corresponding bank accounts.
- Account opening in the Sun Ledger System.
- Also familiar with the International Portfolio System (IPS) and the Sun Account System.

1992 – 1996 KPMG**Auditor**

I was engaged in many different types of audits, including banking, insurance. Trading and governmental institutions. I was applying analytical review procedures and other audit tests to reach specific audit objectives and conclude on the fairness of financial statements. I have also been involved in the planning of audits, the design of tests on internal controls, preparing audit programs and preparing financial statements on behalf of clients. Our scope was not only to audit financial statements. We also helped clients finding efficient and effective methods to improve their activities and operations. I have gained valuable audit and accounting experience during my time with KPMG. I have proved myself to be hard working, reliable and conscientious.

June 1991 September 1991, Bahrain Petroleum Company “Bapco”

As a trainee in the Finance and Legal Department.

June 1990 September 1990 Bahrain Petroleum Company “Bapco”

As a trainee in the purchasing Department.

Personal Achievements

September 1990: Enrolled on the Dean’s Honor List for outstanding Academic Performance at University of Bahrain – College of Business Administration.

EDUCATION and Qualifications

2001 Certified Information system Auditor (CISA) active member in the ISACA
2001 Certified Internal Auditor (CIA)
1999 Certified Public Accountant (CPA) active member in the AICPA
1992 BSC in Accounting – University of Bahrain

Led and attended numerous audit seminars and conferences inside and outside Bahrain.

Board Membership

2007 – 2011 GIG Bahrain – Board Member
2007 – 2011 GIG Bahrain – Vice Chairman of the Board Audit Committee

Personal & Interests

A Bahraini national, born in 1969, married with three children. Fluent in English & Arabic (native); interested in general personal development, reading and Arabian Horses breeding.

REFERENCES

Available upon request.

Ali Y. Fardan
Curriculum Vitae

Personale Information

Date of birth : **25th October 1957**

Nationality : **Bahraini**

Marital status : **Married/ 4 children**

Address : **National Bank of Kuwait S.A.K.**
P O Box 5290
Manama, Kingdom of Bahrain

Telephone : **Office 973 17155500 Mobile 973 36333555**

Professional Experience

1990 till now General Manager
National Bank of Kuwait SAK
Founder of NBK – Bahrain

1988 till 1990 -Treasurer
National Bank of Kuwait SAK

1980 till 1987 – Senior Dealer
French Arab Bank (Middle East)
Bahrain

1978 till 1980 Dealer
Banco Do Brasil S.A.
Bahrain

Membership

: **Member of Harvard Business Review (HBR)**
Advisory Council

: **Deputy Chairman and Chairman of the**
Executive Committee of Bahrain Bourse

: **Member of the Board and the Executive**
Committee of Bahrain Clear

: **Member of the Board and the Executive**
Committee of Islamic International Financial
Market (IIFM)

Recognition

: **Granted Kingdom of Bahrain First Class**
Medal of Competency

Mission Statement

To remain achieving excellence, further enhancing my expertise and knowledge in my Profession and to be known as the best in my field

Personal Profile

A visionary, motivated, enthusiastic and multi task professional, who is result oriented and known for high productivity achievement and determination for improved performance and personal career success. Also, professional banker in both Islamic and Conventional banking as well as wholesale and retail banking

Key Responsibilities

- Set up the branch strategy
- Manage assets that worth over US\$ 20 billion and 350 million profitability
- Chairman of Asset & Liability Committee. (ALCO)
- Member of the Group Asset & Liability Committee (ALEC)
- Directly involved in the Treasury Activities and Investment Decisions
- Directly involved in large facilities negotiations, credit assessments and approval process, that including direct loans, syndications, corporate finance and structure products that worth millions of US\$.
- Looking out for new opportunities and further developing the branch business
- Promote the branch products, services and widen the customers' base.
- Responsible for any Audit findings or Regulatory Inspection Reports.
- Set up Policies, Procedures, Manuals and review them on ongoing basis
- Helping other branches and subsidiaries to reach their potential

Major Assignments and Projects

- Incorporated the Retail banking in Bahrain on 2003 and made it profitable from day one. This project including developed the business plan, get it approved by Senior Management and regulators, obtaining the license, recruiting, installation of system, automation, set up policies, procedures and manuals and more important developed new products, booked business including Retail, Corporate, Trade Finance, Structured Products, Treasury, Investment and Fund Management, Private Banking that worth billions of US\$ and produced millions of incomes.
- Re-structured the Wholesale Branch on 1992 and converted from a losing operation to a highly successful one, this project including streamline the whole operation, installation of system, transformation from manual process to fully automation, introduction of new products and services, widen the customer base and entered new markets that cover the MENA, far east and Europe. Also set up new policies, procedures, manuals, job descriptions, changed culture, compliance, segregation of duties, new recruitments, training and staff career development. The asset of the branch increased from USD 250 million and revenue of USD 2 million to over USD 20 billion of assets and USD 350 million of profitability within a period of 33 years

- Merged both branches the wholesale and the retail under one entity on January 2008 that further reduced the cost and enhance internal control without any external help or consultancy
- Established the Islamic banking platform that provide full Islamic banking products and services and manage assets over USD 6 billion
- Established the Group booking center for loans and investment that manage over USD 16 billion of assets
- Established the Group Central Liquidity Management Center

Major Achievements

- Founder of NBK Bahrain
- Built a dynamic business model
- Increased assets from USD 250 million to 20 billion
- Increased Customers deposits from USD 50 million to over 9 billion
- Managed to convert Bahrain's operation from a marginal one among NBK Group, to the best successful and strategic operation in the Group.
- Characterized by high level of income and low operating cost among the Group. Bahrain's operation generates around 25% of the Group's net income and counts for 1 % of the cost.
- Highly efficient operation, managed to keep Cost/Income ratio at less than 5 % for more than 30 years, compare to the industry of 40 to 50%.
- Established a well diversify customer base and sticky deposits
- Established the Group Islamic banking platform that providing different Sharia'a compliance products
- Effectively managed the operation smoothly, safe guard the assets and remain profitable at critical times during pandemic and two disastrous wars in the Gulf that result even in the occupation of our parent company premises.
- Set up all the Policies, Procedures, and Manuals to comply with Risk Management, Regulators and Audit requirements.
- Transformed the branch from purely manual accounting and operation processing to fully automated and paper less working environment.
- Expand Bahrain's operation to cover the GCC and MENA region.
- Established a well define market niche, introduced variety of products and services in order to diversify the business and the revenue and to minimize concentration of risk. Also made Bahrain's branch the market maker for Regional, Middle East and North Africa Currencies.
- Manage a loan portfolio, investment and risky assets worth more than USD 18 billion with clean track record

Competence Profile

- Financial Advisory
- Strong analytical and assessment skills
- Credit Analysis

- Multi Task Professional
- Influential and Persuasive
- Adapt quickly to change
- Comprehensive knowledge of International Financial Markets
- Result Oriented
- Dynamic and client-oriented with good interpersonal skills
- Professional in both Wholesale and Retail Banking
- Professional in both Conventional and Islamic Banking
- Familiar with International Banking Practices and Regulatory Framework

Academic Qualifications

- 2022 International Director program – module 2
INSEAD**
- 2022 International Director program – Module 1
INSEAD**
- 2018 Wharton Executive Education
Wharton’s Accelerated Development Program (ADP)**
- 1998 Diploma in Executive Management
The University of Bahrain**
- 1992 Banking Diploma (advance level)
Bahrain Institute of Banking and Finance**
- 1990 Banking Diploma (intermediate level)
Bahrain Institute of Banking and Finance**

Professional Training

- 2018 International Certificate in Advance Leadership Skills
Int. Academy of Business & Financial Management**
- 2018 Executive mini MBA
London School of Business & Finance**
- 2018 Customers Driven-Marketing
Wharton – University of Pennsylvania**
- 2018 Strategic Thinking and Leadership
Wharton – University of Pennsylvania**
- 2017 Leading People in organizations
Wharton – University of Pennsylvania**
- 2007 Reinventing Management for the 21st Century
Harvard Business School**

- 2005 Leadership as a Force for Change
Harvard Business School**
- 1998 Techniques of Bank Credit Analysis
Thomson Bank Watch Inc., London**
- 1995 Advance Corporate Credit
Euromoney/D.C. Gardner Training, London**
- 1995 Bank, Country & Political Risk Analysis
Euromoney/ D.C. Gardner Training, London**
- 1994 Strategic Leadership in Banking
BATT & Partners, U.K.**
- 1993 Top Management Team Building Workshop
Top Team Training, Singapore**
- 1992 Capital Adequacy and Assets & Liability Management
ACF Consultant**
- 1992 Brain Training and Mind Mapping
Tony Buzan**
- 1992 The Chase Intensive Credits Workshop
Chase Training Center**
- 1991 Senior Corporate Finance
D.C. Gardner**
- 1991 Leadership for Senior Managers
Bahrain Institute of Banking and finance**
- 1990 Senior Managers Program
Bahrain Institute of Banking and Finance**

Additional Information

- Hobbies and interest include sport, walking, swimming, reading professional books and social literature.
- Languages proficient in English and Arabic

Obviously, being a General Manager of one of the largest and highest rated Bank in the Middle East, I became exposed to or actively involved in different projects, diverse exposures that professionally enriching, different risks and challenges, complicated transactions or legal issues, and multiple tasks that effectively enhanced my knowledge and widen my experience. In addition, during the last thirty-three years, I have

attended many seminars and participated in various conferences concerning banking, which they have substantially enhance my skills and knowledge.

Furthermore, I want to stress that the scope of my experience is not focused entirely in one field but spread over various sectors including Leadership, Board Management, Corporate Governance, Compliance, Risk Management, Treasury, Finance, Internal Control, Wholesale and Retail Operations, Conventional and Islamic banking, Business Development, Restructuring and Financial Re-engineering, Credit, Investment, Trade Finance, and Information Technology.

Rayan Kazerooni

Senior Executive Officer with 26 years of combined experience in the aluminium industry and in international banking (investment, corporate and wealth). Established and led Dubai-DIFC domiciled banks active across the EMEA region. Skilled at managing teams, commercial growth, corporate advancement, the business, and its stakeholders. A native English and Arabic speaker, raised locally, UK educated.



Bahraini

rayankaz@gmail.com

+973 39656566

Leadership Accomplishments

- Headed two Dubai-DIFC based banks leading their GCC business proposition. Guided thought direction at the head office level and the operating model, P&L and strategy at the local level. Member of the respective supervisory committees.
- Responsible for the legal, regulatory, and corporate affairs as public companies. Reported into various GCC and UK financial regulators. Firm with matters of governance and cross border compliance.
- Expanded the business infrastructure by establishing a British owned Saudi (CMA licensed) subsidiary, an asset management company (Tebyan AM), DIFC feeder funds, upgraded the regulatory licenses and managed Cayman and Jersey SPVs.
- Led organizational transformations guided by international consultants. Redefined the market segment of activity to match efficiently utilizing scarce resources. Restructured the organization in an expansive and in a contraction environment.

Managerial Accomplishments

- Successfully executed USD 1.6b of transactions, engaged with 200 GCC clients and maintained relationships at UBO and c-suite levels. Emphasised internal coherence in a multi-location matrixed organization.
- Responsible for the capacity of high performing 20 member teams based out of Dubai, Bahrain and Qatar. Managing private equity investments in the manufacturing, real estate, healthcare, financial and distribution sectors.
- Formed new business development corridors across the GCC in partnerships with financial institutions in Kuwait, Turkey, Oman and Bahrain. Increased the balance sheet efficiency while growing the AUMs by customising commercial guidelines.
- Established wealth management departments on three occasions, private banking twice and corporate banking once. Acquired invaluable experience mobilising consultants and project teams. A key contact on GCC banking matters.

Banking Experience

2017–2022, Senior Executive Officer, Bank of London and the Middle East plc
Providing UK banking services with a focus on wealth management (a member of the NBK group) listed on Nasdaq Dubai - www.blme.com

Top 10 Accomplishments

- Led the Dubai-DIFC branch and responsible for the GCC franchise (personally focused on Kuwait) grew net interest and fee income revenue
- Reported to the group CEO and managed the DFSA (DIFC), UAE Central Bank and FCA (UK) regulatory relationships in respect of the branch
- Upgraded our rep office license to a cat-4 firm (added a retail and a Sharia endorsement) which improved the client engagement experience
- Created product by being a member of the Wealth Management Investment Committee and the Product Committee (head-office)
- Technology led with the roll-out of a neo bank (Nomo) utilising it to automate the account opening process and feed into wealth management
- Developed cross-border RM practices (Simmons&Simmons) and a 5-year WM strategy (McKinsey & Co.), forming a resource efficient growth strategy
- Focused on corporate banking and wealth management, structuring, retirement, family wealth planning and advisory solutions to clients
- Grew the real estate finance book with a 3-fold increase in mortgages (35% RWA) and 15% in commercial RE financing (100%, 150% RWA).
- Coordinated corporate and asset backed finance transactions up to USD 25m (including private jets and yachts) for UBOs with a wealth engagement
- Sold down 80% of all investment product allocation to UHNWI and prioritised the analysis of client portfolios to propose enhancements

2015–2017, Senior Executive Officer, Global Investment House (DIFC)
A Kuwaiti firm providing EMEA wealth management and investment banking services to GCC clients via its 8 regional offices - www.globalinv.net

Top 10 Accomplishments

- Headed the Dubai-DIFC subsidiary and a member of the Board of Directors
- Upgraded the firm from a cat-4 to a cat-3c allowing revenue to be recognized locally and transformed it from a cost to a profit center
- Led and mentored a team of 8 professionals
- Reported to the group CEO and managed the DFSA and UAE Central Bank regulatory relationships
- Transacted real estate (GP/LP structured) club investments, mutual funds, discretionary portfolio mandates, international fund of funds' portfolios and lending against (portfolio, lombard and SBLC)
- Secured 5 (corporate debt and acquisition) advisory mandates (< USD 75m)
- Sourced prospective counterparties for asset divestments (manufacturing, healthcare) and an asset acquisition (F&B) in relation to our PE fund
- Established a DIFC feeder fund aligning with international inbound and UAE onshore investor criteria attracting more business from these sources
- Ran a cost reduction program and reduced expenses by 30% to be on target with our business plan and enterprise valuation (acquisition alignment)
- Responsible for Kuwait, Saudi and UAE

2010–2014, Head of Private Banking, Qatar First Bank (QFC)

A Qatari private bank providing, wealth management, alternative investments and advisory. Listed on the Qatar stock exchange - www.qfib.com.qa

Accomplishments

- Established and headed the Private Banking department reported to the CEO, responsible for Kuwait, Saudi and Qatar
- Responsible for a team of 3 and maintained key client relationships. Majority of the business sourced from Kuwait with transactions of up to USD 50 m.

2008–2010, Executive Director (Private Banking), Bank Sarasin (DIFC)

A Swiss pure-play private bank with an open architecture platform covering the GCC via its Dubai branch - www.sarasin.ch

Accomplishments

- Reported to the CEO servicing a legacy portfolio and responsible for net new AUMs from GCC national clients. Responsible for Kuwait, Saudi and Qatar
- Managed portfolios up to USD 75 m consisting of cash management instruments, capital market exposure, derivatives, lombard and SBLC lending. Spent several months in the London and Zurich offices

2005–2008, Director (Placement), International Investment Bank

A Bahraini investment bank providing EMEA PE products - www.iib-bahrain.com

Accomplishments

- Quickly promoted to Director reporting to the CEO. Managed a team of 12 and the placement department. Responsible for Saudi, UAE and Qatar
- The highest performer raising 50% of the deal flow for 11 (GP/LP structured) private equity club deals

Industrial Experience

1996–2004, Manager (Business Development), Aluminium Bahrain

Accomplishments

- Achieved 3 promotions, reported to the CEO
- Responsible for production engineering
- A member of the committees of 9 expansion projects up to USD 1.2b
- Responsible for the plant wide digitization and implementation of SAP (ERP system)
- Worked at partner sites around the world to identify and import operational best practices (Canada, Norway, Germany, UK)

Professional Certifications

CeMAP, Chartered Islamic Financial Analyst, Chartered Wealth Manager

Academic Qualifications

- MBA - University of Strathclyde, UK
- BSc (Honors) - University of Manchester (Metallurgy), UK
- A'Levels - King Henry the 8th School, UK



Biography

Name : Darwish Ahmed Abdullah Al-Mannai
Nationality : Bahraini
Date Of Birth : 09 Apr 1945
Marital Status : Married (has three sons and a daughter)
Address : P.O. Box 968, Manama, Kingdom of Bahrain.
Contact Numbers:
Office number : +973 17697800
Fax : +973 17697090
Home number : +973 176971800
Mobile : +973 39697800
Email : mannaigr@batelco.com.bh

Higher Education

- 1- 1967 Diploma in Commercial Cooperative Studies, Mounira College, Cairo

- 2- 1971 Higher National Diploma - Management Accounting, UK.

- 3- 1972 Higher Diploma in Management - Business Planning - University of Sylford - United Kingdom

- 4-1975 National Economy Department, World Bank, United States of America.

Memberships

- Fellow of the British Society of Management - United Kingdom - since 1986

- Chairman of the Advisory Board of Al Naseem International School - Kingdom of Bahrain until now.

- Member of the Bahraini and Qatari joint projects committee to activate trade and investment work. Bahrain Chamber of Commerce and Industry 2004

- Vice Chairman of the Industrial Sector Committee - Bahrain Chamber of Commerce and Industry for the 27th session of the Kingdom of Bahrain

- Member of the qualitative Council for Vocational Training representing the Bahrain Chamber of Commerce and Industry for the 27th session in the Kingdom of Bahrain.

- Chairman of the Bahrain Industrial Association - from 2018 until now.

- Member of the Family Business Association - Chairman of the Studies and Research Committee - February 2016 to December 2018.

- Chairman of the Steering Committee of the National Business Agenda of the Kingdom of Bahrain in cooperation with the Center for International Private Enterprise of the American Chamber of Commerce 2018.

- Chairman of the Advisory Committee for the Economic Diversification and Financing Facility Project supported by the International Center for Inclusive Projects - USA 2022.

Work Experience/ Job Title

1 - 1972/1975
Assistant Budget Controller, Ministry of Development and Industry, Kingdom of Bahrain.

2- 1973/1974
Lecturer (part-time) for accounting and economics courses - Gulf Industrial College - now known as the University of Bahrain.

3- 1975/1976
Chief Accountant - Electricity Department - Kingdom of Bahrain.

4- A - 1976 to date:
General Director- (Partner) - Mannai Trading & Investment Co. Ltd

B - 1987/1990
Director - (Partner) - Kirkland Whittaker (Bahrain) WLL - Financial Brokerage - Bahrain.

C - 1987 to present.
Director - Partner – Redmack Industrial Services (Bahrain) WLL. Bahrain

D - 1991/ present.
Managing Director - Mannai Construction - Bahrain.

E - 2010 / present
Chairman – (Partner) Glasstech Industries B.S.C (Closed) - Bahrain.

F - 2019 / Present.
Chairman – (Partner) Darwish Mannai Properties W.L.L.

G - 2020 / Present.
Chairman of the Board of Trustees of Darwish Mannai Charities Est.

Awards

**ECIS Award for the Promotion of
International Education – 2010 – Europe.**

**Alumni Achievement Award – September 2015
University of Salford**

Participation with Trade Delegations

- 1- Honored by the participation of the trade delegation accompanying His Majesty King Hamad bin Isa Al-Khalifa in his visit to the Republic of India in 2014 in order to promote investment in the Kingdom of Bahrain.
- 2- On May 2017, the New Delhi Chamber of Commerce in the Republic of India invited him to a meeting with its members to explain investment opportunities in the Kingdom of Bahrain.
- 3- Honored by the participation of the trade delegation accompanying His Majesty King Hamad bin Isa Al Khalifa to the Republic of Turkmenistan from 15-19 March 2019.

Membership in the Shura Council

He won the royal confidence by appointing him as a member of the Shura Council for the fourth legislative term 2014/2018 and the fifth term 2018/2022

- Member of the Finance and Economic Affairs Committee of the Shura Council for 8 sessions.
- Deputy Chairman of the Human Rights Committee in the Shura Council for 8 sessions.
- Member of the Executive Committee of the Parliamentary Division for 2 sessions.

He participated in several intensive scientific courses, an example of which is:

- How to prepare and draft legislation.
- How to deal with various media.

Some of legislative achievements

- 1- - Unique in submitting a proposal for the law on the promotion and protection of investment. He obtained the approval of the majority of the members of the Council and then referred to the esteemed government to prepare a draft law and in 2019 the government referred to the House of Representatives a draft law on the promotion and protection of investment.
- 2- He submitted with Shura a proposal to amend some provisions of Decree-Law No. 27 Law of 2015 on the Commercial Register. He

obtained the approval of the majority of the members of the Council and then referred to the esteemed government to prepare a draft law.

3- Participated with government agencies in the preparation of the draft law "Reorganization and Bankruptcy", accordingly, the esteemed government submitted a draft law to issue the law "Reorganization and Bankruptcy", attached to Decree No. 19 of 2018 to the legislative authority.

4- Adopting a proposed law to amend the constitutionality of the provisions of Article 91 "Shura members to question the minister in writing" with the participation of 17 members of the Council.

5- Submitted with His Excellencies members of the Shura Council several projects, for example, but not limited to, a proposal for the law of sale in installments and a proposal for a law to impose the presentation of the final accounts of social insurance and its affiliated bodies to the legislative authority, as well as a proposal for the law of insurance for doctors' errors, as all of them sought to fill the legislative vacuum and obtained the approval of the Council and were referred to the esteemed government.

Lectures & Participations

He lectured several lectures for government agencies and political and professional associations in the field of economy, investment, industry and human rights.

He has many participations in charitable and voluntary works to serve the community.

Hobbies:

Travel : to gain knowledge of the cultures and arts of peoples

Reading : Reviewing specialized publications and economic affairs.

Community

Service : Membership in many councils/committees for the development of the human element and the economy of the Kingdom of Bahrain.

Music : Listening to quite eastern and western music

Ali G. Beshara, CISA, CISM, CRISC, MPA(1st Hns)
Senior Information Technology and Security Professional

IDC Top 10 CISO in the Middle-East | PhD Student in Business Analytics



ABOUT

C-Level executive with strong leadership and communication skills, and experience interacting with various levels of executives, including board members and senior management, as well as external stakeholders such as regulators and authorities at the national and international level. Additionally, I have served on national level committees in the fields of security and academia.

I have contributed to several major public service projects, including the Civil Service Law, Government Employees Performance Management System, the National Early Retirement Project, and the Government Business Process Re-Engineering. I have also been involved in National and regional e-Government and excellence awards.

In addition to my professional accomplishments, I am also a public figure in the fields of information security and leadership, and have participated in collaborative efforts with government and non-government entities both in person and through social media. You can find me on Instagram at [@alibeshara](#).

Experience

Head of Information Security and Risk Management -CISO

2019-Present

The BENEFIT Company - Bahrain

- Improved and implemented multiple security controls in the company ensuring the realization of actual business and compliance benefits. Managed compliance to PCI-DSS, PCI-TSP, ISO 27001, NIST CSF.
- Demonstrated ability to manage high levels of workload and maintain levels of performance.
- Improved the process and the scope of security assessment of the company's information assets.
- Reduced the cost for compliance practice and audit by improving the internal security practices and being able to articulate specific requirements from security vendors.

Qualifications

Currently studying: PhD in Business Analytics | University of Bahrain

2022-Present

Master's in public administration | Aix-Marseille University -France – First Class Honor's

2018

Bachelor of Science in Computing (Upper 2nd Class Honor's) | University of Greenwich-UK

2008

Associate Diploma in Business Information Systems | University of Bahrain

1999

Certifications

CISM Certified Information Security Manager

ISO 27001 Information Security Management Lead Auditor

CISA Certified Information Systems Auditor

ISO 9001 Quality Management Lead Auditor

CRISC Certified in Risk and Information Systems Control

Professional in Public Administration - France

COBIT 5 Governance and Management of Enterprise IT

International Diploma in Management - CMI-UK

ITBMC Information Technology Business Management

Top management Executive Course - Oxford University-UK

Key Skills

Leadership and Mentoring, Information Security Management, Business process improvement, Policy Making and Analysis, Presentation and Communication Skills, Negotiation, Quality Management, Payment Industry Data Security

EARLY CAREER

Chief, Organization Information /Information Systems Advisor

2010-2019

Civil Service Bureau

The civil service bureau is the central government agency supervising the Human Resource affairs of all government entities and hosting the central human resource management system that covers more the 50 thousand employees and 50+ entities.

- Contributed to the drafting of The Civil Service Law of Bahrain and its executive regulations
Completed an HR framework project on time and within budget
- Member of executive committees for projects costing \$1.5 Million.
- Redesigned procedures and reduced delivery time of core services by 50%
Improved procedures to reduce the risk of human errors in data entry and data integrity
- Awarded for completing a major data visualization project covering 600 senior positions.
- Reviewed organization structures of information technology departments in all ministries.

Information and eGovernment Authority

2009-2010

Quality Management and Information security

Ministry of Youth and Sports 2003-2008

Senior Systems Analyst

2009

Quality Management Specialist

2007

Executive Secretary

2003

British Airways 1999-2002

Cabin Services

Other Activities

- Multiple appearances in Radio and TV to increase the public awareness about information security and the rising threat of social engineering and fraud on electronic financial systems.
- Multiple engagements with the UAE government evaluating entities and individuals.
- Developed the Saudi Arabian Digital Government Award as an advisor to Digital Government Authority.
- Jury panel member for multiple local and regional e-government initiatives.
- Advisory board member for the Associate Diploma in Cybersecurity in the University of Bahrain.
- Advisory board member for the the bachelor's degree program in cybersecurity in Bahrain Polytechnic.
- Published Report in Al- Edary refereed journal by The Institute of Public Administration – Oman.
- Technical Committee member for the national government service evaluation initiative.

MAHMOOD AL-HUBAISHI

17th February 1989 | Phone: +973 3958 2878 | Email: alhubaishi.m@gmail.com

EXECUTIVE MANAGER, BUSINESS LEADER & STRATEGIST

Strategic leader and talented business development professional with specialized knowledge in developing and strategizing organization-wide agendas to assist companies achieve their long-term objectives. Experienced executive manager with fine-tuned business acumen and experienced in governance and management of a branch of a multinational FDI.

- ✓ A multi-disciplined professional who brings value by applying his breadth of knowledge to introduce unique perspectives
- ✓ A highly-educated and articulate rising talent experienced in running a country branch of a multinational Foreign Direct Investment (FDI) technology company in Bahrain and working in a Fortune 500 company.
- ✓ Credentialed engineer with experience in planning, executive management and leading strategic projects that propel corporate growth and ensure business sustainability.

SKILLS & EXPERTISE

Leading Strategic Projects	Business Analysis	Strategy Definition & Planning
Internal Company Governance	Business Leadership	Communication Skills
Decision Making	Risk Management	Business Process Design
Key Performance Indicators	Information Technology	Problem-solving Skills

PROFESSIONAL EXPERIENCE

MASTERCARD, BAHRAIN

A Global Payment Technology Solutions Company

AUG 2022 – PRESENT

ACCOUNT MANAGEMENT

- Worked on planning and strategizing with Mastercard partners their roadmap for the foreseeable future and beyond.
- Established a network of relationships with key players in the market.
- Collaborated in the development of market-wide strategies.

ALLIED ENGINEERING GROUP (AEG), BAHRAIN

Global leader in SWIFT Solutions and one of the largest Service Bureaus for SWIFT in the world

DEC 2018 – JUL 2022

HEAD OF BAHRAIN OFFICE – Executive Management

- Defined and executed business strategies to diversify portfolio and increase market penetration.
- Oversaw the daily operations of all areas of the branch including (Business development, Project management, Product Development, Technical support, Accounting & Finance, Collections, Process management, Human Resources, Administration, Procurement and Logistics).
- Assigned to be involved with new markets in the GCC region and to assist in supporting key banks in UAE and KSA Markets
- Developed training programs to improve the strength and knowledge of team members to effectively carry out their duties.
- Increased company Year-on-Year revenue in the first two quarters of 2022 compared to 2021 by approximately 25%

Achievements under previous roles within the organization: Head of Business & Strategic Projects (2021) , and Account Manager (2018-2021):

- Selected as one of the two Keynote speakers in an event organized by the Bahrain Economic Development Board (EDB) titled “The Path Ahead for Payment Providers”. Other participants included: The Central Bank of Bahrain, the BENEFIT Company, Batelco Financial Services (BEYON Money), and NEC.
- Lead the development, delivery and headed the project management of NBB Group’s (NBB & BISB) strategic Migration of their SWIFT payment channel to AEG’s Expanded Zone on Amazon Web Services (AWS).
- Planned and productively implemented a Go-To-Market strategy and established a line of new relationships with key banks in the Kuwaiti market

PAYMENT INTERNATIONAL ENTERPRISE (PIE), BAHRAIN**FEB 2018 – DEC 2018***Pioneers in financial technology (FinTech) solutions in Bahrain***PROJECT MANAGER**

- With a direct line to the CEO, Reported to the Head of Business Development & Marketing to align the objectives of business growth and maintain a stable project pipeline to ensure customer satisfaction and adequate resource allocation.
- Curated new procedures and processes including project charters and RACI charts that streamlined project delivery and internal communications. This led to improved cohesion amongst the organization's various departments.
- Successfully managed 50 projects simultaneously including key projects like the company's Mastercard Program.
- Supported the company's strategy and growth through innovative problem solving using active research and communicating key findings to the management and key stakeholders.

ACUZON, BAHRAIN**JUN 2015 – FEB 2018***Provider of premium, customized smart home technologies, smart ICT solutions.***AUTOMATION ENGINEER**

- Participated in redefinition of organizational strategy which Improved operational efficiency by 25%. Established company-wide Service Center to drive client satisfaction. Developed a strategy to improve the workflow and enhance the company's service efficiency across all the service lines.
- Grew client base by 40%. Earned 90% customer satisfaction ratings and client referrals across 4 tiers through professional implementation and project coordination.

NASS COMMERCIAL, BAHRAIN**NOV 2014 – JUN 2015***Distribution and after-sales service provider for turnkey industrial solutions.***SALES ENGINEER**

- Responsible for helping customers identify solutions for their industrial requirements.
- Conducted market research for upcoming projects, existing companies operating at Bahrain International Investment Park (BIIP) and created networking opportunities.

INMOTIVE, CANADA**SEP 2012 – SEP 2013***Canadian research and development company that develops mechatronic engineering solutions to improve engine efficiencies around the world.***MECHATRONICS ENGINEER**

- Experienced the rise of an energy-efficiency R&D company from the ground up and learned the efforts that go into making it successful.
- Assigned to assist in the design and implementation of mechanical and electronic components of the Engine being developed.

C.V.

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Personal No: 720401542

Nationality: *Bahraini*

Passport No: 1785879

Date of birth: *11-4-1972*

Marital status: *Married*

No of Children's: 4

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Buquwah 457

Tel No: +973 36000156



Education:

Master in Chemical Engineering MSc- UOB

Sep 2001- Jan 2004

BSc in Chemical Engineering –UOB

1994-1997

Associated Diploma Chemical Engineering –UOB

1991-1994

PG Cert. Light Metals – University of Auckland

2009-2011

PHD in Chemical Engineering – UOB

2015-on going

Completed all the required courses for PHD.

College of Engineering

Department of Chemical Engineering

Doctor of Philosophy in Chemical Engineering

Course No.	Course Title	CH
ENGG701	ADVANCED NUMERICAL METHODS	3
ENGG702	FINITE ELEMENT METHOD	3
ENGG703	OPTIMIZATION TECHNIQUES	3
ENGG791	RESEARCH METHODOLOGY	3
ENGG792	ADVANCED STATISTICS	3
ENGG793	RESEARCH SEMINARS	3
ENGG794	READINGS AND SPECIALIZED TOPICS	3

TEACHING EXPERIENCE:

1- Sep-2015- Feb2016

Instructor/Teacher for Math and Geometry,
Bahrain Teachers College,UOB

- Foundation of Mathematics
- Topics in Geometry

.2- Jun 2013- June 2014 and Feb-May 2019

Instructor/Teacher/Trainer National institute for Industrial Training (Niit)

- Preparing and Teaching the following courses for Tatweer Petroleum Group
- Process Plant and Process Plant Services in Process Industries
- Processing Fluids in Process Industries
- Fundamentals of Petroleum Technology
- Fundamentals of Process Science
- Chemistry for Petroleum Operations
- Basics of Math

3- Sep-2020-Jan-2023

Instructor/Teacher for Engineering, University of Bahrain

- College of Engineering Department of Chemical Engineering
 - PICENG-111 INTRODUCTION TO PROCESS ENGINEERING – 3 semesters
 - PICENG213 TRANSPORT PROCESSES I (Fluid Mechanics) 3 semesters
 - PICENG212 PROCESS THERMODYNAMICS - 3 semesters
 - CHENG316 NUMERICAL ANALYSIS (for 5 semesters)
 - MENG235 APPLIED THERMODYNAMICS (For Mechanical Engineering 2 semesters)
 - CHENG491

Job Experience:

1997-2000

Metallurgy Inspector

- Inspection all the product of Aluminum (Billet-Rolling slab-T ingots-standard ingot..) physically and chemically (analysis).
- Auditing the process of Cast House.

- Analyze the metal sampling from Pot-Rooms
- Monitoring the Billet Homogenizing Process
- Checking the Ready orders before shipping
- Metal Alloying

2000-2004

Water Desalination Senior Operator

- Desalination Material Flow Including Post Treatment and Chemical Handling
- Utilities Location and Application (Compressed Air, Service Water)
- Preparation of Desalination Unit Chemical for Dosing
- Sampling of Seawater, Desalination & Smelter Forwarding System from Field
- Inspection and Operation Sea Water Intake System
- Inspection and Operation of all Vehicles Used in Desalination Area
- Operation of Fire Fighting System
- Inspection of Plant and Machinery as per the Related Forms
- Sampling & Analysis of Potable Water
- Operation of Hypo Generation Plant
- Operation of Post Treatment Plant
- Post Treatments Chemical Dosing and Control
- Carrying Out Field Activities Independently and in Coordination with General Operators and Maintenance
- Plant Normal, Abnormal and Emergency Handling from Field
- Operation of Entire Desalination Plant from DCS, Including Post Treatment & Hypo Plant
- Desalination Plant Start Up, Shut Down and Emergency Handling
- Monitor the Quality of Seawater, Distillate Water & Potable Water
- Problem Identification and Troubleshooting Related to Desalination Operation
- Integration of Desalination Plant & Field Operation
- Managing/ Leading Group of People in Shift
- Operate the Plant / Processes in Line with Production Plans, QMS & EMS Requirements
- Accident Investigation & Reporting.
- Maintenance Planning, PM Coordination and Permit System
- Risk Assessment & JSP/SOP Review
- Technical Investigation & Preparation of Reports
- Shift Report Writing

April –December 2004

Supervisor of Process Control Pot on Lining and Cathode Sealing Activity:

- Supervises measurement operators on cathode sealing area to ensure accurate measurement of molten cast iron, preheated cathode blocks and collector bars temperature along with dimensional checks.

- Supervises the measurement operators for cell ramming activities to ensure accurate measurement of paste temperature, cathode temperature and compactions etc. to achieve good quality of cell ramming.

2004-2009

Supervisor Red. Proc. Cont. L4&5

- Checks the day's scheduled activities and allocates manpower accordingly for completion.
- Visits the work areas to check that work is carried out as per instructions accurately and safety.
- Checks the quality of metal and bath samples taken by the operators and makes sure that samples are of good quality and identified accurately.
- Carries out some calculations e.g. averages standard deviations, for conformance of reduction room measurements.
- Identifies training needs of operators and makes recommendation for suitable courses. Provides on the job training to new operators.
- Plans the daily, weekly and monthly measurements in Plotlines.
 - Metal Sampling
 - Bath Temperature
 - Bath Sampling
 - Crushed and Anode Cover Mix Sampling
 - Electrical Pot Measurement
 - Lining voltage Drop
 - Cathode Current Distribution measurement (CCD)
 - Anode Current Distribution measurement (ACD)
 - Pot Voltage Measuring
 - DC hazard Measurements
 - Duct Gas flow measurements
 - Superheat measurement
 - Ledge Profile
 - Wedges Measurements
 - New Pots Measurement
 - Pot on Preheat Measurements
 - HDPS measurement
- Reviews the JSP's periodically with measurement operators. Supervises the work to ensure that operators follow all JSP's, gives safety talks and sets personal example. Carries random checks on safety gadgets/tools to ensure effectiveness.

Sep2009-2013

Supt Red. Proc. Cont. L4&5

- Review Reduction lines key operating parameters each day to detect abnormalities and recommend corrective actions.
- Review and analyses the performance of Plotlines including
 - Thermal Regulation System
 - Checking and confirming Special measurement like
 - Superheat
 - Ledge Profile in Pots
 - Duct Gas flue monitoring
 - Gas Treatment performance
 - Pot Voltage Monitoring and ways to reduce it

- Current Efficiency of the Plotlines
 - Metal Purity
 - Increase line current procedure
 - Checking
 - Monitor quality of raw material and highlight and deviations.
 - Evaluate new material (Alumina / AlF₃ / Crushed Bath)
 - Soda content in Alumina
 - AlF₃ consumption
 - Quality of Alumina
 - Quality of Covering Anodes Materials
 - Review and update Pots Parameters and Set points
 - Anode Effect Analysis
 - Checking and analyses of out of range pots
 - Carbon dust inspection and reporting
 - Return Butts inspection and reporting
 - Checking
 - and reporting and reporting the quality of New Anodes (chemical and physical)
 - Checking and Audit on Pot room activates
 - Tapping
 - Anode Change
 - Pot Covering
 - Beam Raising
-
- Follow up on startup and normalization of new pots.
 - Carry out trials whenever required and published technical reports.
 - Create and Update JSP & SOP and ensure full adherence to SOP and JSP by each member of the team.

Aug2017-October 2017

Line-5 Technical Support Team Leader: To provide Alba with technical support to recover line-5 (Requested by ALBA).

- Follow up and highlight process control measurement for line-5 (Bath Temp, Bath and Metal Sampling, Bath/Metal level, Pots Preheat Measurement, Wedges measurements)
- Audit main Pot-line activities
 - Anode Change Setting
 - Metal Tapping
 - Pots Preheat and Start-up
 - Pot Covering Activities
 - Review out of Range Parameters
 - Pot Performance
 - Review Pot-line Standard Operation Procedure (SOP)

October 2017- February 2019

Consultant with SCCR Aluminum Consultation at Suhar Aluminum -
Oman.

- Recovery of Suhar Aluminum after shutdown
- Leading start-up team
- Process Auditing of operation team
- Assessment and Training for all operation team (supervisors and operators)
- Support Process Control Team

Jun 2019-December 2019

Line-6 : Startup of Line-6 Consultant team member

To provide Alba with technical for line-6 start-up (Requested by ALBA).

- New Pots start-up follow-up
- Follow up and highlight process control measurement for line-6 (Bath Temp, Bath and Metal Sampling, Bath/Metal level, Pots Preheat Measurement, Wedges measurements)
- Audit main Pot-line activities
 - Anode Change Setting
 - Metal Tapping
 - Pots Preheat and Start-up
 - Pot Covering Activities
 - Review out of Range Parameters
 - Pot Performance
 - Review and update Process Control Standard Operation Procedure (SOP)

OTHER ACTIVITIES:

Bahrain Snooker, Billiard and Darts Board member (2017-Now)

Snooker Referee (Asian and International level) (1994-2017)

Alumni Club Member (2013-Now)