

PROFILE OF THE CANDIDATES GIVEN THEIR CONSENT FOR ELECTION OF DIRECTORS

Below are the profiles of the Director who offered themselves to be elected in the Annual General Meeting of the Company, in accordance with the provisions of Section 159 of the Companies Act, 2017.

1. MR. EHSAN MANI

Mr. Ehsan is a Fellow of the Institute of Chartered Accountants (England & Wales), having qualified in 1970. Until September 2015, he served as the Senior Independent Director of one of the UK's largest affordable housing companies, which holds assets exceeding GBP 3 billion. In this role, he also chaired the Audit & Risk Committee and was a member of the Strategic Finance Committee. He has over 25 years of experience serving as a director of two UK banks, where he chaired the Audit & Risk Committees of both institutions. Additionally, he was a co-opted member of the Prime Minister of Pakistan's Inspection Commission from 1990 to 1992, tasked with reviewing and reporting on WAPDA and PIA.



Mr. Ehsan held the position of Chairman and President of the International Cricket Council from 2003 to 2006 and chaired the ICC Finance Committee from 1996 to 2002. He represented the Pakistan Cricket Board (PCB) at the ICC between 1989 and 1996.

He is a member of the Board of Governors of the Shaukat Khanum Memorial Trust, where he also chairs the Audit & Finance Committee. He serves as the Chairman of the Finance Committee at Lady Reading Hospital in Peshawar and is a trustee of several charities in Pakistan and the UK, including the Sir Feroze Khan and Lady Viqar-un-Nisa Noon Foundation, which provides financial aid to Pakistani students admitted to Oxford and Cambridge Universities.

Furthermore, he is a trustee of the Sanjan Nagar Educational Trust in Lahore, which offers high-quality education to underprivileged children. He is the Chairman of the Galiyat Development Authority and Ansar Management Company Limited. Since 2016, he has been serving on the Board of Biafo Industries Limited.

2. MR. ADNAN AFRIDI

Adnan Afridi has over 30 years' international experience in change management, business transformation, innovation and profitability enhancement in blue chip companies, public-sector and high growth situations. His industry experience includes Capital Markets, Private Equity, Financial Services, Health Care, Natural Resources, Logistics, Large-Scale Manufacturing, Technology and Food sectors, operating in CEO roles with Board level experience.



Mr. Afridi is the former Chairman and Managing Director of National Investment Trust Limited (NITL), Pakistan's first and largest Asset Management Company. He has previously served as the Managing Director of the Karachi Stock Exchange Ltd and as the CEO of the Overseas Chamber of Commerce and Industry (OICCI) and Tethyan Copper Company as well as having served on the boards of Gul Ahmed Textile Mills, Trading Corporation of Pakistan, Central Depository Company (CDC) and National Clearing Company (NCCPL as Chairman of the Board). Mr. Afridi was also nominated by the Government of Pakistan as private sector nominee to the SECP Policy Board for a 4-year term that concluded in November 2022.

Mr. Afridi's contribution to social causes is well known. He is a key member of the Kidney Center Board (Chairman) and was previously the President of the Old Grammarians Society focusing on fund raising for education scholarships and a former board member of YPO Pakistan and is currently a Board member of YPO-Gold Pakistan.

Mr. Afridi serves as an independent director of Biaofo Industries Limited, Bank Al Habib Limited, Dynea Pakistan Limited, Lucky Core Industries Limited and Siemens Engineering Limited.

He is also member of Board of Governors of The Kidney Centre Institute and Shaukat Khanum Memorial Trust

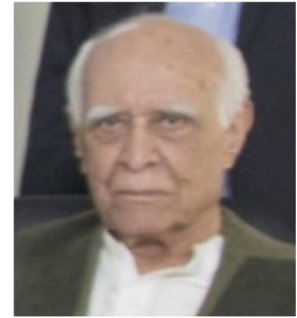
3. MS. SHIREEN SAFDAR

Shireen Safdar (also "H.E. Shireen Safdar") is a retired Pakistani career diplomat from the Foreign Service. She worked on various key positions during her service including Ambassador of Pakistan to Portugal. She is a Graduate of University of Punjab and is a certified director.



4. MR. MUHAMMAD ZAFAR KHAN

Mr. Muhammad Zafar Khan has served in Pakistan Army and retired as Colonel from Army Aviation Corps. He is on the Board of Directors of Biafo Industries Ltd since 2004.



5. MS. AYESHA HUMAYUN KHAN

Ms. Ayesha Humayun Khan has been a member of the Board of Biafo Industries Ltd since 2018. She brings over 16 years of extensive experience in developing and executing marketing and strategic communications campaigns for a diverse range of international and regional clients across multiple sectors, including retail, real estate, hospitality, and consumer banking. As a seasoned strategic communications professional, she has worked across the Middle East and international markets, honing her expertise in delivering impactful marketing initiatives that drive influence and change. Her skill set includes managing public information campaigns and facilitating change management efforts for government agencies and NGOs in Pakistan, the Middle East, and South Asia. Having lived and worked in seven different countries, Ms. Khan brings a culturally nuanced and collaborative approach to creating effective, results-oriented communication strategies. Her global exposure and diverse experience enable her to craft tailored, impactful messaging that resonates across different cultural contexts, making her a valuable asset to any organization she serves.



6. MS. SYEDA SHAHBANO ABBAS

Ms. Syeda Shahbano Abbas graduated from the University of Warwick with a degree in history and politics. She has worked in a multitude of fields in her career, exploring banking and education. Throughout these roles she found herself in positions that involved the analysis of information. Thus, she is currently undergoing formal training in the field of data analytics and programming alongside her full-time job as a data analyst at an educational technology firm. She is on the Board of Directors of Biafo Industries Limited since October 2017.



7. MR. KHWAJA AHMAD HOSAIN

Mr. Khwaja Ahmad Hosain is a distinguished legal professional with extensive expertise in corporate and commercial law, privatizations, and arbitration. He has a notable track record of representing bidders in past privatization processes conducted by the Government of Pakistan and provides expert advice to both sellers and buyers on share and business sale agreements and structuring. His involvement in some of Pakistan's most significant commercial projects includes participation in the International Gas Pipeline Project connecting Iran, Pakistan, and India. In addition to his corporate legal practice, Ahmad Hosain has served as the Additional Attorney General of Pakistan, contributing to high-profile legal matters at the national level. He is also an adjunct law faculty member at the Lahore University of Management Sciences and a Cedr Accredited Mediator, further demonstrating his commitment to dispute resolution. Recognized internationally, he is ranked among the leading lawyers in the corporate and commercial sectors by Chambers and Partners and is acknowledged in The Legal 500 for his expertise in dispute resolution and insurance law. His broad experience and distinguished reputation make him a highly respected figure in Pakistan's legal landscape.



8. MR. HIMAYAT ULLAH

Mr. Himayat Ullah was elected as an independent director of the Company in October 2022. He received his early education at Aitchison College and Edwardes College Peshawar, followed by a Master's Degree in Economics from the University of Peshawar. His extensive training includes programs at the Institute of Development Studies, University of Sussex, UK; the International Agriculture Centre in Wageningen, The Netherlands; and Harvard University's Kennedy School of Government, USA.



With over 42 years of experience, Mr. Himayat Ullah has held senior roles in policy formulation, regulation, and operations within both the Federal and Provincial Governments of Pakistan. His expertise spans strategic planning, organizational change management, leading large teams, and collaborating with government entities, NGOs, and development partners.

He began his career in the Pakistan Audit & Accounts Service in 1979 and was inducted into the Secretariat Group in 2010. His in-depth knowledge of accounts, finance, and statutory audits spans more than 17 years, during which he served as the Accountant General of N.W.F.P. He possesses over 20 years of specialized experience in the power sector, having served as Secretary of WAPDA from 1998 to 2003 and as the National Coordinator for the Water & Hydropower Development Program Vision 2015.

Notably, he negotiated an \$840 million loan with the World Bank for the 1410 MW Tarbela-IV Hydro Power Project while serving as Additional Secretary in the Economic Affairs Division. He also

served as the Chief Negotiator for the Afghanistan-Pakistan Transit Trade Agreement (APTTA) in 2010. Other key positions include serving as Special Secretary in the Ministry of Water & Power in 2012, Special Secretary to the President of Pakistan in 2013, Member of NEPRA from 2014 to 2018, and Advisor to the Chief Minister of Khyber Pakhtunkhwa for Energy & Power from 2018 to 2021.

9. MR. YAWAR IKRAM

A highly accomplished Professional Engineer registered with the Pakistan Engineering Council (PEC) and a graduate of the University of Engineering and Technology (UET), Lahore, specializing in Electrical Engineering (Electronics/Telecommunication), with over 43 years of distinguished experience in the oil refining and power generation sectors. He retired as CEO of the Power Division of a leading Pakistani company, demonstrating extensive expertise in engineering design, operations, maintenance, and large-scale project execution. His notable achievements include revamping refinery electrical systems, installing a 132/11 kV grid station, converting pneumatic control systems to advanced Electronic and DCS, designing and commissioning a 7.5 MW captive power plant, and leading major refinery expansion projects. He has also played a pivotal role in negotiating Power Purchase Agreements (PPA) and Implementation Agreements (IA) with the Government of Pakistan and successfully installed and managed a 165 MW Independent Power Producer (IPP) plant. His career has been enriched through specialized training and international collaborations across the US, UK, Japan, South Korea, Germany, and more, which have enhanced his technical expertise, leadership, and ability to manage multidisciplinary teams in complex environments.



10. MR. MIRZA REHAN BAIG

Mirza Rehan Baig brings extensive global experience in Board, Advisory, and C-level management roles, specializing in building brands and driving strategic growth in emerging markets for a FTSE 10 company. His career spans key regions including Africa, Middle East, and Asia Pacific, with leadership positions in Riyadh, Hong Kong, Indonesia, Lebanon, Dubai, and Pakistan. Rehan has represented multiple companies on listed boards, notably serving as Independent Director and Chair of the Audit Committee for Philip Morris Pakistan. He previously held the role of Chief Corporate Affairs, Strategy, and Sustainability Officer at ACWA Power Ltd, a listed company on the Tadawul Saudi Exchange. Rehan holds a BA in Economics and Political Science from McGill University, complemented by executive training in General Management, Leadership, and Strategic Marketing from IMD Business School, and a Postgraduate Diploma in Digital Marketing from the Institute of Digital Marketing, London. He is also a qualified PICG director.

