

Alan James Carter Duncan – Profile

Sir Alan Duncan was elected Chairman of Hascol's Board of Directors in September 2020.

He has a long-established track record in the oil sector, having started his career in Shell International. After a few years as an oil trader he became a major petroleum supplier to Pakistan in the early 1990s.

He served in the UK Parliament for nearly thirty years, during which he was International Development Minister, and then Foreign Minister.

Educated at Oxford and Harvard Universities, he is now an adviser to a number of international companies.

Mr. Farid Arshad Masood – Profile

Mr. Farid Masood is a Member of the Board of Directors of Hascol Petroleum Limited. He is a Managing Director of Vitol Dubai since 2018.

Prior to joining Vitol, he has had a number of roles in Middle East, Pakistan and Africa including from 2016 to 2017 as Chief Executive for Kansai Paints Africa where he led the company through a restructuring exercise that reduced the workforce by 20% at the same time expanding the business into East and West Africa to become the largest paint supplier in Africa. From 2011 to 2015, he was responsible for Advisory Services and Asset Management at Islamic Development Bank's private sector arm. During his five years there, he expanded the advisory business from operations in the GCC to assignments in over twenty countries. He also setup the asset management business and grew it to over \$800m AUM in private equity, SME and income funds. From 2000 to 2010, he was based in Pakistan where he was primarily focused on bringing foreign investment into the country. From 2005 to 2010, he was part of the KASB Group (JV partners of Merrill Lynch) where he led the investment banking business and was CEO of KASB Securities in 2010. During his time in Pakistan and through his various roles, Mr. Masood was actively involved in bringing over \$5bn of investment into the country.

In the early part of his career, Mr. Masood worked as a strategy consultant for Price Waterhouse in the USA, advising energy and telecommunication companies on new venture development and cross-border M&A. He holds a Bachelors and Masters in Systems and Information Engineering from the University of Virginia (USA) and a Masters from the University of Cambridge (UK).

Mr. Aernout Willem Boot – Profile

Mr. Aernout Boot is a seasoned energy and logistics executive with over 25 years of global experience in the oil and gas industry. Specializing in the development, management, and commercialization of terminal and storage assets, he has a proven track record of driving business growth and originating investment opportunities across the Middle East, Asia, Europe, and Africa. Mr. Boot has held leadership positions at prominent companies including Petroplus International, Vopak, Carlyle Group, Vitol, and VTTI, overseeing multi-million dollar projects and leading cross-functional teams. His expertise encompasses asset development, joint venture management, terminal operations, LNG infrastructure, and energy trading. Currently, Mr. Boot is an Originator at Vitol Bahrain, developing new investment opportunities in the Middle East, East Africa, and Pakistan.

Ms. Naheed Memon – Profile

Ms. Naheed Memon has had a long and illustrious career spanning public service and private sector in Pakistan and the UK. She is currently the CEO of Oracle Power, a natural resource and power developer listed on the London stock market, developing significant projects in Pakistan and Australia.

Naheed served as a Member of the Board of the Privatization Commission of Pakistan. She is a Director in her family-owned textile business, Kings Apparel Industries in Pakistan, overseeing its extensive growth. Naheed Memon also serves as an Independent Director of Pakistani State-Owned-Enterprises in the power sector and of private and public companies in the oil and cement sector. Naheed has also served as the Advisor to the President of Suriname, advising him on investments and special projects.

Naheed has worked in Private Banking for Merrill Lynch, managing clients in the MENA region. She served as the Chairman of the Sindh Board of Investment, Government of Sindh, for a number of years. In this position she played a pivotal role in setting up SEZs, mobilizing CPEC projects and arranging FDI in multiple sectors.

Naheed is also an adjunct faculty of Economics and Strategy at Pakistan's largest public sector business school, IBA, Karachi, and a Fellow of Birkbeck, University of London.

Naheed holds an MBA from Imperial College, University of London, an MSc in Economics from Birkbeck College, University of London and an undergraduate degree in Computer Science from FAST, University of Karachi.

Mr. Aamir Amin - Profile

With over two decades of experience in finance, investment and corporate governance, Mr. Aamir Amin brings a wealth of expertise to Hascol Petroleum Limited. As a Chartered Accountant, his credentials underscore his proficiency. Currently holding the role of CFO at a prominent Asset Management Company in Pakistan, his engagement in macroeconomic analysis and fund diversification within the Investment Committee is pivotal.

His dedication to robust corporate governance is highlighted through his role as a Nominee Director for esteemed listed companies. Leading strategy formulation, championing minority stakeholders, and nurturing vital banking relationships showcase his strategic impact. His competencies extend to IT audit, ERP implementation, and data-driven decision-making. He has also successfully spearheaded the restructuring of distressed companies, capitalizing on a nuanced understanding of market dynamics and governance principles.

Furthermore, his experience as a member of audit committees within listed company boards adds another layer to his capabilities. Collaborating in these committees, he's helped ensure accurate financial reporting, robust internal controls, and regulatory compliance. This experience enhances his ability to contribute effectively as an independent director, guiding the organization towards growth and prosperity.

He engages in community support programs extensively. He is a firm believer that an educated Pakistan is the only solution to the deep-rooted problems of Pakistan.

Mr. Imran Ghaznavi – Profile

Mr. Imran Ghaznavi is a senior corporate communications, regulatory affairs and reputation management professional with over 30 years of experience across the public and private sectors. He is a Certified Director in Corporate Governance from the Lahore University of Management Sciences (LUMS) and has extensive expertise in corporate governance, strategic communication, regulatory affairs, stakeholder engagement, crisis management and organizational development.

He currently serves as Chief Communications and External Relations Officer and Principal Spokesperson at the Privatization Commission of Pakistan, where he provides strategic leadership on institutional communications, investor outreach, stakeholder engagement, advocacy and reputation management.

Mr. Ghaznavi has held senior leadership positions in several government institutions, including the Oil & Gas Regulatory Authority (OGRA), Planning Commission of Pakistan, Competition Commission of Pakistan, Securities and Exchange Commission of Pakistan (SECP) and Federal Board of Revenue (FBR). He has also held senior corporate positions, including Head of Communications, Government & Corporate Affairs and Spokesperson at BYCO–Cynergyco Petroleum, as well as senior roles in Pakistan International Airlines and leading media organizations.

His professional expertise encompasses corporate governance and compliance, regulatory affairs and policy development, strategic communication, reputation and crisis management, stakeholder engagement, media relations and strategic decision-making. He has also served as an adjunct faculty member at leading universities and is the author of Reputation Management and Crisis Communication: A Study of the Corporate Sector.

Mr. Ghaznavi holds an MS in Mass Communication and an MBA in Marketing, both with distinction, and has undertaken specialized studies in Utility Regulation & Strategy and Energy Regulation & Restructuring in the United States.

Mr. Shehryar Omar – Profile

Mr. Shehryar Omar is a senior business leader with extensive global management experience across the petroleum, food, beverage and financial services sectors, with professional exposure in Asia and North America. He brings substantial expertise in strategy development and execution, P&L management, business development, change management, marketing, supply chain and stakeholder management.

He is currently serving as the Chief Executive Officer of the Petroleum Institute of Pakistan, a representative body of Pakistan's oil and gas industry, where he leads industry-wide initiatives, capacity building, partnerships with local and international institutions, and representation at international industry forums. During his tenure, the Institute has achieved significant growth in training activities, revenue, profitability and investments.

Previously, Mr. Omar served as Chief Commercial Officer of Pakistan State Oil Company Limited (PSO), where he was responsible for the Company's commercial operations and annual P&L, covering retail, aviation, LNG, commercial and industrial customers, lubricants, LPG, cards and other business verticals, as well as the end-to-end supply chain. During his tenure, he oversaw significant growth in liquid fuel volumes and market share and chaired the Supply Chain Committee responsible for substantial annual procurement.

Earlier in his career, he held senior leadership and management positions with AHI Corp, Venus Pakistan (Private) Limited, House of Health in Canada, Platinum One Realty Inc., IMPAC Control Systems, Span Manufacturing, The Coca-Cola Company, Citibank and Nestlé. His experience includes managing large-scale operations, international markets, strategic planning, marketing, sales, distribution, logistics and relationships with major corporate customers and government and industry stakeholders.

Mr. Omar holds an MBA with a major in Marketing and is a Certified Board Director. He brings more than three decades of diverse corporate and leadership experience to the Board.

Mr. Habibullah Dadabhoy - Profile

Mr. Habibullah Dadabhoy is a business professional with experience in corporate, investment, social development and entrepreneurial ventures. He holds a BA (Honors) in Business & Management from the University of Northampton, UK, and an MS in Innovation & Entrepreneurship from the University of Warwick, UK.

He has been associated with Shields (Private) Limited and Dadabhoy Investments (Private) Limited as a Director since 2015. He has also served as a Director of FindMyDoctor.pk since 2017 and Shields RMC (Private) Limited since 2023.

Since 2018, Mr. Dadabhoy has been serving as Vice Chairman of the Centre for Peace, Security & Developmental Studies (CPS&D) and as Chief Executive Officer of Dadabhoy Foundation. He also served as a Director of DBTV from 2018 to 2023.

Mr. Dadabhoy brings to the Board experience in business management, investments, entrepreneurship and organizational leadership, supported by his academic background in business, management, innovation and entrepreneurship.

Muhammad Uraib Azneem Bilwani – Profile

Muhammad Uraib Azneem Bilwani is a business professional with experience across the financial services, edible oil and investment sectors. He holds a BSc in Business Management, Digital Innovation and Entrepreneurship.

Mr. Bilwani has been associated with Intermarket International as a Director since 2023. Since 2024, he has been serving as the Chief Executive Officer of Intermarket Oil (Pvt.) Limited, an edible oil and solvent-extraction business, where he is involved in the overall management and strategic direction of the company. He has also served as the Chief Executive Officer of Interpay LLC since 2025.

His professional experience encompasses business management, entrepreneurship, digital innovation and corporate leadership, with exposure to strategic decision-making, operational management and business development across diverse sectors.

Muhammad Qasim – Profile

Muhammad Qasim is an economist, banker, investor and financial expert with 34 years of professional experience, including extensive experience with the State Bank of Pakistan (SBP). He has served in various key roles, including Deputy Director at the State Bank of Pakistan, with expertise spanning financial, banking and human resource management.

He has specialized experience in HR policy, promotions and recruitment, particularly within the State Bank of Pakistan, and has played a pivotal role in developing HR strategies and workforce development.

Mr. Qasim holds a Master's degree in Economics and a Bachelor of Science (B.Sc.) from Islamia University Bahawalpur. Originally from Rahim Yar Khan, he brings extensive experience and expertise in the financial, banking and HR management sectors.

Mr. A K M Alam – Profile

Mr. AKM Alam is a seasoned banking and finance professional with approximately 29 years of experience, including extensive service with Habib Bank Limited (HBL), one of Pakistan's leading banking institutions. Over the course of his career, he has held progressively senior positions, including Officer, Sub-Manager, Manager, Chief Treasury Officer and Divisional Head, gaining substantial experience in financial management, treasury operations, business development, expense management, internal controls and strategic planning.

During his professional career, Mr. Alam served approximately 29 years with Habib Bank Limited and progressed from Officer to Divisional Head through merit and professional achievement. He also served as Chief Treasury Officer, with responsibility for treasury management and financial oversight, and was recognized on three occasions for exceptional performance and leadership.

His areas of expertise include financial management, treasury operations, liquidity management, strategic planning, banking operations, business development, risk management, internal controls and compliance, budgetary control, performance management, corporate governance and financial control frameworks. His extensive banking experience has equipped him with a strong understanding of financial stewardship, governance oversight, accountability and risk management.

Mr. Alam holds a Bachelor of Commerce (B.Com.) from Bangladesh (1969) and a Banking Diploma from the Institute of Bankers in Pakistan.

Syed Imran Uddin Jilani – Profile

Syed Imran Uddin Jilani is a finance and accounts professional with over 20 years of experience across diverse industries, including Energy, Fast-Moving Consumer Goods (FMCG), and Telecommunications. He has extensive expertise in financial management, accounting, reporting, internal controls, business processes, management, and administration.

He also possesses hands-on experience with leading ERP systems, including SAP, JD Edwards, CIS, and Oracle, and has worked closely with management and cross-functional teams in decision-making, process improvement, financial control, and operational efficiency.

Mr. Jilani holds a Bachelor of Commerce (B.Com.) and brings a well-rounded combination of finance, accounts, ERP, management, and administrative expertise, enabling him to contribute effectively to the financial and strategic objectives of an organization.