

PROFILES OF THE DIRECTORS



MR. SHAUKAT HASSAN

Chairman Board of Directors and Non-Executive Director

Mr. Shaukat Hassan holds Master's degree in Economics from Punjab University Lahore. His successful career spans over four decades, defined by profound financial and entrepreneurial expertise. Mr. Shaukat Hassan personifies both enthusiasm and intelligence leading a pivotal role as the Chairman of the Board of Directors in the organization.

Mr. Shaukat Hassan is one of the core partners since the business inception, in 1976. His outstanding track record of business competence and accomplishments have solidified his reputation in the industry. His fervent understanding of financial dynamics played a pivotal role in establishing robust, sustainable, and transparent financial systems within Hi-Tech Group.

Beyond his financial proficiency, Mr. Shaukat Hassan is deeply passionate about human resources, employee training and development, and talent retention. Mr. Shaukat is actively involved in joint business collaborations with organizations having multinational presence. His skill set extends to international business development and the successful sale of industrial equipment to leading Exploration and Production (E&P) companies worldwide.

Likewise, Mr. Shaukat Hassan is a dedicated advocate of Corporate Social Responsibility (CSR) and projects in regards to Sabra, Hamida Trust (SHT) with a keen focus towards alleviating challenges faced by the financially underprivileged segments of society, primarily through education. His vibrant business persona is evident by his active membership in various profit & non-profit organization including LCCI, EDAS, Pakistan France Business Alliance (PFBA) in Pakistan. He brings dynamism and proactivity to his role as President at Alliance Francaise De Lahore (AFL) foundation.

Mr. Shaukat Hassan's accomplishments are numerous and noteworthy. He serves as the principal Director of MAS Associates (Pvt.) Ltd, Director at WASL Investment Finance Ltd, Director at Gulf Rubber Works (Pvt.) Ltd. He is the CEO of MAS Infosoft (Pvt.) Ltd. He is Chairman / Trustee of HTL EPF Trust, MAS Associates EPF Trust and Sabra Hamida Trust.



MR. HASSAN TAHIR

Chief Executive Officer and Executive Director

Mr. Hassan Tahir holds an MBA degree in banking / finance from Lahore School of Economics (LSE) and is the CEO of HTL. Mr. Hassan is a working professional since 2001 and believes that a satisfied customer brings in not just more business but also increases the goodwill of the Company.

His drive for excellent interpersonal skills and highest customer satisfaction led him to set up IT operations with back office processing (BOP) and IT infrastructure for major clients in UK / Europe.

With his motivational experience and hard work he helped the Company in launching mid-tier lubricant range in Pakistani Market in partnership with world's two major oil companies. Mr. Hassan went on to launch another semi-synthetic range in Pakistan and was an even bigger success. Rewarding achievements and motivating employees, that is how he turned HTL into a strong family.

Mr. Hassan Tahir is the Director of Hi- Tech Blending (Pvt.) Ltd., Hi-Tech Energy (Pvt.) Ltd., MAS Infosoft (Pvt.) Ltd., Haut Buys (Pvt.) Ltd. and Haut Notch (Pvt) Ltd. He is also a Partner of MAS Services and Trustee of HTL EPF Trust, HTBL EPF Trust, MAS Associates EPF Trust, MAS Services EPF Trust and Sabra Hamida Trust.



MR. MUHAMMAD ALI HASSAN

Executive Director

Mr. Muhammad Ali Hassan, as the Executive Director at HTL, brings a wealth of expertise and a strong educational foundation to his role. He earned his Bachelor's degree in Marketing and Human Resources from Sydney University, Australia, establishing a solid academic background.

Within HTL, Mr. Muhammad Ali Hassan plays a pivotal role by overseeing a wide range of critical functions, including Sales, Finance, Supply Chain, Human Resources, and Administrative Functions. His leadership is characterized by his dedication to leveraging his knowledge and continuous learning to establish and disseminate best practices throughout the organization.

One of Mr. Ali's notable achievements lies in his ability to forge exceptional business partnerships and strategic alliances with clients, which is a testament to his exceptional leadership qualities in the corporate world. He is widely regarded as a true leader who places a strong emphasis on achieving measurable results and nurturing a culture of proficiency within the organization.

In addition to his prominent role at HTL, Mr. Muhammad Ali Hassan holds the esteemed position of Chief Executive Officer and Director at Hi-Tech Blending (Pvt.) Ltd. (HTBL), where he exercises comprehensive oversight over the company's operations. His purview extends to HTBL's recently inaugurated polymer segment, reinforcing his capacity to lead and guide this multifaceted organization.

In his role as Chief Executive Officer, He is entrusted with the highest level of executive authority, where he is responsible for the overall management and strategic direction of HTBL. This pivotal position requires him to exercise strategic vision, operational acumen, and leadership prowess to ensure the company's continued growth and success.

Under his guidance, HTBL has embarked on a journey to explore and expand into the dynamic realm of polymer manufacturing. His adept leadership and strategic foresight are instrumental in steering the company through this transformative phase, with an emphasis on innovation and market responsiveness.

His dual leadership roles at HTL and HTBL highlight his exceptional capacity to manage and drive the growth of multiple entities within the corporate landscape. His dedication to achieving measurable results, fostering a culture of excellence, and his remarkable ability to navigate diverse business environments make him a true asset to both organizations.

His influence extends significantly across a spectrum of organizations. He holds directorship positions in Hi-Tech Energy (Pvt.) Ltd. and MAS Infosoft (Pvt.) Ltd. Additionally, he serves as a partner in both MAS Services and ANALI.

Furthermore, he is actively engaged in philanthropic and organizational pursuits as a Trustee for various trusts, including HTL EPF Trust, HTBL EPF Trust, MAS Services EPF Trust, and Sabra Hamida Trust. His commitment to these diverse roles underscores his dedication to both charitable causes and the effective governance of these entities.



MR. TAHIR AZAM

Non Executive Director

Mr. Tahir Azam holds a master's degree in economics from Punjab University, Lahore and is working as a Non-Executive Director for the Company. He has over 4 decade of experience in research, management and consultancy of setting up successful businesses. Mr. Tahir has also led various US AID funded entrepreneurship programs and training programs across Pakistan.

He is one of the founding member of the Company who led the sales and marketing of HTL during the first 10 years of business. Establishing distribution networks and creating sale teams was his milestone achievements on which HTL stands today.

Being an entrepreneur and managing director of associated business companies, Mr. Tahir Azam has inculcated his excellent standard for sales department into producing exceptional results. He has proved with his entrepreneurial abilities that business opportunities are not given rather they are created.

Mr. Tahir Azam is the CEO/Director of MAS Associates (Pvt.) Ltd., Director of MAS Infosoft (Pvt.) Ltd. Haut Buys (Pvt.) Ltd. and Haut Notch (Pvt) Ltd. He is also acting as a Trustee of HTL EPF Trust, MAS Associates EPF Trust and Sabra Hamida Trust.



MR. FARAZ AKHTAR ZAIDI

Non Executive Director

Mr. Zaidi has over 20 years of experience in both investment banking and investment management globally. Mr. Zaidi started his career with Credit Suisse (New York) in 2002 where he provided restructuring advice and raised financing for companies undergoing financial distress. He then joined Polygon Investment Partners (in New York and subsequently London) where helped build the \$9 billion hedge fund's credit business in the United States and Europe. His last stint before returning to Pakistan was with Standard Chartered Principal Finance (Dubai) where he focused on alternative investments in the Middle East and Pakistan. His investing experience includes public and private market transactions in both developed and emerging markets with a particular focus on special situation and distressed investments.

Mr. Zaidi has a Masters in Business Administration from the Darden School of Business, University of Virginia and a B.A. from Rhodes College.

Mr. Zaidi is also serving as the CEO and Director of WASL Investment Finance Ltd., a Non-Bank Finance Company and as a Director at Food Check (Pvt.) Ltd.



MS. MAVIRA TAHIR

Non Executive Director

Ms. Mavira Tahir, a self-motivated and dynamic professional brings on board more than 12 years of diverse professional exposure. She has attained a degree in Health Administration from Canada and has successfully completed several research projects throughout her academic and professional tenure in Canada. Project management, budget development & monitoring, fiscal operations, trainings are her key areas of execution with precision and cost controls.

As a thorough professional, Ms. Tahir believes in time management, creativity and team building as pillar of individual as well as team success. She is a passion driven professional and emphasizes more in team development and mentoring as key attributes for a leader to inspire people and remain successful. Her philosophy "there is no substitute for hard work" has led her to succeed in various leadership and project management roles in Canada.



MR. SANGHYUK SEO

(NOMINEE SK ENMOVE CO., LTD.
FORMERLY SK LUBRICANTS CO., LTD.)

Non Executive Director

Mr. Sanghyuk Seo has over 20 years of experience in base oil and lubricants industry and is currently the team leader of global lubricants business and e-Fluids Development in SK Enmove Co., Ltd. (formerly SK Lubricants Co., Ltd.). Starting his career as a ZIC Marketing Manager for Russia and CIS countries, experienced various lubricant businesses such as a global OEM, marine lubricants, and new market developments.

In 2010, he moved to United States and worked for SK base oil marketing for 5 years, then returned to Korea and played role of leader in various teams such as base oil business strategy, JV Co. management, business development, HBO marketing, lubricants global marketing and B2B lubricants.

Mr. Sanghyuk Seo holds a Bachelor of humanities and business administration from Kyungpook National University.



MR. SHAFIQ UR REHMAN

Non Executive Independent Director

Mr. Shafiq ur Rehman has over 35 years of experience in Industry, Banking, Education and Energy sectors at Management/Board level and in Advisory/consulting. He is a Chartered Accountant since 1991 and a fellow member of Institute of Chartered Accountants of Pakistan. He is also qualified as Corporate Secretary since 1986 from the Institute of Corporate Secretaries of Pakistan. He completed Bachelors in Commerce (Honors) in 1979 from the University of Peshawar.

He is listed on the (i) panel of Certified Directors with the PICG, (ii) approved panel of Experts for Provisional Manager and Official Liquidator with SECP and (iii) approved panel of Insolvency Experts under the Corporate Rehabilitation Regulations 2019 with SECP.

He is also certified Independent Director from ICAP and also former member of Punjab Vocational Training Council. Other positions and directorships held by him include (i) Independent Director at Nagina Cotton Mills Ltd., (ii) Independent Director at WASL Investment Finance Ltd. (Associated company of HTL), (iii) CEO of Chenab Energy (Pvt.) Ltd. (hydroelectric project) and (iv) Managing Partner of JSSR Consulting Pakistan (Financial, Corporate, Capital Market and Management Consultants).



DR. SAFDAR ALI BUTT

Non Executive Independent Director

Dr. Safdar Ali Butt is a financial expert, an experienced corporate official, an academician and an entrepreneur. He holds a master's degree from Karachi University and a doctorate in financial management from Canada. He is a member of several professional bodies in Accounting, Finance and Management. He has also completed Directors' Education program of Pakistan Institute of Corporate Governance.

Dr. Butt worked in senior financial positions with multinational companies overseas like Johnson & Johnson and Caltex Oil Corporation. He has worked as Director Finance / CFO with Army Welfare Trust, and served on the boards of directors of Askari Bank, Askari Leasing, Askari General Insurance, Askari Cement and several other companies functioning under AWT's ambit. He also served as a director of Bank of Azad Jammu & Kashmir for nine years as a nominee of AJK government.

He is currently the CEO of Pak Agro Packaging Ltd., a company engaged in the manufacture of agricultural support products which was the first company listed on the GEM Board of PSX. Dr. Butt is also an independent director of Unity Foods Ltd, a listed company engaged in FMCGs, and a trustee of Ujala Education Foundation. Dr. Butt spent 24 years in academics with institutions of higher learning in Pakistan and abroad. He retired as Professor Emeritus of Finance & Corporate Governance from Capital University of Science & Technology, Islamabad in January 2018. He has authored 38 books on various business related subjects of which 8 were published from UK, 19 from Kenya and 9 from Pakistan. His latest book is A Handbook for Company Directors in Pakistan. In addition, he has published over a hundred articles and research papers on finance, corporate governance and management related issues.



MR. SYED ASAD HUSSAIN

Non Executive Independent Director

Entrepreneur, Philanthropist and Investor.

Co-Founder and CEO at Retail Direct Group, Incorporating Five Tech, Retail Direct, Shop Retail Direct, Laptop Outlet, UK E-Shop's Asus, Oppo and Fredo's LDN.

Born and educated in the United Kingdom, Asad has over 25 years' experience within the Global IT Sector, working with Brands such as Intel, Microsoft, Oppo, Lenovo, Asus and specializing in E-Commerce, Supply Chain and IT Managed Services. Group Employ over 150 staff, have offices in United Kingdom, Bulgaria, and Pakistan, with forecasted fiscal turnover for year ending 2023 in excess of £60 Million.

Previous held positions Senior Vice President for The UK Pakistan Chamber of Commerce, SVP with JumpStart Pakistan, Lift Pakistan, an Entrepreneurial Organization whose ultimate vision is to create a national robust sustainable eco system of enterprise. Previous held position of

Founder and Trustee of Firdous Academy, a free school for special needs children, providing them with education and vocational activities, located in Dina, Punjab.

Board Profile:

Mr. Wonjin Yoon (current nominee of SKEN) has been appointed in place of Mr. Sanghyuk Seo (ex-nominee of SKEN)



Mr. Wonjin Yoon (Nominee of SK Enmove Co. Ltd. (SKEN))

Mr. Wonjin Yoon has over 19 years of experience in base oil and lubricants business and is currently the team leader of global lubricants business in SK Enmove co. Ltd.

Starting his career as a chemical research engineer of automotive lubricants at Hyundai motors for 7 years. In 2012, he moved to SK Enmove and worked for base oil marketing and business for 7 years. Also, he moved to corporate strategy team in 2020. Then he worked for new business development team between 2021 and 2022. He was promoted and has been playing role of the leader in global lubricants business from 2023.

Mr. Wonjin Yoon hold a Bachelor of mechanical engineering from Chung-ang University and Master of Business Administration from Korea University.