

Adil Khan Swati

Adil Khan Swati is an elected Non-Executive Director of the Board of ISE Towers REIT Management Company Limited. As Board member, Mr. Adil is playing a significant role for determining and implementing policies and making decisions for the development of the Company. He is the member of Audit Committee and Nomination Committee. He was also a member of Building Maintenance Committee of the Company. As a member of this Committee, he is making effective contributions for improvement of services standards of ISE Towers.

Adil Khan Swati has a diversified experience in Capital market, Commodity market, Manufacturing industry, Real Estate and Events Management Business. He has been managing Pine Group of Companies since 2009. He is holding portfolio of Pine Commodities (Private) Limited as Chief Executive Officer/Director since December 2009. He has been the Chief Executive of Pine Securities (Private) Limited. Mr. Adil has successfully managed stock brokerage business since January 2010. Beside that he is also a Director of Pine Match (Private) Limited, a leading manufacturer of safety matches in Pakistan. He has made valuable contributions for strengthening the internal controls of the company. Recently he has also initiated a pharmacy business under the name and style of Pine Pharmacy with a vision to provide high quality medicines and surgical stuff at affordable prices.

Adil Khan Swati has been awarded Pakistan's Market Regulation & Commodity Broker's Certification from Institute of Capital Market (ICM). He has gained Masters degree in Business Administration from United Kingdom and has also studied various levels of Association of Chartered Certified Accountants (ACCA). He has served as an Audit Associates in BDO International, Chartered Accountants. During his experience as an audit associate he has gained hands on experience in multi-dimensional industries and financial institutes. Mr. Adil Khan Swati has excellent leadership, motivational, time management, analytical and interpersonal skills which make him a successful businessman.

Apart from business, Adil is a social activist. He likes to indulge in social causes. Green environment and poverty eradication are his special focus of attention. He has initiated multiple programs to help and empower poor masses for earning sustainable livelihood. His philanthropist activities are based on his philosophy to serve humanity.

FAISAL NASEEM

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PROCUREMENT*CONTRACTSMANAGEMENT*WAREHOUSING& SUPPLY CHAIN

Top-performing, solutions-driven senior procurement professional with 19 years of experience in procurement, contracts, warehouse & logistic management, highly skilled in negotiations, supplier management, warehouse development, Flight Kitchen planning & management, construction & property management and highly efficient in managing special projects. Successful hands-on people management, department expansion, recruitment & team training, excellent relationship builder with strong ties with internal departments & suppliers, continuously exceed company-wide objectives through detailed focus on daily operations and long term strategic goals.

Managerial Strengths

- ❖ **Leadership**—Top-to-bottom understanding of my organization. Able to optimize front line procedures while maintaining a broad strategic focus of department. Equally strong in procurement, contracts management, negotiations, warehousing, strategic partnerships with departments & vendors and overall operational control.
- ❖ **Supply Chain Management**—Successfully managed the supply chain for one of the trend setting Airlines in Pakistan, negotiated and carried out several key contracts and purchases. Being Forward-thinker planned the development of department; recruited and managed the team of procurement & warehouse. Under my leadership department achieved sustainable growth in human resources and overall performance in managing supply chain, procurement department emerged as one of the Top-Performing and strong department.
- ❖ **Contracts & Special Projects**—Over time I have completed several key contracts for almost every type of products and services procured in aviation industry. Setup Airblue Flight Kitchen for BOD of airblue, managed documentation, planning, constructions projects and setting up the operations at Lahore and Multan. Setup two new companies in UK; A Turkish hotel chain and Logistic Company.
- ❖ **Department Development**—Skilled & Experienced in setting-Up new departments, Started from scratch & build the team of more than 20 members and setup two new warehouses at Karachi & Lahore. Recruited new team for procurement department at airblue, trained the team and maintained the growth of the department.
- ❖ **Coaching and Development**—Master Coach that utilizes foundational skills of relationship, buy in, and gaining commitment from team. True believer in 360 coaching and the value it offers for self-development. Facilitator of leadership, associate development, team motivation, aviation knowledge and operational discipline.

Career History

Manager Contracts/Coordination, Airblue Ltd, Islamabad

2015-Present

Managing procurement & Contracts of Hotels, Marketing promotion & purchase projects, Telecom contracts negotiations & Management, catering contracts management, managing special projects and contracts assigned by top management. Collaborate with internal departments and vendors for smooth quality services & projects completion and coordinating with airblue legal consultants for cases filed against airblue.

Notable Accomplishments:

- **Contracts & Marketing projects:** Successfully managed major telecom contracts, negotiated contracts with beverage partners and carried out marketing project for advertisements with advertising agencies.
- **New Business Setup in UK:** Developed new business in UK for airblue BOD, Turkish Restaurants Chain and Logistic Company planning and development.
- **Transport Department Development:** Designed and planned procurement department, currently 200+ staff and 70 vehicles are providing quality transport services to crew and staff across Pakistan with substantial lower cost than previously third party and partially self-managed transport services.
- **Coordination with Lawyers:** Coordinated with airblue legal consultants for various types of cases across Pakistan, managing the record and follow up with legal consultants.

Managed procurement department, established procurement department, recruited and trained procurement team, Transformed Third-Party warehouses into company managed warehouses, recruited & trained the team for warehouse management. GHE/TGS Procurement management, Transport Management & planned for Transport department change, performed key role in Airblue Flight Kitchen development & Construction management.

Notable Accomplishments:

- Procurement Department Establishment: recruited procurement team & trained, led the team to be the most professional and skilled team across organization which ultimately made huge impact on Bottom Line.
- Setup two New Warehouses: Designed and developed two warehouses, recruited teams, previously only one warehouse was managed by 3rd party vendors.
- Procurement for TGS/GHE: Taken over the procurement of TGS from TGS department, successfully managed the team for procurement and assets management and introduced vendors and suppliers for better services.
- Procurement Policy and Manual development: Supervised the procurement team for drafting and development of procurement manual and financial policy for various type of procurement and contracts.
- Transportation Management: Managed the airblue transport with mix type of setup; partially outsourced and partially managed with own vehicles. Managed the employees' vehicles procurement and insurance.
- Airblue Flight Kitchen: Designed and managed the construction of Airblue Flight Kitchen at Lahore & Multan.
- Real State/ Property Purchases: Purchased the Head office space for airblue for more than 500 million rupees.

Managed overall operations of the organization for the investments in Stocks of registered companies at Islamabad Stock Exchange, Managed investment in stock for company & clients, Stocks portfolio management, managed the team at GIS, bank accounts & cash management, liaison with Islamabad stock exchange for operational issues and with Securities and Exchange Commission of Pakistan (SECP).

Notable Accomplishments:

- Client Portfolio Management: Developed new clients and managed the portfolio of clients and advised and assisted clients for investing in balanced portfolio and to averse from taking excessive risks in investments.
- Company Financial Policy Development: Established sound and controlled financial policies and procedures for the company to manage the investment and funds of clients transparently.
- Taxation awareness in Clients: Provided formal and informal taxation advisory services regarding investments, changes in taxation laws and impact thereof and ensuring the compliance of Taxation laws.
- Stocks Portfolio Management: Managed the stocks portfolio of more than Rupees 1 billion for clients and Rupees 200+ millions for GIS (pvt) ltd.

Managed the office as manager administration & HR, performed all administrative tasks, Office procurement, conducted hiring of employees, training of team and new employees, appraisal management, workforce management, resolving employee issues and various nature of dispute among employees, payroll processing coordination with departments and external auditors for employee management.

Notable Accomplishments:

- HR Policy Development: Managed HR operations, and designed HR policy for the company to manage the performance of employees' and introduced performance based reward.
- Data Management in system: Upgraded the HR record and designed performance appraisal on ERP system for employee record management and performance management.

Founder, Promoter, Managed funds, procurement & distribution to Swat IDP's & Flood victims 2010:
Helpcount.org

Managed foundation for 10+ years, Major Projects; Schools in Murree, Kahuta & Rawalpindi, Relief work in
Kashmir Earthquake , **EWF Foundation**, US Based NGO.

MUHAMMAD SAJID MALIK (G.M OPERATIONS)

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OBJECTIVE

To be a part of the prestigious organization that warrants an opportunity not only to learn but also to demonstrate my managerial, financial and CRM skills to enhance the image and goodwill of the organization

EXPERIENCE

G.M Operations– GIS (pvt.) ltd.

Jul 2006 – Present

- ❖ Oversee all technical and operational aspects of the organization
- ❖ Maintaining good relationship with clients
- ❖ Responsible for collecting, analyzing, verifying and reporting accounting / financial information
- ❖ Supervise payroll, receivables, payables, cash receipts, cash disbursements & G/L functions

Manager – GIS (pvt.) ltd.

Nov 2003 – Jun 2006

- ❖ Oversee all operational aspects of the company
- ❖ Responsible for collecting, analyzing, verifying and reporting accounting / financial information
- ❖ Supervise payroll, receivables, payables, cash receipts, cash disbursements & G/L functions

Manager – GIS Company

Jul 2002 – Nov 2003

- ❖ Oversee all operational aspects of the house
- ❖ Responsible for collecting, analyzing, verifying and reporting accounting / financial information
- ❖ Supervise payroll, receivables, payables, cash receipts, cash disbursements & G/L functions

Manager Marketing – YasmeenMehmooda (Individual Member ISE)

May 2000 – Jun 2002

- ❖ Prime responsibility was to communicate house strategy and policies to stakeholders
- ❖ Responsible for enhancing clientele and business by building strong customer relationships

Marketing Executive – Sh. TalatMehmood (Individual Member ISE)

Nov 1997 – Apr 2000

- ❖ Prime responsibility was to enhance clientele and business of the house
- ❖ Responsible for customer relationship management (CRM)

Accountant cum Agent – Naiam-ul-haq Malik (Individual Member ISE)

Jul 1994 – Jun 1997

- ❖ Responsible for preparing periodic clients' account statements
- ❖ Responsible for maintaining cash book and books of accounts
- ❖ Execution of clients' orders on trading terminals / books
- ❖ Providing timely and accurate stocks information to investors

Assistant Accountant – Naiam-ul-haq Malik (Individual Member ISE)

Apr 1993 – Jun 1994

- ❖ Responsible for preparing periodic clients' account statements
- ❖ Responsible for maintaining cash book and books of accounts
- ❖ Prepares journal, ledger and trial balance etc.

PROFESSIONAL CERTIFICATES

Stock Brokers Certification

Institute of Capital Markets (ICM)

Fundamentals of Capital Markets

Institute of Capital Management (ICM)

Pakistan's Market Regulations

Institute of Capital Management (ICM)

Commodity Brokers

Institute of Capital Management (ICM)

MEMBERSHIPS

Member – Institute of Capital Management (ICM)

Since Jun-2011

EXPERTISE

- | | | |
|--------------------------------|-----------------------|-----------------|
| ✓ Portfolio Management | ✓ Customer Relations | ✓ MS-Word |
| ✓ IPO (<i>Book-Building</i>) | ✓ Financial Reporting | ✓ MS-Excel |
| ✓ Book-keeping | ✓ Financial Analysis | ✓ MS-PowerPoint |

ACADEMIC RECORD

Bachelors of Commerce (B.Com)

Punjab college of commerce

Higher Secondary School Certificate (HSSC)

Rawalpindi Board

Secondary School Certificate (SSC)

Rawalpindi Board

HOBBIES AND INTERESTS

- | | |
|-----------------|------------------|
| ✓ Equity Market | ✓ Meeting People |
| ✓ Forex Market | ✓ Cricket |

Ozair Aslam Chaudhry

CAREER

Visionary and results-oriented CEO with over 10 years of executive leadership in the brokerage house and flight catering industry. Proven expertise in scaling operations, managing multi-million-dollar contracts with global airline partners, and ensuring operational excellence in compliance with international standards. Skilled in leveraging innovative strategies to enhance customer satisfaction, improve sustainability, and achieve financial growth.

PROFESSIONAL EXPERIENCE

General Investment and Securities Pvt Ltd **Chief Executive Officer** **July 2015 –till now**

General Investment & Securities (GIS) is engaged in providing brokerage and corporate finance services to a large number of institutional, corporate, high networth individuals and retail clients. General Investment & Securities commenced brokerage services in 2002. Our brokerage services are provided by a team of professional brokers with 15 years of average individual experience and 75 years of collective experience. We remain eager to provide realistic trading recommendations, efficient order execution, significant capacity to execute large orders, competitive pricing, and in-depth research reports to our valued clients.

General Investment & Securities has a significant market share in the corporate finance services business. The company provides financing and investment solutions related to Equity Capital Market, Debt Capital Market, Mergers and Acquisitions, Financial Advisory and Structured Finance. On the basis of our strong origination, structuring, placements, and execution capabilities, we are confident of providing effective financing and investment solutions to our clients.

Led the organization to record-breaking profits, increasing revenue by 600% over a decade. Championed the launch of new financial products, driving innovation and diversification in market offerings. Built strategic alliances with global financial institutions, boosting market liquidity. Ensured compliance with international regulatory frameworks, achieving a audit success rate.

Airblue Flight Catering (Pvt) Ltd. **Chief Executive Officer** **September 2011 –till now**

Air Blue Flight Catering Pvt Ltd is a leading flight catering providing company and is currently operating at major airports in Pakistan. The Company is providing meal, transportation and handling services to flights on both domestic and international sectors.

Major clientage includes Air Blue Ltd, Emirates, Uzbekistan Airways, Serene Air, Qatar Airways and Pakistan International Airlines.

Successfully scaled operations to serve global airlines, increasing revenue by 700 % over a decade. Negotiated high-value contracts worth over \$50 Million with major airline partners, ensuring long-term growth. Fostered a culture of excellence, increasing employee retention by 90 % and improving productivity by 160 %.

QUALIFICATIONS

2024	Directorship Certification (PICG) Pakistan Institute of Corporate Governance
2014	MBA Finance Iqra University
2010	BBA Honors Iqra University

PERSONAL

Father's Name	Chaudhry Muhammad Aslam
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Sohail Altaf

Sohail Altaf is an elected Non-Executive Director. He has already served as NED on the Board of the Company during 2016-19 and 2019-2022 terms. Mr. Sohail Altaf is the Chief Executive of Central Motors, Rawalpindi.

Sohail is a Life Member of Federation of Pakistan Chamber of Commerce and Industry since 1998. He is Member of various trade and commercial bodies such as PAK AFGHAN Trade Committee, PAK CHINA Business Council, Board of Investment, Standing Committee on Arts & Culture, Rawalpindi Chamber of Commerce & Industry, Federal Tax Ombudsman (FTO) Advisory Committee. He has been the President Pakistan Vocational Training Institute and Rawalpindi Chamber of Commerce and Industry. He also held the position of Vice President & Zonal Chairman, Federation of Pakistan Chambers of Commerce & Industry, Islamabad Office and also led its various bodies and standing committees. Earlier he was a Pilot Officer in Pakistan Air Force. He is a famous figure in business circles of Pakistan. He has been the part of various official delegations of Pakistan lead by heads of Government and Federal Ministries and visited Iran, Afghanistan, Thailand and Bangladesh. He also represented Pakistan Trade Delegations to Australia, Singapore, Thailand, Indonesia, Malaysia, Kazakhstan, Kyrgyzstan, Japan, Saudi Arabia, Turkey, Greece, UAE, Italy, Argentina, Brazil, USA, UK, Jordan, Cyprus, Sri Lanka, Yemen, China, Egypt and Vietnam.

He has also participated in First National Security Workshop held under the auspices of National Defense College spanning over six weeks. He also won Life Time achievement award of the year 2015 by Rawalpindi Chamber of Commerce and Industry. The President of Pakistan awarded Gold Medal to him in recognition of Meritorious Services for Business Community at FPCCI Award Ceremony on 27th August 2002. The Prime Minister of Pakistan also awarded him Gold Medal in recognition of meritorious services for business community at FPCCI Award Ceremony on 09th August 2004.

Zahid Latif Khan

Zahid Latif Khan serves as the founding chairman of Zahid Latif Khan Securities (Private) Limited, widely known as ZLK Securities, a brokerage firm renowned for its reliability in Pakistan. ZLK Securities boasts the most extensive network in the Northern region and has been dedicated to serving its esteemed clients both nationally and internationally for more than three decades.

Educated in the field of science, Mr. Khan is an alumnus of the National Defense University (NDU) in Islamabad, where he participated in the National Security Workshop-3. He holds the title of Certified of Director from the Institute of Cost and Management Accountants of Pakistan (ICMA) and possesses specialized certifications in capital markets from the United Nations Institute of Training & Research (UNITAR) and the Pakistan Institute of Management. Mr. Khan Initiated his investment career in 1990 and subsequently established his own stock brokerage firm in 1994. Beyond his impressive business achievements, Mr. Khan has held prominent positions within capitals markets and financial institutions. He currently serves as the Chairman of ISE Tower REIT Management Company Ltd and the Chairman of LSE Financial Services Limited. Additionally, he holds the position of Vice Chairman of the Pakistan Stock Brokers Association and serves and serves as a director on the boards of Pakistan Mercantile Exchange Limited and National Clearing Company of Pakistan Limited.

Remarkably, Mr. Khan played a pivotal role in the consolidation of the Karachi, Lahore, and Islamabad stock exchanges into a unified platform known as the Pakistan Stock Exchange. This integration has significantly benefited investors by providing a single, high effective, and more expansive capital market.

Mr. Khan's extensive knowledge of capital markets and his forward-thinking approach have earned him the prestigious role of Honorary Coordinator (Business Liaison) to the Federal Tax Ombudsman (FTO) Secretariat. He also serves as the Chairman of the Asian Institute of Eco-civilization Research and Development (AIERD), with a vision to foster discourse on emerging Asia, China, eco-civilization, and shifting global dynamics. His efforts aim to create high-quality knowledge, constructive engagement, and proactive advocacy for improved and refined policy frameworks.

Mr. Khan actively contributes to raising awareness about the stock market and financial literacy among the general public. His vision includes increasing overall participation in Pakistan's Equities Market, particularly among younger audiences. To achieve this, he seeks to promote financial inclusion, enhance access to useful and affordable financial products and has signed Memorandums of Understanding (MoUS) with various universities to facilitate the exchange of learning resources and bridge the gap between academia and the financial industry.

Formerly, Mr. Khan served as the President of the Rawalpindi Chamber of Commerce and industry, where he played a significant role in promoting economic and trade relations with the international community. He is a key influencer in Asian and Central Asian Republics and regional economic corridors, leveraging Pakistan's strategic position. He has led several delegations abroad to expand bilateral trade ties and maintains close and friendly relationships with the diplomatic community in Pakistan.

Recently, Mr. Khan has been appointed as a Director of the Hajira Hamza Foundation, a role he deeply values for its impact on the thalassemia patients and his commitments to this noble cause.