

Mr. Ahsan Zafar Syed

Non-Executive Director

Ahsan Zafar Syed is the 5th President and CEO of Engro Corporation and the 7th Chief of Engro since the exit of Exxon. Today, Engro is one of Pakistan's largest conglomerates, with a business portfolio spanning across four verticals including petrochemicals, energy, telecommunication infrastructure and food & agriculture, and a steadfast commitment to helping solve some of the country's most pressing issues.

Ahsan began his journey with Engro in 1991 as a young engineer, accumulating three decades of experience in operations, project management, and strategic leadership across the petrochemical, energy, and food & agriculture sectors. He is regarded as a mettle of Engro and has achieved significant milestones for the Company; he was the driving force behind the $1.1 billion fertilizer expansion project and played a pivotal role in executing the $2 billion Thar dream, aimed at indigenizing energy for Pakistan. Ahsan's journey is synonymous with Engro's enduring legacy and is a testament to Engro's robust organizational prowess, serving as a source of inspiration for aspiring young graduates in the wider industry.

Before his appointment as President and CEO of Engro Corporation, Ahsan led Engro's flagship fertilizer business. Under his leadership, Engro Fertilizers became the most valuable fertilizer company on the Pakistan Stock Exchange. The increase in valuation is attributable to portfolio optimization where the company divested low return noncore businesses, improved market positioning of Engro urea, scaled up specialty fertilizers, enhanced digital presence to better serve the farmers, and completed one of the largest turnaround activities at the Plant site focused on driving efficiencies and debottlenecking urea capacity. In his earlier role in the Company, Ahsan led the construction of the $1.1 billion EnVen Plant, a milestone achievement for Engro and one of the largest projects completed in Pakistan.

During his tenure as CEO of the Energy vertical, Ahsan played a pivotal role in realizing Pakistan's Thar dream by unearthing indigenous coal and operationalizing a 660MW power plant at mine mouth. This project has been instrumental for Pakistan's energy security, achieving import substitution of $1.5 billion till date and providing electricity to 9 million people annually.

In recognition of his engineering contributions to Pakistan, Ahsan was awarded the prestigious "National Engineering Excellence Award" by the Institution of Engineers Pakistan in 2024. He has also rendered his honorary services to Engineering Development Board, entity under Ministry of Industries & Production, Pakistan, entrusted to strengthen engineering base in the Country.

Ahsan is an alumnus of NED Karachi and Manhattan College New York, USA. Additionally, he has attended advanced management program at INSEAD in France.



Mr. Asad Said Jafar
Non-Executive Director

Asad Said Jafar held the position of Chief Executive Officer and Chairman of the Board of Directors at Signify Pakistan Limited (formerly Philips Pakistan Limited) from January 2009 up to his retirement in March 2024. Prior to this, he was Director Supply Chain, for Philips Lighting ASEAN from 2006 to 2008. Asad has extensive manufacturing, supply chain, business excellence and general management experience and has held various leadership roles at Philips including overseas expatriate postings to Indonesia, Thailand and Singapore from 2001 to 2008. Asad joined Philips in 1998 as Supply Chain Manager at Philips Pakistan Limited. He drove the transformation and revitalization of the Philips business in Pakistan to become a focused lighting technology company offering a complete range of conventional and LED lighting solutions including its connected lighting systems and data-enabled services, design services and turnkey solutions. He has also steered the transition of the company from Philips to Signify in Pakistan. Before Philips, Asad worked at ICI Pakistan Limited from 1988 to 1996, joining them as a Management Trainee and then moving into various roles in projects, plant maintenance, design and engineering planning before leaving the company to pursue an MBA degree.

Asad served as the President of Overseas Investors Chamber of Commerce and Industry (OICCI) in 2014 and as its Vice President in 2013. He is currently serving on the Board of Directors of Engro Fertilizers Limited and Unilever Pakistan Foods Limited. Previously he has served on the Board of Directors of Pakistan Institute of Corporate Governance (PICG) and Engro Polymer & Chemicals Limited and has been a member of the Institute of Business Administration (IBA) Corporate Leaders Advisory Board (ICLAB). He has also served as a member of International Advisory Board at NED University of Engineering and Technology. He has participated regularly in Karachi School of Business & Leadership's CEO mentorship program. Asad holds an Electrical Engineering (BE) degree from the NED University of Engineering & Technology and a master's degree in business administration (MBA) from the Imperial College Business School, London, UK where he studied as a Chevening scholar. He is a certified Board Director from PICG and a member of PICG's faculty for the flagship Directors Training Program. He has recently been certified by IFC-PICG as a trainer for ESG & Sustainability training for Board Directors.

Asad has completed several management development programs including the 'Leading a Business' program at Ashridge Business School, UK. He attended the 'Philips Simplicity Brand 1000'programme at the Chicago Graduate School of Business (London campus) as well as the 'Business Marketing Strategy' program at Kellogg School of Management, Northwestern University, USA. He is often invited to address business professionals and student audiences at corporate and academic events.

Asad is now working as a management consultant to provide advisory services to organizations that have an ambition to transform to significantly higher levels of performance & maturity, right across the value chain. This includes providing support for organizational development, employee assessments & organization structure improvements, executive coaching, operational capability assessments, process improvements, performance tracking, company purpose & business strategy development, ESG strategy development and overall improvements in corporate governance.



Mr. Farooq Barkat Ali

Non-Executive Director

Farooq Barkat Ali is the Chief Financial Officer at Engro Corporation Limited. Previously, he has served as the Chief Financial Officer at Engro Fertilizers, and Engro Energy Limited (EEL). Farooq has also served as Vice President - Finance at Engro Corporation and Chief Financial Officer at Engro Powergen Qadirpur and Engro Eximp (Pvt) Limited.

As CFO at Engro Energy, Farooq looked after various aspects of the business including Performance Management of EEL subsidiaries, Treasury & Investor Relations, and financial oversight of all entities under the Energy vertical.

He serves on the Board of Engro Enfrashare, Elengy Terminal Pakistan Limited, Engro Connect (Pvt.) Limited, Engro Energy Services Limited, Engro Power International Holding BV, Engro Power Investments International BV, and Engro Power Services Holding BV.

Farooq carries around two decades of experience in various Finance and Commercial roles. He started his career with Reckitt Benckiser in 2002 and then moved to Shell Pakistan in 2007, before joining the Engro Group in 2013. During his career, Farooq has managed multiple projects including the financing of mega projects, ERP implementations, and mergers & acquisitions.

Farooq is a Chartered Accountant by profession from the Institute of Chartered Accountants of Pakistan (ICAP) and has also been previously associated with PricewaterhouseCoopers (PwC) in Karachi.



Mr. Ahmad Shakoor

Non-Executive Director

Ahmad Shakoor is the Chief Executive Officer of Engro Technical Solutions, and brings with him 30 years of operations, engineering, project development, business development and HSE / Technical Governance experience.

Ahmad is leading Engro's launch of its engineering and technical services company, leveraging the decades long experience of a talented in house team. With focus on driving innovation, operational efficiency, and value creation, his role involves strategic planning, business development, and aligning our capabilities to deliver world-class solutions which a growing customer market wants while ensuring that this new venture upholds Engro's legacy of delivering well engineering solutions and projects.

In his previous roles, Ahmad has served as the head of Engro's central technical division, developing and implementing group wide project development and HSE governance frameworks. Prior to that he has led the business development activities of Engro Fertilizers limited and has also been part of the US $ 1.1 Billion Enven project in the capacity of Engineering Manager.

Ahmad is a chemical engineer by profession.



Mr. Mohammad Younus Dagha
Independent Director

Mr. Mohammad Younus Dagha is a career Civil Servant who joined Pakistan Administrative Service in 1985. He possesses varied experience in the fields of Energy, Finance, Commerce, Trade Diplomacy and Public Administration. He holds graduate and post graduate degrees in Business Administration, Economics, Law and Commerce equipping him with the required academic background to manage multifaceted assignments in his career.

During his career spanning over 34 years, he successfully handled many challenging assignments. From being an Administrator at various tiers in the Provinces of Sindh, Khyber Pakhtunkhwa and Gilgit-Baltistan to Project Director in mega projects. He successfully handled many important assignments as Federal Secretary for the important portfolios of Finance, Commerce & Water and Power.

Mr. Dagha assisted the Federation of Pakistan Chambers of Commerce & Industry (FPCCI) in establishing a policy research unit, in his capacity as the Chairman of Policy Advisory Board during 2021-2024. Now he has established an independent think-tank with the name of Policy Research and Advocacy Council (PRAC). The competent experts PRAC have contributed in several policy advocacy papers/briefs prepared in consultation with the academia, civil society and the stakeholders on various aspects of the economy from Monetary & Fiscal policies to Trade, Investment, Energy & Agricultural sectors. The research team of PRAC also assisted the Ministry of Commerce in preparing for its trade agreement negotiations such as GCC, Indonesia and Malaysia.

Mr. Mohammad Younus Dagha also remained part of the Caretaker Government of Sindh as Minister for Finance, Revenue, Industries and Commerce and introduced e-Services and e-Registration in the Industries and Revenue departments.



Mr. Rizwan Khalil Sheikh

Independent Director

Partnerships Advisor
UAE Ministry of Industries & Advance Technology (MOIAT)

Rizwan has over 37 years of industrial experience. mainly working in the chemicals and refining sectors. More recently, he played a central role in the downstream transformation at ADNOC with the establishment of new JVs for refining and fertilizers, establishing new production platforms domestically and in key markets like China and Germany.

His current role as a secondee to MOIAT focuses on investor attraction to the UAE where he works with key state industrial stakeholders, banks and financial institutions both on the policy side as well as for global outreach.

Prior to joining ADNOC in 2017, he was instrumental in establishing the downstream business for Saudi Aramco – in the 12 years there, he successfully led the development of Sadara, two export refineries in Saudi Arabia, two integrated refining and petrochemical projects in China worth over $20B.

His diversity of commercial and technical acumen stems from gathering multi-industry, multi-client experience across a wide geography working as a consultant for 5 years at a globally recognized firm. He has also served as member of various leadership committees in ADNOC and Saudi Aramco.

Rizwan holds Masters degrees in Applied Chemistry and Business Administration.



Ms. Sadia Khan

Female Director (Independent)

Sadia Khan was appointed Commissioner, Securities & Exchange Commission of Pakistan (SECP) by the Federal Government for a three-year term in March 2020. She was the first female to hold this post. Prior to that, she has served as the President & CEO of the Pakistan Institute of Corporate Governance (PICG).

Sadia has pursued a versatile career path traversing investment banking, development finance, financial regulation, family businesses and entrepreneurship across three continents. With master's degrees in economics from both Cambridge University and Yale University, Sadia started her career at Lehman Brothers in New York. After obtaining her MBA from INSEAD in France, she has worked with various international institutions and local regulatory authorities, including the Asian Development Bank in the Philippines, the Securities & Exchange Commission of Pakistan and the State Bank of Pakistan. For the past two decades, Sadia has remained a passionate advocate of corporate governance and has served on various boards as an independent director. Her book entitled "Corporate Governance Landscape of Pakistan" was published by Oxford University Press in 2017.

In 2014, the French Government conferred on her, the prestigious French award, "Chevalier de l'Ordre National du Mérite" (Knight of the National Order of Merit). Ms. Khan served as the Honorary Consul General of Finland in Karachi during 2012-2020. Her leadership and strategic management skills were recognized in a Case Study published by INSEAD in 2021, on her tenure as the Global President of the INSEAD Alumni Association. She was recognized by the International Directors Network (IDN) for excellence in governance as the first recipient of their Good Governance Award in 2021. She was awarded the Volunteer Leaders Award by INSEAD during the Alumni Forum in London in March 2023.

Sadia is currently based in Dubai, U.A.E where she is pursuing a portfolio career as an educator and practitioner of corporate governance, focused on sustainability.