FrieslandCampina Engro Pakistan Limited
(Formerly Engro Foods Limited)
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ELECTION OF DIRECTORS

Notice under Section 159(4) of the Companies Act, 2017

Members of FrieslandCampina Engro Pakistan Limited (the "Company") are hereby notified that, pursuant to Section 159(3) of the Companies Act, 2017 (the "Act"), the following persons have filed, with the Company, notices of their intention to offer themselves for election as directors at 19th Annual General Meeting ("AGM") scheduled to be held on Friday, April 26, 2024, at 03:30 p.m. at Karachi The Royal Rodale, TC-V, 34th Street, Kh-e-Sehar, Phase 5, Ext. D.H.A, Karachi:

	Name	Categories
1.	Mr. Abdul Samad Dawood	Non-Executive Director
2.	Syed Kashan Hasan	Executive Director
3.	Mr. Ali Ahmed Khan	Non-Executive Director
4.	Mr. Robert Borg	Non-Executive Director
5.	Ms. Liselotte Kooi	Female Director
6.	Mr. Ehsan Ali Malik	Independent Director
7.	Mr. Zouhair Abdul Khaliq	Independent Director

As the number of persons who have offered themselves for election is not more than the number of Directors fixed by the Board of Directors under Section 159(1) of the Companies Act, 2017 and Regulation 7A of the Listed Companies (Code of Corporate Governance) Regulations, 2019, the abovementioned candidates shall be deemed to have been elected at the said Annual General Meeting.

The Independent Directors have been chosen considering their expertise, qualifications, diversity, skills, and knowledge, aligning with the criteria outlined in Section 166 of the Act, and the corresponding Regulations. The profiles of above-named candidates have been posted on the website of the Company:

https://www.frieslandcampina.com/pk/

By Order of the Board:

Dated: April 18, 2024
Place: Karachi

M. Hassan Azwar
Company Secretary

Profiles of Candidates

Abdul Samad Dawood

Since 2015, Mr. Abdul Samad Dawood has served as Chairman of the Board of FrieslandCampina Engro Pakistan (previously Engro Foods). He is also presently Vice Chairman of the Board of Dawood Hercules Corporation (DH Corp), an investment company of the Dawood Group. Prior to this role, he was Vice Chairman of the Board of Engro Corporation which remains one of DH Corp's largest investments to date.

Mr. Abdul Samad Dawood's experience of management and governance spans over 20 years with a special interest in mergers and acquisitions. He has led more than US$ 4 billion of M&A deals, including the Dawood Group's acquisition of HUBCO from National Power International Holdings in 2012 and the sale of DH Fertilizers to Fatima Fertilizer Company in 2015. Mr. Abdul Samad Dawood was also entrusted with the responsibility of leading the merger of Engro Foods (a subsidiary of Engro Corporation) into global dairy giant Royal FrieslandCampina based on the convergence of their values, goals, and abilities to address Pakistan's nutritional challenges; he has since served as Chairman of the Board of the merged entity. These efforts are a culmination of the values advocated by Group Chairman, Mr. Hussain Dawood, who believes a strong code of values builds the foundation for effective problem-solving and human prosperity.

Mr. Abdul Samad Dawood is also an active director on the Board of Pakistan Business Council, a pan-industry advocacy group that promotes easing of barriers to enable Pakistani businesses to compete in regional and global arenas. His corporate governance journey spans various sectors including financial investments, energy, and education; in line with his interests, he is also Chairman of the Board of Cyan Ltd, and a Director on the Boards of The Dawood Foundation, KSBL, Dawood Lawrencepur Ltd, and Reon (Pvt) Ltd. In addition to governance, Mr. Dawood has served as Chief Executive Officer for Dawood Hercules Corporation Ltd and Cyan Ltd, and is an active member of the Young Presidents Organization.

Aside from work, Mr. Abdul Samad Dawood has a keen interest in music and plays the piano and guitar. He is an Economics graduate from University College London, UK and a certified director of corporate governance from the Pakistan Institute of Corporate Governance.

Ali Ahmed Khan

Ali Khan has built a rich career over the last thirty years, both within Pakistan as well as abroad, serving in top management positions in leading FMCG companies. He has a strong track record of business turnaround and success, demonstrating strong leadership as CEO in Reckitt Benckiser Pakistan and Iffco Personal Care / Oleo UAE, as well as playing a key role in the success of Pakistan Tobacco Company and Pepsi Cola International as a member of the Management Team. As Managing Director of FrieslandCampina Engro Pakistan Ltd (FCEPL) Ali's exceptional leadership and visionary approach have been pivotal in his transformative tenure. Under his guidance, FCEPL experienced significant growth and profitability, and continues to increase its market share across all categories. During his tenure, Ali brought sharp focus to the Company's Purpose, driven by his strong belief in delivering nutrition and safe dairy to the people of Pakistan, as well as enhancing the livelihoods of dairy farmers. Under his leadership, the Company has prioritized initiatives on diversity and inclusion, sustainability, and transparency in business conduct, whilst continuing to drive business results. Additionally, his commitment to talent development has notably positioned Pakistan as a significant contributor to FrieslandCampina's senior management talent pool. His appointment to the Executive Board of FrieslandCampina Global as President of the Middle East, Pakistan, and Africa (MEPA) region is a testament to his exemplary performance and strategic vision and marks a significant milestone in expanding his leadership impact across these vital markets.

Syed Kashan Hasan

As Managing Director of FCEPL, Kashan Hasan brings 22 years of rich experience across various commercial functions, including sales, customer management, marketing, and trade marketing. A seasoned professional, known for driving performance and spearheading innovation, his career encompasses various regional and global roles in markets such as Pakistan, South Africa, the UK, the Middle East, and North Africa.

Prior to joining FCEPL, Kashan served as the CEO of Shan Foods, a position he took after a 15-year stint at Reckitt, culminating in his role as General Manager for Pakistan.

A graduate of IBA, Kashan is known for his ability to develop insights, devise innovative solutions, and challenge norms, all of which contribute to his track record of delivering exceptional performance.

Liselotte Kooi

Since 2013 Liselotte has worked at Royal FrieslandCampina N.V. As Director Group Legal and Company Secretary she is co-heading the global legal department and responsible for governance and the legal and financing structure of the company, including the compliance in relation to the listing of hybrid bonds at Euronext Dublin. She advises both the Executive Board and Supervisory Board of Royal FrieslandCampina N.V. as well as the Board of the Cooperative which represents the member-farmers, who are the owners of FrieslandCampina. Liselotte has more than 20 years of experience in corporate governance and finance. Working as senior associate at De Brauw Blackstone Westbroek N.V. and other law firms in Amsterdam and New York, Liselotte advised companies, investors, financial

institutions and investment funds on corporate governance, finance and M&A transactions. She specialised in issuing and listing of financial instruments and in financial laws and has a lot of experience with governance for listed companies and board dynamics within listed companies.

Liselotte is the Chair of the Supervisory Board of Fastned B.V., a European fast charging company based in Amsterdam, the Netherlands, which is listed at Euronext Amsterdam. Furthermore, she is a member of the Board of Commissioners of Pt. Frisian Flag Indonesia, a joint venture company of FrieslandCampina based in Jakarta, Indonesia.

Ehsan Ali Malik

Ehsan Ali Malik is Chairman of the Board of Directors of Abbott Laboratories (Pakistan) Limited. He currently also serves as Director on the Boards of Standard Chartered Bank (Pakistan) Limited, National Foods Limited and Gul Ahmed Textile Mills Limited. He is also the Chief Executive of the Pakistan Business Council. Previously he was the Chief Executive Officer / Director of Unilever Pakistan Limited as well as a Director of Unilever Pakistan Foods Limited. Ehsan's earlier international appointments covered Unilever's regional businesses in Sri Lanka, Egypt, Lebanon, Jordan, Syria and Sudan as well as Unilever's Head Office in UK. He is a Fellow of the Institute of Chartered Accountants in England and Wales and an alumnus of the Wharton and Harvard Business Schools.

Robert ter Borg

Mr. ter Borg is the Finance Director of Global Supply Chain of Royal FrieslandCampina. Prior to his current role, he has held various leadership positions at Danone and Royal FrieslandCampina. These roles include Finance Director in Brazil, Russia, and Indonesia, as well as Global Finance Director responsible for Corporate Accounting, Tax, Treasury, and Enterprise Controlling. Robert holds a master's degree in business economics and an executive master's degree in finance and Control (RC) from VU Amsterdam. He joined the Board of FrieslandCampina Engro Pakistan Limited in 2023.

ZOUHAIR ABDUL KHALIQ

Zouhair is an international business executive with 38 years of global experience in Telecom, Technology, Operations, Strategy and Board Governance. He is a Founder and General Partner at Teamup Ventures a Venture Capital Fund investing in startups in the MENAP+T Region and a co-founder and partner at Teamup@NIC, the service delivery partner at the National Incubation Centre that is a public/private partnership which incubates and trains technology entrepreneurs in building successful businesses. He was a Member of the Pakistan Prime Minister's Task Force on IT & Telecom till April 2022.

As CEO of Mobilink 2003-2008, he led the turnaround and exponential growth from 1 million to 31 million customers building it in to a US$10 billion company,

growing revenues from US$80 Million to US$1.4 billion. investing US$3 billion in infrastructure for over 5 years making it one of the 5 fastest growing companies in the Asia Pacific Region and the largest private sector company in the country. which maintains its status today with 75 million customers. In 2009-10 he led the Licensing and initial setup of Mobilink Microfinance Bank in Pakistan and mobile banking operations in Bangladesh, Greece and Tunisia. In 2011-14 he led the successful restructuring and turnaround of Wand and Wateen Telecom leading to the successful merger of Warid with Mobilink.

Zouhair is managing partner at ICE Advisory LLP in the UK advising technology companies. Earlier in 2014-15. as Managing Director, Mobile for Development, GSM Association, he managed a US$150 million technology fund investing globally in startup eco-systems for mobile financial services, mobile health, mobile agriculture and FinTech innovation.

Zouhair started his corporate career in 1984 at ICI Pakistan in various finance roles. In 1993 at Mobilink as CFO he was employee #1 and a key member of the founding team. In Late 1996 he moved to the UK with Motorola Network Management Group as Director Operations, Europe Middle East and Africa where he led the development of mobile operations over the next 6 years to an addressable population of over hat a billion people. in Egypt, Algeria, Tunisia, Pakistan, Bangladesh, Lithuania, Iraq and Jordan.

He has served on Non-Executive Boards of mobile cellular operators through the Middle East, Africa, Pakistan, and Bangladesh, on the Board of Islamabad Stock Exchange, the Ignite Technology Fund and as Senior Advisor to Better Than Cash Alliance, UN Capital Development Fund.

He is currently a Member of the Board of Regents of Harris Manchester College, Oxford University. Since 2009. he is a Non-Executive Director on the Board of FrieslandCampina Engro Pakistan and till recently a Non Executive Director on PTV and Pakistan Radio Corporation. He is a member of the Institute of Chartered Accountants in England and Wales and Pakistan since 1984, an Alumni of INSEAD, France and a Fellow of Harris Manchester College, University of Oxford.