

**BAKHTIAR HAMEED WAIN**, brings over 30 years of exemplary leadership. An engineer with experience in leading global companies such as Exxon Chemicals, Fauji Fertilizer and ICI Ltd, he founded Avanceon in 1984 and currently holds the position of Chief Executive Officer. His entrepreneurial drive found its roots in his faith towards the educated and technically qualified human resource of Pakistan. Mr. Bakhtiar Hameed Wain Bachelor of Engineering in Mechanical engineering from University of Engineering and Technology, Lahore, in 1983. From the onset, he wanted to build a company that could capitalize and promote this conviction globally, which he has implemented successfully ever since. Appointed chairman by the Board of Directors, he has spearheaded Octopus Digital towards market leadership in Pakistan and beyond. Mr. Bakhtiar Hameed Wain also serves in the capacity of Chief Executive Officer of Avanceon Limited, Non-Executive Directors of Empiric AI (Private) Limited and also serve as a trustee of Avanceon Limited Employees Provident Fund.

**TANVEER KARAMAT**, brings a wealth of international business experience to Avanceon, with 20 out of 30 professional years spent selling automation solutions to the oil and gas sector. After receiving a Bachelor's degree in Chemical Engineering from the University of Pakistan he embarked on his career as an Application Engineer at Zelin Pvt Ltd in 1986. Developing his sales, management and business skills at key industry companies such as Wartsila NSD as well as Honeywell where he held the position of Country Head, Tanveer joined Avanceon in 2003 as Regional Manager. He transformed the South Region revenues in less than three years with wise strategic counsel, capitalizing on a dormant customer base and an internal reshuffle. He was promoted to GM Operations in 2006 before becoming COO in 2011. Over the past decade, Tanveer's leadership has been a major contribution towards building value for the company. He was nominated as a member of the Board of Directors to help make informed decisions. In year 2023, Mr. Tanveer Karamat was appointed as Director of Avanceon Limited and also appointed Chief Executive Officer Empiric AI (Private) Limited.

He now serves as non-executive director on the Avanceon Limited Board and also serve as a trustee of Avanceon Limited Employees Provident Fund.

**MOHAMMAD SHAHID MIR**, a senior management professional with 32 years of experience in Corporate and Commercial banking, Risk Management, Credit Administration and Trade Finance. Over the last sixteen years, Mr. Mohammad Shahid Mir has held senior positions in Wholesale Banking and Risk Management. On the business side he has a proven track record of growing business and exceeding budgets whilst ensuring portfolio health remained within accepted parameters. Mr. Mir has strong knowledge of Economy & Banking in Pakistan and the GCC region. Mr. Mohammad Shahid Mir graduated with a BA (Hons) in Economics from the University of Sussex, Brighton, England, in 1985. He furthered his credentials by becoming a Certified Credit Risk Professional from American Express Bank in 1996. Mr. Mohammad Shahid Mir also serves in the capacity of the Board of Directors of Avanceon Limited.

**ASMAR AHMED ATIF**, works at the intersection of business, technology & regulation. His career spans over 15 years & 4 continents across the Artificial Intelligence space. He holds an MBA from Imperial College London.

**ADEEL KHALID**, has 15+ years of experience of managing Middle East and Central Asia AMS business. He has expertise in resource management systems via Digital Technology.

**MOHAMMAD ARIF JANJUA**, has over 35 years' experience in operational management and consulting in the software, mobile and internet services industry. Arif received his bachelor's in electrical engineering from the University of Engineering & Technology in Lahore, Pakistan, master's in electrical engineering from the University of Windsor, Canada, and an MBA from the Haas School of Business at UC Berkeley.

**SALEHA ASIF**, has experience in serving boards and C-level clients globally for 25+ years. She has worked with McKinsey & Company, PepsiCo, and Bank of America.

**MUHAMMAD SAFIUDDIN**, is a qualified Chartered Accountant from the Institute of Chartered Accountants of Pakistan (ICAP) and an Associate member of SOCPA. I have served multiple Big Four firms in Pakistan and Saudi Arabia for multiple years in Audit and assurance department. I have experience across various industries, providing assurance and non-assurance services to large listed and mid-tier corporate entities primarily in the following industries: Manufacturing, Pharmaceutical, Technology, Consumer goods, Public Sector entities, Oil and Gas, Energy, Education, Not-for-profit.

The abovementioned experience has helped me to develop expertise in financial reporting, corporate laws, taxation and risk management which would enable me to exercise oversight over the utilization, management and mobilization of funds of the Company. My experience would also help me in improving transparency in financial reporting giving the shareholders a better picture of the financial condition of the Company enabling shareholders to make sounder judgements and decisions.