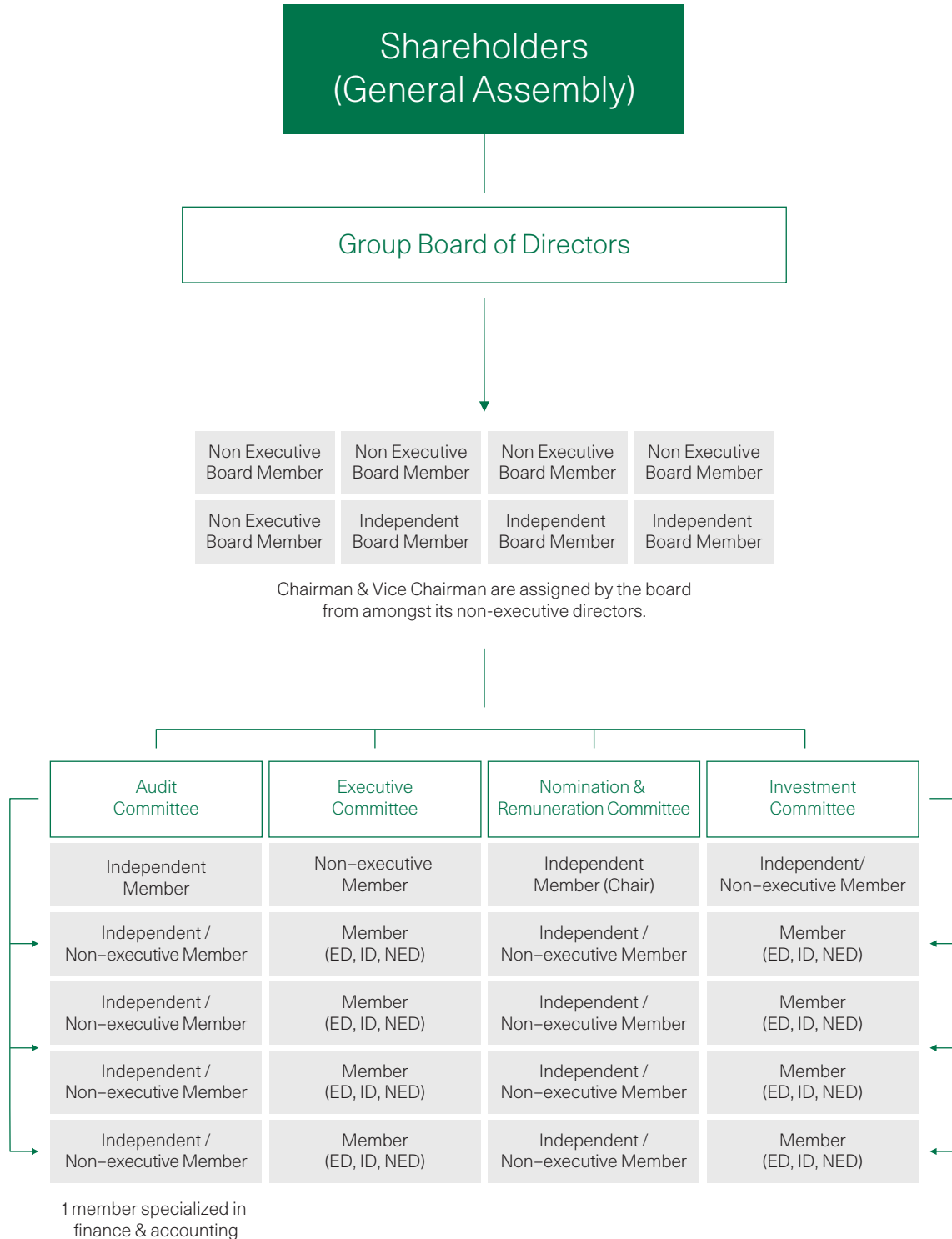
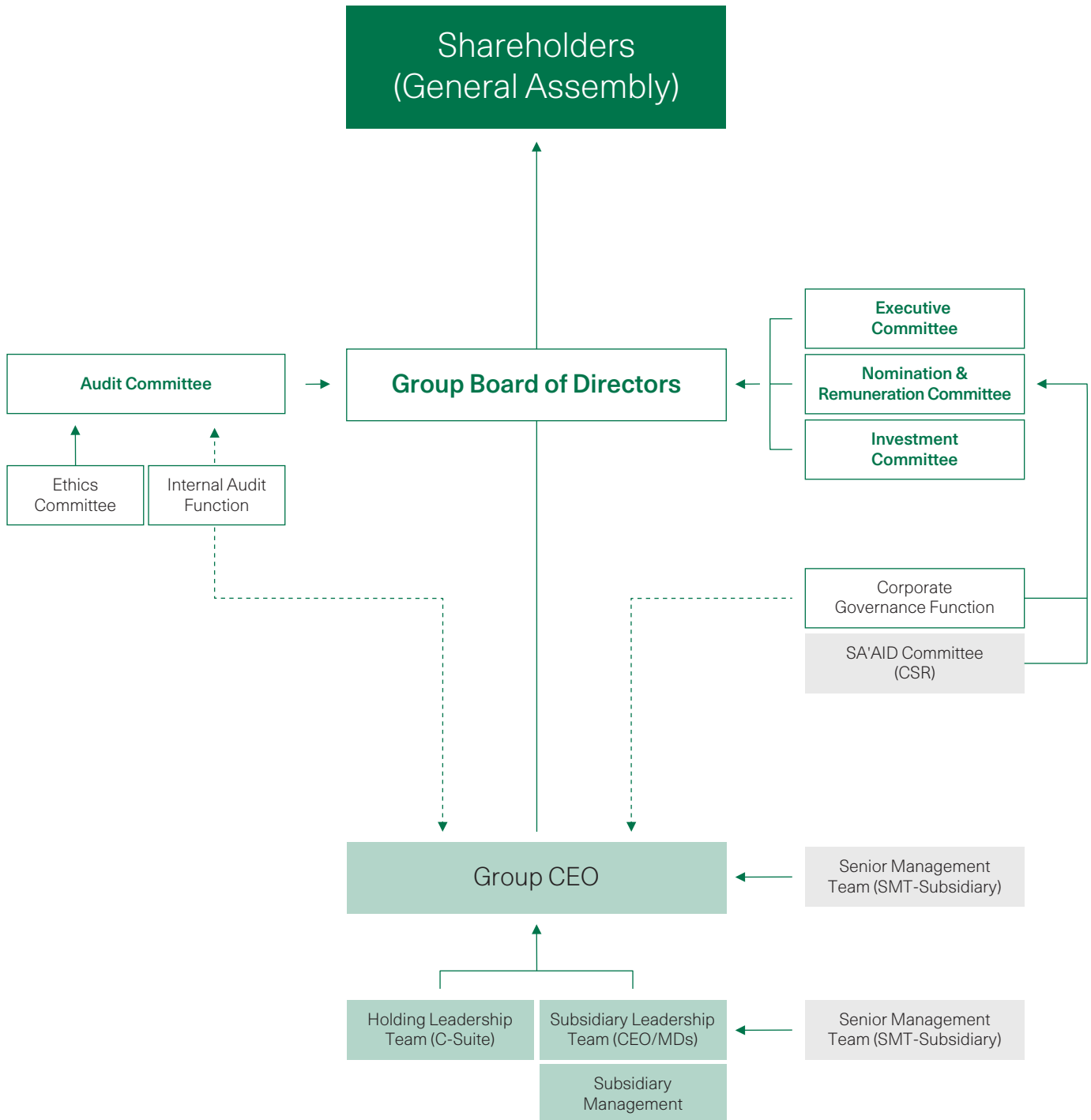


Board & Committees Structures



In committees,
total members may range from 3 to 5 including chairman

Tamer group corporate governance organizational structure and reporting



Board of Directors

Ayman Tamer

Board Chairman, Non-executive

+35 years of experience

- Ayman Tamer is the Chairman of Tamer Group and also Chairman and/or member of its three Governance Committees.
- He joined Tamer family business in 1985 and deeply engaged in the business in general and healthcare, consumer and logistics sectors in specific.
- Also, serving as a Board member in Saudi Arabian Japanese Pharmaceuticals, Honorary Advisory Board member in Effat University, Board member of Governance of Pearl Initiative and certain other limited liability companies.
- He has served on the Board and Committees of Gulf General Co-operative Insurance, a listed company, as well as several other unlisted entities.
- He Holds Bachelor of Science in Marketing from University of Southern California – USA.

Mohammed Tamer

Non-Executive Board Member

+30 years of experience

- Mohammed Tamer is a Board member in Tamer Group and also member of its three Governance Committees.
- He joined Tamer family business in 1993 and had engaged in business extensively and served as Group CEO till 2019.
- Also, serving on the Board of Saudi Arabian Japanese Pharmaceuticals, Roche Diagnostics Saudi Arabia Ltd., University of Business & Technology (UBT) and certain other limited liability companies.
- He has served on the Board & Committee of Gulf General Co-operative Insurance and Qaderoon.
- He holds Master in Business Administration from the American University Washington D.C – USA.

Juergen Pohle

Independent Board Member

+30 years of experience

- Mr. Juergen Pohle is a Board member in Tamer Group and also a member of one of its Governance Committees.
- He has more than 3 decades of experience in the field of life science with Bayer Healthcare, GlaxoSmithKline, Neovii Pharmaceuticals and Novartis.
- He is currently also serving as Vice-Chairman of Arab Co. for Pharmaceutical Products "Arabio" (KSA) and some of its Board's Committees.
- He has served as CEO & General Manager of CeCaVa GmbH & Co. KG (Tübingen, Germany) and Chairman of Xpress Biologics (Belgium).
- He holds Diplom-Jurist ("Master of Jurisprudence") from Albertus-Magnus University, Germany as well as equivalency in BA in Economics from Chamber of Commerce, Cologne, Germany.

Sunil Gupta

Independent Board Member

+30 years of experience

- Dr. Sunil Gupta is a Board member in Tamer Group and also a member of one of its Governance Committees.
- He is a Board member of US Foods, a foodservice distributor in USA.
- Internationally recognized and award-winning thought leader in digital strategy with +3 decades experience as an innovative educator and close partner to business practice.
- He is a professor at Harvard Business School.

Faisal Tamer

Board Vice Chairman, Non-executive

+30 years of experience

- Faisal Tamer is serving as a Board member in Tamer Group and also a member of its three Governance Committees.
- He joined Tamer family business in 1993 and had intensely engaged in all businesses of the Group.
- He is also Chairman of Arab Co. for Pharmaceutical Products (Arabio) and serving in the Boards of Saudi Arabian Japanese Pharmaceuticals, Innova Healthcare, Al-Salama Hospital and certain other limited liabilities companies.
- He has served on the Board & Committee of Saudi Enaya and International Medical Center.
- He holds Master in Business Administration from American University Washington D.C – USA.

Laurent Viguiere

Non-Executive Board Member

+20 years of experience

- Dr. Laurent Viguiere is a Board member in Tamer Group and also a member of one of its Governance Committees.
- Currently, he is also serving as Board Member and CEO of Tamer Investment Co. (Tamer Family Investment Co).
- He holds PhD in Economics from the University of Grenoble, France with Postdoctoral research at Massachusetts Institute of Technology, Cambridge – USA.

Faisal Al Saggaf

Independent Board Member

+35 years of experience

- Mr. Faisal Saggaf is a Board member in Tamer Group and also a member of two of its Governance Committees
- He has extensive experience within the banking industry until his retirement in 2020 as CEO of the National Commercial Bank, KSA.
- He is also serving in the Boards and Committees of various listed/unlisted companies.
- He holds a BA from Harvard University (USA) and an MBA from the Harvard Business School (USA).

Omar Najjar

Independent Board Member

+30 years of experience

- Mr. Omar Najjar is a board member of Tamer Group as well as a Chairman of one of its Governance Committees.
- He has extensive experience within HR and organization transformation embedded with general management, governance and board leadership. He has worked in different sectors in both private and public entities and currently working as Deputy CEO at Misk Foundation.
- He is also serving in the Boards and Committees of various listed/unlisted companies and public sector entities.
- He holds a BSc in Industrial Engineering from King Fahd University of Petroleum & Mineral (KSA) and an MBA from the London Business School (UK).

Board Advisors/Consultants

Mohammed Taher

Non-executive Committee Member

+30 years of experience

- Dr. Mohammed Taher, is a non-executive member of Executive Committee of Tamer Group.
- Working as Partner of West Gate Drug Store, Jordan.
- He is also serving as Board's Chairman of Saudi Arabian Japanese Pharmaceuticals and Tamer-Molnlycke Arabia companies.
- He has extensive experience within the healthcare industry with UCB, GSK, Tamer Group until his retirement in early 2024 as Group CEO of Tamer Group.
- He holds a bachelor's degree in Pharmaceutical Sciences and an MBA in Marketing.

Husam Bawared

Independent Committee Member

+19 years of experience

- Mr. Husam Bawared is an independent member of Audit Committee of Tamer Group.
- Working as General Manager of Husam Bawared Certified public accountants.
- He is also serving in the Audit Committees of some closed joint stock companies as Chairman/Member.
- Worked +14 years with EY in various roles including Audit Partner.
- He holds Bachelor of Accounting degree from King Abdul-Aziz University. Also, has fellowships of CPA with SOCPA and New Hampshire Board of Accountancy, USA.