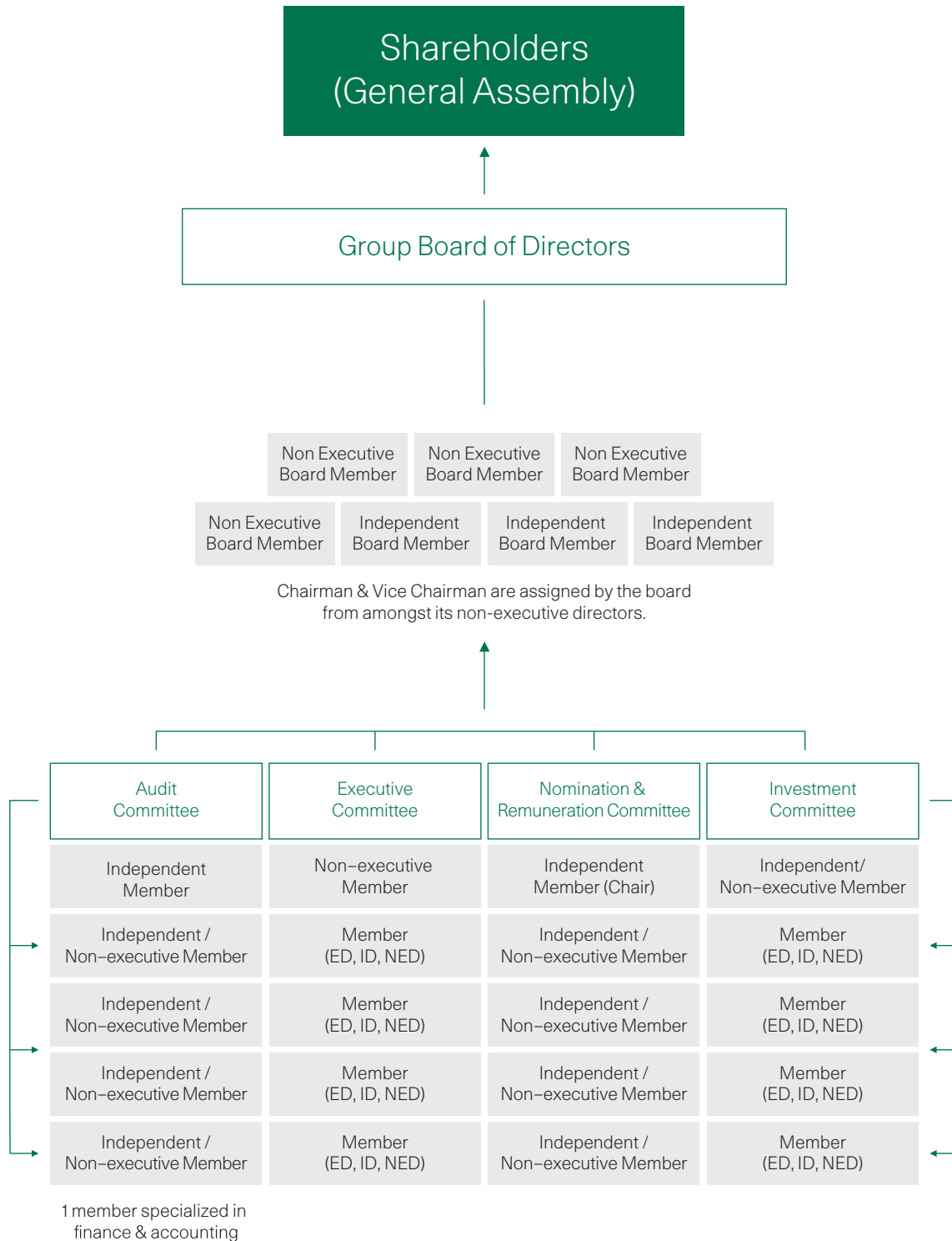
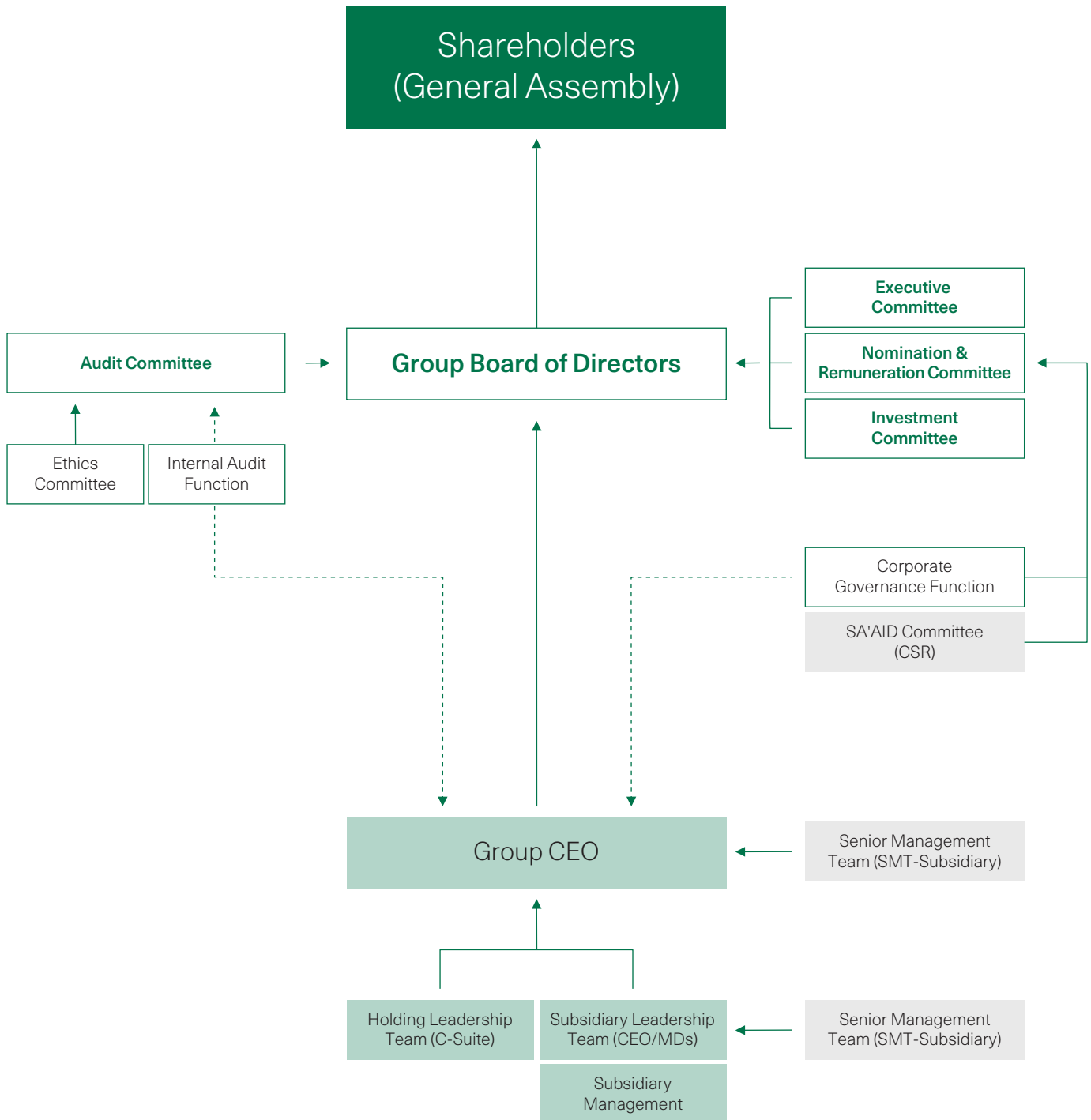


Board & Committees Structures



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

Tamer Group Corporate Governance Organizational Structure and Reporting



- ▷ Governance Bodies/Functions
- ▶ Management Bodies
- ▶ Management Roles

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 on Board of Tamer Group as well as 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.

Faisal Tamer

Board Vice Chairman, Non-executive

+30 years of experience

- Faisal Tamer is serving as a Board member in Tamer Group and also 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 Viguiet

Non-Executive Board Member

+20 years of experience

- Dr. Laurent Viguiet is on Board of Tamer Group as well as 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 on Board of Tamer Group as well as 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).

Sunil Gupta

Independent Board Member

+30 years of experience

- Dr. Sunil Gupta is on the Board of Tamer Group as well as 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.

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.