

# Executive Management

## **Abdullah Albader, Chief Executive Officer**

Abdullah Albader joined Almarai in 2000 and was involved in the strategic functions, until he was appointed as the Company's Chief Executive Officer in March 2021. Throughout his career with Almarai, of more than 20 years, Abdullah held several positions within the Company's different sectors, including manufacturing, distribution, sales, marketing and shared services. The most recent position he held was the Executive Vice President of the Bakery division. Abdullah holds a Master's degree in Business Administration from the University of Leicester in the UK.

## **Ahmed Bin Mohammed Abu Al-Ghaith, Executive Vice President - Quality and Support Services**

Ahmed Bin Mohammed Abu Al-Ghaith is the Executive Vice President for Quality and Support Services (Regulatory, HSS and Sustainability) at Almarai, where he is responsible for the quality and support services and applying business strategies that are compatible with the overall strategy of the Company. Before joining Almarai, Ahmed worked for several companies in the food and beverage sector, including the National Water Company, where he undertook many tasks, including developing governance, risk, and compliance (GRC) operations, regulatory requirements for information security, industrial security and occupational health, crisis and disaster management, innovation, strategy development and implementation and business planning. Ahmed holds a Bachelor's degree in Systems Engineering with a focus on Industrial Engineering and Operations Research from King Fahd University of Petroleum and Minerals (KFUPM).

## **Andrew Mackie, Executive Vice President – Farming**

Andrew Mackie is the Executive Vice President for Farming at Almarai, through which he is responsible for the global farming operations for Dairy and Arable Farming. Andrew joined Almarai in 1977, after which he held several positions in the Farming unit of the business. He was the General Manager of Farming from 1998 after serving as the Regional Manager of Farming. Andrew holds a qualification from the West of Scotland Agricultural College, UK.

## **Ayman Algeer, Chief Human Resources Officer**

Ayman Algeer is a seasoned Human Resources executive with a diverse background in technology and people management. As the current Chief Human Resources Officer (CHRO) at Almarai, he brings a wealth of experience and expertise to his role.

Ayman holds a Bachelor's degree in Computer Science from the University of New Haven, providing him with a strong foundation in technology. Ayman joined Almarai in 2021 as the Head of HR Center of Excellence overseeing strategic human resources initiatives before taking on the role of Almarai Chief Human Resources Officer in 2024. Prior to joining Almarai, Ayman worked for multiple organizations like Saudi Aramco and Aramco Asia in different senior HR roles managing complex operations across various global locations.

## **Chris Langhorne, Chief Strategy and Planning Officer**

Chris Langhorne is the Chief Strategy and Planning Officer for Almarai, where he is responsible for developing the corporate strategy, managing M&A from planning to execution, and aiding in expansion strategies, including geography, adjacencies and other general growth areas. Chris brings a diverse background of over 25 years working in leading global companies, including Nestle, where he recently served as the Global Senior Director of Strategic Planning, leading global strategy and M&A for the pet care category. Before his time at Nestle, he worked in similar strategy, planning and corporate development roles at Altria, Dell Computers, and Johnson & Johnson with increasing responsibility. Out of undergraduate college, Chris supported various clients in an audit and consulting capacity at KPMG and Andersen Consulting. Chris holds an MBA from Darden Graduate School of Business Administration and a Bachelor's degree in Systems Engineering from the University of Virginia.

## **Danko Maras, Chief Financial Officer**

Danko Maras was appointed as Almarai's CFO effective 6 April 2020. He is an experienced financial professional having had senior international positions in the fast-moving consumer goods industry such as Unilever, Leaf and Cloetta, where in addition to being Group CFO, he also has held positions such as CEO and President. He holds a GMP from Harvard Business School and a B.Sc. in Business Administration and Economics from Uppsala University.

## **Faisal Alfahadi, Executive Vice President – Corporate Affairs and Communication**

Faisal Alfahadi is the Executive Vice President of Corporate Affairs and Communication for Almarai, where he leads on all corporate and government affairs throughout the organization and its investment portfolio. During his tenure at Almarai he has held several senior positions, including

General Manager of Human Resources and Support Services and General Manager of the Juice business. Faisal holds a Master's degree in Marketing from the University of Salford, UK.

### **Fawaz Aljasser, Executive Vice President – Bakery**

Fawaz Aljasser is currently the Executive Vice President of the Bakery division at Almarai Company. Before that, Fawaz held a number of positions at Almarai Company, including Chief Human Resources Officer, where he managed the Company's Human Resources and Support Services unit. He was also Director of the Technical Institute for Dairy and Food and General Manager of "Teeba" Company, a joint venture for Almarai in Jordan. Fawaz holds a Bachelor's degree in English Literature from Imam Muhammad Bin Saud University in Saudi Arabia and a Higher Diploma from the University of Leicester, UK.

### **Michael McDonald, Executive Vice President – Protein**

Michael McDonald holds the position of Executive Vice President of Protein effective 1 January 2025, prior to which he held the role of Executive Vice President of Poultry. Michael joined Almarai in 2000. During his time at Almarai he has held several positions within the Almarai Farming and Poultry divisions. He holds a Higher National Diploma from Greenmount Agricultural College, a Postgraduate Certificate in Food Safety and Security from Queens University Belfast as well as an MBA from Liverpool University, UK.

### **Mohammed Alshuhail, Executive Vice President – Food Service**

Mohammed Alshuhail is the Executive Vice President of Food Service and manages Almarai's portfolio within B2B operations (HoReCA). Mohammed joined the Company as Chief Executive Officer of the International Pediatric Nutrition Company (IPNC). Prior to this, he worked at Al Safi Danone and Danone Group in the Middle East and Spain, holding several key positions. These included CEO of Al Safi Dairy Company, where he built a sustainable B2B business model, and Executive Vice President of Human Resources at Alsafi Danone Company as well as Head of Export where he developed the company's portfolio and opened new international markets and managed different brands in the Marketing department. In addition, he was the Innovation Manager at Danone Dairy Company in Spain. Mohammed was awarded an Executive MBA from London Business School (LBS), UK, and holds a B.Sc. in Marketing from King Fahad University of Petroleum and Minerals (KFUPM).

### **Niall Mackay, Executive Vice President – Supply Chain and Logistics**

Niall Mackay is the Executive Vice President of Supply Chain and Logistics for Almarai, a role in which he is responsible for planning, distribution and logistics throughout the Almarai supply chain including all sourcing and purchasing activities. Prior to joining Almarai he held senior operational positions at Pedigree Pet Foods (a part of Mars Inc.), Coca-Cola Enterprises, British Bakeries (part of Rank and Hovis McDougal) and Royal Mail, UK. Niall holds a Master's degree in Chemical Engineering from Imperial College, UK, and an MBA from Henley Management College, UK.

### **Nikolaos Stavridis, Executive Vice President – Sales**

Nikolaos Stavridis is the Executive Vice President of Sales for Almarai and is responsible for the overall sales function. Nikolaos has extensive sales experience in FMCG. Prior to joining Almarai, he held various executive positions, such as Key Account Manager at Pepsico (Greece), Sales Director at Danone (Greece and Cyprus), Commercial Director at Global Finance Group (Greece, Romania, Bulgaria, Spain and Cyprus), COO - Board member at Group Linette (North and East Africa), General Manager at Almarai and Vice President and Board member at Olayan Group (GCC and Africa). Nikolaos holds a Master's degree in Corporate Finance from the University of Indianapolis, USA and a Master's degree in Business Administration and Strategy from the University of Nottingham, UK.

### **Omar Salim, Executive Vice President – Dairy, Juice and Food**

Omar Salim is the Executive Vice President for Dairy, Juice and Food, a role in which he is responsible for all Dairy and Juice business units in the Company. Prior to joining Almarai, he worked for Mars Inc. as Director of Marketing for the Africa, India and Middle East regions and he also worked for Procter & Gamble across many regions in its Research and Development team. When he first joined Almarai he was appointed to the position of General Marketing Manager. Omar holds a Master's degree in Industrial Engineering from the University of Oklahoma, USA.

### **Shadi Elqutati, Executive Vice President – International Markets**

Shadi Elqutati is the Executive Vice President of the International Markets Unit at Almarai. Shadi joined the Company as CEO for Teeba in Jordan in 2018 and prior to this, he worked for Nestle KSA as General Manager for Infants Nutrition. Shadi has 21 years of experience in well-known pharmaceutical companies like Merck, AstraZeneca and Janssen Inc. which includes different fields like sales and marketing in which he held several key positions. Shadi holds an MBA degree from New York Institute of Technology University, USA and a Bachelor's degree in Pharmaceutics from Applied Science University, Jordan.