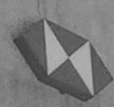


ساب تكافل

SABB Takaful



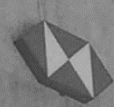
ساب تكافل

التصويت على تشكيل لجنة المراجعة وتحديد مهامها وضوابط عملها ومكافآت أعضائها للدورة الجديدة ابتداءً من 2022-06-13م وحتى انتهاء الدورة في تاريخ 2025-05-12م، علماً بأن المرشحين (المرفقة سيرهم الذاتية) هم:

- سلمان أحمد خان.
- ابو بكر بن علي باجابر.
- خالد بن عبدالعزيز الذكر.
- فايز بن عبدالله الزايدي.

سبب تكافل

SABB Takaful



سبب تكافل

خالد عبدالعزيز الذكير

# Khalid Althekair

Riyadh – Saudi Arabia  
Phone: +966-555 408 047; Email: [thekairkaf@gmail.com](mailto:thekairkaf@gmail.com)

## Senior Finance Management and Leadership Executive

*Executive Leadership, Auditing Standards, Corporate Governance  
Enterprise Risk Management, ERP Implementation*

An accomplished, goal-oriented Senior Finance Management and Leadership Executive with a wealth of experience in all areas of Financial leadership and Auditing as well as the proven ability to lead and execute complex ERP implementations, demonstrating polished communication skills and natural authority

This ambitious and proactive leader uses strong interpersonal skills to establish solid relationships with strategic stakeholders, leading from the front to create shared vision and to build, inspire, empower and motivate multi-cultural, cross-functional teams to achieve goals and exceed expectations

Benefiting from excellent leadership and management capabilities which have been proved in a competitive environment working within Executive teams and providing decision support to Boards, this positive, creative professional will be an asset to the Board or Senior Management Team of any organization as CFO, Chief Audit Officer, Financial Controller, Chief Corporate Governance Compliance Officer

### Skills

<b>Executive Leadership</b>	Visionary leadership and skilled resource allocation to achieve all deliverables	
<b>Auditing Standards</b>	Extensive experience executing finance, administrative and operations audits	
<b>Corporate Governance</b>	Implements and oversees adherence to robust systems, processes & controls	
<b>Risk Management</b>	Diligent planning, risk analysis & assessment, risk management & mitigation	
<b>Compliance Functions</b>	Establishes robust systems to ensure compliance with all relevant standards	
<b>ERP Implementation</b>	Certified SAP-AP power user experienced leading the implementation of ERP	
<b>Finance Activities</b>	Adds value to management through efficient analysis & accurate forecasting	
<b>Portfolio Management</b>	Builds effective strategic relationships to ensure companies' alignment	
<b>Accounting Standards</b>	Ensures strict compliance to relevant IFRS, statutory accounting, etc	
<b>Languages</b>	Arabic (native) and English (fluent)	
<b>IT Literacy</b>	Proficient in Excel, Word, PowerPoint	
<b>Contracting &amp; Negotiations</b>	<b>Financial Modeling</b>	<b>Procurements Processes</b>
<b>Company Regulations</b>	<b>Operations Management</b>	<b>Strategy &amp; Planning</b>

### Board And Committee's Member

Adaa	Audit Committee	2021 - Now
Saudi EXIM	Audit Committee	2020 - Now
NFSC	Audit Committee	2020 - Now
SFC	Audit Committee	2020 - Now
SABB Takaful	Audit Committee	2019 - Now
Jazl Investment	Audit Committee	2018 - Now
Jazl Investment	Board Member	2019 - Now
Jazl Investment	Executive Committee	2020 - Now
MEFIC Capital	Audit Committee	2018 - 2020
G3 Canada / Terminal	Audit Committee	2016 - 2018
G3 Canada / Terminal	Board Member	2017 - 2018
G3 Canada / Terminal	Remuneration Committee	2017 - 2018

June 2018 – present

National Housing Company



NHC is a newly established government holding company, wholly owned by Ministry of Housing as its investment arm. Under NHC there will be 4-6 wholly owned subsidiaries to operate and implement MoH initiatives related to KSA 2020 NTP & 2030 vision.

**Chief Finance & Investment Officer**

- Owner of the Finance Strategy program for NHC. Developed a Finance Vision and Strategy aligned with the Group’s ambitions and objectives. Ensured buy-in across the function and with business leaders through structured working sessions and high-impact events.
- Streamlined the Finance Function Operating Model and applied governance across the difference NHC entities under the umbrella of the Finance and Investment Function. To optimize decision making I developed Business Partnering capabilities and agreed upon a tactical roadmap touching upon people, process, and technology.
- Primary responsible of driving and overseeing the accounting, business support, financial planning and analysis, investment and treasury, investor relations, corporate finance, government relation and financial controlling across NHC, affiliates and subsidiaries
- Establishing and maintaining strong relationships with BOD, CEO and senior executives along with MOMRA to identify their needs and provide appropriate solutions.

**Achievements**

- ✓ **Establish** the finance and investment sector transformation milestones and the ground basis that drives the development and buildup of the sector’s future state operating model.
- ✓ **Led** the development of Finance & Investment Organization structure based a best practice along with round discussions with NHC leadership to ensure smooth transition of tasks vertically and horizontally
- ✓ **Implementation** process layers based on best practices that will support F&I sector run day-to-day operations efficiently and effectively
- ✓ **Alignment** with NHC stakeholders and manage requirements with future state Operating Model
- ✓ **Transformed** Finance & Investment Operating Model to focus on its various functions throughout the transformation journey to cater for the new changes while preserving a high level of controls and risk mitigation, that lead sophisticated automation, comprehensive policies, and mature procedure.
- ✓ **Building** a strong team and capabilities through engagement and delegation.

**Chief Internal Audit Officer**

- Full control of the Internal Audit Department. Lead, Direct and Manage by scheduling internal audits in the operational, financial, information systems areas and presenting the findings to the AC. Identify business risks, assess its impact, recommend remedial measures to Executive Management, and ensure the implementation of such measures in order to strengthen internal controls and improve operational efficiency and effectiveness.
- Set the strategic direction of the internal audit function based on the strategy and the internal audit charter
- Develop internal audit function’s budget for review and approval by the AC
- Execute the audits based on the strategic internal audit plan
- Examine and evaluate the adequacy and effectiveness of internal control systems and procedures
- Identify risk management issues and internal controls deficiencies, coordinate with heads of the department (as applicable) and discuss audit findings for their respective area including corrective actions and recommendations for implementation
- Examine and evaluate the information systems in place across the Company, recommending controls to ensure system reliability, business continuity, data security and integrity

**Achievements**

- ✓ **Establish** Internal Audit Function in the company through
  - Assist in communicating to others the role, scope, performance, and objectives of internal auditing.
  - Unify internal auditing throughout the world.
  - Encourage improved internal auditing.
  - Establish basis for consistent measurement of internal auditing operations.
  - Provide a vehicle by which internal auditing can be fully recognized as a profession.”

- ✓ **Led** the company risk assessment for internal audit planning
- ✓ **Implementation** of TeamMate+ system for the audit
- ✓ **Alignment** the audit plan with the new company strategy
- ✓ **Transformed** the audit knowledge to the organization
- ✓ **Building** effective audit team with the most effective means of innovation

January 2016 – May 2018

SALIC



*Saudi Agricultural and Livestock Investment Company, established in 2012, specializes in investments in agriculture and livestock production and supply, and the full supply chain for selected goods worldwide.*

**Acting CPMO & VP – Portfolio Management**

- Developing Portfolio Management Policies, monitoring Affiliates under portfolio management and interacting with portfolio companies’ management to obtain insights on business plans etc.
- Gauging and ensuring alignment of subsidiary organizations’ operations to with SALIC’s strategies, business plans and targeted goals through development of status reports
- Adopting proper Corporate Governance by providing quarterly corporate governance assessment of investees companies, interacting with their management to check adherence to regulatory compliance
- Working with consultants to develop SALIC risk register, framework and policy as well as portfolio companies’ corporate governance, coordinating with accounting and legal teams to resolve any issues
- Coordinating with portfolio companies to obtain financial information to analyses current performance.
- **Member** of remuneration and audit committees for G3 Canada & G3 Terminal Vancouver companies’
- **Board Member** for G3 Canada & G3 Terminal Vancouver companies’
- **Chair** of the company internal risk committee.

**Achievements**

- ✓ **Transformed** a loss-making subsidiary into a profitable organization by leading a team to review and successfully implement organizational change as well as enhancement of internal controls
- ✓ **Directed** the Risk Management Framework project to align with company strategy, structure and operation ... now waiting for board approval for implementations.
- ✓ **Headed** the Corporate Governance Framework review Project to deliver findings, highlights and recommendations for existing company reports, policy and statements (also awaiting board approval)
- ✓ **Led** an International Tax Health Check project covering a selected number of foreign subsidiaries
- ✓ **Developed** a detailed monthly portfolio report of operation finance and corporate governance activities.

January 2012 – December 2015

SABIC



*A global leader in diversified chemicals headquartered in Riyadh, Saudi Arabia, manufacturing on a global scale in the Americas, Europe, Middle East and Asia Pacific, making distinctly different kinds of products: chemicals, commodity and high-performance plastics, agri-nutrients and metals*

**Principal Auditor “Leader” – Audit**

September 2014 – December 2015

- Led and executed finance, administrative and operations audit in the kingdom and overseas companies
- Designed and wrote the audit program, evaluated companies risks and controls
- Audited mega projects and conducted special investigations such as Frauds
- Disclosed management's audit reports

**Achievements**

- ✓ **Developed** audit programs covering finance, procurement, engineering and operational audits.
- ✓ **Contributed** to the special audit conducted with SAP Germany to audit SABIC SAP functionality.

**Senior Manager Economic & Business Support** January 2012 – September 2014

- Led and managed the BU Business & Budget Planning process, devolved Business Modeling and developed consolidated plans
- Oversaw the process of reporting and analyzing business results for the BU and challenged the results to ensure optimal positioning of the BU to counter economic & market forces
- Managed the day-to-day operations of the BU and liaised and coordinated with internal and external parties at the appropriate levels to support and ensure execution and smooth flow of the business.
- Performed ongoing periodic analyses of both actual and forecast BU performance

September 2009 – December 2011

Arasco



*A privately held feed-to-food company and one of the GCC's most prominent national food companies, ranking among the largest companies in Saudi Arabia*

### Senior Manager – Group Finance

- Managed the finance departments for 6 SBU's with responsibility for financial reporting, Budgeting, and preparing reports for the board
- Prepared the department and company strategic plan
- Reviewed company internal controls including policies, procedures and authorities

### Achievements

- ✓ **Established** and developed a new budget process for the company from zero.
- ✓ **Adapted** and streamlined the monthly closing process for the company.
- ✓ **Developed** and optimized numerous process and procedures.
- ✓ **Challenged** little deviations with the external auditor results.

April 1996 – September 2009

SABIC



*A global leader in diversified chemicals headquartered in Riyadh, Saudi Arabia, manufacturing on a global scale in the Americas, Europe, Middle East and Asia Pacific, making distinctly different kinds of products: chemicals, commodity and high-performance plastics, agri-nutrients and metals*

### Senior Auditor & Section Head, Accounts Payable

June 2006 – September 2009

- Designed and wrote the audit program, led and executed audits of finance, administrative and operations in the kingdom and overseas, and disclosed management audit reports
- Conducted especial investigations such as Frauds and evaluated the companies risks and controls
- Conducted audits of the SAP system and of mega projects
- Represented SABIC INVESTMENT CO on the SABTNAK board meeting

### Achievement

- ✓ **Participated** in auditing SAUDI KAYAN Company (SABIC Subsidiary) when it was under contractions.
- ✓ **Implemented** the SAP ERP system for Finance
- ✓ **Implemented** BAAN system
- ✓ **Achieved** SANAPIC liquidation

January 1993 – April 1996

Ernst & Young



*A multinational professional services firm headquartered in London, England, EY is one of the largest professional services firms in the world and is one of the "Big Four" accounting firms.*

## Education

**Bachelor in Accounting**

King Saud University, Riyadh, KSA

**Economic Institute, USA**

**Certified SAP-AP power user**

## Training

- ⇒ Executive Leadership Development by **Harvard**
- ⇒ Finance, Risk Management and corporate Governance
- ⇒ Finance Accounting and Performance Measurement
- ⇒ Decisions, Dynamics & Leadership Styles
- ⇒ Effective Contracts Management
- ⇒ Performance Measurement and benchmarking
- ⇒ Inspirational leadership & Emotional
- ⇒ Succession Planning & Career Development.
- ⇒ Change Management



ابو بكر علي باجابر

## Form No. (1) Resume

a) Personal information of the Nominated Member				
Full Name		Abubaker Ali Omer Bagabir		
Nationality	Saudi	Date of birth	02 - 04 - 1950	
b) Academic Qualifications of the Nominated Member				
No	Qualifications	Specialization	Date of obtaining the qualifications	The issuer of the qualification
1	Doctor of Philosophy ( Ph.D )	Accounting and Finance	July 1984	University of Strathclyde , United Kingdom ( UK )
2	Master of Social Science ( M.Soc.Sc. )	Accounting	July 1976	University of Birmingham , United Kingdom ( UK )
3	Bachelor of Science ( B.Sc. )	Accounting	May 1972	University of Khartoum , Sudan
4	Fellow Chartered Certified Accountants ( FCCA )	UK Certified Chartered Accountant	September 1989	The Association of Chartered Certified Accountants, United Kingdom ( UK )
5	Associate Chartered Certified Accountants ( ACCA )	UK Certified Chartered Accountant	September 1984	The Association of Chartered Certified Accountants, United Kingdom ( UK )
c) Experience of the Nominated Member:				
Period		Experience		
2013 - present		Independent member at Audit Committees of Current and Previous Different Companies.		
April 2008 - March 2012		Head of Finance and Accounting Division at National Commercial Bank Group – Jeddah Supervise and Responsible for Finance and Accounting Functions for the Group - Accounting Policies along International Financial Reporting Standards ( IFRS ) and International Accounting Standards - Member for Debts and Investments Provisions along IFRS - Financial Control for the Group - Financial Reports and Presentations to Board of Directors and Audit Committee and Senior Management - Discussions with the External Auditors - Other Different Financial Functions.		
Februray 1997 – March 2008		Head of Finance and Accounting Division at National Commercial Bank - Jeddah Supervise and Responsible for Finance and Accounting Functions - Accounting Control - Implemented New Accounting Systems - Updated Accounting Policies and Procedures - Regulatory and Supervisory Reports to SAMA - Implemented Activity Based Costing - Assets and Liabilities Committee ( ALCO ) - Financial Reports and		

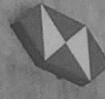


	Presentations to Senior Management and Board of Directors and audit Committee .
May 1992 – January 1997	Senior Financial Controller at National Commercial bank – Jeddah Responsible for Financial Controllers of Different Divisions of the Bank - Finance Functions - Implemented New Integrated Accounting System for the Bank - Financial Analysis - Comparative Financial Studies for the Saudi Banks Industry - Implemented new Assets and Liabilities ( ALCO ) System and Reporting - Implemented and Applied Budgeting and Financial Planning Programs for the Bank -Financial Reports and Presentations to Senior Management.
November 1989 – April 1992	Financial Controller at National Commercial Bank All Different Finance Functions - Financial Reports and Presentations to Senior Management - Follow up of Budgets Performance for the Bank.
September 1986 – October 1989	Assistant Head of Treasury and Finance at National Commercial Bank - Jeddah Follow up of Treasury Division Performance and Positions of Main Foreign Currencies - Participated in the Audit of the Foreign Investments of the Bank and the New York Branch - Prepare the Annual Budgets and Follow up Monthly Performance - Other Different Finance Functions .
May 1984 – August 1986	Director of Financial Planning and Development at Regional Management of National Commercial bank - Jeddah Weekly and Monthly Financial Reporting for 90 Branches at Western , Northern and Southern Regions - Prepare and follow up budgets - Daily Cash Management - Improved the Profitability of the Branches along Costs Control and Expense Savings Program and Determined Branches Optimal Staff Head Count based on Branches Size - Financial Reports and Presentations to Management.
December 1982 – April 1984	Head of Budgets at Regional Management of National Commercial Bank - Jeddah Implemented for First Time Budgets and Budgetary Control System for the Bank Branches - Follow up of Branches Performance on Monthly Basis.
December 1981 – November 1982	Financial Analyst at Regional Management of National Commercial Bank - Jeddah
October 1980 – November 1981	Head of Casio Products at Mahmood Saleh Abbar Company - Jeddah Import and Market all Casio Products including Watches, Calculators and Cashier Machines - Prepare and Follow up of Marketing Plans and Strategies.
July 1979 – September 1980	Assistant Finance Director at Saeed and Mussaid Mushayt Company - Khamis Mushayt Supervise and Responsible for Company Accountings Departments at Constructions Unit ,Cement Blocks Factory and Furniture Shop -

	Prepare Financial Statements - Implement New Accounting System - Acting Finance Director upon Absence and Annual Leave of Finance Director.				
November 1974 – June 1979	Teaching Assistant at Business Department , Faculty of Economics, University of Khartoum , Khartoum , Sudan and Postgraduate Scholar at United Kingdom ( UK ) Lecture Accounting and Finance Courses - Studied for Master and PhD at United Kingdom ( UK ).				
d) Current membership in the board of directors of other joint stock companies (Listed or non-listed), or any other company, regardless of its legal form or the committees deriving from it:					
Company name	Main Activity	Membership type (Executive – Non-executive – Independent)	Nature of the membership (in Personal capacity, representative of legal person)	Membership of Committee	Legal form of the company
SABB Takaful Co.	Individuals and Family Takaful Insurance	Independent Member	Personal Capacity	Audit Committee	Public Joint-Stock Company
SISCO Co.	Services	Independent Member	Personal Capacity	Audit Committee	Public joint-Stock Company
Al Nahdi Medical Co.	Pharmaceuticals and Medical Services	Independent Member	Personal Capacity	Audit Committee	Private Company
Abdel Latif Jameel Finance Co.	Cars Leasing Finance	Independent Member	Personal capacity	Audit Committee	Private Company

سبب تکافل

SABB Takaful



سبب تکافل

فايز عبدالله الزايدى

# فايز بن عبدالله الزايدى

zzzfff2@yahoo.com

0503822034

بنع، المملكة العربية السعودية

مدير متخصص في المالية و المراجعة



مدير مالي ومدير للمراجعة الداخلية عالي الإنجاز، مدفوع بالنتائج، مع أكثر من 17 عاما من الخبرة في التمويل والتدقيق وإدارة الشركات بمليارات الدولارات. تاهيل قوي في إظهار الرقابة المالية العالية وزيادة الكفاءة من أجل تحقيق هدف الشركة المتمثل في تعظيم الفائدة للمساهمين.

## الخبرات :

مدير أعلى، المراجعة الداخلية شركة بنع الوطنية للبتروكيماويات. منذ عام 2018- لان ExxonMobil سابك سابك

- تقييم مدى الكفاءة والفعالية والامتثال داخل نظام الرقابة الداخلية في الشركة وتقديم التوصيات المطلوبة لتحسينه.
- تقييم نظام الرقابة الداخلية لضمان الامتثال للسياسات والخطط والإجراءات والقوانين والأنظمة التي يمكن أن يكون لها تأثير كبير على المنظمة.
- مراقبة وتقييم عمليات حوكمة الشركة وإدارة المخاطر وانظمة الرقابة الداخلية.
- مراجعة التزام الشركة مع العملاء والموردين والعقود والجهات الحكومية لتحديد ما إذا كان يتم الامتثال للالتزامات حسب الالتزامات المحددة.
- تقديم الضمانات المطلوبة لمجلس الإدارة بشأن فعالية نظام الرقابة الداخلية.
- العمل كسكرتير لجنة التدقيق لدى مجلس الإدارة.

## الخبرات :



مدير اعلى (كبير المدراء الماليين) شركة الرازي 07/2018 -03/2006

- إعداد ومراجعة وتقديم الحزمة المالية لمجلس إدارة الشركة.
- مراقبة مصاريف الشركة الرأسمالية، وحسابات الزكاة والضرائب مع الجهات الحكومية.
- تقديم خطة العمل السنوية والميزانية للموافقة عليها من قبل مجلس الإدارة.
- مراقبة تطوير وصيانة وتحديث الأدلة والإجراءات والسياسات المحاسبية وتقييم النهج المحاسبية والمالية البديلة لضمان الالتزام السليم في تلبية احتياجات الأعمال المتغيرة والامتثال الكامل لمبادئ المعايير المحاسبية المقبولة / المعايير الدولية لإعداد التقارير المالية.
- قيادة قسم الادارة المالية في الشركة.
- تقديم التوصيات الاستراتيجية إلى الرئيس التنفيذي / الرئيس، وأعضاء فريق الإدارة التنفيذية.

مراجع خارجي (شركة برايس وتر هاوس كوبرز) pwc

# التعليم

ماجستير ادارة الأعمال للمدراء التنفيذيين

2015



جامعة الملك فهد للبترول والمعادن  
King Fahd University of Petroleum & Minerals

بكالوريوس محاسبة

2005



جامعة الملك فهد للبترول والمعادن  
King Fahd University of Petroleum & Minerals

## المؤتمرات و التدريب

SOCPA 3, CIA 1

حضور العديد من الدورات التدريبية والندوات في مجال المالية والإدارة والقيادة برعاية شركة سابك وذلك في داخل وخارج المملكة. مع وجود شهادات الحضور.



8888



المهارات

London  
Business  
School

برنامج اعداد القادة (2016)  
كلية لندن الدولية للأعمال



تطبيق القيادة في العمل - جامعة هارفرد

pwc

معايير المحاسبة الدولية - شركة برايس ووتر هاوس كوبرز

- Enthusiastic to work and to deliver accurate & timely result.
- Advance knowledge in SAP System and MS Office Applications.
- Strong communication skills
- High Leadership Skills
- Business Acumen

## انجازات

تحسين دفع الضريبة المسبقة (ATP) نيابة عن الشريك MGC مما أدى إلى وفر مالي بمبلغ 34 مليون ريال سعودي

تقديم عدة مقترحات للجنة (سابك) للتأمين تساعد في تحسين التكلفة وتقليل أقساط التأمين السنوية.

تزويد إدارة الشركة بالعديد من المبادرات التي تعزز الرقابة الداخلية للشركة وإدارة المخاطر المؤسسية.



صاحب مبادرة استرداد ضريبة القيمة المضافة التي ادت الى استعادة مبالغ مالية إلى (سابك) والشركات التابعة لها.

تنفيذ طريقة جديدة في إدارة النفقات الرأسمالية؛ مما أدى إلى كفاءة عالية والتحكم في التكاليف.

اللغات



العربية والانجليزية

اجادة تامة

العضويات



عضو مجلس الادارة- شركة ثمار القابضة.

عضو لجنة المكافآت و الترشيحات.

عضو الجمعية السعودية لكتاب الرأي.

عضو لجنة سابك الدولية للتأمين 2015-2009

