



Developing Excellence and Creating Value Through Innovation

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THK GROUP – INTRODUCTION

THK Group operates as a conglomerate, offering a range of services to assist businesses and individuals throughout different stages of their life cycle. The Team and Board of Advisors of THK Group comprises of seasoned professionals and practitioners with diverse backgrounds, drawing upon extensive experience acquired both in Pakistan and on a global scale, spanning the UK, Hong Kong, and the Middle East. This strategic composition ensures that THK Group harnesses a wealth of insights and perspectives, strengthening our capacity to navigate the intricacies of the business landscape and deliver outstanding service to our clients in the areas of Share Registrar, Board & Governance, Corporate & Tax, Finance & Accounting, Business & Risk, Technology, HR and Training.

OUR VISION

A partner of choice, distinguished by the quality of services offered, innovation and value created for the stakeholder

OUR MISSION

A commitment that empowers the organization to strive for the highest level of customer satisfaction, transparency, professionalism and stakeholder value

CORE PRINCIPLES

- Client Centricity
- Team Work
- Respect the Individual
- Lead the Way
- Open and honest in our communication
- Integrity and Responsibility

GROUP STRUCTURE & SERVICES

| | |
|--|---|
|  <p>THK Associates (Pvt.) Limited SHARE REGISTRAR BOARD & GOVERNANCE</p> | <ul style="list-style-type: none"> • Share Registrar • Board & Governance |
|  <p>Transformation Professionals Finance & Accounting Business & Risk Advisory Corporate & Tax Advisory</p> | <ul style="list-style-type: none"> • Corporate Secretarial • Tax Compliance & Advisory • Finance & Accounting • Business & Risk |
|  <p>Transformation Enablers Technology Consulting & Managed Services</p> | <ul style="list-style-type: none"> • IT Managed Services • Information Technology Consulting • Digital Transformation • Data Analytics |
|  <p>THK Learning and Diversity Hub</p> | <ul style="list-style-type: none"> • Learning and Development • Diversity, Equity and Inclusion |
|  <p>PERKS HR THE RESOURCE PARTNERS</p> | <ul style="list-style-type: none"> • Recruitment & Head Hunting • Payroll Management • Remote Staffing |

Tax Compliance & Advisory Services

- Computation of Advance Tax liability and Annual Tax liability
- Filing of Income Tax & Sales Tax Returns & Prescribed Statements
- Advising on Critical Tax Issues While Filing Tax Returns & Statements
- Monitoring of Withholding Taxes
- Income & Sales Tax Audits, Assessments & Appeals
- Representation Before Tax Authorities/Committees
- Tax Planning and Advising on Contentious Tax Issues
- Health-Checks and Diagnostic Review of Tax Records

Business & Risk

- Internal Audit Strategic Sourcing
- Business Processes, Systems & Controls Reviews
- Risk Assessments & Gap Analysis
- Control Risk Self-Assessments
- Policies & Procedures Development & Review
- Costing & Pricing process & system Review
- Distributor Audits/ Channel Review
- Inventory & Fixed Asset Verifications
- Contract Compliance Reviews
- Regulatory Compliance Reviews and Consulting

Corporate Secretarial Advisory

- Formation, Incorporation & Registration of Entities (Co., AOPs, Branch, Trust, Society etc.)
- Filing of Prescribed Returns, Forms & Statements to Regulators
- Handling regulators' Notices & Queries
- Secretarial Compliance Health Checks and Diagnostic Reviews
- Registration of Foreign Owned Entities
- Assistance in Complying Listing/CCG/CDC Regulations etc
- Restructuring of Groups, Mergers & Acquisitions
- Employees Stock Options
- Other Corporate Matter

Finance & Accounting

- Accounting & Bookkeeping
- Oversight & Monitoring of Accounting & Financial Reporting
- Managed Accounting Services
- Interim /Operational Accounting Support
- Budgeting and Financial Planning
- Assistance in Digitization of the Finance Function
- Startups and Emerging Company Support
- Financial Modeling, Feasibility Studies & Business Case Development
- Structuring & Identification of Financing Resources
- Merger, Acquisition, Sale, and Due Diligence Services

Share Registrar

- Share Registrar for Public Listed & Unlisted and Private Companies
- Term Finance Certificates / Sukuk
- Initial Public Offering & Offer For Sale
- Election of Directors & Special Agenda
 - Postal Ballot & E-Voting
 - Physical Poll
- Online Hosting of Meeting

IT Consulting and Managed Services

- ERP Evaluation & Advisory
- Business Process Review & Improvement
- Technology Roadmaps
- Capacity Planning and Management
- Helpdesk Support
- IT Service Management
- Digital Workplace Solutions
- Remediation, Troubleshooting, and Repair
- Backup and Disaster Recovery

Board & Governance

- Board Evaluation
- Governance Review
- Board Composition & Succession Planning
- Board Recruitment
- Ongoing Advisory
- Board and Executive Trainings

Digital Transformation & Data Analytics

- Finance ,HR GRC Transformation
- Business Process and Workflow Automation
- Intelligent Automation
- Technology Innovation Advisory
- Customer Experience Advisory
- Data Management, Analytics and Business Insights
- Artificial Intelligence Advisory

HR

- Recruitment and Selection including:
 - Identification , Analysis and Screening of Candidates
 - Job Description Development support
- Payroll Management and Remote Staffing
 - Managed Payroll (Long & Short Term)
 - Remote Staff Services

Learning & Diversity

- Governance and Compliance
- Corporate and Company Secretarial
- Finance and Risk
- Personal and Professional Development
- Business Communication
- Ethics, AML & KYC
- Diversity, Equity and Inclusion

**S. Masoud A. Naqvi**

Executive Chairman THK Group
Former Chairman SECP Policy Board, Senior Partner
KPMG , President ICAP

**A. Husain A. Basrai**

Chairman TechExons
Former Senior Partner KPMG & President ICAP

**Sohail Wajahat Siddiqui – Sitara I Imtiaz**

Executive Vice Chairman THK Group
Former Federal Minister for Petroleum & Natural
Resources, Chairman PSO, MD & CEO Siemens West
Asia & Pakistan

**Istaqbal Mehdi**

CEO of Al Aman Holdings,
Former Chairman National Commodity Exchange
and advisor to World Bank

**Syed Etrat Hussain Rizvi**

Chairman of CRC Associates, Board of Director on Director Privatization Commission, Burshane LPG (Pakistan) Ltd., Quality Assurance Board of ICAP

Former Chairman of Bank of Khyber, Head of Project Supervision Division NDFC, Managing Director NDLC, Chief Executive, Paramount Leasing and Chief Executive, National Asset Management Company Ltd.

**Farid Ahmed**

Former Partner and Location Head KPMG

**Dr. Izhar Hussain**

Director Institute of Business and Health Management Dow University, Karachi

Former Director, Center for Executive Education -IBA, Director Business Excellence Abbott Laboratories

**Murtaza Abbas**

MD & CEO Armstrong ZE (PVT) Ltd

Former CEO International Businesses, Chief Strategy Officer & Director Investment Lucky Cement



S. Shomail A. Naqvi

Group Managing Director

SERVICE LEADERS



Tariq Hussain

- *Partner Finance, Risk, Corporate & Tax Advisory*
- *Executive Director Transformation Professionals (PVT) Ltd*



Saira Nasir

- *Partner Board & Governance and Learning & Diversity*



Saqib Raza

- *Partner Technology & Innovation*
- *CEO Transformation Enablers (PVT) Ltd*



Hasnain Gangjee

- *Partner Digital Transformation and Data Analytics*

SERVICE LEADERS (Cont.)



Hassan Ahmed

- *Partner HR – Recruitment, Payroll Management and Remote Staffing*
- *Founder & CEO PerksHR (Pvt) Ltd*



Asghar Abbas

- *Partner Share Registrar Services*
- *Chief Marketing and Business Development Officer*

GENERAL MANAGEMENT



Fida Ali Mirza

- *Partner Governance & Compliance*
- *Regional Head Business Development and Operations*



S. Qasim A. Naqvi

- *Group Head of Finance, HR & Admin*

LEADERSHIP TEAM SERVICE LINES & CONTACT DETAILS

| | | | |
|----------------------------------|--------------------------------|---------------------------------|---|
| S. Shomail A. Naqvi | M: 03342404222 | E: Shomail.naqvi@thkgroup.biz | |
| <u>SERVICE LEADERS</u> | | | |
| Asgar Abbas | M: 03008241965 | E: asghar.abbas@thkgroup.biz | Share Registrar |
| Saira Nasir | M: 03002427303 | E: saira.nasir@thkgroup.biz | Board & Governance, Learning & Diversity |
| Tariq Hussain | M: 03337595572 | E: tariq.Hussain@thkgroup.biz | Corporate Secretarial, Tax Compliance & Advisory, Finance & Accounting, Business & Risk |
| Saqib Raza | M: 03218902323 | E: saqib.raza@thkgroup.biz | Technology & Innovation |
| Hasnain Gangjee | M: 0300 8293253 | E: Hasnain.Gangjee@thkgroup.biz | Digital Transformation and Data Analytics |
| Hassan Ahmed | M: 03324010130 +97433727569 | E: hassan.ahmed@thkgroup.biz | Recruitment & Selection, Payroll Processing and Remote Staffing |
| <u>GENERAL MANAGEMENT</u> | | | |
| Fida Ali Mirza | M: 03332141412 | E: fida.ali.mirza@thkgroup.biz | Group Governance & Compliance, Group Business Development and Operations Punjab |
| S. Qasim A. Naqvi | M: 03218077196 | E: qasim.naqvi@thkgroup.biz | Finance, HR & Admin |



S. Shomail A. Naqvi

Group Managing Director

S. Shomail A. Naqvi is an Entrepreneur, Assurance and Risk Consultant with over 21 years' experience of managing SME's and working with global advisory practices, accountancy firms, and financial institutions including, KPMG, HBL, Habib Bank AZ Zurich, J. Awan Partners, in UK, Middle East, and Pakistan.

*Shomail is the MD & CEO of **THK Associates (Pvt) Ltd**, a leading Share Registrar Board & Governance Consulting Company, MD & CEO of **Transformation Professionals (Pvt) Ltd** a Risk, Financial and Corporate & Company Secretarial Consulting Company and Director of **Perks HR (Pvt) Ltd**, an HR consulting company, and Transformation Enablers (Pvt) Ltd, a technology consulting company. He is also involved in the advisory and management of charities and CSR initiatives and serves as a Trustee of Baitul Sukoon Cancer Hospital & Hospice and Talent Inducement & Placement Society (TIPS).*

He is a Bachelors in Accounting from the University of Essex – UK, professional stage qualified ACA from Institute of Chartered Accountants of England and Wales and an Internal Audit Practitioner



Tariq Hussain

- **Partner Risk, Finance, Corporate & Tax Advisory**
- **Executive Director Transformation Professionals (PVT) Ltd**

Tariq Hussain is the Executive Director at Transformation Professionals (Private) Limited. A Qualified Chartered Accountant from the Institute of Chartered Accountants of Pakistan (ICAP) with over 13 years of experience in providing Assurance and Advisory services in Pakistan and GCC. He is currently also serving on Board of THK Associates (Pvt) Limited.

He previously served as an Assistant Vice President in the Finance and Internal Audit function of J. Awan & Partners, managing its GCC based clients' Finance functions in the capacity of an outsourced Finance Officer, managing the finance function of the firm's Pakistan office and assisting in development & managing internal audit practice servicing Pakistan and GCC based clients.

He started his career with KPMG Pakistan where he led, managed and executed Assurance and Advisory engagements for clients in the FMCG, Trading & Retail, Manufacturing, Pharmaceutical, Chemicals, Construction, Financial Services, Media and Government & Semi-Government sectors. He worked closely with Senior Management at KPMG and clients including BODs and Audit Committees to manage the engagements covering statutory audits, financial statements preparation & reporting reviews, system and controls reviews, process documentation, risk assessments, risk & control analysis and gap analysis.

He has also worked in KPMG Qatar and UAE offices on secondments, where he led and executed Financial and Internal Audit engagements for clients in the Manufacturing, Construction, and Trading & Retail sectors.



Saira Nasir

Partner Board & Governance and Learning & Diversity

Saira Nasir is an accomplished fellow member of the Institute of Chartered Accountants of Pakistan and a Fellow member of the Institute of Corporate Secretaries of Pakistan. Ms. Saira has indulged herself not just as an audit practitioner; rather she has diligently remained connected to the Institute to alleviate the system of audit and accountancy education and training to ensure continued professional development for its members and students.

She has been actively involved in conducting various professional trainings, consultations, workshops, seminars, webinars, podcasts related to varying domains from specific topics of reporting and disclosure requirements in Pakistan, best practices for internal audit and internal control and areas impacting corporate governance especially family businesses. She has carried out special assignments related to Corporate Governance; including Board Performance Evaluations and Director Orientation Programs. A case study- Disclosure Requirements on Corporate Governance - Pakistan, was prepared and presented by her in the 24th session of ISAR, held in Geneva in October 2009, under the auspices of United Nations Conference on Trade and Development (UNCTAD).

Currently she is offering independent services as Corporate Governance consultant. However, her aim for "enablement, empowerment and development" of accountancy professionals has led her to participate as an active member through several committees including the Women Committee, Continuing Professional Development Committee and Economic and Advisory Committee of the Institute of Chartered Accountants of Pakistan. She is on the boards of Fauji Fertilizer Bin Qasim, Allied Rental Modaraba and Power Cement Limited in the capacity of an Independent Director.



Saqib Raza

- *Partner Technology & Innovation*
- *CEO Transformation Enablers (PVT) Ltd*

Saqib Raza is a savvy professional with more than a decade of experience of Startups, Startup consultancy, Innovation and Disruption, Digital Marketing, Technology architecture, Data center analysis and management, Strategic analysis, Project Management, Enterprise Planning, Business Process Re-engineering and Social Media.

Occasionally gives lecturer at the undergraduate and postgraduate levels of formal education. Corporate exposures include Pharmaceuticals, Banking and Finance, Healthcare, Travel, Telecommunication, Education, Non-Government Organizations, FMCG and Government sector. Innovative and driven, excellent coordinator and organizer, responsible and efficient, with proven strong leadership, relationship building, problem-solving, planning, teambuilding and management abilities. Resident "go-to" person and resident expert for analysis and solutions.

Recruit, develop, motivate and retain diverse staff, structuring them in teams that deliver results and savings. Saqib as a lead trainer has delivered numerous trainings on blockchain, startups, entrepreneurship, digital innovation, disruption, traceability, alternate marketing techniques and strategies, digital marketing, cost cutting, business process, e-commerce, dot com solutions, consulting, information systems.

He has held senior positions in various organizations, where he worked as a Technical Analyst, Head of Projects at Mindsets, Director at SMS Network private limited, Co-founder and CEO at F5 Effect private limited and F5 Digital



Hasnain Gangjee

- *Partner Digital Transformation and Data Analytics*

Hasnain is a technology entrepreneur with over two decades of diverse expertise in digital innovation, transformation, product management, solution advisory, and implementing enterprise solutions across various industries including Financial Services, FMCG, Oil & Gas, and Telecommunications in partnership with leading global software vendors – Oracle, IBM, SAP, SAS, Teradata, and Creatio.

He has led the advisory, management and implementation of numerous technology solutions, encompassing Enterprise Resource Planning, Data Management, Analytics, AML Compliance, Customer Relationship Management, Process Digitization, Automation, and leveraging Artificial Intelligence to enhance business agility.

With a track record of collaborating with global, regional, and local corporations, Hasnain has delivered comprehensive enterprise-wide solutions. He serves as a strategic advisor, mentor, and board member for start-ups, offering invaluable insights into product management, business scaling, venture funding, and has participated in Facebook's global accelerator program.

Hasnain holds an MBA from IBA and has pursued courses in Technology Entrepreneurship from Stanford and Venture Funding from Kauffman Fellows Academy. He also contributes as a visiting faculty member at a business school, bridging the gap between industry and academia.



Hasan Ahmed

- **Partner HR – Recruitment, Payroll Management & Remote Staffing**
- **Founder & CEO PerksHR (Pvt) Ltd**

Hasan is an entrepreneur with more than 20 years of experience in strategy planning, business development and project management in the fields of Information technology (IT) and Human Resource (HR). His academic background includes post-graduation in business administration (Pakistan) and in Computer Science from University of Essex, UK.

Hasan is the founder and CEO of Perks HR and Branches Studio. He started his professional career in the year 2001 as a project development coordinator and climbed the ladder to various management and leadership roles within the IT industry. Having gained considerable experience in IT project management and marketing and business analysis for IT technologies, he then moved to multinational corporate sector in Pakistan and worked on system application programming (SAP) training, implementation and deployment. While working in these roles he also developed an interest in the field human resource (HR) services especially talent acquisition, management and development

Using the combined expertise developed in the fields of HR and IT industry, Hassan founded his own business ventures in the field of software development (Branches Consulting ®) and HR services (Perks HR®) in the year 2011. Over the span of one decade, branches consulting has evolved to branches studio incorporation® with a focus on enterprise solutions and development of indie and smart mobile games and service applications. Over the same period Perks HR has emerged as a leading service provider for corporate and technical recruitment and human resource information management systems (HMIS), with both local and international clients.

Hasan has a strong passion for capacity development and building collaborative networks in the fields of IT and HR and has founded the following platforms to further this goal for these communities in Pakistan – (i) Pakistan Social Media Forum in 2012, (ii) Pakistan Social Media Academy in 2014, (iii) Digi Web Summit in 2017, (iv) Digi Web Academy in 2019 and (v) Career Games & Trainings in 2022

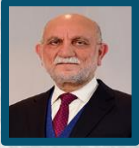


Asghar Abbas

- **Partner Share Registrar Services**
- **Chief Marketing and Business Development Officer**

Asghar Abbas has been associated with KPMG and THK for over 34 years and has experience providing share registrar services, to over 100 listed companies of Pakistan, with diversified responsibility e.g. to supervise the core activities as balloters for IPO's and also providing consultancy services including compliances matters relating to Pakistan Stock Exchange, Central Depository Services and Securities and Exchange Commission of Pakistan.

He has previously served as the Chief Operating Office and has been instrumental in the growth of THK, and provision of high level of service to the clients.



Fida Ali Mirza

- **Partner Governance & Compliance**
- **Regional Head Business Development & Operations**

Mr. Fida Ali Mirza is a visionary business leader with success record of five decades in managing businesses of the companies in Far/Middle East and Pakistan. Proven record of impacting bottom line through strategic planning, its implementation, organizational development and management reporting. Passionate about establishing, result-oriented empowered teams and motivating them to achieve shared goals.

Mr. Mirza is a Management, Finance, Governance and Compliance professional He has served as Company Secretary for MCB Bank. Earlier, in other places, he has served as Executive Director, Group Financial Controller, Director Corporate Affairs & Risk Management and Manager Finance.

He holds Bachelors' and Masters' degrees in Business Administration, both from Institute of Business Administration (IBA), Karachi.



S. Qasim A. Naqvi

Group Head of Finance, HR & Admin

Qasim Naqvi is an experienced finance professional with 30+ years of experience in providing audit and financial services in Pakistan & GCC. He has previously worked with KPMG Pakistan, KPMG Lower Gulf and SGB Baroom Limited. During his tenure with KPMG he led auditing projects for medium and large companies operating in the field of construction, manufacturing, pharmaceutical, textiles and banking.

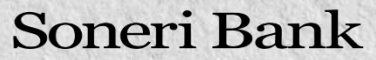
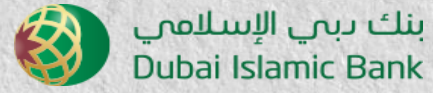
He is also an expert on reporting requirements of accounting procedures or various industries Preparing monthly accounts, management reports, budget & forecasts.

Mr. Naqvi has also been the co-founder of Saudi Cricket Centre (SSC). SCC received a license from the Ministry of Sports to conduct International tournaments. He also managed to achieve affiliation by the ICC (International Cricket Council) and the ACC (Asian Cricket Council) which involved performing global visits and attending conferences arranged by ICC and ACC. He was also the finance manager of Saudi Arabian Cricket Federation where he developed the center into a federation and SACF conducted the National Cricket Championship covering 12 cities kingdom wide with over 300 teams.

He is a Bachelors in Commerce from the University of Karachi and completed Articles from the Institute of Chartered Accountants of Pakistan.



CREDENTIALS – SHARE REGISTRAR & ASSOCIATED SERVICES



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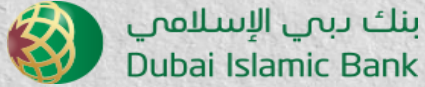
MATCO FOODS LIMITED



PAKISTAN STATE OIL



CREDENTIALS – TFC & SUKUKS



CREDENTIALS – CORPORATE SECRETARIAL, TAX, FINANCE & RISK

Brainchild



Lucky Electric Power Company



Universal Packaging Company (Pvt.) Ltd



HEALTH • HYGIENE • HOME



TECH EXONS



Merin (Pvt) Ltd.
Karachi | Islamabad | Lahore | Multan



TIPS-FOUNDATION



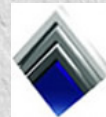
BAIT-UL-SUKOON
CANCER HOSPITAL & HOSPICE



KUTIYANA MEMON HOSPITAL
(A Project Of Kutiyana Memon Association)



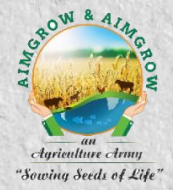
FIRST AL-NOOR MODARABA
(An Islamic Financial Institution)



Trust Modaraba
The Trustable Partner...



CREDENTIALS – TECHNOLOGY



CREDENTIALS – BOARD & GOVERNANCE AND TRAININGS



National Bank of Pakistan
نیشنل بینک آف پاکستان

alBaraka



TATA
PAKISTAN

Pak Oman
Microfinance Bank Limited
پاک عمان مائکروفنانس بینک لمیٹڈ



The Institute of
Chartered Accountants
of Pakistan

CA
PAKISTAN

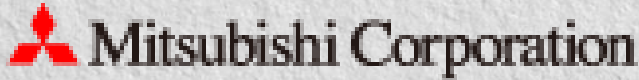
LOTTE CHEMICAL PAKISTAN LTD



FFBL
Fauji Fertilizer Bin Qasim Limited



MCB FUNDS
Investments for Life





CIKLUM







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