

Executive management

Eng. Bader Al Lamki was appointed Chief Executive Officer in May 2021. He is responsible for managing the Company’s overall operations, as well as developing and implementing long-term regional and international growth strategies. He brings more than 20 years of diversified experience in the oil and gas, clean energy, and utilities sectors.

Previously, Eng. Al Lamki held the role of the Chief Executive Officer at National Central Cooling Company PJSC (Tabreed) from April 2019 to May 2021, leading the company’s operations and growth ambitions in the UAE and internationally.

Eng. Al Lamki has extensive experience with some of the UAE’s biggest energy companies, including ADNOC operating company ADMA-OPCO, where he successfully led a strategic development initiative to increase the company’s daily oil production. He also worked with Masdar Clean Energy, where he was responsible for business growth activities, including bidding, acquisitions and green field project development, including having an instrumental role in building the company’s international renewable energy portfolio, with projects spanning across 25 countries. Earlier in his career, Eng. Al Lamki gained experience with a number of renowned organizations, including French oil major Total, where he advised on oil and gas projects in Africa.

Eng. Al Lamki holds a BSc degree in Chemical Engineering from the United Arab Emirates University.

● **Bader Saeed Al Lamki**
Chief Executive Officer



Mr. Ali Siddiqi was appointed as Acting Chief Financial Officer in December 2024. He joined ADNOC Distribution as Senior Vice President, Financial Planning & Analysis in 2020. Mr. Siddiqi has three decades of finance and commercial experience across the Middle East, Europe, Africa, and Asia Pacific with leadership roles at Shell and Aramco. His expertise spans the energy value chain, from upstream operations to downstream retail, and his career reflects a consistent ability to drive growth, enhance profitability, and enable organizations to adapt in an evolving global landscape.

Mr. Siddiqi is a Fellow of the Chartered Institute of Management Accountants (CIMA), UK, and holds a Bachelor of Science in Finance from the University of Wisconsin, USA.

● **Ali Siddiqi**
Acting Chief Financial Officer



Mr. Athmane Benzerroug was appointed as the Chief Strategy, Transformation and Sustainability Officer in April 2023. He is responsible for driving ADNOC Distribution’s growth strategy, transformation initiatives and sustainability agenda. He is also leading the Investor Relations function with his experience and insights. Previously, Mr. Benzerroug served as the Chief Investor Relations Officer from September 2018 to March 2023. Prior to joining ADNOC Distribution, Mr. Benzerroug served 10 years at Deutsche Bank as a Director focusing on industrials, Real Estate, and Retail. He has 20 years of experience in investment banking and equity capital markets, leading major IPOs in Europe, the Middle East, and Turkey. Previously, Mr. Benzerroug was responsible for European Infrastructure at Natixis Securities in Paris.

Mr. Benzerroug holds an MSc in Banking and Finance from the Paris Nanterre University, France.

● **Athmane Benzerroug**
Chief Strategy, Transformation and Sustainability Officer

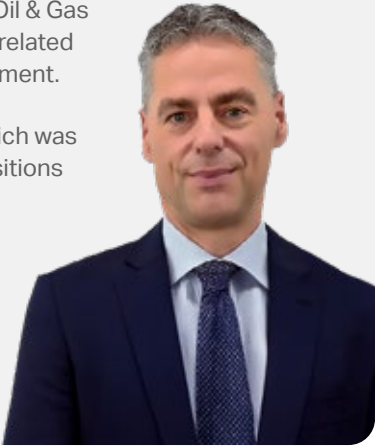


Mr. Klaas Mantel joined ADNOC Distribution as Chief Operating Officer in September 2023. Prior to joining ADNOC Distribution Klaas was a leader in McKinsey & Company's Global Mobility Retail practice, based in Japan. He has served major Retail, Downstream Oil & Gas and FMCG companies Globally on business transformation and Energy transition-related topics with a focus on electric vehicle charging strategy and infrastructure deployment.

He has over 25 years of experience across the energy industry, the majority of which was with Shell in various senior Operational, Marketing and Business Development positions across Europe, Africa and Asia, including Global head of Convenience Retail.

Mr. Mantel holds a Master's degree in Economics from the University of Amsterdam and obtained the INSEAD Certificate in Corporate Governance.

● **Klaas Mantel**
Chief Operating Officer



Mrs. Jacqueline Elboghdadi joined ADNOC Distribution as Chief Marketing Officer in September 2024. She brings two decades of regional expertise in marketing, brand management, public relations, and communications. Before joining ADNOC Distribution, Mrs. Jacqueline transitioned from the regional senior marketing director to the acting Chief Marketing officer at the Alshaya Retail Group, overseeing customer growth and marketing transformation across 70+ brands in 11+ markets.

Her experience also includes a significant tenure with Procter & Gamble, where she was responsible for turning around the performance of several brands across the Middle East and Africa. Winning several regional and global awards for brand building and marketing effectiveness during her tenure across both Alshaya and Procter & Gamble. Mrs. Jacqueline holds a Bachelor of Arts in Mass Communications from the American University in Cairo.

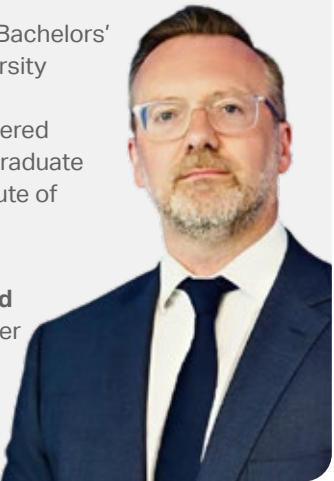
● **Jacqueline Elboghdadi**
Chief Marketing Officer



Mr. Christopher Richmond joined ADNOC Distribution as Chief Investment Officer in November 2024. He brings more than two decades' experience across finance, strategy and corporate development, including nearly ten years in the downstream fuel sector. Prior to joining ADNOC Distribution, he worked for Ampol Limited in Australia as Head of Group Strategy and Corporate Development. He also previously worked in investment banking, where he advised industrial clients on M&A and capital markets.

Mr. Richmond holds a Bachelors' degree from the University of Nottingham, is an ICAEW-certified Chartered Accountant, and is a Graduate of the Australian Institute of Company Directors.

● **Christopher Richmond**
Chief Investment Officer



Eng. Saeed Nasser Al Ahababi was appointed Chief Shared Services & Technical Officer in April 2023. Recently, he served as Chief Business & Commercial Support Officer from June 2019 to March 2023. Prior to joining ADNOC Distribution, Mr. Al Ahababi served in various leadership positions at ADNOC since 2007, including Vice President, Civil Projects, since 2011.

Mr. Al Ahababi holds a BSc in Civil & Environmental Engineering from the United Arab Emirates University and an MBA from the American University, United Arab Emirates.

● **Saeed Nasser Al Ahababi**
Chief Shared Services & Technical Officer



Mr. Ryan Rovere joined ADNOC Distribution in January 2025 as General Counsel. Mr. Rovere is responsible for the Legal, Ethics & Compliance, Corporate Governance and Corporate Secretarial functions for ADNOC Distribution.

He brings over 24 years of experience as an energy lawyer in private practice and senior legal leadership roles, including as North American Regional General Counsel for Fortescue Energy and Vice President Legal for TotalEnergies E&P Americas. Mr. Rovere previously worked and resided in Abu Dhabi from 2008-2012.

Mr. Rovere holds a Juris Doctor from the University of Toronto.

● **Ryan Rovere**
General Counsel



Mr. Mohammed Omar is a seasoned HR professional with over 21 years of experience, bringing a wealth of expertise from multinational corporations across diverse industries, including oil & gas, banking, maritime, utilities, logistics, and supply chain.

Since 2019, Mr. Omar has been an integral part of ADNOC Distribution’s transformation journey, spearheading initiatives that prioritize employee well-being, work-life balance, gender diversity, and the creation of an inclusive workplace for a global workforce spanning 77 nationalities. His efforts have significantly contributed to fostering a dynamic and engaged workforce that aligns with the company’s evolving business landscape.

Prior to joining ADNOC Distribution, Mr. Omar served as Director of Recruitment and Human Capital Services at DP World, where he played a pivotal role in leading talent acquisition, workforce planning, and HR transformation initiatives. His experience in managing large-scale HR projects has been instrumental in driving efficiency and innovation in human capital management

Mr. Omar holds a Bachelor’s of Business Administration from the University of Sharjah, UAE.

● **Mohammed Omar**
Vice President,
Human Capital



Sultan Ali Al Marzooqi joined ADNOC Distribution in 2023 as Vice President of Health, Safety, and Environment, bringing over 15 years of experience in the oil and gas industry, spanning both upstream and downstream sectors. With a strong background in HSE management, he oversees organization-wide safety initiatives, ensures compliance with local and international standards, and drives sustainable operational practices while prioritizing employee well-being. Before joining ADNOC Distribution, Mr. Al Marzooqi worked in ADNOC Sour Gas.

Mr. Al Marzooqi holds a Bachelor’s in Engineering Management and an Advanced Diploma in Marine Mechanical Engineering, along with multiple HSE certifications.

● **Sultan Ali Al Marzooqi**
Vice President, Health, Safety & Environment

