

# Executive management



## Hazeem Sultan Al Suwaidi Chief Executive Officer

Mr. Hazeem Sultan Al Suwaidi has served as the Chief Executive Officer of Borouge since 2020. Under his leadership, Borouge has navigated its listing as an IPO and entered a transformational phase of growth to become a global petrochemical champion. He has spearheaded the company's operational activities, accelerated growth projects, and significantly contributed to the development of the UAE's petrochemicals industry. From 2017 to 2019, Mr. Al Suwaidi was the CEO of Al Ruwais Fertiliser Industries LLC (Fertil), where he played a pivotal role in expanding the business regionally and internationally, transforming it into a high-performing, market-facing, and people-centred company. Prior to his tenure at Fertil, he was the Senior Vice of President Regional Sales MEA at PTE, where he successfully established a strong market position for Borouge's products in the MEA region during the high-growth period of Borouge 3 capacity ramp-up.

Mr. Al Suwaidi is also a board member of the Gulf Petrochemicals and Chemicals Association (GPCA). He holds a Bachelor's degree with honours in Business Administration majoring in Marketing, from California State University of San Bernardino, United States of America..

## Roland Janssen Chief Marketing Officer

Mr. Roland Janssen serves as Chief Marketing Officer of Borouge PLC and Chief Executive Officer of Borouge Pte Ltd, based in Singapore. He was appointed CEO on 1 March 2025. Mr. Janssen has more than 25 years of international experience in the chemicals and industrial sectors, holding senior leadership and board-level roles across commercial, operational, and general management disciplines. Prior to Borouge, Mr. Janssen was General Manager at Phillips 66, a US-based diversified energy company, where he oversaw the chemicals portfolio. He joined Borealis in 2007 and held a number of global leadership roles, including Global Vice President, Energy; Managing Director, Americas; and President of Borealis Compounds Inc. During this time, he delivered double-digit profitability growth in the global Energy business and led the successful start-up of a new production site in North Carolina. He also served as Vice President, Energy at Borouge in Singapore for six years, focusing on innovation, value creation, and business growth. Earlier in his career, he held roles with The Dow Chemical Company and the Volkswagen Group.

Mr. Janssen holds a Master of Science in Automotive Engineering from the University of Hertfordshire, United Kingdom, and a Bachelor of Science in Automotive Engineering from HTS Autotechniek, The Netherlands.

## Jan-Martin Nufer Chief Financial Officer

Mr. Jan-Martin Nufer joined Borouge on 1 November 2022 as Chief Financial Officer of Borouge. He has broad international experience in various finance roles, senior leading and board positions for more than 30 years. Mr. Nufer has managed projects globally and has led finance organisations in a variety of set-ups. Prior to Borouge, he spent 16 years in petrochemicals (Borealis) and before that in a number of multinational industries such as aviation, telecommunication, financial advisory, large industrial conglomerates, and banking.

He has been closely involved with Borouge from the shareholder side since 2007 for Borouge 2, 3 and 4, and the successful listing in 2022. Mr. Nufer is a founding board member of ACTA, the Austrian Corporate Treasury Association and EACT (European Corporate Treasury Association) board member. Mr. Nufer is a trained banker and holds a degree (Diplomkaufmann, eq. Master) from the University of Mannheim, Germany.

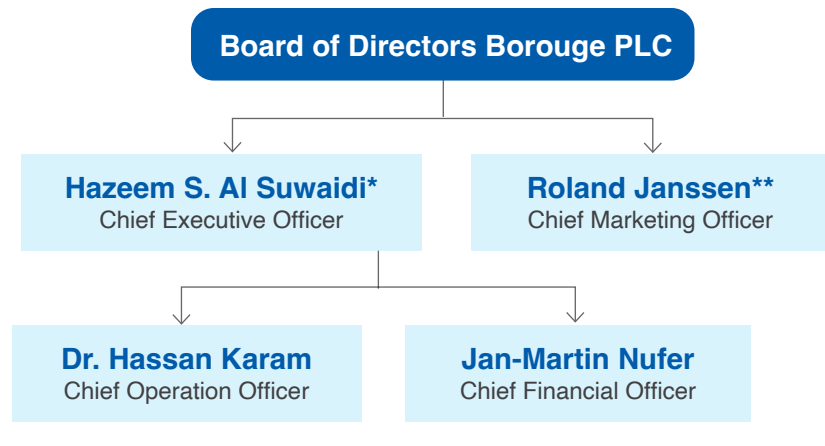
## Dr. Hasan Karam Chief Operating Officer

Dr. Hasan Karam joined Borouge on 1 May 2023 as Chief Operating Officer of Borouge. An oil and gas industry veteran with 30 years of experience in refinery operations, Dr. Karam oversees day-to-day administrative and operational functions at Borouge.

Previously, Dr. Karam held senior positions in various capacities at ADNOC Refining, steering the growth and transformation of the company's performance-driven culture. In his most recent role as Vice President of Plant Operations at Al Ruwais Refinery, Dr. Karam was instrumental in developing the site into one of the largest refinery complexes in the world and contributing to the commercial performance and sustainable growth of its operations.

Dr. Karam holds a Ph.D. in Project Management from SKEMA Business School, France.

### Borouge organisation chart



\* Mr. Al Suwaidi is also Chief Executive Officer of ADP.

\*\* Mr. Janssen is also Chief Executive Officer of PTE

Director	Position	Appointment date	Salaries and Allowances USD	Total bonuses USD	Other benefits in the near future
Hazeem Sultan Al Suwaidi	Chief Executive Officer	10 May 2022	\$773,733	\$680,735	\$68,334
Jan-Martin Nufer	Chief Financial Officer	1 November 2022	\$543,848	\$163,376	\$8,762
Roland Janssen	Chief Marketing Officer	1 March 2025	\$854,341	\$233,580	
Dr. Hasan Karam	Chief Operating Officer	1 May 2023	\$673,023	\$367,597	