

Mohammad Salahuddin Manzoor

Pakistan Stock Exchange (PSX), Karachi
Independent Director on PSX Board

July 2019 – Present

- Member Board Regulatory Affairs Committee
- Member Board of Trustees – Centralized Customer Protection Compensation Fund

Mangrove Markets, Karachi
Owner & CEO

Nov 2018 – Present

Set-up Mangrove Markets, a financial training & consulting firm dedicated to the development of Financial Markets & Sustainable Development in Pakistan.

Involved in providing Risk Management Training to financial market participants:

- Derivatives for Risk Management Training
 - November 3rd, 2018 - Movenpick Hotel, Karachi
 - December 21st, 2018 Pearl Continental Hotel, Lahore

Working to identify sustainable development investment opportunities for overseas impact investors (www.mangrovemarkets.com)

Institute of Business Administration, Karachi
Visiting Faculty

Aug 2019 – Present
Aug 2018 – Dec 2018

Teaching **Treasury & Fund Management** to MBA students - covering Global and Domestic Financial Markets; FX, Fixed Income & Derivative Products and; and Treasury Governance Framework - mainly through lectures reinforced by cases assignments and discussions.

Habib Bank Ltd (HBL), Karachi
Global Treasurer

Feb 2011 – April 2018

Managing Global Treasury at HBL, the largest private bank in Pakistan with assets over PKR 2.6 Tn (USD 25 Bn), a network of 1700+ branches and international operations spanning 25 countries including the UK, France, Belgium, Singapore and GCC.
Responsibilities and achievements:

- Managing HBL's global liquidity; interest rate and FX risk across the network
- Managing Trading of FX spot & forwards, Options, Interest Rate Derivatives & Fixed Income
- Developing & implementing appropriate Treasury Sales strategies for Retail, SME & Corporate clients

- Growing the Equity Investment Portfolio from PKR 2 Bn in 2011 to PKR 20 Bn) by 2016
- Taking Treasury Revenues from PKR 2 Bn (\$20 Mn) in 2011 to around PKR 30 Bn (\$260 Mn) in each of the last three years (2015, 2016 & 2017)
- Making monthly ALCO presentation on global & domestic economic outlook, analysis of deposit & loans for Retail, Commercial & Corporate Banking Divisions, and the bank's international investment portfolio among other issues
- Ensuring regulatory requirements are met at all times by HBL Global Treasury
- Bringing skills from 26 years at major international firms in emerging markets to develop local derivatives markets

Observatory Capital Llp., London
Head of Business Development

Jan 2009 – Dec 2010

Primarily worked on fund raising by:

- Reorganizing and spear-heading the firm's marketing efforts
- Using own investor contacts in the CEEMEA region for fund-raising
- Meeting various fund of funds for their due diligence requirements
- Meeting other fund management firms to evaluate potential JVs
- Participating in investment committee meetings when required

BNP-Paribas, London
Client Relationship Manager
Head - Central & Eastern Europe, Middle East & Africa

May 2000 – Oct 2008

Responsible for managing CEEMEA Fixed Income Distribution:

- **Clients:** Sovereigns, Corporates & Financial Institutions
- **Regions:**
 - o Russia & CIS – Mainly Russia, Kazakhstan and Ukraine
 - o Central & Eastern Europe – Mainly Hungary, Czech Republic, Poland, Turkey & Israel
 - o Middle East & Africa– Mainly UAE, Bahrain, Saudi Arabia, Kuwait, Oman, Qatar, Nigeria, Egypt & South Africa

Products: Bonds, Structured Credit, Inflation & Commodity Derivatives; Structured IRD/Hybrids for Asset-Liability Management & ALM Advisory
Internal: Managing & executing internal liability-side hedging for groups such as Project Finance, Media & Telecom, Structured Finance, Energy & Commodities and other corporate lending areas.

- **Overall Goal:** To manage and motivate the CEEMEA Fixed Income marketing team and achieve a substantial annual budget

Paribas, London
Global Head, Emerging Markets Trading
FX, Derivatives & Local Fixed Income Markets

Jul 1998 – Apr 2000

Reporting to Global Head of Foreign Exchange, responsibilities included:

- Managing a group of 30 traders based in London, Singapore and NY with a mandate to trade all emerging markets on a proprietary basis and to support client pricing requests from the corporate desks
- Managing FX & derivatives (up to 2 years) books in:
 - In Singapore – SGD, IDR, THB, HKD, AUD, KRW (NDF) & INR (NDF)
 - In London – PLN, CZK, HUF, TRL, GRD, RRB (NDF)
 - In NY – MXP, BRL (NDF), & other LA currencies
- Trade in spot & forward FX, NDFs, FRAs, IRSs, CRSs, & local bills & bonds

Paribas, Singapore
Head, Non-Japan Asia Markets Trading
FX, Derivatives & Local Fixed Income Markets

Jan 1996 – May 1998

Reporting to Global Head of Swaps Trading, responsibilities included:

- To manage a group of 15 traders based in Singapore & Hong Kong with a mandate to trade Asian markets in swaps (up to 10 years), FX & bonds
- Markets traded included SGD, IDR, THB, MYR, HKD, AUD, KRW, INR, NTD, CNY
- Managed integrated books with combined FX, NDF, derivatives & cash bond exposures
- Brought Thai Baht basket arbitrage to Paribas and set-up a USD 70M position
- Successfully applied a CAP approach to revenue generation – Clients, Arbitrage & Proprietary
- As member of the Branch Asset-Liability Management Committee (ALCO), to discuss and plan funding of liabilities via local markets or Head Office

Chemical Bank/Chase, Singapore
Manager, Money Markets, FX & Derivatives Trading

Sep 1990 – Dec 1995

Came to Singapore to set-up trading in interest rate derivatives

- Managed a team of 6 traders for USD and Yen IRS/FRA books
- In 1992, expanded trading to all Asian regional currencies – SGD, THB, MYR & IDR
- Pioneered market-making in 5 – 10 year IRS in THB and IDR
- Arbitrated the forward swap curve through butterfly trades
- Ran a Thai Baht basket arbitrage position of up to USD 350M & survived the Mexican crisis (1994)

Chemical Bank, London
VP, Derivatives Trading

May 1988 – Aug 1990

- Main responsibility was to trade the DM book - make inter-bank prices, price and execute client trades and generate additional revenues through prop
- Took over Chemical Bank Frankfurt's DM 3Bn derivatives book in 1990 hedging the Bank's risk while generating exceptional trading profits
- Exceeded trading budget targets for the DM book in both years

Chemical Int'l Finance, New York
AVP, Corporate Finance

Jun 1984 – May 1988

Working on international M&A deals:

- Participated in setting-up Chemical Mitsui Bank in Turkey (with Enka Holdings as the local partner) and managed Chemical's eventual divestment
- Participated in sale of Chemical's Private Banking operations in Switzerland (Chemical Bank Suisse SA) to Pierson SA
- Participated in other acquisitions for CIF in Egypt, Korea, and other countries of strategic importance
- Prepared Chemical's investment strategy for various countries and regions
- Evaluated and managed an existing portfolio of over 40 overseas subsidiaries, partnerships and joint ventures

IFC, The World Bank, Washington DC
Financial Assistant, Investments

Jun 1980 – May 1982

- Working in the Corporate Finance group at IFC assisted in the evaluation of the Corporation's investments
- Assisted Investment Officers in creating models for proposed participations or investments
- Applied statistics and regression analysis to IFC's investment portfolio to determine risk/return profile

Education:

B.A. Economics - 1980

The George Washington University,
Washington D.C. USA

M.B.A. Finance - 1984

The Wharton School
University of Pennsylvania,
Philadelphia, USA

PRIME Finance Membership:

Panel member of P.R.I.M.E. Finance - Panel of Recognized International Market Experts in Finance.

P.R.I.M.E. Finance, based in The Hague, is a panel established to assist judicial systems in arbitration and settlement of disputes involving complex derivative transactions.

For Details: <http://www.primefinancedisputes.org/index.php/about-us>

Previous Board Directorship:

Director on the Board of HBL Asset Management: 2014 – 2017

(Director Certification, IBA Center for Executive Education - May 12 – 14, 2016)

Additional Personal Information

- Marital Status: Married
- Nationality: Pakistani & British
- Languages: Fluent in Urdu, English & Turkish

- Mailing & Residential Address (UK):
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- Mailing & Residential Address (Pakistan):
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- Date of Birth: March 18, 1957
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