

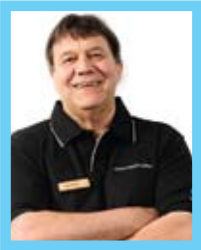
### Management Team

- 1. Tore Johnsen: CEO
- 2. Raihan Shamsi: Deputy CEO & CFO
- 3. Kazi Monirul Kabir: CCO
- 4. Tanveer Mohammad: CTO
- 5. Haroon Bhatti : CPO
- 6. Arild Kaale: CMO
- 7. Mahmud Hossain: CCAO





# Management Team's Profile



**Tore Johnsen**  
CEO

Mr. Tore Johnsen was appointed as our Chief Executive Officer (CEO), effective from March 01, 2011. Before joining Grameenphone, he was the CEO of the Thai mobile operator 'dtac'. Previously he has also held positions as CEO of Telenor Pakistan and CEO of DiGi in Malaysia. He joined the Telenor Group in 1974, and held a number of managerial positions and international assignments. He holds Master of Science in addition to studies in International Business Management.

Mr. Raihan Shamsi was appointed as our Deputy Chief Executive Officer (DCEO) and Chief Financial Officer (CFO), effective from March 09, 2010. He had been the Company Secretary since 2005 until late 2010. Earlier, he was the Chief Corporate Affairs Officer and, before that, Director of Financial Management and Head of Internal Audit. Before joining Grameenphone in late 2001, he worked in a number of multinational organizations, including Shell, Unilever and KPMG Bangladesh. He has worked in the areas of financial management, corporate stakeholder management, legal & compliance and internal control & process management for around thirteen years. He is a Chartered Accountant in profession and holds a Bachelor's degree in Commerce from the University of Chittagong, Bangladesh.



**Raihan Shamsi**  
Deputy CEO & CFO



**Haroon Bhatti**  
CPO

Mr. Haroon Bhatti was appointed as our Chief People Officer (CPO), effective from August 01, 2011. Before joining Grameenphone, he was the CPO of Thai mobile operator, 'dtac'. Previously, he was the Director, Organization Excellence of Telenor Pakistan. Prior to joining Telenor, he has held several management positions in USA. He holds a Masters degree in Political Science from McGill University, Canada.

Mr. Arild Kaale was appointed as our Chief Marketing Officer (CMO), effective from September 10, 2009. Before joining Grameenphone, he was the Chief Marketing Officer in Telenor Promonte, the number one mobile operator in Montenegro. While with Telenor and Promonte, he has been a part of the Board of Directors of Penetrace in Norway. After serving three years as a second lieutenant in the Norwegian Armed Forces, he started his career as Managing Director in Lasbuakonsernet in 1995. He joined Scandinavian Airlines System in 1997, working both in Sweden and in the USA with Star Alliance related activities. In 1998, he was appointed Marketing Director for the Swedish market. Before joining Telenor Zonavi as Commercial Director, he served in Office 24-7 AS in the capacity of Nordic Marketing Director. In 2003, Arild joined Telenor Business Norway as Head of Marketing with responsibilities of marketing/CRM activities, segment management, analysis and training. He was also responsible for third party distribution within the business segment in Norway. He holds a Master of Business and Economics from Bedriftsokonomisk Institute in Oslo and Indiana University in the USA.



**Arild Kaale**  
CMO



**Kazi Monirul Kabir**  
CCO

Mr. Kazi Monirul Kabir was appointed as our Chief Communications Officer (CCO), effective from September 01, 2009. He has been a part of Grameenphone since April 2008 when he joined as the Head of Regional Sales to lead the largest team in Grameenphone. He moved to Communications Division as Head of Market Communications before being appointed as the Chief Communications Officer. He has extensive experience spanning over 12 years in the corporate world. He started his career at British American Tobacco Bangladesh where he received numerous accolades for his role in Trade Marketing & Distribution, Brand Communication and Change Management at company level. He was the architect of the Direct Sales team of Banglalink GSM that was pivotal in achieving wide reach and sales volumes that the initiatives generated. He has also held an Executive Director position at one of the leading media agencies in the country. He completed his Bachelor of Business Administration from the School of Management & Business Administration of Khulna University before entering into corporate career.

Mr. Mahmud Hossain was appointed as our Chief Corporate Affairs Officer (CCAO), effective from March 08, 2010. He started his career as a telecom professional in 1990 at the very outset of liberalization of mobile telephony industry in Bangladesh; when he joined the technical team of the erstwhile Hutchison BD Telecom Ltd. (presently known as CityCell) after completion of his Bachelor Degree in Engineering. He worked for Grameenphone, at his first spell with the company, as Additional General Manager at the Network Operations during the period of 2000-2001. In his credibly long career, he also worked as the Head of Technology for various telecom operators – Fixed Wireless, ISP and International Gateway. Immediately prior to taking up his present role, he worked as the Head of Regulatory Affairs under Corporate Affairs Division of Grameenphone since his rejoining the Company in August 2009. He obtained his Bachelor Degree in Electrical & Electronic Engineering from Bangladesh University of Engineering & Technology (BUET). He obtained his MBA (major in Finance) from the Institute of Business Administration (IBA), University of Dhaka, Bangladesh. He also holds a Masters (Telecom) Degree from Concordia University, Canada.



**Mahmud Hossain**  
CCAO



**Tanveer Mohammad**  
CTO

Mr. Tanveer Mohammad was appointed as our Chief Technology Officer (CTO), effective from July 01, 2010. Tanveer has been working with Grameenphone since 1997. In this long journey with Grameenphone, he has worked with Roll out, Operation and overall network responsibilities. He has played pivotal roles in developing local entrepreneurs in civil works, tower fabrication, installation and commissioning, ensuring speed and efficiency for the coverage and capacity expansion of the network. He has also contributed towards creating the efficiency focus in the operational activities while upholding the network leadership, through aggressive service level agreements, high customer focus, steep cost efficiency targets and strengthening the operational teams. He has successfully led the network modernization bringing in huge efficiency in energy consumption and overall opex efficiency. Through this process, the network also became ready for future technology. Since early 2009, Tanveer has been working as Deputy CTO. He has contributed strongly in Technology strategy, together project, vendor strategy, wholesale support with overall operational responsibilities during this tenure. He is also taking active part in GTI (Global Team Infrastructure) forum with Telenor. Before joining GP, Tanveer worked with Hyundai Engineering and Construction. He holds a graduation in Engineering from the Bangladesh University of Engineering and Technology (BUET).