

Our business is led by our Board of Directors. They bring years of experience with them. Their breadth of knowledge guides our decisions and actions. The profiles of the Board members are provided below:



**Håkon Bruaset Kjøl**

Non-Executive Director and Chair


**Age:** 53  
**Gender:** Male  
**Nationality:** Norwegian  
**Appointed:** 14 September 2011  
**Re-elected:** 02 May 2024  
**Committee Membership:** None

### Skills and experience

Mr. Håkon Bruaset Kjøl is a senior business leader and has held multiple global and regional leadership roles in the telecommunications sector across Europe and Asia.

Kjøl is the Chair of the Board of Grameenphone. He is currently Deputy Head of Asia, and Senior Vice President, Head of Investment Management for Telenor in Asia. In this role, he is responsible for Telenor's business activities in Malaysia, Thailand, Bangladesh and Pakistan. Kjøl serves on the Board of Directors of several Telenor Group companies in Singapore, CelcomDigi Berhad in Malaysia and True Corp in Thailand. He is also a non-executive Director of the internationally renowned architect and design company Snøhetta AS, headquartered in Oslo.

Kjøl holds a Master of Business Administration degree from BI Norwegian Business School in Oslo, where he also studied public relations. He has completed INSEAD's International Directors Programme (IDP47) and INSEAD's Certificate in Corporate Governance. He is an ordinary member and a Senior Accredited Board Director of the Singapore Institute of Directors.



**M Shahjahan**

Non-Executive Director

**Age:** 69  
**Gender:** Male  
**Nationality:** Bangladeshi  
**Appointed:** 26 June 2006  
**Re-elected:** 02 May 2024  
**Committee Membership:** Audit Committee, Treasury Committee and HSSE Committee

### Skills and experience

Mr. M Shahjahan brings decades of experience in finance and operations in the development sector.

He serves as the Chair of Grameenphone's Treasury Committee. Currently, he is performing as Executive Vice Chairman of Grameen Kalyan. Earlier he was the Managing Director of Grameen Telecom Trust. In addition, he was former Managing Director of Grameen Bank. His previous experience includes serving as the Deputy Managing Director, the General Manager and Head of Accounts, Finance, Planning, Monitoring and Evaluation Division, Chief of the Audit Department, and the Zonal Manager of Grameen Bank. Mr. Shahjahan is a member of the Board of Directors of several Social Business companies that work in the fields of health, education, agriculture, welfare, renewable energy and telecommunications.

Mr. Shahjahan holds a Master's degree in Accounting and a Master's degree in Finance from the University of Dhaka. He was awarded ICAB Medal (Silver) for passing the 'C.A. Intermediate' examination at the earliest eligible chance.



**Irfan Wahab Khan**

Non-Executive Director

**Age:** 55  
**Gender:** Male  
**Nationality:** British  
**Appointed:** 15 September 2023  
**Committee Membership:** NRC, Health, Safety, Security and Environment Committee (HSSE)

### Skills and experience

Mr. Irfan Wahab Khan has extensive Executive and Board experience within telecoms, technology, consulting and fintech having served in UK, USA, Norway, Philippines, Saudi, Pakistan, Thailand and Singapore.

He is Chair of Grameenphone's HSSE Committee. Mr. Irfan is the SVP, Head of Portfolio Development at Telenor Asia. Prior to that, he served as Head of Emerging Asia cluster of Telenor Group, Chair of Telenor Myanmar and CEO of Telenor Pakistan. Since joining Telenor in 2004, he has held several executive positions across Telenor Group. He is presently Chair of EasyPaisa Digital Bank (a JV with AliPay) and Board member of IMD Board Community Switzerland. Prior to Telenor, Mr. Irfan worked at Orange UK, T-Mobile USA, Telcodia Technologies and Ericsson.

Mr. Irfan holds a Master's degree in Mobile, Personal and Satellite Communications from the University of Westminster, London, UK. He also holds qualifications in Financial Management from Harvard Business School, Executive Diploma in Marketing from London Business School, Global CEO Programme from IESE/Wharton and Advance Management from INSEAD. He is a Qualified Board Director from IMD and Singapore Institute of Directors.



Md. Ashraful Hassan

Non-Executive Director

Age: 64

Gender: Male

Nationality: Bangladeshi

Appointed: 20 January 2010

Re-elected: 02 May 2024

Committee Membership: NRC

### Skills and experience

Mr. Md. Ashraful Hassan has been an integral part of the Grameen Group for over 40 years, currently serving as its Chairman. He also holds the position of Managing Director & CEO for several Grameen organisations, contributing significantly to the group's transformative social and economic initiatives. Throughout his distinguished career, Mr. Hassan has been instrumental in promoting and expanding access to telecommunication services in rural Bangladesh. His expertise spans various industrial sectors, where he champions resource and energy-efficient production. He also possesses extensive experience in industrial management, supply chain management, local and export markets, and development of rural artists and artisan goods.

His contributions extend to the field of construction engineering, where he has overseen the establishment of numerous mega-projects for the Grameen Group. Starting his career with Grameen Bank in 1984, he held key positions for over 15 years, including Chief of Engineering, and played a pivotal role in the infrastructural development of the bank.

Currently, Mr. Hassan serves as Chairman and Board Member for several enterprises, driving impactful work in areas such as social business, microcredit, renewable energy, mobile network operations, healthcare, education, food and nutrition, construction, technology, and financial inclusion. Mr. Hassan's extensive contributions reflect his commitment to fostering entrepreneurial development, generating employment, and building sustainable ecosystems for communities in Bangladesh and beyond.

Mr. Hassan holds a Bachelor of Science degree in Engineering from Khulna University of Engineering and Technology (KUET), Bangladesh.



Marius Gigernes

Non-Executive Director

Age: 45

Gender: Male

Nationality: Norwegian

Appointed: 22 February 2024

Committee Membership: None

### Skills and experience

Mr. Marius Gigernes is a senior corporate and finance leader and has held leadership roles in the telecommunications sector across Europe and Asia.

He is currently Vice President and Head of Investment Management Team in Bangladesh and Pakistan. In this role, he is responsible for Telenor's activities in Bangladesh and Pakistan. Previously Mr. Gigernes served as a member of the Investment Management Malaysia and before that, he had several CFO roles in entities within Telenor Group across Europe and Asia.

Mr. Gigernes holds a Master of Business and Economics/Siviløkonom from BI Norwegian Business School. He also has done courses from Harvard Business School and INSEAD. He has completed the Mandatory Accreditation Programme by Bursa, Malaysia.



Dr. Melita Mehjabeen

Independent Director

Age: 42

Gender: Female

Nationality: Bangladeshi

Appointed: 09 December 2024

Tenure: 1<sup>st</sup> Tenure

Committee Membership:

Audit Committee

### Skills and experience

Dr. Melita Mehjabeen is a Professor at the Institute of Business Administration (IBA), University of Dhaka. She has over 20 years of extensive professional experiences in academia, research work, financial services, consultancy, and advisory roles, including 5 years of experience in the corporate sector. She is an Independent Director of several listed companies in Bangladesh.

Dr. Mehjabeen earned a PhD in Accounting and Finance from the University of Manchester, UK; holds a Master's in Development Studies from the University of Colombo, Sri Lanka, and a Master of Business Administration (MBA) from the Institute of Business Administration (IBA), University of Dhaka.



Non-Executive Director

Tone Ripel

**Age:** 54  
**Gender:** Female  
**Nationality:** Norwegian  
**Appointed:** 18 October 2020  
**Re-elected:** 26 April 2022  
**Committee Membership:** None

### Skills and experience

Ms. Tone Ripel brings broad legal experience, corporate governance and business ethics, in addition to the Board of Directors experience in the telecom industry.

She currently holds the position as Senior Vice President Governance and HSS in Telenor Asia. In the period 2013-2024 she worked as Attorney-at-Law in the Group Legal of Telenor ASA. She started her career as Higher Executive Officer, advisor and senior advisor in the Norwegian Competition Authority. In 1999, Tone joined Wiersholm Lawfirm in Norway as an Associated Attorney and Senior Attorney working primarily with corporate issues hereunder competition law, corruption issues and regulated markets, which included project management of high-profile investigations, crises management and contact with relevant authorities. She has served as Director of the Boards in Total Access Communications Public Company Limited (dtac), Thailand, Digi Telecommunications Sdn Bhd, Malaysia and Telenor Norge AS, Norway. In July 2024 she joined as Director of the Board of Telenor Pakistan.

Tone holds a Master's degree in Law from University of Oslo.



Non-Executive Director

Øivind Burdal

**Age:** 55  
**Gender:** Male  
**Nationality:** Norwegian  
**Appointed:** 18 May 2016  
**Re-elected:** 02 May 2023  
**Committee Membership:** Audit Committee

### Skills and experience

Mr. Øivind Burdal has deep knowledge of legal affairs with operational and management experience in Europe and Asia.

He joined the Legal Department of Telenor ASA in 2004 where he practiced and held managerial positions in several areas. In August 2017, he was appointed Vice President and Head of Group Legal Asia in Telenor ASA after having served as Senior Vice President and Head of Legal in Telenor Myanmar Limited since July 2015. After obtaining his law degree, he joined Thommessen Krefting Greve Lund, one of the major law firms in Norway, focusing on M&A and TMT.

Mr. Burdal obtained his Law degree (Cand. Jur.) from the University of Oslo, Norway, a degree in Business Administration (Bedriftsøkonom BI) from BI Norwegian Business School Oslo, Norway, and a Master's degree (LLM, Master of Corporate and Commercial Law) from London School of Economics and Political Science in London, England.



Non-Executive Director

A K M Moinuddin Chowdhury

**Age:** 57  
**Gender:** Male  
**Nationality:** Bangladeshi  
**Appointed:** 29 August 2024  
**Committee Membership:** None

### Skills and experience

Mr. A K M Moinuddin Chowdhury has over 36 years of extensive professional experience, including 16 years of service in the Bangladesh Army and the rest 20 years in financial and development sectors, both locally and internationally.

Currently he is serving as the Managing Director of Grameen Kalyan, the largest non-government primary healthcare provider in Bangladesh. Prior to his current tenure, he served as an international consultant and managed large projects like DFID (UK Aid) and DFAT (Australian Aid) funded programmes in Bangladesh. He was also appointed as the Director of Finance for the Maxwell Stamp Plc in the UK and worked on a vital project for the Bangladesh Government in public financial management, collaborating closely with the Ministry of Finance. He also worked as a Principal Consultant at Frost & Sullivan in the UK. He is currently serving as a member of the Board of Directors of several Social Business companies that work in the fields of health, finance, garments and mobile manufacturing industry etc.

Mr. Chowdhury holds a Master of Business Administration degree from the Bayes Business School (formerly known as Cass Business School), City University in London, UK. In addition to that, he also holds Master of Defence Studies (MDS) from the Defence Services Command and Staff College, Mirpur, Bangladesh and obtained first class.



Abdul-Muyeed Chowdhury

**Independent Director****Age:** 81**Gender:** Male**Nationality:** Bangladeshi**Appointed:** 14 September 2020**Tenure:** 2<sup>nd</sup> Tenure**Committee Membership:** NRC

### Skills and experience

Mr. Abdul-Muyeed Chowdhury was a civil servant belonging to the erstwhile Civil Service of Pakistan (CSP) cadre which he joined in October 1967. He has extensive experience in administration, working with the Government of Bangladesh in field level assignments as Deputy Commissioner and Divisional Commissioner, as well as at the policy level as Secretary in several ministries.

He served as an Adviser to the non-party Caretaker Government of Bangladesh in 2001 and held charge of five ministries.

He serves as Chair of Grameenphone's Nomination and Remuneration Committee (NRC) and is currently serving as the Chairman of the Board of Biman Bangladesh Airlines and Managing Director & CEO of Tiger Tours Limited. He was appointed Head of Public Administration Reforms Commission, one of six Commissions set up by the Interim Government of Bangladesh. He has spent more than three decades in the civil service of Bangladesh, including as Secretary to the Government of Bangladesh in charge of various ministries, including holding leadership roles as Secretary of the Internal Resources Division (IRD) of the Ministry of Finance and ex-officio Chairman of the National Board of Revenue (NBR). Among other roles he headed the Jamuna Multipurpose Bridge Authority and served as ex-officio Secretary of the Jamuna Bridge Division. In this role, he successfully managed and completed the largest-ever development project of the country "The Jamuna Multipurpose Bridge". He was made a Fellow of the Institution of Civil Engineers (FICE), UK, for this accomplishment. He was the founding Chair of the SME Foundation and also Board Member of several other public institutions. Mr. Chowdhury is a nominated member of the Board of Directors of several listed companies, and Independent Director of four listed companies including Grameenphone.

Mr. Chowdhury holds a Bachelor of Arts Degree with honours in General History from Dhaka University and a Master of Arts (1<sup>st</sup> Class) in Modern History from the same University. He also attended a certificate course in Public Administration at the University of Tennessee, Knoxville, USA as a Fulbright Awardee.

### b) Key Features of our Board

- All Board Members are Non-Executive Directors;
- Chair of the Board is Non-Executive Director;
- Separation of the roles of the Chair of the Board and the CEO;
- No Independent Directors have served more than six (6) years;
- Chair of the Audit Committee and Nomination and Remuneration Committee (NRC) are Independent Directors;

### c) Role of the Board

The Directors of the Board are appointed by the Shareholders at the Annual General Meeting (AGM) and are accountable to the Shareholders. The Board is responsible for ensuring that the business activities are soundly administered and effectively controlled. The Directors keep themselves informed about the Company's financial position and ensure that its activities, accounts and asset management are subject to adequate monitoring and control. The Board also ensures that Grameenphone Policies & Procedures and Codes of Conduct are understood, implemented and maintained at all levels and that the Company adheres to the generally accepted principles for good governance and effective control of Company activities.

### d) Rules of Procedure for the Board

In addition to other regulatory guidelines, the Board has also adopted the 'Rules of Procedure for the Board of Directors' to ensure better governance in the work and administration of the Board. The Board is also guided by a Delegation of Authority that spells out the practices and processes for discharging its responsibilities.

### e) Board Diversity

The Board recognises the importance of diversity in deliberations and decision-making and has established its efforts to establish a diverse Board. We believe that our Board has optimum knowledge, composure and technical understanding of the Company's business, which, combined with its diversity of culture and background, stands as the perfect platform to perform and deliver. Grameenphone Board has approved a policy namely "Local Guidelines Board Diversity" in this aspect.