

# MANAGEMENT OF THE COMPANY



**Mr. Mahin Bin Mazher**  
Managing Director

Philanthropic in mind, dynamic in thinking, far-sighted in Vision; Mr. Mahin Mazher wields appreciably long experience in business that shaped up as a large conglomerate with the passage of time. Index Agro Industries Limited, a concern of X-Index Companies (XIC) is the epitome of his business leadership and corporate excellence, where he is the Managing Director. A US graduate who served in many reputed North American Companies such as 'Merrill Lynch' and 'Bell South Corporation', had decided to come back to his native land and give back to the economy and the society. He is an accomplished business leader who is running diversified businesses and complex organizations in a wide range of industries including 'Agro, Ceramics, Investment & Hospitality, Real Estate & Construction, Architectural Consultancy, Venture Capital, Power & Energy, Distribution & Retail' etc.



**Mr. Md. Mamunur Rashid FCMA**  
Additional Managing Director

Md. Mamunur Rashid FCMA is a Fellow Member and Past President of the Institute of Cost & Management Accountants of Bangladesh (ICMAB). His academic brilliance was revealed when Mr. Rashid obtained his undergraduate degree in Bachelors of Commerce in the year 1987 and his post-graduation degree in Masters of Commerce (Management) in the year 1989, securing First Class 2nd Position and First Class 4th Position respectively under the University of Dhaka.

Mr. Rashid has been working at X-Index Companies since 2010 and currently serving as additional Managing Director. He is also serving as the Independent Director and Chairman of Audit Committee at Nitol Insurance Company Ltd and Board member of several sister concern of X-Index Companies. He has been serving as the Senior Vice President of Bangladesh Ceramics Manufacturers and exporters Association (BCMEA). He has accumulated a wealth of experience via serving in the Government organization, NGOs, Private and Public Large local business conglomerates with influential designations.

He has been actively involved with the activities of ICMAB. Mr. Rashid served as the President of the Institute of Cost & Management Accountants of Bangladesh (ICMAB) in 2022 and as an Executive Secretary to the South Asian Federation of Accountants (SAFA) for the year 2013. He has been blessed with his wife Jesmin Sultana and two daughters Tanha & Tahiya.



**Mr. Wahed Aziz Ur-Rahman**  
Chief Operating Officer

Wahed Azizur Rahman is a Chartered Certified Accountant (ACCA) from the UK. Prior to joining XIC as group COO, Wahed was Group CEO of Navana Group. He has also served in strategic leadership capacities both in-country and overseas in global companies, including Coats, Reckitt Benckiser, and British American Tobacco and local companies like Rahimafrooz Bangladesh, Viyellatex Limited. Wahed is a lean six sigma green belt holder and practitioner.



**Mr. Anowar Uz Zaman**  
Head Of People's Management

Starting his career as Civilian Gazzeted Officer at Bangladesh Army, Mr. Anowar Uz Zaman has completed his MBA in International Marketing & Human Resources Development. Mr. Zaman served most of the prestigious Corporate houses of Bangladesh like Rahimafrooz Bd. Ltd, Anwar Group of Industries, Hotel Radisson Blue, Amin Mohammed Foundation, Monno Ceramics, Rupayan Group, Paradise Group as Director- HR & Administration. Mr. Zaman obtained several Training nationally & also represented several International Conferences. Due to his 35 years of contribution in the Human Resources Development area, Mr. Zaman achieved Doctorate on Human Resources Development from Washington Digital University, USA.



**Mr. Moniruzzaman Khondoker**  
Chief Marketing Officer

Mr. Moniruzzaman Khondoker is working as a Chief Marketing Officer (CMO) of Index Agro Industries Limited (IAIL). He has over 25 years of experience in relevant fields. Before joining this company, he worked in many reputed companies in Bangladesh like Quality Feeds, City Group, Provita Group, and Dhaka Group. In his role, Mr. Moniruzzaman Khondoker oversees the company's Marketing and sales operation.



**Mr. Md. Abu Sayeed Chowdhury**  
General Manager- Feed Mill

Mr. Md. Abu Sayeed Chowdhury is the General Manager – Feed Mill of Index Agro Industries Limited since 2015. He has completed his B.Sc in Electrical and Electronics Engineering from America Bangladesh University in the year of 2011. He has completed "National ITE Certificate in Electrical Technology" from "ITE" Dover, Singapore. He also completed "Othm" Certified "International Postgraduate Diploma in Logistic and Supply Chain Management (UK Level-7)" & "edupro" Certified "Postgraduate Diploma in Human Resource Management (EP Level-7)". He has over 31 years of experience, in-between 21 years in the relevant field. He has served various organizations and Multi National Companies including Overseas jobs. He is responsible for the Feed Mill's entire operation including Administration. He has vast knowledge of Production, Maintenance, Plant & Silo Erection.



**Mr. Mohammad Mazedul Hannan**  
VP (Operations)

Mohammad Mazedul Hannan is a highly qualified professional in the field of animal nutrition and agriculture, boasting over 21 years of experience in reputable agro-industries in Bangladesh. He holds a Bachelor of Science in Animal Husbandry and a Master of Science in Animal Nutrition from Bangladesh Agricultural University. In addition to his specialized education, he has pursued diplomas and certified courses from both local and international institutions. His expertise is further recognized through his role as an Executive Member of the Bangladesh Animal Nutrition Society.



**Mr. Iqbal Ahmed FCMA**  
Chief Financial Officer (C.C)

Mr. Iqbal Ahmed FCMA, is the Chief Financial Officer (CC) of Index Agro Industries Limited. He is a qualified Fellow member of the Institute of Cost and Management Accountants of Bangladesh (ICMAB). He has over 18 years of experience in the relevant field. In his role, Mr. Ahmed oversees the company's accounting and financial operations. He had served in different organization namely, Opsonin Pharmaceutical and Labaid Pharmaceutical in different key positions.



**Abu Jafar Ali LLB, FCS**  
Company Secretary

Mr. Abu Jafar Ali FCS is the Company Secretary of Index Agro Industries Limited since 2019. Before joining the Company, Mr. Jafar was the Company Secretary of Star Ceramics Limited, responsible for Regulatory Compliances, Legal Issues, IPO and Board Secretariat of the Company. In his more than 19 years of career span, he took the challenge of cross functional assignments which developed his expertise in areas like Regulatory Compliance, Corporate Affairs, Corporate Governance, Companies Act, Securities Laws, Initial Public Offering (IPO) and Share Management. Mr. Jafar is a qualified Chartered Secretary and a Fellow Member of the Institute of Chartered Secretaries of Bangladesh (ICSB). He has participated professional training courses as Initial Public Offering (IPO) conducted by Dhaka Stock Exchange Limited.



**Mr. Md. Ayub Ibne Baquer**  
Head of Internal Audit and Compliance

Mr. Md. Ayub Ibne Baquer is the Head of Internal Audit and Compliance of Index Agro Industries Ltd (IAIL). He has over 30 years of experience in the relevant field. Mr. Ayub oversees the company's internal controls and ensures compliance with regulations. He has served in different organizations, namely, BRAC in different positions, BRAC Dairy Food Project (BDFP), National University, and Dhaka Sheraton Hotel. He has completed his Master of Commerce in Accounting from the University of Dhaka. He also completed a professional course at the Institute of Cost Management and Accountants of Bangladesh (ICMAB) and qualified at the "Intermediate level" in 1988. He has participated in some in-house and professional training sessions during his service.