

# Investment Holding Group Organization Structure

7 June 2018

# Abbreviations

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CDCT	Construction Development Contracting & Trading W.L.L.
CESCO	Consolidated Engineering Systems Company W.L.L.
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CSC	Consolidated Supplies Company W.L.L.
Debbas	Debbas Enterprise W.L.L.
EMEC	Electro Mechanical Engineering Company W.L.L.
GM	General Manager
HR	Human Resources
IT	Information Technology
Snr.	Senior
Watermaster	Watermaster (Qatar) W.L.L.

## Scope of Work

Investment Holding Group Q.S.C. (hereafter 'IHG' or the 'Holding Company') requested from PKF assistance in drafting its policies and procedures manual. This included the design of an overall organizational chart and detailed departmental level charts that would address IHG's strategy and needs.

In performing our work, we have met with key management personnel within IHG to gain an understanding of their current as well as proposed responsibilities and the future direction of the Holding Company, besides reviewing the documentation made available to us. These were achieved through the following:

- Meet with key Holding Company executives
- Study the business direction of the Holding Company in terms of vision, mission and strategy, based on documentation made available to us/ discussions with the key executives
- Review the current and internally developed proposed organizational structures
- Develop the revised overall and detailed organizational structures in light of the above and keeping with the Holding Company's strategy

- Discuss the suggested structures with the senior management
- Make necessary adjustments in light of the above-mentioned discussions.
- Finalize the agreed upon overall and detailed departmental level organizational structures.

## Our Recommended Organization Structure

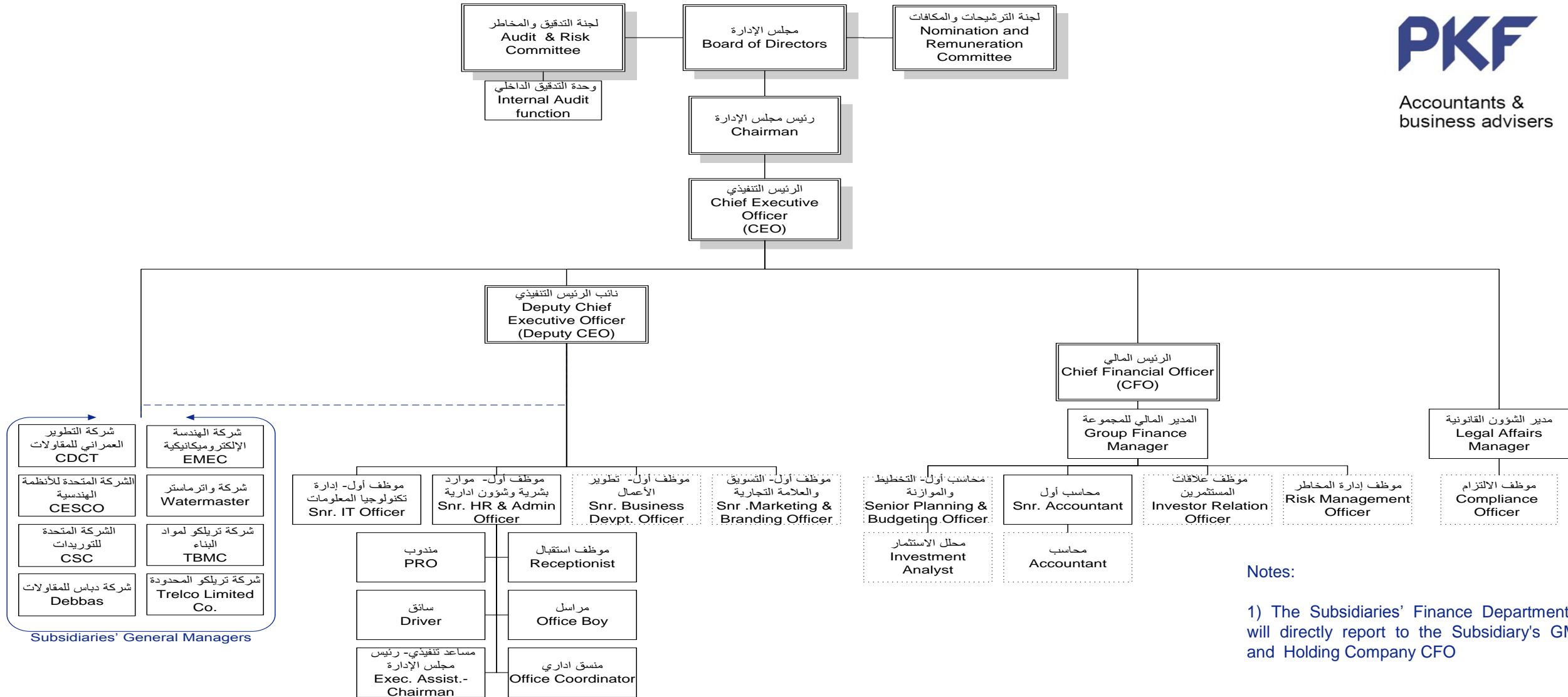
Our recommended organization design in this report is based on control considerations, risk, efficiency and effectiveness.

Each subsidiary operates independently from the Holding Company hence, each have their own in-house support functions (i.e. HR, IT, administration, finance and operations).

Subsidiaries report results of their financial performance and positions to the Holding Company's CFO.

The Holding Company's Legal Department also extends its function to the subsidiaries level by accommodating any legal requirements.

The Deputy CEO oversees the business development initiatives of the subsidiaries and actively engage in developing new businesses for the group, in addition to assisting in any administrative related matters.



Notes:

1) The Subsidiaries' Finance Departments will directly report to the Subsidiary's GM and Holding Company CFO



**Executive position**



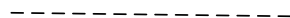
**Position / Subsidiary**



**Vacant position**



**Direct reporting line**



**Indirect reporting line**