Committee Name	Central Executive Committee	P@SHA PAKISTAN IT INDUSTRY ASSOCIATION
Meeting # 11		

Date of Meeting:	26 May, 2025	**Meeting Room:**	Virtual
Venue:	Virtual – Zoom		
Meeting Recording Link:			
Start Time:	2:00 PM	**Finish Time:**	4:30 PM
Minutes Recorded by:	Filza Maniar	**Status**	Draft

Attendance at Meeting

NAME	POSITION	VIA
Mr Sajjad Syed Mustafa	Chairman	Zoom
Mr. Umair Nizam	SVC	Zoom
Mr. Raheel Iqbal	VC	Zoom
Mr. Haris Naseer	Treasurer	Zoom
Ms. Sonia Saleem	Member CEC	Zoom
Mr. Abdul Wahab	Member CEC	Zoom
Mr. Munaf Majeed	Member CEC	Zoom
Mr. Salman Dar	Member CEC	Zoom
Mr. Sheikh Abdul Qadir	Member CEC	Zoom
Mr. Usman Akbar	Member CEC	Zoom
Ms. Nadia Iqbal	Member CEC	Zoom
Mr. Zohaib Khan	Former Chairman	Zoom
Mr. Ali Hasani	Secretary General	Zoom
Ms. Filza Maniar	Secretariat	Zoom

Meeting Agenda

1. Chairman’s Update
2. Brand Committee Update
3. AI Committee Update
4. Cyber Security Committee Update
5. Treasurer & Governance Committee Update
6. Inclusion of Dr. Sonia in HR Committee
7. Any additional item with the permission of chair

Minutes:

The meeting commenced with recitation of Holy Quran

1. Chairman’s Update:

The Chairman opened the meeting by sharing updates from recent engagements. He highlighted the regularity of meetings every two weeks and ongoing work on critical tax issues with input from the CEC Members. A press conference was recently held in Islamabad and reached out to the Prime Minister’s Office and SIFC. Government constraints under IMF guidelines mean sector-specific tax benefits like payroll tax reductions cannot be implemented. However, there is a likelihood of minor reductions applicable across all industries.

A key discussion was around remote workers, where a recommendation was made to define remote workers as those earning more than PKR 2.5 million annually or servicing fewer than three clients. The proposal is to tax them as company employees, though freelancer pushback is expected. The government has signalled support, including for individual payroll tax relief.

Another major concern is the potential rollback of the Final Tax Regime (FTR) by 2026, which may impact investor confidence. P@SHA emphasized its contribution of USD 600 billion to the economy and urged the government to announce a stable 10-year tax structure.

2. Cyber Security Update:
It was informed that a National CERT has been formed and P@SHA will collaborate with them through an initial MoU. The collaboration aims to provide P@SHA priority access to industry information and support CERT's outreach efforts. In parallel MoU with NCCS is also under discussion.

3. Treasury Update:
The Treasurer shared that membership revenue has seen a slight increase and thanked the IE Team for their efforts on this. Sponsorship revenue, however, remains a concern. Most expenses including payroll and retainers are on track, and previous disputed expense (of HIVE) have been settled. Further strengthening banking relationships with HBL, with an evaluation of service offerings in progress. The P@SHA budget will be shared shortly, with updated revenue targets of around PKR 250 million. Coordination with all teams has taken place to align expenses.

4. Sponsorships:
P@SHA received expressions of interest from Askari Bank and Meezan Bank to explore sponsorship relationships like its existing arrangement with HBL. The CEC discussed this alongside a review of the HBL contract, noting that its terms could limit flexibility with other sponsors, though no clause was found to outright prohibit additional partnerships. Members agreed that any new engagements should be handled carefully and selectively, potentially around niche or startup-focused events, given existing contractual obligations and recommended discussing the matter directly with HBL to maintain transparency.

5. Governance Update:
It was stressed the importance of setting clear boundaries now that the CEC is more stable. A governance meeting last week resulted in initial recommendations including drafting a Code of Conduct for the CEC and defining protocols for voting and interactions between CEC members and the Secretariat. Feedback will be gathered before finalizing these frameworks.

It was noted ongoing work on updating the Articles of Association from a governance perspective with legal consultation. Usman Akbar proposed resolving branding inconsistencies across platforms.

6.Inclusion of CEC Member in HR Committee:
The Chairman suggested dropping this agenda item as an agreement had been reached with the CEC member regarding female representation in the HR Committee. He further added that the matter would be taken up at an appropriate time. The CEC Member requested an update in the Governance records. The Chairman added that this is decision of HR Committee Chair.

7.Other Matter (GB – CXO Meetup):
It was proposed including the GB CXO event scheduled for June 24th. It was recommended internal discussion within the IE Committee. The Chairman confirmed full support for the event, subject to coordination with relevant teams

Action Items
SG to:

- Check for meeting invitation in PM Office.
- Review the contract with HBL to assess the terms and determine any limitations on working with other banks
- Ensure consistent branding across all P@SHA platforms and make necessary improvements.