

CEC Meeting (Part 1)

Meeting Date: March 13th, 2025

Attendees

CEC Members

1. Sajjad Mustafa Syed
2. Raheel Iqbal
3. Haris Naseer
4. Abdul Wahab
5. Munaf Majeed
5. Salman Dar
6. Dr. Sonia Saleem
7. Usman Akbar

Secretariat

1. Ali Hasani
2. Filza Maniar

Agenda

- Approval of previous minutes
- SG's Report
- Chairman's Update
- IE Update

The meeting commenced with the recitation of the Holy Quran.

Discussion Points:

Approval of Previous Minutes

The minutes of the previous meeting were approved.

Secretary General's Report

- The Secretary General provided updates on membership renewals, recruitment, Secretariat staffing, committee support, and regulatory compliance.
- Membership renewal efforts are ongoing, with the Industry Engagement Committee and CEC members encouraged to support the process.
- The CEC reviewed current hiring requirements across Industry Engagement, Branding, and Secretariat operations. The importance of aligning staffing arrangements with organizational priorities and available resources was emphasized.
- The committee also discussed Secretariat support for CEC committees and emphasized adherence to committee Terms of Reference, P@SHA policies, and appropriate confidentiality.

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- An update was provided on SECP compliance and the renewal of P@SHA's DGTO license. The required documentation for the DGTO renewal has been submitted, with follow-up ongoing.

Chairman's Report

- The Chairman provided updates on recent international engagements, government and industry relations, upcoming events, and organizational priorities.
- The CEC discussed strengthening post-event communications and branding, including more consistent social media and event coverage. The importance of centralized coordination of government relations and international partnerships was also emphasized.
- The committee reviewed opportunities for P@SHA participation in upcoming national and international events and agreed that recommendations should be developed in consultation with relevant committees and shared with appropriate stakeholders.
- Budget and policy recommendations were also discussed, with priorities covering **market access, fiscal incentives, infrastructure, and skills development**.
- The CEC further discussed establishing clear strategic objectives and measurable priorities for the current term, along with appropriate reporting mechanisms for committees and the Secretariat. The possibility of expanding P@SHA's physical presence through provincial and federal support for office facilities was also discussed.

Industry Engagement Update

- The Industry Engagement team provided an overview of recent events and engagements across various cities and regions, including CXO events, startup engagements, delegations, and industry networking activities.
- The CEC discussed opportunities to improve future events and maintain a professional environment across P@SHA engagements.
- Upcoming events and security considerations were also reviewed.
- The committee discussed several member-focused partnership arrangements and emphasized distinguishing strategic institutional partnerships from member benefit and discount facilitation arrangements.
- The CEC also discussed member voting eligibility in accordance with applicable DGTO requirements and considered proposals relating to member services and governance.

Digital Transformation & Member Services

- The CEC discussed strengthening P@SHA's digital systems and member services, including the development of a Partner Portal and integration of member-facing services.
- The committee also discussed the development and review of a Members' Code of Conduct and agreed that it should undergo the appropriate governance review process.
- Potential technology initiatives and digital tools were discussed, with the committee emphasizing the need for appropriate financial and operational evaluation before implementation.

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Action Items

- Continue membership renewal efforts and strengthen member engagement.
- Progress recruitment for identified Secretariat, Industry Engagement, and Branding positions.
- Expedite DGTO license renewal and continue regulatory compliance follow-up.
- Submit P@SHA's recommended international events to PSEB following consultation with relevant committees.
- Strengthen event communications, branding, and post-event engagement.
- Develop clear strategic priorities and reporting mechanisms for the current CEC term.
- Continue exploring opportunities for P@SHA office facilities in Islamabad and the provinces.
- Progress digitalization and member-service initiatives following appropriate financial and governance review.

The meeting concluded with a vote of thanks to the Chair and members.

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CEC Meeting (Part 2)

Meeting Date: March 20th, 2025

Attendees

CEC Members

1. Sajjad Mustafa Syed
2. Umair Nizam
3. Raheel Iqbal
4. Haris Naseer
5. Munaf Majeed
5. Salman Dar
6. Sheikh Abdul Qadir
7. Hassan Bin Rizwan
8. Usman Akbar

Secretariat

1. Ali Hasani
2. Filza Maniar

Agenda

- Chairman's Update
- IE Update
- AI Update
- Startups & Entrepreneurship Update
- Skills Update
- Treasurer & Governance update
- Other matter

The meeting commenced with the recitation of the Holy Quran.

Discussion Points:

Approval of Previous Minutes

The minutes of the previous meeting were approved.

Agenda Item 1: Chairman's Update

SIFC Policy Workshop

- The Chairman briefed the CEC on the upcoming policy workshop being organized in collaboration with SIFC.
- The workshop will focus on policy discussions and industry priorities, with the Secretariat coordinating logistics and relevant P@SHA committees supporting planning and execution.

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- CEC members were encouraged to participate in the workshop.

DFDI Participation and P@SHA Representation

- The CEC discussed P@SHA's participation in the upcoming DFDI event and emphasized the importance of strong institutional representation.
- It was agreed that P@SHA would seek appropriate representation across relevant sessions and panels and engage with the Ministry of IT & Telecommunication regarding industry priorities and areas of concern.
- The Secretariat was directed to coordinate P@SHA's participation and ensure effective representation at the event.

Agenda Item 2: Industry Engagement Update

- The CEC reviewed the proposed **Members' Code of Conduct**, which had been reviewed by the Governance Committee. The CEC approved the Code of Conduct for implementation.
- The CEC emphasized P@SHA's commitment to ethical business practices and compliance with applicable laws and regulations.
- An update was provided on membership applications and renewals, with the Secretariat continuing follow-up and processing.
- The CEC also discussed upcoming webinars and member engagement initiatives, with emphasis on improving their structure and value for members.

Agenda Item 3: AI Committee Update

- The AI Committee provided an update on its structure, activities, and ongoing engagement with relevant stakeholders.
- The Committee discussed initiatives to promote responsible growth of Pakistan's AI ecosystem and improve public understanding of the technology sector.
- The CEC emphasized the importance of developing a broader national vision for AI and strengthening coordination between industry and relevant policymakers.
- A series of AI-focused webinars and knowledge-sharing sessions were planned, with the Secretariat to include relevant activities in P@SHA's event calendar.

Terms of Reference

- The CEC discussed the Terms of Reference of the committees and emphasized alignment of committee deliverables with the current CEC's strategic priorities and annual objectives.

Agenda Item 4: Startup Committee Update

- The Startup Committee presented an update on its structure, priorities, and planned initiatives.
- Key areas of focus include accelerator programmes, startup toolkits, business development resources, international partnerships, and greater access to international opportunities for Pakistani startups.

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- The CEC encouraged greater coordination between the Startup Committee, Policy Committee, Ministry of IT & Telecommunication, and other relevant stakeholders.
- The development of a policy paper on Pakistan's startup ecosystem was also discussed.
- The CEC further discussed opportunities to promote startup engagement through industry events and networking platforms.

Agenda Item 5: Cybersecurity Committee Update

- The Cybersecurity Committee provided an update on its activities and engagement with relevant stakeholders.
- The CEC emphasized the importance of strengthening P@SHA's representation and engagement with national cybersecurity institutions.
- The Secretariat was directed to pursue appropriate institutional representation and coordination with relevant government bodies.

Agenda Item 6: Skills Committee Update

- The Skills Committee provided updates on ongoing and upcoming initiatives, including:
- Participation of Pakistani companies at the **Game Developers Conference (GDC)**.
- The ongoing industry skills survey and efforts to increase participation.
- Skills development and training initiatives in different regions.
- Collaboration with relevant organizations on potential training programmes.
- Industry-focused masterclasses and career awareness initiatives.
- Engagement with the British Council on competency-based learning standards.
- Progress on the CXO Mentorship Programme.
- Discussions with international partners regarding skills development, bootcamps, industry-academia collaboration and training-of-trainers programmes.
- Efforts to facilitate access to international funding and support for Pakistani game development studios.
- Continued work on the development of an esports policy in collaboration with relevant stakeholders.

Agenda Item 7: Treasurer and Governance Update

Treasury Update

- The Treasurer provided an update on the organization's financial position and reviewed revenue and expenditure trends.
- It was noted that operational expenses remained broadly stable, while certain revenue streams required continued attention.
- The CEC emphasized the importance of financial sustainability and continued monitoring of revenue and expenditure.

Governance

- The CEC discussed the roles and responsibilities of the CEC, subcommittees and Secretariat, with emphasis on clear decision-making authority and accountability.
- The importance of structured communication, proper documentation and effective tracking of committee activities was emphasized.
- Regular coordination between the Chairman, CEC and committee leadership was encouraged.
- The CEC discussed the use of shared digital collaboration and task-management tools to improve coordination and transparency.
- It was agreed that committees should adopt structured work-planning mechanisms to clearly define objectives, activities and expected outcomes.
- The CEC reaffirmed that subcommittee chairs would oversee matters within their respective areas of responsibility, while the Chairman would provide strategic oversight and the CEC would retain final authority on major structural and policy matters.

Action Items

- The Secretariat to coordinate the upcoming policy workshop and facilitate participation of relevant P@SHA committees and CEC members.
- The Secretariat to coordinate P@SHA's participation and representation at the DFDI event.
- Continue engagement with DGTO regarding membership-related matters.
- Obtain relevant documentation and Terms of Reference from concerned institutions for review by the CEC.
- Finalize the process for engaging a professional communications/PR partner.
- Review and strengthen Brand Team policies, SOPs and processes to improve consistency and quality of public communications.
- Pursue P@SHA representation in relevant national cybersecurity institutions and strengthen liaison with relevant government bodies.
- Share structured committee work-planning templates with CEC members and arrange a dedicated CEC strategic session.

The meeting concluded with a vote of thanks to the Chair and members.