

Date of Meeting:	22 nd August 2026	Meeting Room:	
Venue:	Zoom		
Meeting Recording Link:			
Start Time:	4:00 PM	Finishing Time:	4:20 PM
Minutes Recorded by:	Ayman Mughal	Status	Draft

Attendance at Meeting		
NAME	POSITION	VIA
Mr. Sajjad Mustafa Syed	Chairman	Zoom
Mr. Umair Nizam	SVC	Zoom
Mr. Raheel Iqbal	VC	Zoom
Mr. Abdul Wahab	Member CEC	Zoom
Mr. Mohammad Munaf	Member CEC	Zoom
Mr. Salman Dar	Member CEC	Zoom
Dr. Sonia Saleem	Member CEC	Zoom
Mr. Hassan Bin Rizwan	Member CEC	Zoom
Mr. Usman Akbar	Member CEC	Zoom
Mr. Sheikh Abdul Qadir	Member CEC	Zoom
Ms. Nadia Iqbal	Member CEC	Zoom
Mr. Ali Hasani	Secretary General	Zoom
Ms. Filza Maniar	Secretariat	Zoom
Ms. Ayman Mughal	Secretariat	Zoom

Meeting Agenda
1. NCCIA Update and Way Forward 2. Potential complications for upcoming Elections and Awards etc. 3. Any additional items CEC Members wish to raise

Committee Name	Central Executive Committee	 PAKISTAN IT INDUSTRY ASSOCIATION
Meeting #	37	

The meeting started with recitation of the Holy Quran.

Agenda Item 1:

NCCIA Update and Way Forward

- SG started with the NCCIA update, at which stage Mr. Muhammad Munaf requested to take the lead on this agenda item, citing sensitivities around information that the members did not wish to disclose in full as the complainant and those that did not receive the NCCIA notices were in the meeting.
- Individuals who had not been formally served in connection with the NCCIA matter could nonetheless be implicated, and that a response had already been submitted to NCCIA. He raised his concern regarding the potential impact of NCCIA matter, and of related notices, on the Association’s upcoming internal elections.
- Another concern was that legal notices connected to the NCCIA matter had named or implicated current Secretariat staff, including female staff, and that this had caused distress among affected staff and their families.
- Mr. Munaf Majeed stated that the CEC had been tolerating and trying to work with Chairman, but that the Chairman did not take the Board into confidence regarding the activities that he undertook on behalf of P@SHA, and that this had been highlighted previously as well.
- Mr. Munaf Majeed stated that, based on the collective views expressed by certain CEC members, there was a lack of confidence in the Chairman continuing in his current capacity. He proposed that a vote of no confidence be conducted among the CEC members.
- The Chairman, Mr. Sajjad Syed, responded that a vote of no confidence could not be initiated in this manner and that any such process would need to follow the applicable legal and constitutional procedure to have validity.
- Regarding the NCCIA matter, the Chairman stated that the issue had been discussed in the previous meeting and that most CEC members had agreed that he could appear before the relevant authorities in personal capacity. He further clarified that the notices issued by NCCIA were investigative notices.
- Mr. Umair Nizam (SVC) noted that the wording of the notices referred to the respective individuals as accused persons. The Chairman further stated that the names of the individuals who had received notices were mentioned in the video clip under discussion.
- Dr. Sonia Saleem expressed that she had experienced significant mental distress on multiple occasions due to the Chairman but had refrained from taking any action previously. She stated that the recent notices served to female staff members of the Secretariat had further raised serious concerns. She also expressed that she had faced difficulties with respect to HR Committee and felt that various efforts had been made to restrict her involvement. She stated that female members were not comfortable working with the Chairman and that she could no longer have confidence in his leadership.
- Mr. Mohammad Munaf proceeded to call for a vote on the motion of no confidence, stating that the CEC could proceed to vote and address questions of procedure or consequence afterward. Mr. Salman Dar suggested that members opposed to the motion, or wishing to abstain, should also be given the opportunity to record their position.
- Mr. Mohammad Munaf conducted a roll of hands in favor of the motion. Eight (08) votes in favor were counted and recorded by the Secretariat at the time of the meeting.
- Mr. Mohammad Munaf, Mr. Umair Nizam, Mr. Salman Dar, Dr. Sonia Saleem, Mr. Usman Akbar, Ms. Nadia Iqbal, Sheikh Abdul Qadir and Mr. Hassan Bin Rizwan voted in favor of the motion.
- Mr. Abdul Wahab and Mr. Raheel Iqbal declared opposition to the motion. *Mr. Haris Naseer who was unable to attend the meeting due to prior commitments sent in his vote by email to SG and CEC opposing the motion.*

- The Chairman stated for the record that he would not be casting a vote, on the basis that he considered the motion procedurally invalid, it had not been included on the circulated agenda and, in his view, could not be validly raised or resolved as a floor motion under the applicable by-laws.
- Mr. Abdul Wahab spoke against the motion, stating that it had not been discussed with him prior to the meeting and that, given the significance of the matter, he would have preferred an opportunity to form his opinion in advance; he stated he could not support proceeding on this basis. Mr. Raheel Iqbal similarly stated that the matter had not been discussed internally in advance of the meeting and that he could not support the motion under these circumstances.
- The Chairman stated that, in his view, the proceedings raised two procedural concerns regarding requiring information i) a possible conflict with an existing DGTO order, which the SG was asked to verify; and ii) that the motion had not been raised or resolved in accordance with the Association's governing rules for such motions. He stated that, absent resolution of these points, he considered the vote to be without legal effect.

Action Items:

- SG to proceed with examination of any conflict with the DGTO Interim Order issued in relation to Chairman's resignation matter. In absence of conflict, SG to proceed with the implementation of CEC's decision.

The meeting ended with a vote of thanks.