

Date of Meeting:	15 th May 2026	Meeting Room:	
Venue:	Zoom		
Meeting Recording Link:			
Start Time:	5:00 PM	Finishing Time:	7:00 PM
Minutes Recorded by:	Ayman Mughal	Status	Draft

Attendance at Meeting		
NAME	POSITION	VIA
Mr. Sajjad Mustafa Syed	Chairman	Zoom
Mr. Umair Nizam (Chair)	SVC	Zoom
Mr. Raheel Iqbal	VC	Zoom
Mr. Haris Naseer	Treasurer	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. Usman Akbar	Member CEC	Zoom
Sheikh Abdul Qadir	Member CEC	Zoom
Ms. Nadia Iqbal	Member CEC	Zoom
Mr. Hassan Bin Rizwan	Member CEC	Zoom
Mr. Zohaib Khan	Former Chairman	Zoom
Mr. Ali Hasani	Secretary General	Zoom
Ms. Filza Maniar	Secretariat	Zoom
Ms. Ayman Mughal	Secretariat	Zoom

Meeting Agenda
1. Approval of the Previous Minutes. 2. Registrations/Renewals Update 3. Policy Recommendations – Federal Budget 2026-27 4. P@SHA & AKEPB SkillsSprint Project 5. SG Hiring Update 6. Update on HBL Contract Renewal 7. P@SHA’s Startup Directory 8. Update on Meeting with Sindh IT & Labor Department 9. SOP for Universities: Job Fairs, Events & Collaboration with P@SHA 10. Any other matters with the approval of the Chair 1 of 4

Committee Name	Central Executive Committee	 PAKISTAN IT INDUSTRY ASSOCIATION
Meeting #	27	

Minutes:

The meeting started with recitation of the Holy Quran.

Agenda Item 1:

Approval of the Previous Minutes

- The SG shared the minutes of the CEC Meeting No. 27 held on 15th May 2026. The minutes were approved by the CEC Members.

Agenda Item 2:

Membership Renewals & Registration Update

- SG presented a detailed overview of membership renewals and registrations as of 15th May 2026. He informed the CEC that P@SHA had achieved a total active membership of 935 companies with gross revenue nearing PKR 60 million.
- The CEC noted the increase in membership growth and discussed the changing composition between Associate and Corporate Members.
- A few concerns were raised regarding comparatively lower membership penetration in Karachi and Rawalpindi, and also emphasized the need to use ICT Awards participation as a mechanism to attract non-member companies into the association.
- Several CEC Members highlighted operational challenges relating to delayed responses for membership applications, renewals and member support requests. The Chairman acknowledged these concerns and stressed the importance of implementing a structured ticketing and support mechanism supported by clearly defined services delivery expectations.
- The CEC collectively agreed that operational restructuring and improved communication systems would significantly improve member engagement and satisfaction.

Agenda Item 3:

Federal Budget & Taxation Policy Recommendations

- The Chairman briefed the Committee regarding ongoing policy engagements with various government stakeholders concerning federal budget proposals and taxation recommendations.
- Detailed discussions took place regarding remote worker taxation, GST implications arising from Google Pakistan’s local billing operations, and taxation concerns affecting gaming and mobile technology companies.
- The majority of P@SHA’s submitted recommendations have been accepted by the relevant ministries, including the Fixed Tax Regime (FTR) and IMF-related approvals, which is a significant advocacy success.
- The remote worker issue remains a point of contention. The Ministry of IT has questioned the claimed scale of the freelance/remote workforce, and further engagement will be required.
- Google has opened a local office in Karachi, which will shift billing for Google services to local currency. This creates a new and significant tax burden for P@SHA members as 1. A 15% GST will apply to local payments made to Google. 2. A 5% withholding tax will additionally apply. 3. Sindh’s 3% GST option for Karachi-based services is being explored as a potential relief mechanism.
- The CEC agreed that guidance documentation should be prepared for members to ensure clarity regarding taxation compliance and related policy implications.
- It was requested to prepare a formal guidance document on the tax implications of Google’s local office for immediate circulation to CEC members, followed by escalation to the members.

Agenda Item 4:

P@SHA & AKEPB SkillsSprint Project

- Skills Committee presented updates regarding the SkillsSprint initiative and the RFP evaluation process.

Committee Name	Central Executive Committee	 PAKISTAN IT INDUSTRY ASSOCIATION
Meeting #	27	
• The RFP deadline for the Skillsprint Project has passed and the evaluation process is currently underway. P@SHA is conducting an independent assessment of the submitted proposals. • Contour and Systems Limited has indicated hesitancy to participate, citing the projects’ scale as insufficient to justify their involvement on a “value for money” basis. • P@SHA will proceed with its independent evaluation and will select the most capable willing companies from among the respondents to ensure programme delivery and success. • The Committee was jointly tasked with finalizing the RFP evaluation and selecting training providers. Agenda Item 5: SG Hiring Discussion • A public hiring process was conducted. Over 20 applications were screened, resulting in two shortlisted candidates who were evaluated against P@SHA’s strategic and operational requirements. • The first candidate who demonstrated compliance and procedural expertise; extensive experience with SECP and DGTO; prior SG roles in comparable organizations. His salary expectation PKR 800,000 per month. • The second candidate was Director Brands who has strong ministry relationships, significant policy experience and currently serving effectively as Brand Director. • After deliberation, the CEC voted 8 to 2 in favor of appointing the first candidate as Secretary General. The rationale behind the decision and voting was that the first candidate’s background in compliance and governance was most appropriate for managing the Secretariat and ensuring institutional compliance. His prior experience in similar roles is expected to provide operational stability during a period of restructuring. • Selecting the first candidate allows the second candidate to remain in her current Brand Director role, where her ministry relationships and policy work continue to be effective and impactful. • The Chairman requested the Committee to confirm the first candidate’s acceptance, negotiating the salary downward to approximately PKR 700,000 per month, issuing a formal offer letter, and commencing the onboarding process. Agenda Item 6: Update on HBL Contract Renewal • The Chairman and Treasurer provided an update regarding sponsorship renewal discussions with HBL. The CEC members were informed that the ICT Awards funding remained insignificantly dependent in the continuation of the sponsorship agreement. • The CEC members also discussed potential engagement with alternative sponsors, including financial institutions and technology companies, to diversify sponsorship opportunities and strengthen future financial sustainability. • The formal ICT Awards announcement will be withheld pending HBL’s decision, to avoid committing to the event without confirmed funding. • Google will also be approached for sponsorship during VC’s US trip. Agenda Item 7: P@SHA Startups Directory • CEC Member presented the concept of a National Startup ecosystem platform and directory under P@SHA branding. The proposal aimed to create a credible platform representing startups across Pakistan while strengthening P@SHA’s role as a representative voice before government and industry stakeholders. • The CEC formally approved the creation of a “Startup Connect” directory. The directory will list non-member startups alongside P@SHA member companies, broadening P@SHA’s representation of the broader IT ecosystem. • The directory will be hosted on a dedicated P@SHA subdomain (e.g. startup.pasha.org.pk) and will be branded as a P@SHA product. • He will be presenting a formal implementation plan for the Startup Connect directory at the next CEC meeting.		

Committee Name	Central Executive Committee	 PAKISTAN IT INDUSTRY ASSOCIATION
Meeting #	27	

Agenda Item 8:

SOP for Universities: Job Fairs, Events & Collaboration with P@SHA

- A comprehensive framework for managing collaboration with universities was finalized at this meeting. The framework is intended to improve the quality and consistency of P@SHA’s engagement with academic institutions.
- Universities wishing to participate in P@SHA-affiliated job fairs and events must provide student databases to facilitate effective matching with member companies.
- P@SHA member companies will not be charged for job fair booths. This is a firm industry standard that will be upheld to protect the integrity of the arrangement.
- The framework will be formally proposed to the British Council with a view to expanding its scope and reach nationwide.
- A CEC Members was requested to share the finalized framework document with all the CEC members.

The meeting ended with a note of thanks to Chair and Members.