



Sanghar Sugar Mills Limited

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Ref: SSML/CS/20200610-06

June 10, 2020

The General Manager,
Pakistan Stock Exchange Limited,
Stock Exchange Building,
Stock Exchange Road,
Karachi.

Sub: Remuneration of Chief Executive & Executive Director

Dear Sir,

This is to inform you, that in terms of the provisions of the Article of Association of the Company and Code of Corporate Governance, the Board of Directors of Sanghar Sugar Mills Limited (the Company) in its meeting held on June 10, 2020 has appointed Mr. Ghulam Hyder as a Chief Executive and Haji Khuda Bux Rajar as an Executive Director for a remaining term of three years i.e. up-to November 03, 2020, and approved the revised remuneration, benefits, terms and condition. Details of the approvals of remuneration & benefits to be paid to them are given below:

Mr. Ghulam Hyder	:	Chief Executive
Remuneration	:	Rs. 650,000 per month - Gross
Increment	:	Up-to Fifteen percent per annum
Production Bonus	:	As per Policy of the Company
Other Benefits	:	Reimbursement of land line phones and mobile phones at actual, self and family medical expenses at actual, club bills up-to Rs. 5,000 per month, one Company maintained car with driver and fuel reimbursement at actual. Reimbursement of Travelling, & Dearness allowance, which in aggregate are maximum of 20% of his remuneration, per month. Other benefits as per Policy of the Company for senior executives.

The Chief Executive, being director of the Company and two other Directors being his relative are interested in the matter of appointment of the Chief Executive along-with remuneration etc. None of the other four Directors of the Company are interested in his appointment, remuneration, etc.





Haji Khuda Bux Rajar : Executive Director

Remuneration : Rs. 600,000 per month - Gross

Increment : Up-to Fifteen percent per annum

Production Bonus : As per Policy of the Company

Other Allowances : Reimbursement of mobile phones at actual, self medical expenses at actual, club bills up-to Rs. 5,000 per month, one Company maintained car with driver and fuel reimbursement at actual. Reimbursement of Travelling, & Dearness allowance, which in aggregate are maximum of 15% of his remuneration, per month. Other benefits as per Policy of the Company for senior executives.

The Executive Director, being director of the Company and two other Directors being his relative are interested in the matter of appointment of the Executive Director along-with remuneration etc. None of the other four Directors of the Company are interested in his appointment, remuneration, etc.

Yours truly

Muhammad Mubeen

Muhammad Mubeen
Company Secretary

