



Sanghar Sugar Mills Limited

HEAD OFFICE: C-27, Plot # F-24, Block-9, Clifton, Karachi - Pakistan.
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Ref: SSML/CS/20171104-021

November 04, 2017

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 November 04, 2017 has appointed Haji Khuda Bux Rajar as a Chief Executive and Mr. Ghulam Hyder as an Executive Director for a term of three years commencing from November 04, 2017 to November 03, 2020, and approved his remuneration, benefits, terms and condition of appointment. Details of the approvals of remuneration & benefits to be paid to them, during tenure, are given below:

Haji Khuda Bux Rajar :	Chief Executive
Remuneration :	Rs. 524,138 per month - Gross
Increment :	Upto Fifteen percent per annum
Production Bonus :	As per Policy of the Company - maximum seven per annum
Other Allowances :	Reimbursement of land line phones and mobile phones at actual, self and family medical expenses at actual, club bills up-to Rs. 120,000 per year, two Company maintained chauffeur driven cars, and other benefits as per Policy of the Company for senior executives which in aggregate are estimated to be approximately 30% of his remuneration as stated above.

The Chief Executive, being member of the Company, one Director being his son and one Director being relative are interested in the matter of re-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.





Mr. Ghulam Hyder	:	Executive Director
Remuneration	:	Rs. 216,862 per month - Gross
Increment	:	Upto Fifteen percent per annum
Production Bonus	:	As per Policy of the Company
Other Benefits	:	Company maintained Car, phone facility for business & personal use.

The above named Executive Director is interested in the above matter to the extent of his remuneration and benefits besides shareholder whereas none of the other Directors of the Company are interested in the aforesaid except that Chief Executive, who is his father and one of the Director is his relative.

Yours faithfully,



Muhammad Mubeen Alam
Company Secretary