

SIEMENS

Siemens (Pakistan) Engg. Co. Ltd., CS, B-72, Estate Avenue, S.I.T.E., Karachi

To all Shareholders

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Your letter of Our reference Date	FC E/OT/ 252-12/MR/SWH October 6, 2011

Disclosure under Section 218 of the Companies Ordinance, 1984

As already informed to the Stock Exchanges vide our letter FC E/OT/243-11/Asg dated September 23,2011, the Board of Directors has appointed Mr. Ali Hamdani as Managing Director & Chief Executive Officer of the Company for a period of three years with effect from September 22, 2011 on the following terms and conditions:

Fixed annual salary (subject to annual increment)	Rs. 36,000,000 per annum
Performance based variable income (At 100% target achievement. Actual to be decided by the Board every year based on performance)	Rs. 18,000,000 per annum
House rent and maintenance allowance	Rs. 6,960,000 per annum

In addition to above, he shall be entitled to two company maintained vehicles together with drivers, services of security guards and security system at the residence, participation in Siemens shares program/Siemens stock awards as per the applicable company guidelines, membership of two clubs including annual/monthly subscription, back-up generator at the residence including fuel & maintenance, health coverage for self and family as per the company's healthcare policy and Provident fund & Gratuity benefits as per the company's policy, mobile phone facility & telephone facility at residence.

All payments shall be subject to deduction of income tax as per applicable rates.


(Mohammad Rafi)
Company Secretary

Siemens (Pakistan) Engg. Co. Ltd.
Corporate Secretariat
Head: Mohammad Rafi

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Siemens (Pakistan) Engg. Co. Ltd., MD & CEO: Ali Hamdani; CFO & ED: Murtaza Abbas; Executive D
Asadullah; Company Secretary: Mohammad Rafi
CUIN Reg No.0000617; Reg. Address: B-72, Estate Avenue, S.I.T.E., Karachi.