



BEFORE THE HONOURABLE COURT (SPECIAL JUDGE) CENTRAL  
FEDERAL BUREAU OF INVESTIGATION  
KARACHI  
FEDERAL GOVERNMENT OF PAKISTAN

## FIRST INFORMATION REPORT

FIRST INFORM OF A COGNIZABLE CRIME REPORTED UNDER  
SECTION 154 CODE OF CRIMINAL PROCEDURE

Police Station FIA, CCC, Karachi

Circle/Sub-Circle FIA, Corporate Crime Circle, Karachi

|                                                                                        |                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| No. <b>47/2022</b>                                                                     | Date and hour of occurrence <u>2014 to onward</u>                                                                                                                                                                            |
| 1. Date and hour when reported.                                                        | 07.07.2022 at 1600 hours.                                                                                                                                                                                                    |
| 2. Name and residence of informant and complainant.                                    | Shaji S/o Sartaj, (CNIC No. 42201-0222515-9),<br>Manager, Quality, Health Safety, Environment (QHSE0, Hala Gas Processed Plant, Hala Sindh,<br>R/c. P-11, KDA Overseas Bungalow, Block-16,<br>A, Gulistan-e-Jauhar, Karachi. |
| 3. Brief description of offence (with section) and of property carried off, if any.    | U/s 406, 409, 109 PPC 5(2) PCA 1947                                                                                                                                                                                          |
| 4. Place of occurrence and distanced and direction from Police Station.                | Pakistan Petroleum Pvt Ltd                                                                                                                                                                                                   |
| 5. Steps taken regarding investigation, explanation of delay in recording information. | Sub-Inspector Mehwish Iftikhar will investigate the case.                                                                                                                                                                    |
| 6. Date and hour of despatch from Police Satation.                                     | 07.07.2022                                                                                                                                                                                                                   |

The instant case is outcome of Enq No.31/2018, which was registered at this circle on receipt of a written complaint lodged by Shaji S/o Sartaj, (CNIC No. 42201-0222515-9), Manager, Quality, Health Safety, Environment (QHSE0, Hala Gas Processed Plant, Hala Sindh against Syed Wamiq Bukhari and others. The complaint is reproduced as under: -

6<sup>th</sup> September, 2018

The Respected Director General  
FIA Islamabad.

Subject: **SUBMISSION OF A REPORT ON THE MATTER OF MASSIVE CORRUPTION IN PAKISTAN PETROLEUM LIMITED (PPL)**

Dear Sir;

With profoundest deference I may humbly beseech for bringing in your kind information that there is a huge corruption in Pakistan Petroleum Limited (PPL), which is causing tremendous losses to the national exchequer.

In order to give you a brief on the subject matter, we attach here-with a comprehensive report, for your kind information, review and necessary actions at your end.

The report is submitted with sincerity and positive mindedness for the good of not only for PPL but also for the national exchequer as we believe that no one is above law and also not allowed to make any corruption/ loot money, it's believed that this humble submission will assist you to take appropriate actions.

Thanking you,

Best Regards,

Yours truly,

Shaji Sartaj  
Manager, Qualit, Health, Safety, Environment (QHSE)  
Hala Gas Processing Plant, Hala Sindh

P-11, KDA Overseas Bungalows, Block 16-A,  
Gulistan-e-Jauhar, Karachi

CNIC No. 42201-0222515-9, Cell No. 0311-3835753

Consequent upon Enq No.31/2018, it revealed that: -

1. A complaint of Mr. Shaji Sartaj was received with multiple allegations against the Management of PPL regarding illegal appointment and corrupt practices carried out in PPL which cause huge loss to National Exchequer.
2. Accused Syed Wamiq Bokhari (SWB) had applied for the position of CEO in response to advertisement (published on 24 December 2014), in which the preferred age limit was 55 years, however, in the case of exceptional candidates, company was willing to consider candidates with a maximum age of 57 years. SWB had already crossed the maximum age of 57 years, therefore, the consultant did not shortlist him for the However, his name was subsequently included by the than GM HR PPL Mr. Masroor Ahmed in the list of shortlisted candidates. Whereas a dummy case was filed in Sindh High Court and due to not pursuance of complainant, court passed the orders in favor of recruitment of accused Syed Wamiq Bukhari.
3. During the tenure of accused Syed Wamiq Bukhari as Managing Director PPL from March 2015 to June 2018, he did not use his authority judiciously and violated the HR Policies by making appointments on favoritism and nepotism without clear available vacancy / sanctioned posts. He had done this practice in almost all areas by taking most of the decisions on his own, while ignoring the due process and exerting undue influence in recruitments, promotions.

**A. IRREGULARITIES IN RECRUITMENTS:**

1. During review of record of recruitment, different reports and minutes of the Board meeting, it has been revealed that MD, Mr. S. Wamiq Bukhari, has exercised powers beyond his legitimate authority.
2. As per record and statements of PPL Human Resources department that in May 2015, MD, Syed Wamiq Bokhari made substantial changes in organization structure. This was the time when oil prices were low and profit was declining, consequently, international oil companies made staff redundant / jobless. He made appointments without clear available vacancy / sanctioned posts at senior level without even Board approval which caused huge cost to the National Exchequer.

3. MD's claim that Board had given him authority for such recruitment was not correct as Board members took notice on this in their 524<sup>th</sup> meeting held in December 2018.
4. The Human Resource Department has confirmed that they highlighted the non-availability of senior positions, However, accused Syed Wamiq Bukhari over ruled and hired staff without having clear vacancy with claiming that he had the authority to upgrade the available junior positions to senior level. Board of Directors in their 524<sup>th</sup> meeting held in December 2018 clarified that no such authority was given to accused Syed Wamiq Bukhari.
5. In August 2018 Board Human Resource Committee formed the sub-committee to investigate irregularities in hiring and promotions by accused Wamiq Bukhari. The sub-committee comprising Mr. Sajid Mehmood Qazi and Mr. Afzaal Siddiqui submitted a report and highlighting irregularities, violations and misuse of authority by Mr. Wamiq Bukhari.

#### HIRING OF STAFF WITHOUT A CLEAR VACANCY(AT SENIOR LEVEL)

#### List of Total 23 senior staff hired without a clear vacancy

| Sr. No | Employee Name           | Position Available / Used              | Requirement / Directives for initiating hiring process by | Shortlisting of candidates for interview by | Head of executing department | Functional Head / DMD as part of final interview panel | Directive to Hire after final interview |                                            | Date of Joining | Employment Status |
|--------|-------------------------|----------------------------------------|-----------------------------------------------------------|---------------------------------------------|------------------------------|--------------------------------------------------------|-----------------------------------------|--------------------------------------------|-----------------|-------------------|
|        |                         |                                        |                                                           |                                             |                              |                                                        | Competent Authority                     | Position Offered / JG                      |                 |                   |
| 1      | Masood Sarwar           | Engineer M&I, HO / JG-7/8              | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Fareed Iqbal Siddiqui, DMD (TS)                        | S. Wamiq Bukhari                        | Manager (HSE) / JG-11                      | 25-Aug-15       | Active            |
| 2      | Uzair Ahmed Saleem Qazi | Senior Wellsite Geologist JG-5/6       | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Moin Raza Khan, DMD                                    | S. Wamiq Bukhari                        | Senior Wellsite Geologist JG-5/6           | 25-Aug-15       | Active            |
| 3      | Bilal Munir             | Security Officer, HO JG-5/6            | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Sultan Maqsood, GMCS                                   | S. Wamiq Bukhari                        | Manager Security / Admin (Designate)       | 29-Sep-15       | Active            |
| 4      | Abdul Waheed            | Senior Engineer (Reservoir) JG-8       | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Fareed Iqbal Siddiqui, DMD (TS)                        | S. Wamiq Bukhari                        | Manager Sub Surface-Kandhkot Asset / JG-11 | 19-Oct-15       | Active            |
| 5      | Abdul Malik             | Deputy Chief Engineer, Sui PP, JG-9    | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | S. Kaleem Akhter, DMD-AO                               | S. Wamiq Bukhari                        | Manager Sub Surface Sui Asset / JG-11      | 02-Nov-15       | Active            |
| 6      | Bakhtawar Sarosh        | Engineer (Operations / Shift) / JG-5/6 | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Moin Raza Khan, DMD                                    | S. Wamiq Bukhari                        | Senior Geophysicist / JG-8                 | 20-Jan-16       | Active            |
| 7      | Muhammad Saad Faridi    | Manager Finance, HO, JG-11             | Finance department                                        | Finance department                          | Masroor Ahmad, GMHR          | Kamran Wahab, GMF                                      | S. Wamiq Bukhari                        | Senior Manager Finance / JG-12             | 23-Feb-16       | Resigned          |
| 8      | Mir Sardar Khan Marri   | Security Officer, HO JG-7/8            | MD                                                        | GMCS                                        | Masroor Ahmad, GMHR          | Sultan Maqsood, GMCS                                   | S. Wamiq Bukhari                        | Manager Corporate Services, Quetta         | 14-Mar-16       | Active            |

|    |                           |                                                     |                           |                           |                     |                                                            |                  |                                                      |           |          |
|----|---------------------------|-----------------------------------------------------|---------------------------|---------------------------|---------------------|------------------------------------------------------------|------------------|------------------------------------------------------|-----------|----------|
| 9  | Shahbaz Khan              | N / A                                               | MD                        | MD                        | Masroor Ahmad, GMHR | Syed Kaleem Akhtar, DMD-AO                                 | S. Wamiq Bukhari | General Manager Asset Operations (Designate) / JG-13 | 16-May-16 | Active   |
| 10 | Siddique Mahmood Chaudhry | Chief Geophysicist, Exploration Frontier, HO, JG-10 | MD                        | MD                        | Masroor Ahmad, GMHR | Fareed Iqbal Siddiqui, DMD (TS) / Moin Raza Khan DMD (EBD) | S. Wamiq Bukhari | Senior Manager Subsurface - Adhi / JG-12             | 20-Jun-16 | Active   |
| 11 | Sarmad Saleem Siddiqi     | Chief Medical Officer, SF Hospital JG-10            | MD                        | MD                        | Masroor Ahmad, GMHR | Fareed Iqbal Siddiqui, DMD (TS) / Moin Raza Khan DMD (EBD) | S. Wamiq Bukhari | Senior Manager Reservoir Engineering / JG-12         | 11-Jul-16 | Active   |
| 12 | Junaid Bin Idris Khawaja  | DY. Chief Engineer (Electrical), SFGCS JG-9         | MD                        | MD                        | Masroor Ahmad, GMHR | Fareed Iqbal Siddiqui, DMD (TS)                            | S. Wamiq Bukhari | Senior Manager Projects / JG-12                      | 01-Aug-16 | Active   |
| 13 | Mohammad Farooq           | Chief Administrative Officer, HO, JG-10             | MD                        | MD                        | Masroor Ahmad, GMHR | Sultan Maqsood, GMCS                                       | S. Wamiq Bukhari | Manager Administration / JG-11                       | 12-Aug-16 | Active   |
| 14 | Muhammad Nadeem Fakhar    | Engineer (Process), JG-5/6                          | MD                        | MD                        | Masroor Ahmad, GMHR | S. Kaleem Akhtar, DMD-AO                                   | S. Wamiq Bukhari | Deputy Chief Engineer (E/I), JG-9                    | 8-Sep-16  | Active   |
| 15 | Khalil Sultan             | Engineer (E/I), JG-5/6                              | MD                        | MD                        | Masroor Ahmad, GMHR | S. Kaleem Akhtar, DMD-AO                                   | S. Wamiq Bukhari | Senior Engineer (Electrical & Instrument), JG-8      | 20-Sep-16 | Active   |
| 16 | Imran Ahmed Abbasi        | Senior Internal Auditor, HO JG-7/8                  | Internal Audit department | Internal Audit department | Masroor Ahmad, GMHR | M. Arshad Siddiqui, GMIA                                   | S. Wamiq Bukhari | Chief Internal Auditor / JG-10                       | 03-Oct-16 | Active   |
| 17 | Mohsin Jamil              | Drafting Superintendent JG-4                        | MD                        | MD                        | Masroor Ahmad, GMHR | S. Kaleem Akhtar, DMD-AO                                   | S. Wamiq Bukhari | Senior Engineer (E/I), JG-8                          | 17-Oct-16 | Active   |
| 18 | Hamid Hasan               | Engineer (Process), JG-5/6                          | MD                        | MD                        | Masroor Ahmad, GMHR | S. Kaleem Akhtar, DMD-AO                                   | S. Wamiq Bukhari | Deputy Chief Engineer (Mechanical), JG-9             | 01-Nov-16 | Active   |
| 19 | Haseeb Ahmed              | Senior Accountant, Corporate Finance, HO JG-7/8     | Finance department        | Finance department        | Masroor Ahmad, GMHR | Kamran Wahab, CFO / Syed Ehtesham Ahmad, GMF               | S. Wamiq Bukhari | Manager Finance / JG-11                              | 05-Dec-16 | Resigned |
| 20 | Syed Raza Haider          | Manager Finance, HO JG-11                           | Finance department        | Finance department        | Masroor Ahmad, GMHR | Kamran Wahab, CFO / Syed Ehtesham Ahmad, GMF               | S. Wamiq Bukhari | Senior Manager Finance (Asset Operations) / JG-12    | 20-Dec-16 | Resigned |

|    |                      |                                            |    |        |                     |                          |                  |                                       |           |          |
|----|----------------------|--------------------------------------------|----|--------|---------------------|--------------------------|------------------|---------------------------------------|-----------|----------|
| 21 | Humaira Ahmad        | Manager Training & Development, HO, JG-5/6 | MD | MD     | Masroor Ahmad, GMHR | Masroor Ahmad, GMHR      | S. Wamiq Bukhari | Manager Human Resources (T&D) / JG-11 | 13-Feb-17 | Resigned |
| 22 | Muhammad Amir Azeem  | Engineer Operations, JG-5/6                | MD | MD     | Masroor Ahmad, GMHR | S. Kaleem Akhter, DMD-AO | S. Wamiq Bukhari | Senior Engineer (Instrument) / JG-8   | 06-Mar-17 | Active   |
| 23 | Muhammad Saleemullah | Senior Engineer (Instrument), SFGCS JG-7/8 | MD | DMD-AO | Masroor Ahmad, GMHR | M. Rafiq, DMD-AO         | S. Wamiq Bukhari | Senior Manager Operations / JG-12     | 22-May-17 | Active   |

| Sr. No. | Employee Name             | Position Available / Used                           | Requirement / Directives for initiating hiring process by | Shortlisting of candidates for interview by | Head of executing department | Functional Head / DMD as part of final interview panel     | Directive to Hire after final interview |                                                      | Date of Joining | Employment Status |
|---------|---------------------------|-----------------------------------------------------|-----------------------------------------------------------|---------------------------------------------|------------------------------|------------------------------------------------------------|-----------------------------------------|------------------------------------------------------|-----------------|-------------------|
|         |                           |                                                     |                                                           |                                             |                              |                                                            | Competent Authority                     | Position Offered / JG                                |                 |                   |
| 1       | Masood Sanwar             | Engineer M&I, HO / JG-7/8                           | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Fareed Iqbal Siddiqui, DMD (TS)                            | S. Wamiq Bukhari                        | Manager (HSE) / JG-11                                | 25-Aug-15       | Active            |
| 2       | Abdul Waheed              | Senior Engineer (Reservoir) JG-8                    | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Fareed Iqbal Siddiqui, DMD (TS)                            | S. Wamiq Bukhari                        | Manager Sub Surface-Kandhkot Asset / JG-11           | 19-Oct-15       | Active            |
| 3       | Abdul Malik               | Deputy Chief Engineer, Sui PP, JG-9                 | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | S. Kaleem Akhter, DMD-AO                                   | S. Wamiq Bukhari                        | Manager Sub Surface Sui Asset / JG-11                | 02-Nov-15       | Active            |
| 4       | Anita Shah Lakaryar       | Chief Community Development Officer, HO, JG-10      | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Sultan Maqsood, GMCS                                       | S. Wamiq Bukhari                        | Chief Community Development Officer / JG-10          | 01-Feb-16       | Active            |
| 5       | Sohaib Qadar              | Head of Legal & Commercial, HO, JG-12               | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Syed Wamiq Bokhari, MD                                     | S. Wamiq Bukhari                        | General Manager Legal & Commercial / JG-13           | 16-Feb-16       | Resigned          |
| 6       | Shahbaz Khan              | N / A                                               | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Syed Kaleem Akhter, DMD-AO                                 | S. Wamiq Bukhari                        | General Manager Asset Operations (Designate) / JG-13 | 16-May-16       | Active            |
| 7       | Amer Mahmood              | N / A                                               | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Fareed Iqbal Siddiqui, DMD (TS)                            | S. Wamiq Bukhari                        | General Manager Production Technology / JG-13        | 01-Aug-16       | Resigned          |
| 8       | Mohammad Farooq           | Chief Administrative Officer, HO, JG-10             | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Sultan Maqsood, GMCS                                       | S. Wamiq Bukhari                        | Manager Administration / JG-11                       | 12-Aug-16       | Active            |
| 9       | Muhammad Saad Faridi      | Manager Finance, HO, JG-11                          | Finance department                                        | Finance department                          | Masroor Ahmad, GMHR          | Kamran Wahab, GMF                                          | S. Wamiq Bukhari                        | Senior Manager Finance / JG-12                       | 23-Feb-16       | Resigned          |
| 10      | Mir Sardar Khan Marri     | Security Officer, HO JG-7/8                         | MD                                                        | GMCS                                        | Masroor Ahmad, GMHR          | Sultan Maqsood, GMCS                                       | S. Wamiq Bukhari                        | Manager Corporate Services, Quetta                   | 14-Mar-16       | Active            |
| 11      | Siddique Mahmood Chaudhry | Chief Geophysicist, Exploration Frontier, HO, JG-10 | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Fareed Iqbal Siddiqui, DMD (TS) / Moin Raza Khan DMD (EBD) | S. Wamiq Bukhari                        | Senior Manager Subsurface - Adhi / JG-12             | 20-Jun-16       | Active            |
| 12      | Samad Saleem Siddiq       | Chief Medical Officer, SF Hospital JG-10            | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Fareed Iqbal Siddiqui, DMD (TS) / Moin Raza Khan DMD (EBD) | S. Wamiq Bukhari                        | Senior Manager Reservoir Engineering / JG-12         | 11-Jul-16       | Active            |
| 13      | Junaid Bin Idris Khawaja  | DY. Chief Engineer (Electrical), SFGCS JG-9         | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Fareed Iqbal Siddiqui, DMD (TS)                            | S. Wamiq Bukhari                        | Senior Manager Projects / JG-12                      | 01-Aug-16       | Active            |
| 14      | Imran Ahmed Abbasi        | Senior Internal Auditor, HO JG-7/8                  | Internal Audit department                                 | Internal Audit department                   | Masroor Ahmad, GMHR          | M. Arshad Siddiqui, GMIA                                   | S. Wamiq Bukhari                        | Chief Internal Auditor / JG-10                       | 03-Oct-16       | Active            |
| 15      | Haseeb Ahmed              | Senior Accountant, Corporate Finance, HO JG-7/8     | Finance department                                        | Finance department                          | Masroor Ahmad, GMHR          | Kamran Wahab, CFO / Syed Ehtesham Ahmad, GMF               | S. Wamiq Bukhari                        | Manager Finance / JG-11                              | 05-Dec-16       | Resigned          |
| 16      | Syed Raza Haider          | Manager Finance, HO JG-11                           | Finance department                                        | Finance department                          | Masroor Ahmad, GMHR          | Kamran Wahab, CFO / Syed Ehtesham Ahmad, GMF               | S. Wamiq Bukhari                        | Senior Manager Finance (Asset Operations) / JG-12    | 20-Dec-16       | Resigned          |
| 17      | Humaira Ahmad             | Manager Training & Development, HO, JG-5/6          | MD                                                        | MD                                          | Masroor Ahmad, GMHR          | Masroor Ahmad, GMHR                                        | S. Wamiq Bukhari                        | Manager Human Resources (T&D) / JG-11                | 13-Feb-17       | Resigned          |
| 18      | Muhammad Saleemullah      | Senior Engineer (Instrument), SFGCS JG-7/8          | MD                                                        | DMD-AO                                      | Masroor Ahmad, GMHR          | M. Rafiq, DMD-AO                                           | S. Wamiq Bukhari                        | Senior Manager Operations / JG-12                    | 22-May-17       | Active            |

## **B. IRREGULARITIES IN PROMOTIONS**

During the course of enquiry it has also been revealed that accused MD. S. Wamiq Bukhari was the competent authority for promotions up to a certain level. He used his power beyond his legitimate authority in promotion of staff as well. He promoted staff on fast track immediately after his joining, particularly at the senior level to influence them to get support him While promoting staff, he did not comply to the Board approved policy for minimum number of years of requirement and availability of vacancy etc. These irregularities in promotion also resulted in huge cost / loss / burden on the exchequer.

## **C. PROMOTIONS WITHOUT COMPLETING THE MINIMUM REQUIRED PERIOD AS PER POLICY AT SENIOR LEVEL**

| S. No. | Emp. No. | Name                  |
|--------|----------|-----------------------|
| 1      | 3351     | Farooq Azam Shah      |
| 2      | 4232     | Naveed Hasan          |
| 3      | 4270     | Masood Sarwar         |
| 4      | 4303     | Mujahid Ali           |
| 5      | 2274     | Sohail Rana           |
| 6      | 1880     | Fouad Muhammad Asghar |

| S. No. | Emp. No. | Name               |
|--------|----------|--------------------|
| 7      | 3568     | Zakir Sadiq Alavi  |
| 8      | 2308     | Shahid Mir Basha   |
| 9      | 2057     | Naeem Qureshi      |
| 10     | 2160     | Tariq Hussain      |
| 11     | 1789     | Bilal Ahmed        |
| 12     | 4056     | Khalid Perwez Raja |

## **D. PROMOTIONS WITHOUT COMPLETING THE MINIMUM REQUIRED PERIOD AS PER POLICY AND WITHOUT CLEAR VACANCY AVAILABLE AT SENIOR LEVEL**

| S. No. | Emp. No. | Name                |
|--------|----------|---------------------|
| 1      | 3182     | S. Shakeel Hussain  |
| 2      | 4292     | Ahmad Kamal         |
| 3      | 4480     | Muhammad Asad       |
| 4      | 4487     | Ali Jaffar          |
| 5      | 4318     | Abdul Waheed        |
| 6      | 4329     | Abdul Malik         |
| 7      | 2714     | Muneer Kamal Jadun  |
| 8      | 4240     | Fazal Hussain       |
| 9      | 3187     | Naveed Mohsin       |
| 10     | 4341     | Kamran Aziz         |
| 11     | 4015     | Syed Muneer Hussain |

| S. No. | Emp. No. | Name                    |
|--------|----------|-------------------------|
| 12     | 3251     | Muhammad NaufilGazdar   |
| 13     | 3483     | Abdul Aziz Ansari       |
| 14     | 3265     | S. M. Ali Imran Bokhari |
| 15     | 3825     | Furqan Uddin Sheikh     |
| 16     | 2252     | Zafar Yab Ali Wasti     |
| 17     | 2202     | Sajjad Hussain          |
| 18     | 2798     | Umar Farooq             |
| 19     | 1841     | Syed Dost Ali           |
| 20     | 2286     | Ashraf Mohammad         |
| 21     | 4012     | AttaM. Khakwani         |

## **E. PROMOTIONS WITHOUT CLEAR VACANCY AVAILABLE AT SENIOR LEVEL**

| S. No. | Emp. No. | Name                     |
|--------|----------|--------------------------|
| 1      | 2241     | Mohammad Yasin Anwar     |
| 2      | 2871     | M. Ashfaq A Nadeem       |
| 3      | 2755     | Zia Salahuddin           |
| 4      | 2300     | Syed Intesar Abbas Rizvi |
| 5      | 2413     | Muhammad Attar Sirati    |
| 6      | 2183     | Salman Ali Khan          |
| 7      | 1940     | Irshad Mohammad          |
| 8      | 2196     | Saleemuddin              |
| 9      | 2640     | Muhammad Hamdan          |
| 10     | 2273     | Shahzad Sultan           |
| 11     | 4287     | Muhammad Ali             |
| 12     | 2039     | Muhammad Nawaz           |
| 13     | 2056     | M Noman Khan             |

| S. No. | Emp. No. | Name                  |
|--------|----------|-----------------------|
| 25     | 1826     | Ashrafuddin           |
| 26     | 3095     | Najmud Din            |
| 27     | 3045     | Kazim Ali             |
| 28     | 4041     | M Shujaat Bhatti      |
| 29     | 3971     | Amjad Ali Khan        |
| 30     | 2234     | Valeed Ali            |
| 31     | 2274     | Sohail Rana           |
| 32     | 3350     | Bilal Ahmed Leghari   |
| 33     | 1832     | S Azhar Hussain Rizvi |
| 34     | 2172     | Saleem Ahmed          |
| 35     | 2463     | Shujat Ahmed          |
| 36     | 3230     | Saqui Hanif           |
| 37     | 2100     | Qamar Zia Zuberi      |

|    |      |                       |
|----|------|-----------------------|
| 14 | 2816 | Tauseef Ahmad Khan    |
| 15 | 2083 | M. Mubbassar Siddique |
| 16 | 3174 | Naveeda Mahmud        |
| 17 | 3443 | Ijaz Ahmad            |
| 18 | 2227 | Waheeduddin A. Ansari |
| 19 | 1882 | S.M.Fayaz Iqbal       |
| 20 | 3197 | Faisal Saeed          |
| 21 | 2470 | Naveed Abdul Hafeez   |
| 22 | 2217 | Omer Hayat Bugti      |
| 23 | 1884 | M. Faisal Manzoor     |
| 24 | 3406 | Qazi Abul Bashir      |

|    |      |                      |
|----|------|----------------------|
| 38 | 2301 | Muhammad Jawed Iqbal |
| 39 | 3483 | Abdul Aziz Ansari    |
| 40 | 1913 | Syed Ghazanfar Iqbal |
| 41 | 2296 | Dhani Bux Bhayo      |
| 42 | 2322 | M Shahzad Khan       |
| 43 | 2387 | Maqsood Ahmed        |
| 44 | 2847 | Abu Rehan            |
| 45 | 3182 | Syed Shakeel Hussain |
| 46 | 1934 | Ishtiaq Hussain Shah |
| 47 | 2028 | Mahboob Ali Khan     |

#### **(F) FINANCIAL IMPACT OF THE VIOLATIONS IN HIRING.**

The net differential impact of recruiting staff at senior level without clear vacancy / sanctioned posts was around Rs. 87 million per year, if it is believed that junior level positions were required to be filled. However, there was no requirement of such junior positions.

The financial impact of these promotions during the period of Syed Wamiq Bukhari which were not in line with the policy is around Rs. 127 million.

Internal Audit did not report these violations in HR as well as undue favor to contractor M/s Spec Energy which caused huge loss to National Exchequer, because Mr. Fazal Hussain was hired in the company as Manager Internal Audit in Job Group 11 on 02 July 2015 and he promoted to JG-12 on 02 July 2016 and then again to JG-13 on 12 May 2017 by accused MD Syed Wamiq Bukhari.

#### **(G)-BOARD DID NOT APPROVE BONUS AMOUNT OF MD WAMIQ BUKHARI AT THE END OF HIS TENURE.**

- As per 524<sup>th</sup> Meeting of Board of Director held on December 2018, BOD did not approved bonus amount of MD Syed Wamiq Bukhari due to violations in HR Policies, misrepresented the Board and undue favor to contractor M/s Spec Energy.
- Board raised questions on hiring and promotions in 2017 and 2018, however, MD did not submit complete information to the Board and also misguided the board regarding the completion of work in GPF-III. MD given undue favor to M/s Spec Energy who was paid approx 43 million USD by PPL without completion of the project.

#### **(H)- ROLE OF INTERNAL AUDIT**

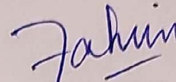
As per statement of MD PPL Mr. Moin Raza Khan the Internal Audit had arrange an audit of HR Processes through an HR Consulting firm in 2016 with the title HR Value Audit. HR Consulting Firm also reviewed the organization and shared their Findings that the organization had become top heavy with increased number of senior staff and taller hierarchies. GMIA did not submit the report to the Board on the instructions of the Ex-MD Wamiq Bukhari.

It was also informed that Internal Audit obtained all the details of recruitments for audit but never submitted any report or raised any concern during the tenure of accused Syed Wamiq Bukhari. Internal Audit did not report these violations in HR as well as undue favor to contractor M/s Spec Energy which caused huge loss to National Exchequer, Against this undue favor to accused MD Wamiq Bukhari, accused GMIA Arshad Siddiqui got promoted by accused MD Wamiq Bukhari in JG-13 in May 2015 and accused GMIA Fazal Hussain was promoted to JG-12 on 02 July 2016 and then again to JG-13 on 12 May 2017 by accused MD Syed Wamiq Bukhari.

From the above discussed circumstances, it is concluded that accused Wamiq Bukhari the then MD never followed company's policies and rules regarding HR matters. He recruited

his old cronies and gave undue and illegal promotions and other benefits to his favorite officers which not only caused pecuniary losses to the company but the National Exchequer. Secondly he with connivance of other officials of PPL kept deceiving the board about the actual status of GPF-III project resultantly huge loss to exchequer. Internal Auditor fully supported the accused MD Wamiq Bukhari and gained their personal benefits from MD.

Hence, this case is being registered against accused (1) Ex-MD Syed Wamiq Bukhari (2) Ex- GM Fazal Hussain (3) Ex-GMIA Arsahad Siddiqui and others U/s 406, 409, 109 PPC 5(2) PCA 1947. Investigation of the case has been taken up by Sub-Inspector Mehwish Iftikhar of FIA CCC Karachi.

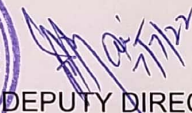
  
(Muhammad Tahir)  
Sub-Inspector, FIA,  
CCC, Karachi

No. FIA/CCCK/FIR-47/2022/ 9037-45

Dated: 07.07.2022

1. The Director, FIA, Sindh Zone I, Karachi.
2. The Director (Admn), FIA HQs (South) Region Karachi
3. The Deputy Director (Crime), FIA, Headquarters, Islamabad.
4. The Additional Director, FIA Corporate Crime Circle, Karachi.
5. The Deputy Director CCRO, FIA, Headquarters, Islamabad.
6. The Assistant Director (Legal), FIA, Corporate Crime Circle, Karachi.
7. The Reader, FIA, Corporate Crime Circle, Karachi.
8. The IO of the case



  
DEPUTY DIRECTOR  
FIA, CCC, Karachi