

Jan-Apr 2023

I N T H E LOOP



LOOPVERSE - A DIGITAL 3D SPACE TO SOCIALIZE & DO BUSINESS

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ABOUT US

Interloop Limited, headquartered in Pakistan, is a vertically integrated multi-category Full Family Clothing company, manufacturing hosiery, denim, activewear & apparel products, for top international brands and retailers. Being the largest listed textile company on Pakistan Stock Exchange by market capitalization & among the largest exporters of Pakistan, Interloop enjoys an organizational network spread across 3 continents, with large well-equipped industrial infrastructure based in Pakistan and Sri Lanka, marketing services offices in USA, Europe & Japan and affiliate manufacturing facility & sourcing office in China. Interloop's operational excellence, quality products, diverse workforce and commitment to environmental and social responsibility has gained Interloop global recognition as a pioneer in responsible manufacturing and established it as a partner of choice for its customers.

HOSIERY



795M

Pairs of Socks - Annual Production Capacity

DENIM



6M

Garments - Annual Production Capacity

APPAREL



22M

Garments - Annual Production Capacity

ACTIVE WEAR



4M

Garments - Annual Production Capacity

Mission

To be an agent of positive change for the stakeholders and community by pursuing an ethical and sustainable business

Vision 2025

To become a full family clothing partner of choice

Values



INTEGRITY



CARE



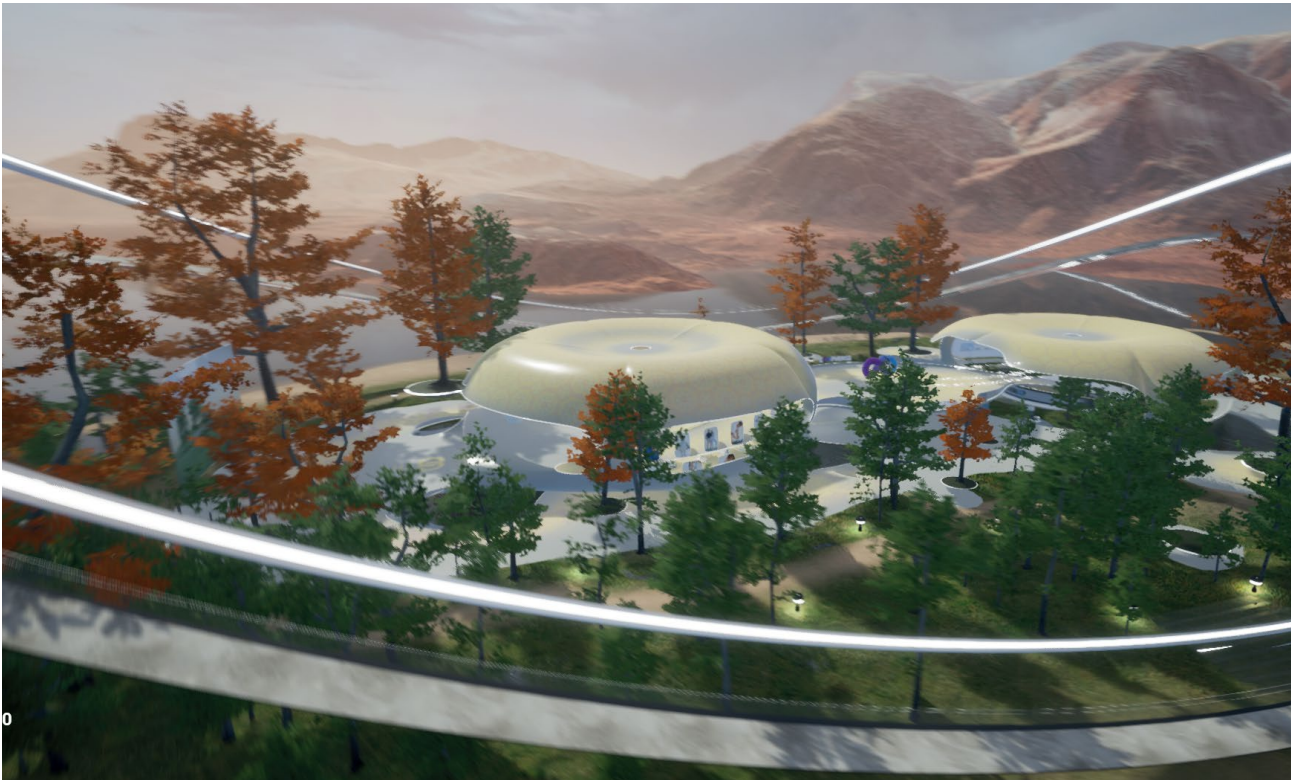
ACCOUNTABILITY



RESPECT



EXCELLENCE



RESHAPING BUSINESS IN THE DIGITAL AGE

Loopverse

Step into the world of Loopverse and discover a whole new universe of possibilities! Interact with us like never before and experience our purpose-driven story and digital capabilities. With our innovative platform, you can sample our multi-category products, learn about our sustainability initiatives, and connect with like-minded individuals. At Interloop, we are on a mission to reduce waste and our carbon footprint by going digital. Say goodbye to paper waste and unnecessary travel with our virtual meetings. Connect with us in a personalised way, all while contributing to a better tomorrow.

Our design is inspired by the grace of cotton flowers and domes, seamlessly integrated into Loopverse. Explore our purpose dome, showcasing Interloop's profile, mission, vision, and sustainability efforts. Our product dome, enriched with QR codes, offers a diverse range of products that you can experience like never before. Our digital collections surpass traditional catalogues, enabling you to engage with us through voice conversations and digital avatars. Customise your avatar with stylish 3D outfits, creating your unique virtual identity.

Loopverse also offers secure, private rooms for meetings. We foster openness, transparency, and innovation on our virtual platform, encapsulating our commitment to sustainability while bringing nature and business together in a captivating way. Experience our products in a whole new way with augmented reality, bringing them to life in a virtual space. We're thrilled to share Loopverse with you, our customers, partners, and fellow innovators. As a company that has grown from humble beginnings, Loopverse is the next step in our journey toward success. Join us in this virtual world and discover a new way to connect—a world of endless possibilities and infinite loops!



Greener Future

We care deeply about the planet and the impact we have on it. That's why we're always looking for ways to reduce waste and promote sustainability. We recently provided our employees with reusable grocery bags made of 100% cotton. These bags are a fantastic alternative to single-use plastic bags, and we're thrilled to see our people embracing them. By using these bags, we're taking a small but significant step towards reducing our overall plastic consumption and creating a more sustainable future.

We believe that every little action counts, and we hope that by encouraging the use of these bags, we can inspire others to adopt sustainable habits in their daily lives too. In addition, we're proud to say that we've eliminated 95% of styrofoam cups from our facilities. We're committed to find ways to reduce our environmental footprint. We believe that together, we can make a positive impact on our planet.



Bridging The Communication Gap

We are excited to announce our partnership with ConnectHear to empower the Deaf and Hearing communities. This collaboration aims to bridge the communication gap and facilitate access to information in Sign Language for Deaf, Hard of Hearing HoH, Speech Impaired, and Autistic individuals. Our goal is to empower the community and promote inclusivity through purpose-driven support, fostering sustainable socio-economic development for humanity. Sign language plays a crucial role in effective communication among Deaf, Hard of Hearing (HoH), speech-impaired, and autistic individuals. By incorporating sign language into our daily lives, we can eliminate communication barriers and promote a more inclusive society.

ConnectHear offers a range of services including virtual sign language interpretation application, provide sign language interpretation services, conduct PWDs sensitivity training, offer video content in sign language, teach sign language classes, and provide PWDs e-learning modules. Their initiatives have been recognized and awarded the prestigious 1st Prize at the TIE Global Summit.

Through ConnectHear's app, Deaf individuals can access interpretation services for various interactions, including those with banks, shops, and transportation, as well as communication with friends and family. It's an innovative solution that enhances accessibility and improves the lives of Deaf individuals in our society.

Connecthear's application : <http://onelink.to/8w8q5t>



Building Brighter Futures

We have joined hands with Roshni Homes Trust in Gujranwala to support orphaned children in need. We believe that every child deserves access to education and a safe & conducive environment. Our partnership with Roshni Homes Trust focuses on financing the domestic and educational needs of these orphaned children, with the aim of rehabilitating them and turning them into productive members of society.

Through this partnership, we're not only providing financial assistance but also hope for their prosperous future. We're committed to supporting them in their educational, physical, and psychological growth, with the ultimate goal of empowering them to become responsible, productive, and meaningful members of society.

School Khana Program

We have partnered with Allah Walay Trust, and together, we have arranged free meals for the students of Government Primary School in Hassan Da Kot, Lahore. Our aim is to create a positive impact on the children's health, resulting in better academic performance.

Under the School Khana Program, 231 students now enjoy healthy and balanced meals during lunch hours, while also encouraging parents to send their children to school. For many students, school is their primary source of nutrition, and we want to ensure they have access to nourishing meals during the school day.

At Hassan Da Kot, we plan the lunch menu carefully, keeping in mind the students' dietary needs and well-being ensuring good quality. Studies show that well-nourished children are more likely to attend school regularly and perform better academically. Through our partnership with Allah Walay Trust, we are empowering future generations with targeted interventions and equal opportunities, reducing poverty, promoting economic development, and addressing social inequality.





All Pakistan Business Plan Competition

Interloop is passionate about nurturing young minds and supporting entrepreneurship in Pakistan. Recently, we proudly sponsored the NTU-INTERLOOP All Pakistan Business Plan Competition for the second consecutive year, which took place on March 13th and 14th at the National Textile University in Faisalabad. The competition drew an impressive turnout of 50 teams from universities across Pakistan.

Chairman Interloop Limited graced the event as the guest of honor. Musadaq Zulqarnain interacted with the students, displaying a genuine interest in their business plans, and was delighted to see the level of creativity and innovation that these young entrepreneurs possessed. He provided valuable

feedback to the students about their business plans, encouraging them to pursue their dreams relentlessly.

The winning team received a cash prize of PKR 250,000, while the second and third runners-up received PKR 150,000 and PKR 100,000, respectively. We take great pride in being a part of this initiative and remain committed to supporting similar events that promote entrepreneurship in Pakistan. At Interloop, we firmly believe that nurturing young talent is critical for the development of the country.





Advancing Membrane Science

As part of our commitment to sustainable technologies and innovation, we have joined hands with LUMS and participated in International Conference on Membrane Science (ICMS) at their campus. The event brought together leading researchers from academia and industry to discuss the latest advancements in membrane science and technology, with a focus on sustainable solutions for carbon capture, water treatment, gas separation, and solvent separation, the conference provided a platform for experts to discuss the latest research, emerging trends, and future directions in the field.

In addition to featuring presentations from global experts, the conference also provided an opportunity for students from Pakistan and Europe to showcase their research through poster presentations. By encouraging the next generation of researchers and fostering collaboration between academia and industry, we hope to accelerate the development of sustainable technologies that can help address some of the world's most pressing challenges.

Knowledge-Based Textiles Conference

When it comes to pioneering sustainable practices and propelling the textile industry forward, Interloop Limited consistently takes the lead. As the platinum sponsor for the 2nd International Conference on Knowledge-based Textiles, The event brought together industry leaders, academic scientists, and research scholars from around the world to explore groundbreaking advancements in Pakistan's textile sector. The conference provided a valuable platform for collaboration and knowledge exchange, driving innovation and fostering a brighter future for the industry.

The event focused on indigenization, knowledge-based textiles, and sustainable growth strategies, all pivotal factors for the industry's success. With a lineup of over 50 national and international speakers, the program encompassed diverse discussions on topics such as innovations in textile processes, sustainability, advanced textiles, and technical textiles.

The forum provided a vibrant platform for knowledge exchange through technical sessions, inspiring keynote talks, engaging poster presentations, and insightful panel discussions. Participants had the opportunity to delve into the future dimensions of textile research, engage in dialogue on challenges and opportunities in boosting Pakistan's textile exports, and stay abreast of the latest trends shaping the industry.



A Sunday With Family & Furry Friends

We sponsored the ACF Sunset Picnic, held on 19th March 2023 at the Karachi Parsi Institute, to support the cause of animal welfare and care. Such events are important as they provide a unique opportunity to connect with animals and raise awareness about their well-being. The event aimed to educate attendees about animal care and foster compassion towards animals. The key highlight was the donkey petting zoo, which proved to be immensely popular. Attendees also had the chance to interact with rescued cats and brought their own pets. The immersive experience of the human cage added to the event's uniqueness where the audience was able to interact with the animals hands on.

We aim to normalize conversations around animal care and promote compassion and sensitivity towards animals. Such collaborative efforts can create a more tolerant society. The Picnic provided the people of Karachi with a meaningful experience of fun and learning, emphasizing the importance of treating animals with love and care. It served as a reminder to take care of our planet and all living beings that inhabit it.



8th INTERLOOP

Golf Championship

The 8th Interloop Golf Championship was held on March 4th and 5th, 2023, at the Lyallpur Golf & Country Club in Faisalabad. The tournament witnessed the participation of talented golfers from Lahore, Islamabad, Gujranwala, Faisalabad, Mangla, Sargodha, and Karachi Golf Clubs, competing fiercely in categories such as Professional, Amateur, Veterans, and Team events for the coveted Interloop Cup. The tournament was a two-day event, with professionals and amateurs playing 18 holes on the first day, and veterans playing 9 holes.

Muhammad Safdar from Gujranwala Golf Club won the professional category, while Sameer Riaz from Lyallpur Golf Club won the Interloop Cup in the amateur category. Jahan Zeb Banth from Lyallpur Golf Club secured the 1st Net prize in the Veterans category, and Lyallpur Golf Club won both the 1st and 2nd positions in the Team event. Chief Guest, Navid Fazil, CEO Interloop Ltd, and Dr. Khalid Mehmood Khan, senior member of Lyallpur Golf Club, presented the Interloop Cup, utility prizes, and cash prizes to the winners.



INSPIRING ECONOMIC CHANGE

Eco-Fest With Pide

The Pakistan Institute of Development Economics (PIDE) recently held its EconFest 2023 event, featuring more than 30 thought-provoking sessions and over 100 distinguished speakers. The event brought together experts, policymakers, practitioners, and thought leaders to share insights and perspectives on the most pressing economic issues facing Pakistan.

During the event, various topics were discussed, including the energy crisis, climate change, taxation, and the digital economy. Navid Fazil, the CEO of Interloop, shed light on the challenges faced by investors in Pakistan. These include a preference for nonproductive and short-term investments i.e. real estate, political and economic instability, and a lack of external investment. He highlighted the need for more focus on long-term capacity building rather than short-term gains with quicker payback.

PIDE, RASTA, and PSDE collaborated on a two-day event at Alhamra Art Centre in Lahore. It provided a platform for participants to explore innovative solutions for promoting sustainable economic growth and development in Pakistan.



A VIBRANT CELEBRATION

Punjabi Suleekh Mela

The 8th Lyallpur Punjabi Suleekh Mela, held on Feb 22nd and 23rd, 2023, was a remarkable event sponsored by Interloop Limited. The event celebrated the richness of Punjabi literature, art, and culture, reinforcing the importance of nurturing and preserving these traditions for future generations.

The festival, held at the Nusrat Fateh Ali Khan Auditorium, Arts Council Faisalabad, brought together a multitude of scholars, writers, poets, and social activists from the Lyallpur Punjabi literature community. Engaging group discussions delved into topics ranging from the historical Harappan civilization to Punjabi stories, cinema, and the political landscape in Punjab. In addition to intellectual discourse, the festival showcased captivating performances, including the mesmerizing Folk Special Jhoomer, the timeless epic of Heer Waris Shah, and thought-provoking theater plays.

Such events hold immense importance as they serve as platforms for preserving and promoting cultural heritage, fostering dialogue among diverse communities, and providing opportunities for intellectual growth and artistic expression. The 8th Lyallpur Punjabi Suleekh Mela succeeded in embodying these ideals and further solidified its significance in celebrating Punjab's rich literary and cultural legacy.

TOP POSITION AT UN GCNP

Sustainability Awards 2023

At the Annual Mega Event 2023, we achieved an incredible milestone by winning the prestigious 1st prize in the Large National Enterprises category for the second year in a row at the Living the Global Compact Business Sustainability Awards. Aliya Dossa, CEO of Interloop Asset Management Company, accepted the award on behalf of Interloop during the ceremony. The event was graced by the presence of Mr. Martin Dawson, Deputy Head of Mission and Deputy High Commission of UK, who was attending as the esteemed chief guest.

Under the theme of "Changing norms and rebalancing power," the event aimed to evaluate our progress towards the Sustainable Development Goals (SDGs) and identify gaps in knowledge, resources, and funding. It emphasized the importance of collaborative efforts, innovative thought leadership, transparent reporting, and focused action in our collective journey toward achieving the SDGs. This recognition reaffirms our commitment to sustainability and motivates us to continue making a positive impact on our environment and communities.



TOM TAILOR

Supplier Excellence Awards 2023

Interloop was honored with the prestigious Supplier Excellence Award during the Supplier Summit 2023 in Bangkok, presented by Tom Tailor. This significant accolade highlights our unwavering commitment to maintaining exceptional standards across all our operations & signifies our dedication to upholding excellence in everything we do. Tayab Masood, our Vice President for Apparel, graciously accepted the award on behalf of Interloop. Laura Sophie Berger, the Director of Sourcing at Tom Tailor, expressed her heartfelt appreciation to all the partners for their unwavering support.

“ This recognition is a motivator for us to maintain our unwavering commitment to excellence and further strengthen our valued partnerships as we continue delivering exceptional results.

Traceable Yarn

TAKES GLOBAL STAGE

Material traceability is becoming more and more crucial for the textile industry. We understand the challenges in providing traceability from the farm all the way to the ginning and spinning operations (Tier 5 and Tier 4). That's why we're proud to be ahead of the curve at Interloop. Adopting the innovative solution, Looptrace allows us to provide our clients with fully traceable yarn. We're excited to share that our commitment to material traceability has already shown positive results. We successfully shipped our first consignment of traceable yarn to Germany.

Being able to trace materials throughout the entire production process is important for ensuring quality standards and ethically sourcing our materials. We believe in transparency, and it's a value that resonates with consumers who are increasingly concerned about the origins of the products they purchase. We're dedicated to making a difference in the textile industry by prioritizing material traceability and meeting the evolving needs of our clients.



PROMOTING

Safe Mobility For Women

On 21st March 2023, the World Bank Pakistan hosted an event, Promoting Women's Safe Mobility, as part of the International Women's Day celebrations, where Saira Khan, Senior General Manager Strategic HR, represented Interloop Limited. The event aimed to promote safe mobility options for women in Pakistan, which is crucial to address the country's low female labor force participation linked to women's mobility and safety. She highlighted Interloop's strong dedication to empowering women through its various initiatives, including the renowned program Women on Wheels, developed in collaboration with the Salman Sufi Foundation, aimed to equip women with the essential skills and resources to ride motorcycles safely, ultimately enhancing their mobility and independence. Through these comprehensive measures, Interloop is committed to enabling women to confidently embrace the freedom and opportunities that come with increased mobility.

In addition, Saira further emphasized family friendly policies encompassing provision of free pick-and-drop services for women employees, enabling them to commute safely and comfortably. Interloop believes in equal opportunities and compensation for both men and women, promoting gender balance and a fair work environment. The event generated meaningful and in-depth discussions about key challenges and good practices for women's mobility in Pakistan and globally.



INTERLOOP-CERB

Sustainability Summit

Interloop Limited, as the exclusive sponsor, collaborated with The Centre of Excellence in Responsible Business (CERB) to recently organize a highly successful summit on corporate sustainability. The event, held on March 15th and 16th at the Nishat Hotel in Lahore, brought together professionals and change agents from diverse industries. Aimed at exploring the theme of "Corporate Sustainability Disclosures: Embarking on the Journey".

This gathering provided a platform for mid to senior-level professionals, responsible for sustainability or ESG initiatives within their organizations, to gain invaluable insights into best practices and strategies to develop actionable and effective sustainability/ESG frameworks. The sessions focused on comprehending the business rationale for

ESG, managing non-financial risks, identifying opportunities, crafting ESG roadmaps, and implementing reporting frameworks.

The event featured interesting discussions with sustainability experts from various corporations, a lively fireside chat where Interloop's sustainability approach was showcased, and an expert presentation on the crucial role of governance in ESG. Attendees had the chance to network, exchange ideas, and learn from industry leaders across Pakistan, including organizations such as Jazz, Sapphire Limited, HBL ACCA, Coca-cola Pakistan, US Apparel to name a few. The summit effectively emphasized the importance of sustainability reporting and provided guidance for organizations to document and achieve their sustainability goals.



EMBRACING EQUITY

International Women's Day

It's truly inspiring to witness the celebration of International Women's Day 2023 by the women of Interloop who embody the values of equity, inclusivity, and diversity. Their dedication and efforts towards breaking away from patriarchal ideology are truly remarkable, and we fully support their continuous strive for a more compassionate world where everyone can achieve incredible feats and be recognized as real-life superheroes.

In March, we marked Women's Day with the theme "Embrace Equity," showcasing our commitment to promoting gender equality in the workplace and increasing women's representation in our workforce, treating women with fairness, providing them with equal opportunities as men, and ensuring equal chances for women to succeed in education, jobs, healthcare, and other services. We are committed to breaking down barriers holding women back and creating a more equal and inclusive society. It's about valuing and respecting women's experiences, perspectives, and contributions. By embracing equity, we aim to create a world where women can thrive and have the same opportunities as men.

The celebrations took place across Interloop in Pakistan and Texlan Center, Sri Lanka, featuring fashion shows, engaging skits, games, and singing competitions that recognized women's contributions to personal and professional lives. In Pakistan, Farzana

Musadaq, the honorable chief guest, expressed her appreciation for the performers and praised the women employees for their enthusiasm, hard work, and devotion to the company. Certificates and gifts were presented to the participants, followed by a delicious lunch for all in attendance.

At Texlan Center, male employees proudly donned pink attire as a tribute to their women colleagues, joining in the festivities. The day was full of excitement and talent as women staff took center stage in a dazzling fashion show. Exceptional teamwork and individual achievements were celebrated and honored, creating a sense of pride and accomplishment.

As the day came to a close, the women of Interloop carried the spirit of International Women's Day with them, determined to continue their efforts in promoting equity and inclusivity. They understood that celebrating women was not limited to a single day but rather a continuous journey towards equality. With their heads held high and hearts full of hope, they embarked on this journey, knowing that together, they could create a world where women's contributions were recognized and valued.



Dignitaries Visit

We had the honor of hosting H.E. Neil Hawkins, the Australian High Commissioner to Pakistan, and H.E. Mr. Jakob Linulf, the Danish Ambassador to Pakistan, at Interloop's facilities. These visits aimed to strengthen bilateral relations, foster knowledge exchange, and explore opportunities for collaboration in sustainable development and business growth.

The Australian High Commissioner to Pakistan, visited Interloop Limited in Feb 2023 and he engaged with top leadership, gaining insights into the company's diverse business portfolio and its commitment to environmental sustainability and social responsibility. H.E. Hawkins commended Interloop's ESG strategy and its alignment with global sustainability goals. He appreciated the company's efforts in creating an inclusive working environment and supporting the aspirations of its workforce. The High Commissioner toured Interloop's LEED Gold certified Plant 4 acknowledging the modern infrastructure, digitization, and scale of production, all contributing to the company's success as a responsible manufacturer.

The Danish Ambassador to Pakistan, visited Interloop Limited in Mar 2023 and aimed to explore areas of collaboration in sustainable environmental practices and social development. During his visit, H.E. Jakob Linulf met with Interloop's top and senior leadership, gaining a comprehensive understanding of the company's business philosophy, values, and contributions to the local and global community. He recognized Interloop's commitment to environmental stewardship and its progress in building a sustainable ecosystem for all stakeholders. The Danish Ambassador also toured Interloop's manufacturing facilities, witnessing the advanced hosiery production processes and sustainable infrastructure. He expressed a desire for closer collaboration between Danish companies and Interloop Limited in sustainable development and environmental protection. Such visits provides a platform for meaningful discussions, fostering potential partnerships in sustainability, environmental protection, and social development.



H.E. Neil Hawkins
Australian High Commissioner to Pakistan



H.E. Mr. Jakob Linulf
Ambassador of Denmark to Pakistan



TOWN HALL MEETING



ENGAGING PEOPLE AT

Interloop Denim

Interloop Denim Town Hall was a momentous occasion where the company's top management came together to review and discuss the business's performance over the last quarter. The conversation starter was company's vision and mission, setting the tone for the discussion. Attendees were reminded of the company's core values and goals, which served as the foundation of the gathering.

The attendees then delved into the business's performance over the last quarter, focusing on key wins, challenges, and improvement roadmaps. This information helped to paint a clear picture of the company's current position and the steps required to achieve its goals. It featured a detailed review of the performance of the various committees within the company, including the Customer Complaints

Committee, Wellbeing Committee, Cross Thrust Committee, Cost Optimization Committee and their performance and plans, highlighting the importance of collaboration and communication within the company to ensure continuous improvement. The session was highly interactive, and the attendees engaged in a lively discussion about the company's positioning and plans for the future.



BPW2023: MID-YEAR

Business Review And Planning

On Feb 1st, 2023, a Business Planning Workshop Mid-Year Review was held at the Faisalabad Serena Hotel. The event was attended by the company's top and middle management and the North American team. The workshop aimed to comprehensively review the first half of FY23 financial progress for each business unit, including hosiery, denim, apparel, yarns, and activewear. The objective was to discuss the key challenges in achieving full-year targets in the face of global recession, and domestic economic and political uncertainty and share outlook and projections for the next six months of FY23, along with the cross-functional support required to attain them. The CEO provided an overview of the global and local macro landscape, while the business heads presented their respective businesses' H1 financial progress and projections for H2 FY23. The General Manager Finance also presented the financial

standing of each business unit, and the Group CFO joined in to answer queries related to the company's financials. After a relaxing lunch break, the attendees were divided into breakout groups for brainstorming sessions. They were tasked with presenting ideas to improve the company's financial health and scenario planning based on the future macro outlook for the coming months.

The event concluded on a positive note, with the CEO highlighting the importance of collaboration to achieve the company's vision for 2025 amidst uncertain and challenging times. He acknowledged the hard work and dedication demonstrated by each business unit and emphasized the significance of working together to overcome obstacles and achieve success despite the challenges posed by the current economic climate.





CELEBRATING NEW YEAR

At Texlan

Texlan welcomed the New Year 2023 with great enthusiasm on Jan 2nd the day began with religious observances, as Texlan members offered prayers and sought blessings for the upcoming year. This was followed by boiling of milk and lighting of the oil lamp, symbolic of purity and light. The team then relished a delicious meal of milk rice and traditional sweetmeats, with the timing of these rituals carefully chosen to ensure peace, happiness, and prosperity in the New Year.

The Texlan team was treated to an inspiring speech from their Plant Head during the celebrations. He praised the team's hard work and dedication, acknowledging the challenges faced in the past year. He shared his hopes and aspirations for the upcoming year, instilling a sense of optimism among the team. The atmosphere was electric, filled with positive vibes and a sense of togetherness. Texlan's New Year celebrations were marked by rituals that hold great significance in Texlan's culture, and the team's participation reflected their deep-rooted respect for the company's values.



Business Planning Workshop

AT TCPL

TCPL recently conducted a highly informative and interactive workshop for next year business planning. For three consecutive days the management teams brainstormed innovative ideas. With a Variety of engaging ice-breaking activities and brainstorming sessions that proved to be instrumental in extracting the most valuable ideas from the team.

On the opening day of the conference the Managing Director, Muhammad Latif, provided a comprehensive overview of the business performance progress and achievements of the past year. Later, the management team split into key functional departments, including Operation, Finance, Marketing, Merchandising, HR & Admin, and worked collaboratively towards setting objectives for the year 2023. With a solid vision for 2025 in mind, and the recent addition of a new marketing division within the company, the teams reviewed their goals and made necessary adjustments to align their objectives with the company's vision. The workshop proved to be a highly productive and valuable experience for all the participants, allowing them to harness their creative potential and come up with innovative ideas that will help propel the business towards greater success.





ILNA Team Is Growing

We are thrilled to introduce the new members of our growing team at ILNA Design. Joining us as an Account Manager is Lyndi Mullerleile, who brings over 12 years of experience in retail merchandising, marketing, sales, promotions, and product placement across diverse industries. With such a wealth of knowledge and expertise, Lyndi is the perfect addition to our team as we look to support the growth of our Target business. But that's not all - we are also excited to announce the expansion of our ILNA Design services with the addition of Kelly Wolfson in Denim and Danya Merson in Activewear and Knit Apparel. Both bring years of experience in delivering relevant trends, aesthetic and custom designs, and a passion for products combined with top technical expertise.

We're confident that their unique skill sets will allow us to continue to create exceptional products and services for our clients. At ILNA Design, we believe in investing in our employees' development and promoting from within whenever possible. That's why we're proud to share that, in Q1 2023, we had several internal promotions that supported sales growth and new category expansion. Kristina Griggs was named Account Specialist, while Emily Davidson and Melanie Taylor were both named Sales Product Coordinators. In 2022, we made four internal promotions, including Lynn Gwyn, who was promoted to CFO. We're proud of our team member's hard work and dedication, and we're excited to see what the future holds for our growing team at ILNA Design.



The Vision Board Project

Interloop North America (ILNA) started off the year with an intriguing project known as the Vision Board. Under the guidance of a wellness practitioner, each member of the team took part in an exercise that involved creating a collage depicting their personal and professional vision for 2023. The activity was designed to build upon their successes from 2022 while aligning with the company's Vision 2025 goals. The collages were inspiring and demonstrated commitment to personal and professional growth participants felt refreshed and re-energized, ready to tackle the challenges of the upcoming year. ILNA's culture of growth and collaboration was evident in the #GrowTogether spirit that characterized the project. By focusing on individual goals and key company objectives, the team demonstrated their dedication to personal and collective success.



ILNA Responsibility Teams

Interloop North America (ILNA) has taken a proactive stance in promoting social responsibility and community engagement. The company has established Responsibility Teams, which are focused on four areas: Environment, Giving, Volunteering, and JEDI (Justice, Equity, Diversity, and Inclusion). All members of the ILNA team participated in at least one of the areas teams, sending their commitment to being agents of positive change. Over the past year, these teams have set ambitious goals, conducted research, and engaged with the local community in order to achieve their objectives.

The teams report quarterly on their progress towards these goals, with a commitment to accountability and transparency. Not only does this initiative serve to benefit the community, but it also strengthens the company culture and fosters a sense of purpose among team members and the company is excited to continue this work in the future.



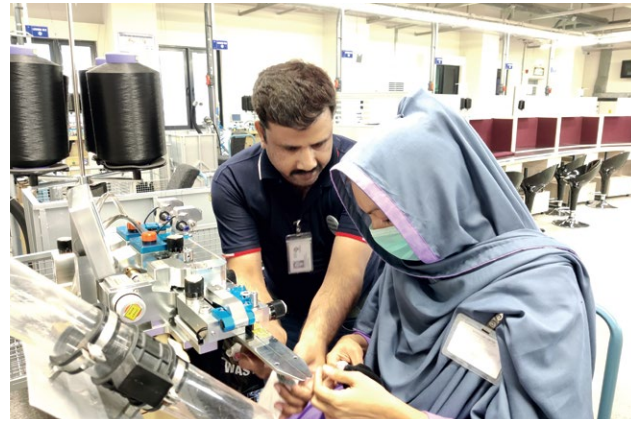
UPSKILLING FOR SUCCESS:
INTERLOOP'S

Technical Training School

The Interloop Technical Training School (TTS) is a major achievement in Interloop's journey. It is located in the Interloop Apparel Park, covering three floors, and furnished with 172 machines. This latest facility enhances our technical training program, which began in 2006 at Plant 1. The customized skill training enables us to fine-tune the training programs to meet our business requirements, aligning them with our industry, company culture, and long-term objectives.

Our training program begins with Technical Trade Recruitment, where we cover fundamental theoretical concepts, machine exercises, skill development, and endurance training. The program culminates with a final evaluation, certification, and task assignment that includes feedback. This process assists us in recruiting, training, and supplying skilled workers to our plants and divisions. The goal is to enhance skills, minimize irregularities, and raise standards, especially in the realm of production floor quality.

We are currently providing knit-to-pack training programs for Hosiery and Apparel trades. The



program includes training for technicians and quality auditors in two shifts - one in the morning and one in the evening. Each batch can accommodate up to 400 trainees.

This initiative demonstrates Interloop's commitment to the development of human resources and reinforces our position as an industry leader. The Technical Training School is a testament to our efforts to create a brighter future for our organization and workforce.



PAKISTAN LEADERSHIP
CONVERSATION

Shaping Future In Uncertain Times

During the ACCA Pakistan Leadership Dialogue (PLD) 2023 event in Islamabad, Masooma Zaidi the Vice President Hosiery Sales at Interloop delivered a thought-provoking talk on sustainability and its role in driving business growth. She emphasized the need for businesses to adopt a sustainable approach that considers the well-being of people, planet, and economy for long-term success.

She talked about the importance of collaborative efforts among various stakeholders, including employees, suppliers and customers to create a loop of sustainability that benefits everyone. She highlighted the significance of collaboration between the government and industry and how government policies and regulations can incentivize businesses to adopt sustainable practices. Industry, in turn, can provide valuable feedback to the government on the practical implications of policies and work towards achieving common goals. The discussion underscored the importance of incorporating sustainability into business practices, not only for the benefit of businesses but for the betterment of society and the environment as a whole.



CHAMPIONING DIVERSITY
AND INCLUSION

Biznet 2023

The Women Business Network, in collaboration with Transforming Hub, held the 2nd edition of Biznet 2023 at the President House in Islamabad on March 16th, 2023. Faryal Sadiq, VP Sales and Marketing at Interloop, delivered the keynote speech on the theme of "Supporting Diversity, Inclusion & Pakistan Startups". Faryal highlighted Interloop's commitment to diversity, equity and inclusion, through increasing female representation in leadership roles, promoting responsible business practices, and addressing gender norms and stereotypes through gender sensitization training while providing safe transport and daycare facilities.

Interloop's community outreach initiatives, such as partnering with The Citizens' Foundation to provide affordable education to over 5000 children, 50% of whom are girls, as well as the Women on Wheels program, which provides free motorbike training to women, were also highlighted. As a result of these initiatives, Interloop's attrition rate has decreased and there has been an increase in women's representation in the workforce and employee engagement rate increase. Faryal's keynote speech emphasized the importance of diversity, equity, and inclusion in the workplace and showcased Interloop as a leading example of a responsible organization.



CRAFTING A CIRCULAR FUTURE:

An Interview With Pascal A.H. Betten
CEO Interloop Europe

1. What cutting-edge services does Interloop Europe offer to its European, Swiss and UK partners, and how are they revolutionizing the textile industry?

As a team at Interloop Europe, we offer a range of multi-category clothing solutions to our European, Swiss, and UK partners. Our business-building solutions include sales, marketing, fully integrated logistics, market intelligence, and design services. As the European representative of Interloop Limited, we provide growth opportunities in hosiery, denim, apparel, and activewear. We stay on top of market trends and developments by conducting trend-fashion research and analysis, developing products based on customer demand, and innovating new concepts. As a vertically integrated group, we provide full insight and transparency into the entire supply chain, from tier 1 to tier 4. This unique position gives us a sustainable competitive advantage in the European market, allowing us to offer exceptional services and build long-lasting partnerships.

2. How does the partnership between Interloop Europe and Interloop Limited create a powerful synergy that benefits customers worldwide, and what makes it unique in the marketplace?

The relationship between Interloop Europe and Interloop Limited is unique because we work very close to quickly translate trends and customer needs into products. We stay ahead of the industry, gather knowledge for stakeholders, and keep them informed about regulations. Being in the heart of Europe, we're up-to-date with the latest developments in cutting emissions, creating a powerful synergy that benefits customers worldwide.

3. Nestled in the heart of Europe, where logistics are crucial to success, what strategic advantages does Interloop Europe's location provide to ensure efficient and timely deliveries?

Interloop Europe's location in Nijverdal, The Netherlands, gives us a strategic advantage for efficient and timely deliveries. Our head office and distribution center are close to major customers and markets throughout Europe, and we offer fully integrated logistics, warehousing, and distribution services, including FOB, DDP, CIF, and more. We also reduce distribution risks for our customers, providing stock management services and quick on-demand deliveries.

4. Who are the masterminds behind Interloop Europe's success, and what valuable experience and expertise do they bring to the table in building long-lasting relationships with partners?

The Interloop Europe team consists of a small group of enthusiastic and driven people with many years of experience in the international clothing industry. For us, it is always a team effort. On a daily basis the Interloop Europe sales and product development teams are in close contact with its partners. Our specialism in 2D and 3D design, for example, enables us to achieve a faster go-to-market for our partners and be more sustainable by creating fewer physical samples, which in turn means fewer transport movements.

5. How does Interloop Europe's dynamic team collaborate with customers to design and produce high-quality clothing that meets and exceeds their expectations?

Our team collaborates closely with customers to design and produce high-quality clothing that exceeds expectations. We challenge the status quo and are 100% transparent about the origin, circumstances, and sustainable raw materials of our garments. By taking responsibility for the circular transition and showcasing our innovation power, we aim to drive sustainable cooperation in the industry. Our own consumer brand helps us tell an honest and fair story while seeking collaborations with established brands.

6. What are the three pillars of sustainability that Interloop Europe focuses on in building strong and sustainable partnerships, and how do they ensure long-term success for all parties involved?

A good foundation of sustainable partnerships is central to our beliefs. Our cornerstones include innovation, striving for sustainable products and concepts, and unburdening all needs. We prioritize long-term partnerships based on trust to build successful business relationships.

Working together to make the world a little better is in our blood. That is why we like to engage in partnerships in various fields and strive to keep developing and remain a forerunner when it comes to sustainable textile transition.

7. How does Interloop Europe stay ahead of the curve in the fast-paced and ever-evolving textile industry, and what measures does it take to ensure it remains at the forefront of the latest market developments?

To stay ahead in the fast-paced textile industry, Interloop Europe actively participates in European NGO committees and shares knowledge and experience as a sustainable textile manufacturer. Sustainability is always a priority and precondition in new developing projects. The team works closely with R&I and other departments of Interloop Limited to come up with innovative and sustainable solutions for customers. For example, we are currently working on improving clothing that not only provides comfort and looks nice, but also contributes to recovery and prevention of medical complaints and sports performance, as seen in our Scholl Socks brand collection that incorporate such technologies.

8. What innovative approach does Interloop Europe take in promoting sustainability, and how does it strive for a closed-loop system that reduces waste and environmental impact?

At Interloop Europe, we're passionate about sustainability and believe in making a positive impact on the environment. We're constantly pushing the boundaries of innovation, collaborating with universities and experts across the textile industry to find new and sustainable solutions for pre- and post-consumer waste. We're committed to creating a closed-loop system that reduces waste and environmental impact, and we're proud to offer sustainable solutions to our partners. Our Cradle to Cradle Certified® Gold sock is biodegradable and just the beginning as we're working towards implementing this standard in other clothing categories.

9. Procurement can be a complex and challenging aspect of the textile industry. How does Interloop Europe offer smart and efficient procurement solutions to its partners and customers?

We offer smart and efficient procurement as we are one point of contact in Europe for all categories offerings and value added services. Our experienced sourcing department continuously looks for tailor-made solutions for each sourcing issue according to the requirements of the partners

8. Interloop Europe has partnered with a number of charities that share its values and mission. Could you share some examples of these partnerships and explain how they are making a positive impact in the world?

Interloop Europe is dedicated to social and environmental responsibility, partnering with charities like Alzheimer Socks and Sheltersuit. Alzheimer Socks raises awareness and funds for Alzheimer's research, with Interloop having raised €3 million. Sheltersuit provides upcycled, waterproof jackets with an optional sleeping bag attachment for immediate shelter, and Interloop has helped donate suits and set up projects to aid the homeless. Additionally, Interloop partners with Stichting Noest, a company supporting people who struggle to find employment, providing logistics and packaging services. These partnerships enable Interloop to make a positive impact on society and the environment.



Badminton Championship

The 10th Interloop Badminton Tournament 2023 was an exhilarating and unforgettable sports event, hosted by the IL Sports Committee and SS Team Plant5. Held over three days in February, 60 men and 20 women who competed in five categories. The players displayed incredible dedication and passion for the sport, which made for an enthralling competition. The matches were full of high-stakes moments, leaving the audience on the edge of their seats. The players gave their all, showcasing their extraordinary talent and athleticism.

The tournament's final day was made even more exciting with the presence of VP OPS Zain Sadiq as Chief Guest. His appearance inspired and motivated the competitors to give their best, adding an extra layer of prestige and excitement to the already electric atmosphere at Plant 5. The champions of the tournament were Jamshaid Aslam and Zill e Sana in the men's and women's singles categories respectively, Jamshaid Aslam and Rameez Mumtaz, Zill e Sana and Saima Zeb, and Rameez Mumtaz and Zill e Sana in the doubles categories. They showed their mettle and dominated their respective categories, leaving their mark on the tournament. Overall, the 10th Interloop Badminton Tournament 2023 was an incredible showcase of sportsmanship, grit, and determination.

Squash Tournament

The 4th Interloop Squash Tournament 2023, was a showcase of sportsmanship and talent. The tournament took place over three days from 14th to 16th March 2023, with 20 men and 7 women participating. The players demonstrated dedication and hard work, as they showcased their skills and enthusiasm for the game. A challenge match between Squash Coach Sohail Khan, and VP P & OD, Aqeel Ahmad, was the highlight of the tournament, with the audience cheering on both players with equal enthusiasm. The final day of the tournament was graced by the presence of esteemed Chief Guests, including VP Denim Mr. Feroz Ahmad, VP Operations Mr. Zain Sadiq, and VP P & OD Mr. Aqeel Ahmad. Their presence encouraged the participants to give their best.

Wasiq Ali (Denim) emerged as the winner in the men's category, while Aamna Mehboob (Denim) won the women's category, showcasing their skill and love for the game. Overall, the tournament was a resounding success, providing an excellent opportunity for the Interloop's community to come together and enjoy a sport that promotes physical fitness, healthy competition, and sportsmanship.





ABOUT PAKISTAN

Interesting Facts

- Pakistan has the world's second largest salt mine, the Khewra Salt Mines, which is also home to the world-famous pink Himalayan salt.
- The highest polo ground in the world is in Shandur, Pakistan, located at an altitude of 12,000 feet above sea level.
- Pakistan is the only Muslim nuclear power country in the world.
- The largest earth-filled dam in the world, the Tarbela Dam, is in Pakistan and is also the largest dam by structural volume.
- Pakistani high-altitude mountaineer, Samina Baig, became the first and youngest muslim woman to climb Mount Everest (2013) and all the Seven Summits (2014), having done so at the age of 21. A documentary film "Beyond the Heights" was made on her expedition to Mount Everest.
- The world's oldest and largest civilizations, the Indus Valley Civilization, flourished in the region that is Pakistan today.
- Pakistan is home to the world's largest deep sea port, Gwadar. It is strategically located on the southwestern coast of Pakistan, at the entrance of the Strait of Hormuz. The port is expected to become a major hub for international trade, connecting Asia, the Middle East, and Africa.
- Pakistan has one of the world's largest ambulance services, run by the Edhi Foundation. The foundation was established in 1951 by Abdul Sattar Edhi, who dedicated his life to serving humanity. The foundation provides a range of services, including emergency medical care, shelter for the homeless, and support for victims of natural disasters.
- Pakistan is the sixth most populous country in the world, with a population of over 231 million people. It is also one of the youngest countries, with a median age of 22 years.
- The national animal of Pakistan is the Markhor, a species of wild goat that is found in the mountains of Pakistan and Afghanistan. The Markhor is known for its long, curved horns, which can grow up to 1.5 meters in length.
- The Karakoram Range in Pakistan is home to some of the world's most spectacular glaciers, including the Siachen Glacier, which is the world's second longest non-polar glacier.

Reference Links: <https://www.dawn.com/news/1617003>
<https://www.bbc.com/news/world-asia-16247273>
<https://www.worldometers.info/world-population/pakistan-population/>
<https://www.iucn.org/species/mammals/markhor>

Health & Happiness

Health Benefits Of Eating Dates

Dates are a good source of fiber, potassium, and antioxidants. Eating dates may help regulate blood sugar, improve digestion, lower inflammation, and support heart health. They also contain vitamins and minerals like iron, magnesium, and vitamin B6, making them a nutritious addition to a healthy diet.

Dates are surprisingly versatile. They can be eaten fresh, stuffed, or baked. Get creative: Or just keep it simple and enjoy a few dates on their own. This delicious fruit is anything but ordinary!

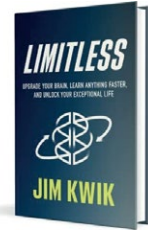
- Pair dates with nuts and cheese for a tasty appetizer.
- Blend fresh or dried dates into a sweet smoothie.
- Stuff dates with almond butter or cream cheese for a delicious snack.
- Add chopped dates to oatmeal, granola or trail mix for a natural sweetener.

Or just keep it simple & enjoy a few dates on their own.



I-Read Limitless:

Upgrade Your Brain,
Learn Anything Faster,
And Unlock Your
Exceptional Life



Global Ratings: **4.5** Out Of **5**

Review By Amazon

Book Authors: **Jim Kwik**

Limitless, written by Jim Kwik, a renowned brain coach, offers practical techniques and science-based practices to expand mental capacity and improve brain fitness. Through changing Mindset, Motivation, and Methods, readers can achieve more productivity, transformation, and personal and business success. Kwik's 25 years of experience working with actors, athletes, CEOs, and business leaders is the basis for the book, which unlocks the superpowers of the brain and changes habits. The Kwik Brain process, applied neuroscience, and field-tested tips accelerate self-learning, communication, memory, focus, recall, and speed reading. The book teaches readers to flip their Mindset by unmasking negative assumptions, ignite their Motivation by finding passion and purpose, and master the Method through accelerated learning. Additionally, the audiobook exclusive features candid conversations with the author, narrated by Mia Lux and Alexis Banc, who explore key ideas of each chapter and provide real-life scenarios. By embracing the best Mindset, Motivation, and Method, readers can unleash their true potential and achieve limitless mental performance.



OUR TRACEABLE YARN TAKES GLOBAL STAGE

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Sustainability
Report 2022