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ABOUT US

Interloop Limited, headquartered in Pakistan, is a vertically integrated Full Family Clothing company, manufacturing Hosiery, Denim, Knitted Apparel & Seamless Active wear products, for top international brands and retailers. Being the largest listed textile company on Pakistan Stock Exchange by market capitalization and among the top exporters of Pakistan. Interloop employs 30,000+ highly motivated and engaged people from over 15 nationalities. It enjoys an organizational network operating from 6 countries, with an extensive, well-equipped industrial infrastructure base in Pakistan, an associate manufacturing facility in Sri Lanka, contract manufacturing facility and sourcing office in China, and marketing services offices in USA, Europe and Japan. 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

850M

Pairs of Socks



DENIM

7.5M

Garments



APPAREL

45M

Garments



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



Apparel Plant 2 Inauguration

Interloop Limited proudly commissioned its cutting-edge Apparel Plant 2, achieving a remarkable milestone in both capacity and operational efficiency. Martin Shankland, Executive Board Member Global Operation adidas, set the plant in motion by unveiling the foundation stone at the ribbon-cutting ceremony, accompanied by Hoa Ly, SVP Sourcing; Deborah Dyson, VP Sourcing Operations; Ulrich Steindorf, VP Strategic Sourcing & Sustainability, adidas. Musadaq Zulfarnain, Chairman and Navid Fazil, CEO Interloop Limited, along with Interloop's top leadership were also present on the occasion. The manufacturing facility stands as one of the largest vertically integrated operations under one roof, solidifying Interloop's position as an industry leader with enhanced annual knitted apparel production of 45 million pieces. At the core of our vertically integrated approach is a daily output of 50 tons of knitting as well as dyeing, and 84,000 pieces cut2pack, showcasing Interloop's unwavering commitment to operational excellence. The expansive 1.3 million sq. ft. Plant underscores our dedication to environmental responsibility, aligning

meticulously with LEED standards and currently undergoing Platinum certification. Navid Fazil shared his thoughts on the occasion saying, "Interloop affirms its commitment to setting new industry benchmarks, leveraging innovative technologies, and persistently pursuing continuous improvement. Through our LEED certified infrastructure, a self-reliant, green energy grid, and a strategic transition to biomass fuel, we are dedicated to amplifying Interloop's sustainability impact on an unprecedented scale."

The Apparel Plant 2 is housed at the new 232 acres Interloop Apparel Park which serves as a hub for cutting-edge multi-category manufacturing and centralized sustainability operations and services. Its widespread construction will be completed by 2025. Multiple facilities have already begun operations, including the LEED Gold-certified Hosiery Plant 5, Apparel Plant 2, sustainable initiatives such as the Biomass Boiler House, Energy Grid, and Water Recycling Plant, along with a Daycare Centre and Technical Training School (TTS) for the workforce. The TTS provides comprehensive training and development for multiple roles across Interloop's operations. As stakeholders in the success of Interloop, we take great pride in this transformative journey, where operational excellence and sustainability converge to shape the future of our industry. Interloop remains steadfast in its commitment to innovation, efficiency, and environmental stewardship.



Subsidized Bikes For

WOMEN ON WHEELS

The Women on Wheels (WOW) Faisalabad Edition, an initiative by Interloop, in collaboration with training partners Salman Sufi Foundation, and Government College Women University Faisalabad (GCWUF), aims to empower women by imparting essential motorbike riding skills, comprehensive training in road safety, and anti-harassment measures. Interloop has committed to train 2000 women through this initiative to tackle mobility challenges that hold back women's access to education, employment, and diverse economic opportunities. In WOW Faisalabad edition, 1284 women and young girls, including Interloop employees, GCWUF students, TCF Staff and general public, have undergone training, with good numbers obtaining permanent driving licenses. The program not only provides training but also facilitates access to subsidized bikes and microloans, enabling women to attain mobility independence. A significant milestone

was achieved at the Bikes Distribution Ceremony at Interloop Limited held on 20 November, 2023, where Navid Fazil CEO, Musadaq Zulqarnain Chairman, and top leadership of Interloop presented 140 subsidized bikes to women working at Interloop. Navid Fazil applauded the women bikers for their unwavering dedication and successful completion of training, and he encouraged safe driving, wearing helmets, and following traffic rules. Also, on 23 November, 2023, 48 bikes were presented by Musadaq Zulqarnain and Vice-Chancellor of GCWUF Zill-e-Huma to women from GCWUF, TCF, and the general public. While celebrating the achievements of these women bikers, Musadaq Zulqarnain underlined the profound importance of women having independent means of transportation, and urged them all to obtain permanent driving licenses and use bikes for personal mobility, as a good number had completed their training.





Faisalabad Literary Festival

As we celebrate a decade of literary excellence, a new chapter unfolds in the annals of the Faisalabad Literary Festival (FLF). Since 2014, Interloop has been the main sponsor of this prestigious event, organized under the auspices of the Lyallpur Literary Council and propelled by the unwavering dedication of a group of high-spirited women who spare no effort to ensure its success.

When FLF was started 10 years ago, people were skeptical that nobody would be interested in literature, poetry, and books, etc. But the overwhelming response from the people of Lyallpur and their continuous participation in this festival highlight the fact that they understand and cherish literary interactions and activities.

Interloop has played a significant role in advancing Pakistan's rich literary and cultural heritage through

FLF. Each year, the festival brings together a diverse group of individuals from all walks of life, including families and youth, to interact firsthand with some of the country's most renowned literati. These authors, poets, and artists share their eminent contributions to literature, performing arts, and culture with the community, providing an opportunity for people to engage with them.

The festival serves as an effective platform to reinfuse the interest of reading books in people, especially the youngsters. Keeping in mind the interests of multiple age groups and genders, the festival hosts panel discussions, book launches, readings, theater performances, etc., to thoroughly entertain and enlighten the audience.

Proud to be the catalyst in promoting our literary and cultural legacy, we look forward to another decade of fostering literary excellence and cultural enrichment in our community.



CARBON NEUTRALITY-

Transitioning To Biomass Boilers

Interloop takes a groundbreaking step towards sustainability, revolutionizing its energy generation by installing two cutting-edge biomass boilers. Driven by a commitment to combat climate change, Interloop strategically transitions from coal to cleaner biomass fuels for steam generation. This ambitious move marks a significant milestone in our mission to achieve 100% coal phase-out. Recognizing the environmental impact of conventional fuels, Interloop embraces biomass as a pivotal shift towards renewable alternatives. This transition aligns with our environmental responsibility and significantly contributes to global carbon emission reduction efforts. The impact is tangible; by phasing out coal entirely, Interloop anticipates a remarkable 50,000 tonnes reduction in CO₂ emissions annually. This not only underscores our commitment to environmental sustainability but also positions us as a leader in pursuing cleaner energy solutions within the textile industry.



RACE TO ZERO

12.6 MW Solar Power

Interloop has embarked on a mission to contribute positively to the world, recognizing the profound impact of climate change. Committed to being part of the solution, the company is actively addressing environmental concerns through the adoption of cleaner technologies, construction of green buildings, energy conservation initiatives, and ambitious targets for reducing greenhouse gas emissions. The Energy Division at Interloop plays a pivotal role in ensuring smooth operations with a strong emphasis on environmental responsibility.

Despite facing challenges such as energy costs and fuel availability, the Energy Division remains unwavering in its dedication to adopting optimal power and steam generation solutions. A key milestone in Interloop's sustainability journey was the initial installation of a 40.8 KW Solar System at Hosiery Plant 2 in 2015. Building on this foundation, the current installed capacity has reached 12.6MW, which is halfway to Interloop's 2025-26 target of 25MW. Interloop continues to demonstrate its dedication to sustainable practices and a greener future.

Accessibility And Inclusivity For All

WITH CONNECTHEAR

Interloop has partnered with ConnectHear to support their mission of improving accessibility and inclusivity through sign language solutions and support services. Their virtual sign language interpretation application, interpretation services, and sensitivity training for persons with hearing & speaking disabilities have been positively received, culminating in a recent 1st Prize win at the TiE Global Summit. In line with our commitment to social responsibility, Interloop proudly backs ConnectHear's efforts to promote inclusivity by providing meaningful support, thus contributing to sustainable socio-economic development.

Recognizing the importance of sign language in effective communication, our partnership aims to endorse initiatives that promote equal opportunities for everyone. The ConnectHear app exemplifies this collaboration, offering deaf people & those with hearing disabilities access to interpretation services for various essential interactions, such as banking, shopping, transportation, and communication with loved ones. This innovative solution enhances accessibility and greatly improves the lives of these individuals, fostering a more inclusive and equitable society.



School Khana Program

EXPANDS TO FAISALABAD

In-line with our steadfast commitment to improving the well-being of our communities, our partnership with Allah Walay Trust originated at Government Primary School in Hassan Da Kot, Lahore. The initiative commenced with a clear mission: to provide nourishing meals to students, positively impacting their overall well-being and subsequently, enhancing their academic performance. The launch of the School Khana Program marked a pivotal moment in this journey, with 231 students at Hassan Da Kot now receiving wholesome meals during their lunch hours. Free meals can help students have access to healthy and balanced food during the day, improving their learning capacity, concentration, and activity level. The lunch menu at school is planned carefully, keeping in mind students' dietary requirements, and ensuring good quality.

The collaboration extends beyond distribution of meals, with a focus on tracking essential physical metrics of students, such as BMI, eyesight, and school attendance. Tangible results indicate significant enhancements in these metrics, highlighting the effectiveness of this program.

Building on this success, this impactful initiative has been extended to seven schools under Allah Walay Trust, including six schools in Faisalabad; four government and two TCF schools, and one government school in Lahore. Over 1500 children are now benefiting from this program.

Through such partnerships, we are focusing on empowering the future generations with targeted interventions, reducing poverty, improving economic development, and addressing social inequality.

PAKISTAN BLIND CRICKET TEAM

Wins IBSA Games

The journey of the Pakistan Blind Cricket Team is a true inspiration, proving that determination and skill can triumph over any challenge. Their gold medal victory at the IBSA Games 2023 has not only garnered global recognition but has also showcased Pakistan's excellence on the international stage.

Interloop has sponsored both international and domestic blind cricket, backing the Pakistan Cricket Team in the Blind Cricket World Cups of 2014 and 2018. In 2021, we supported the Pakistan Men's Blind Cricket Team in a series between Pakistan, India, and Bangladesh. In 2023, the Pakistan Blind Cricket Team secured gold at the IBSA World Games, defeating India. As a token of appreciation, Interloop presented cash awards to the team. Through this support, Interloop demonstrates its commitment to inclusivity and community empowerment.



1st Interloop Women T20

CRICKET CHAMPIONSHIP 2023

Embarking on a journey that transcends boundaries, we proudly championed the spirit of women sport through the 1st Interloop Women T20 Cricket Championship 2023, held at Iqbal stadium, Faisalabad. Teaming up with the Railway Cricket Club, we are nurturing talent by supporting women domestic cricket. Featuring 8 teams from different clubs, including Interloop cricket team, the championship brought together a diverse array of talent. Cheers to the Winners; Happy Cricket Club, and to the resilience of women athletes who inspire us on and off the cricket pitch.





UNPEEL THE LAYERS OF

Farm To Fashion

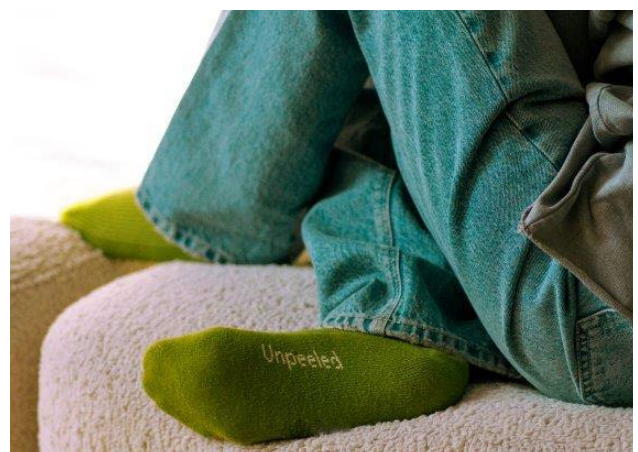
Interloop's another recycling initiative, LOOMSHAKE, is a groundbreaking endeavor that repurposes banana waste into eco-friendly yarn. With an impressive output of 1 ton of fibers from every 10 tons of waste, LOOMSHAKE utilizes innovative processes at Interloop Spinning to transform raw materials. From initial treatment to blending with cotton in an 80:20 ratio, the resulting yarns boast strength and durability, ideal for denim and hosiery.

Certified by ISCC Plus for traceability and sustainability, LOOMSHAKE ensures transparency throughout its supply chain. Collaborating with partners like Simply Suzette, Interloop launched the Unpeeled collection, showcasing the journey from farm to fashion using LOOMSHAKE yarn and Looptrace technology.

Beyond its environmental impact, LOOMSHAKE yarn

offer exceptional performance, making them suitable for various textile applications. Lightweight and breathable, they meet consumer demand for sustainable alternatives while setting new standards for responsible manufacturing. LOOMSHAKE not only meets fashion demands but also empowers farmers by turning agricultural waste into valuable resources and additional sources of income.

Interloop's LOOMSHAKE initiative represents a transformative approach to textile production, where waste is turned into value with integrity and innovation. Through sustainable practices and partnerships, Interloop continues to lead the industry towards a more environmentally conscious future.





INTERLOOP'S

Winning Culture Case-Study Launch at PSX

A gong ceremony was held at Pakistan Stock Exchange (PSX) to announce the launch of a case study on Interloop Limited, conducted by the Center of Excellence in Responsible Business (CERB), Pakistan Business Council. The case study 'Achieving prosperity through a Winning Culture' promotes local role models for companies to adopt an organizational culture in their management practices, to reach the pinnacle of success through sustainable & responsible activities.

Speaking at the occasion, Ehsan Malik, CEO Pakistan Business Council (PBC), stated, "PBC through its

Center of Excellence in Responsible Business (CERB) engages in capturing best practices of its members, and showcases success to help build capacity and capability of businesses beyond its membership, towards value creation. This case study captures both the business case and value gained through Interloop's focus on organizational culture."

While sharing his thoughts at the fireside chat, Navid Fazil, CEO Interloop Limited said, "God has been very kind that Interloop has come this far. From day one, our focus was to deliver on customer promise. To do that, we have done many things like deploying the latest technology, adopting world class processes, etc., but the most important factor was definitely our investment in our people. Developing an inclusive culture and staying true to our mission of being an agent of positive change has resulted in a committed workforce for whom Interloop is like a family and for which they would go an extra mile. This has been the key factor for our success."

Participants at the gong ceremony included senior management of PBC and members, Interloop Limited and PSX, as well as other notables from the business and industry.



Graduate Trainee Engineers Program 2023

Interloop Limited has launched its Graduate Trainee Engineers (GTE) Program 2023, which aims to induct fresh graduates across various functions through the Management Trainee Officers Program (MTO). This is the First Batch of GTEs as we have divided MTO into two streams; for Engineering graduates we have GTE Program and for Business graduates we have the Management Trainee Officer Program. 24 GTE, including 8 women and 16 men were hired in the first batch. The program is open to fresh graduates who have at least 16 years of education from an accredited institution, recognized by the Higher Education Commission of Pakistan (HEC) and the company is committed to attracting, inducting, developing, engaging and retaining its most vital asset – its people. The program offers comprehensive training

and focused career development in STEM roles across Interloop's widespread operations.

Interloop has aggressive growth plans for all its businesses, including Hosiery, Denim, Apparel, Active Wear, and Yarns, hence it is creating opportunities for its people at all levels. The company's strategic thrusts on Digitalization, Full Service, Lean, and Sustainability require unique skill sets to carry the banner and achieve its deliverables. Interloop continuously strives to bring the best talent on board and develop them for progressive growth.





Annual General Meeting 2023

The 31st Annual General Meeting of Interloop Limited was convened on October 13, 2023, at the Interloop Industrial Park in Faisalabad. In attendance were Interloop Board of Directors including Musadaq Zulqarnain, Chairman of the Board; Navid Fazil, CEO; Muhammad Maqsood, Executive Director & Group CFO; Jahan Zeb Khan Banth, Non-executive Director; and Independent Directors Tariq Iqbal Khan and Saeed Ahmad Jabal.

During the meeting, the Board provided a comprehensive overview of the company's performance over the past year and outlined its future business plans for shareholders. The presentation delved into the financial and operational aspects of the company, emphasizing robust revenue growth propelled by increased sales in the global markets. The Board also underscored company's dedicated

efforts to enhance efficiency, productivity, and its unwavering commitment to sustainability and environmental protection.

Highlighting the transparency of its pricing strategy, the Chairman and CEO emphasized upon company's customer-centric approach and establishment of strong relationships with clients. In response to a question about shortage and high cost of energy, the board apprised the audience about adaptability of interloop's power sources including the national grid, solar power generation and its fuel power generation to manage company's requirements efficiently.

Along with the physical presence of shareholders, a significant number participated in the AGM online through a live link. Commending the Board and Management for their endeavors in building a robust, sustainable, and profitable business, the participants expressed confidence in the company's future prospects. The Chairman expressed profound gratitude to shareholders for their confidence and to all stakeholders for their encouragement and support. He anticipated their prayers for the company's continued success and extended appreciation to Interloop's Management and team for their commitment, hard work, and unwavering dedication.

Interloop Bags The BPTW Award 2023

We are delighted to announce that Interloop Limited has been honored as the "Top Choice Employer in the Textile Industry" at the 2023 Best Place to Work (BPTW) Awards, presented by the Pakistan Society of Human Resource Management and supported by Engage Consulting. This recognition reflects the company's commitment to fair policies, employee dedication, and a culture of trust. We are working towards fostering an inclusive and flourishing work environment for our team, characterized by a purposeful focus on fair and transparent HR Management, fulfilling our commitments to employees, establishing ambitious benchmarks for growth, and promoting open and two-way communication.



OSHE Award 2023

Interloop received the 2nd prize for excellent Environment, Health & Safety practices, at the 17th EFP Best Practices Award ceremony on Occupational Safety, Health, and Environment (OSHE). This is a remarkable achievement that reflects our dedication to creating a safe and sustainable work environment, it's a demonstration to the hard work and commitment of everyone involved.

Receiving the OSHE award highlights Interloop Limited's efforts in upholding the highest standards in critical areas including occupational safety, health and environment. It's a well-deserved honor that acknowledges our organization's outstanding contributions in ensuring the well-being of our employees and the environment.

Mental Health Awareness

WITH SAYA HEALTH

To ensure mental health awareness and wellbeing of our people, we launched the Qadam Hum Qadam program; a comprehensive initiative designed to help our team members live happier, healthier, and more fulfilling lives. As part of this program, we introduced our online counseling portal in partnership with Saaya Health. Trained counselors provide confidential counseling services to our people online, free of charge. Prioritizing mental health takes center stage as we pledge a supportive work haven, where every team member thrives. Open communication, stress-busting resources, and a culture of empathy bloom, ensuring well-being fuels our success. This commitment echoes loud and clear. Together, we build a workplace that lifts our spirits as high as our achievements.



Breast Cancer Awareness

Throughout October, designated as Breast Cancer Awareness Month, Interloop Limited conducted enlightening Breast Cancer Awareness sessions at all its Hosiery and Apparel Plants. These sessions, strategically integrated into the workplace, aimed at enhancing awareness about breast cancer among the employees. The sessions emphasized on the critical aspects of early detection and treatment, fostering a proactive approach towards this important health concern. These sessions delved into various types of breast cancer, their distinctive symptoms, and other essential information.



Through the seamless integration of these awareness sessions, Interloop Limited actively nurtures a corporate environment that prioritizes and encourages a culture of health and well-being among its employees.



Ms. Kristin Hawkins, Consul General, U.S. Consulate at Interloop

Dignitaries' Visits

We had the honour of welcoming the IFC Team, including Zeeshan Sheikh, Country Manager for Pakistan & Afghanistan; Naz Khan, Principal Country Officer; Sahar Etezaz, Operations Officer; and Hina Ejaz, Senior Investment Officer. We also had the privilege to host Kristin K. Hawkins, US Consul General Lahore and Monica Brinn, Public Engagement officer at the Consulate. Hamed Kamal, Deputy Director of Trade UK also visited Interloop. And, H.E. Yerzhan Kistafin, the Ambassador of Kazakhstan along with a delegation of Businessmen and women visited Interloop Limited. These visits aimed to strengthen bilateral relations, foster knowledge exchange, and explore opportunities for collaboration in sustainable development and business growth.

The IFC delegations, visited Interloop Limited in July 2023. They engaged with Interloop's top leadership, gaining insights into the company's diverse business portfolio and its commitment to environmental

sustainability and social responsibility. They highlighted IFC Operations & projects and areas of focus in Pakistan. The delegation toured Interloop's Hosiery Plant 4, Technical Training School and Daycare center at the Apparel Park and appreciated company's robust operation and its efforts in creating an inclusive work environment and supporting the aspirations of its workforce.

The Kazakhstan delegates visited Interloop in August, 2023. The ambassador and Kazakhstan delegation were briefed about Interloop, followed by visit to the they digital design studio and Hosiery Plant 4. They acknowledged the modern infrastructure, digitization, 3D sampling, adopting virtual samples and the scale of production, all contributing to the company's success as a responsible manufacturer.

During her visit, the US Consul General Kristin Hawkins was briefed about the Interloop Group; including its multi-category textile & apparel manufacturing businesses under Interloop Limited, and non-textile businesses under Interloop Holdings. She was apprised about Interloop's ESG strategy and how it is rooted in its mission 'to become an agent of positive change'. The Consul General took keen interest in learning about Interloop's DE&I policies, and social responsibility initiatives for transforming lives.



IFC Delegation



Hamed Kamal Deputy Director Trade & UK Diplomat



The Ambassador of Kazakhstan & delegation

LEADING WITH

Vision & Impact At Texlan

THE PRESIDENTIAL ENVIRONMENT AWARD



The 2021/2022 Presidential Environment Awards, led by the Central Environmental Authority, celebrated leading efforts in green innovation. Held under President Ranil Wickramasinghe, the ceremony recognized 90 outstanding companies, projects, and individuals across five key sectors. Texlan Center Private Limited (TCPL), honored for its exceptional environmental contribution, exemplifies the awards' aim to inspire a "business and service culture" that prioritizes sustainability. This prestigious recognition not only validates Texlan's journey but also fuels its commitment to building a greener future.

THE NATIONAL INDUSTRY EXCELLENCE AWARD 2023

Texlan Centre clinches the National Excellence Award at the prestigious 2023 competition! Recognized for driving Sri Lanka's industrial growth, Texlan emerged victorious among hundreds of competing enterprises.

The award, proudly accepted by Latif Zaib, MD Texlan and Nirosch De Silva, GM HRA, fuels Texlan's passion to deliver even greater value and impact.



PRESIDENTIAL EXPORT AWARDS 2022/2023

Texlan Center takes home the coveted Best Exporter Trophy (Large Category) at the 25th Presidential Awards, proving our unwavering commitment to Sri Lanka's economic growth. President Wickremesinghe witnessed this four-year triumph, recognizing tireless efforts, innovation, and relentless pursuit of quality. With leadership duo, Latif Zaib, Managing Director and Silmy Farooq, Director Finance at the helm, Texlan cements its industry lead, dedicated to top-notch products and global competitiveness. We owe this to our phenomenal team, the true champions behind this victory.



NATIONAL OCCUPATIONAL SAFETY & HEALTH EXCELLENCE AWARD



The National Occupational Safety and Health Excellence (NOSHE) Award is a prestigious award presented to organizations that demonstrate exceptional commitment to workplace safety and health. Texlan has won the award for the second time, which highlights its dedication to keeping its employees safe. The award ceremony was held on November 21st, 2023, and was attended by Mr. Manusha Nanayakkara, the Minister of Labour and Foreign Employment of Sri Lanka.

THE SPORTS GALA AND

Aurudu Ulela 2023

TCPL sports day and "Aurudu Ulela" celebration (April 23rd-June 10th, 2023) ignited employee spirit, showcasing incredible talent, teamwork, and sportsmanship. Cricket matches crackled with intensity, crowning champions: Quality/Lab's Royal Strikers (men) and Finishing Dept.'s Shining Stars (women). The Stores Dept.'s Black Stallions and Finishing/Processing team (women) also triumphed in thrilling displays of unity. Individual brilliance shone, with Asini Pathirathna, Ruwan Saman Kumara, Supuni Danushka, Shameera Chathuranga, Achala Jayasundara, and Chanaka Rajakaruna receiving well-deserved accolades. Beyond the competitive fire,

laughter rang in Sack Races, Kana Mutti, and Barrier Running, fostering camaraderie and sportsmanship. This celebration, more than just a showcase of skills, was a crucible for healthy competition, lasting bonds, and unforgettable memories.



"POSON" DEVOTIONAL SONGS - "BAKTHI GEE"

TCPL celebrated the Poson Poya, marking the arrival of Buddhism in Sri Lanka, transcended mere festivity. A devotional song program wove voices from diverse backgrounds into a tapestry of unity. Spiritual melodies vibrated, forging a powerful connection. This wasn't just celebration; it was a living testament to Interloop's core values. The music echoed the company's commitment to inclusion, where every voice finds its place, valued and unique. The spirit of Poson Poya resonated beyond the stage, infusing Interloop's corridors with a sense of shared purpose. This heartwarming display was a poignant reminder of the strength found in diversity. At TCPL, inclusivity isn't just a policy; it's the lifeblood of our culture. Events like this are more than celebrations; they are cornerstones building bridges of understanding and strengthening the bonds that unite us. As we move forward, with open hearts and minds, let us embrace our differences, weaving a tapestry of understanding, respect, and shared success together.



A FOND FAREWELL:

Shelley Rider Retires

AS PRESIDENT ILNA



Interloop North America (ILNA), the exclusive representative of Interloop Limited in North America, announced the retirement of Shelley Rider, President of ILNA. With an impressive 11-year tenure, Shelley's contributions to ILNA have been invaluable, helping to position the company for continued success and growth. As ILNA bids farewell to Shelley, it expresses its gratitude for her leadership and dedication.

A Legacy of Dedication, Shelley Rider's retirement marks the end of an era at ILNA. Throughout her tenure, Shelley embodied the core values of Interloop, going above and beyond to drive the company's mission forward. Her leadership and unwavering commitment have played a pivotal role in shaping ILNA into the respected organization it is today. As a true ambassador of the company, Shelley has not only dedicated her professional life to ILNA but also lived and breathed its values. ILNA is pleased to share that Shelley Rider has accepted the request to join the ILNA Board of Directors. This decision ensures a seamless transition in governance and provides ILNA with the opportunity to tap into Shelley's extensive knowledge. By retaining her presence on the board, ILNA can continue to benefit from Shelley's valuable insights and guidance as they navigate future endeavors. ILNA respects Shelley's desire to prioritize quality time with her family and fulfill her personal aspirations in retirement. ILNA expresses heartfelt gratitude for Shelley's tireless dedication and wishes her nothing but the best as she embarks on this new chapter of her life.

A WARM WELCOME:

Hilda McDuff Appointed As President ILNA

Interloop North America proudly announces the appointment of Hilda McDuff as the President of Interloop North America (ILNA), effective July 1, 2023. Hilda, with her outstanding leadership skills and strategic expertise in the apparel and basic categories, is the ideal candidate for this role. Formerly the Executive Vice President of Sales and Marketing at ILNA for six years, Hilda significantly contributed to expanding the customer base and onboarding esteemed clients. Throughout her tenure, Hilda McDuff showcased unwavering dedication to driving growth and innovation, playing a crucial role in shaping ILNA's future through initiatives like Vision 2025 and Strategies in Action (SIA) planning. Her deep understanding of Interloop Limited and ILNA, coupled with her strategic vision, positions her to lead the company to new heights as a sustainable clothing supplier. The Shareholders and Board of Directors express unwavering confidence in Hilda's abilities, promoting her to the role of President as a testament to her exceptional contributions and performance. Hilda's passion for excellence, customer-centric approach, and robust leadership skills make her well-suited for this new endeavor. ILNA looks forward to an exciting chapter under Hilda's guidance, congratulating her on this well-deserved promotion.





Cricket Tournament 2023

Interloop consistently takes proactive measures to enhance the physical and mental well-being of its employees. The sports events at Interloop play a significant role in promoting the overall physical health of both executive and non-executive staff. The 14th Interloop Cricket Tournament, was hosted by the Sports Committee from November 27 to December 1, at Bohran Wali Ground, Faisalabad.

Sixteen teams, representing various departments such as Apparel, Denim, Spinning, Active Wear, and Hosiery, showcased their talents. The tournament's inauguration was officiated by Saeed Ahmad, Chairman Sports Committee. The meticulously organized matches captivated the Vice Presidents, Heads of Departments, and an

enthusiastic audience, highlighting exceptional talent and teamwork. With live streaming and real-time scores, the event engaged over 5000 viewers. The final day welcomed esteemed CEO Navid Fazil, accompanied by distinguished guests including Aqeel Ahmad, President Apparel; Waheed Iqbal, SGM Warehousing and Logistics; Fazal e Mateen, SGM Spinning; Adeel Tahir, Plant Head Plant 2; and Salman Tahir, Plant Head Plant 4. The ultimate showdown unfolded between Plant 4's Loop Strikers and Plant 2's Tigers, featuring floodlights, stylish uniforms, passionate fans, the presence of employees' families, and thrilling matches.

The Plant 2 Tigers emerged victorious in the electric atmosphere. Beyond cricket, the grand finale served as a platform to recognize and reward excellence. Navid Fazil, CEO Interloop presented cash prizes and trophies to the winners, runners-up, and outstanding performers. In his commendation speech, he acknowledged the tireless efforts of the teams, praised the meticulous arrangements by the Interloop Sports Committee, and expressed gratitude to the support staff for their invaluable contributions to the resounding success of the tournament.

Table Tennis Tournament 2023

Interloop Limited Plant 2 organized the 11th Interloop Table Tennis Tournament from October 17 - 19, 2023, at the Executive Sports Club within Interloop Industrial Park. Players displayed great enthusiasm and sportsmanship in their quest for victory, with supporters passionately rallying behind their favorites. On final day of the tournament, Aqeel Ahmad, President Apparel & Active Wear, Interloop Limited, honored the event with his presence and awarded trophies and cash prizes to the winners and runners-up. Fareeha Amjad, Assistant Manager Demand Cell won the Women's Single Title, while Waqas Ahmad Gill, General Manager Yarns Sales secured the Men's Single Title. The Men's Double was claimed by Waqas Ahmad Gill, General Manager Yarns Sales and Muhammad Naeem Sattar, Senior Manager Operations, while Fareeha Amjad Assistant Manager Demand Cell and Amna Assistant Manager EHS became champions of the Women's Doubles. The intriguing Mixed Doubles match was won by Ahsan Saeed, Assistant Manager Execution and Nida Zahra, Manager Sales & Merchandizing. The tournament showcased remarkable skills and a competitive spirit among the participants, creating an unforgettable experience for all involved.



Christmas Celebrations 2023

ACROSS INTERLOOP

Interloop stands as a beacon of inclusivity and diversity, fostering a workplace where individuals from multiple religious backgrounds collaborate impeccably. With an unwavering commitment to embracing and promoting diversity, Interloop ensures that every individual feels valued and respected. This commitment was beautifully exemplified at Interloop's plants during the Christmas celebrations, where employees came together to partake in the joyous occasion. The celebrations included a heartwarming moment of unity as cakes were cut at all celebrations and deliberations were made by our Christian colleagues. In his Christmas greetings, Navid Fazil, CEO Interloop emphasized that as Interloop family, we have accomplished great achievements together. He encouraged everyone to remember the true spirit of Christmas, sharing with those in need, practicing forgiveness and compassion, and spreading joy to people around us.







In The Spotlight

AN INTERVIEW WITH FAHID HUSSAIN VICE PRESIDENT SALES & MARKETING

1. Brief overview of who you are as an individual?

Loving father and an caring son, family orientated much socialized person in my personal life. Passionate professional believing on always doing the right things. Engineering by education with a Post grad degree into management sciences from UK. Unique blend of millennial and gen Z.

2. What have been the motivators in your life; people situations, ambition?

Honestly can't name one, as it has always been a combination of personal values, meaningful experiences, and ambitious goals served as the driving force in my life. Throughout my life, several motivators have driven me to pursue my goals and navigate challenges. Firstly, my deep-rooted sense of values such as integrity, perseverance, kindness has always been a guiding force. I believe in the importance of these values and always practice them every day.

3: Do you have any hobbies or interests that you pursue apart from your professional work?

Life is incomplete and colorless without hobbies Love to do farming, watching movies, good walk in a pleasant weather and reading biographies are some key mood enhancers for me most of the time.

4: What are your key metrics for measuring success in business development?

Lovely question and can write pages on this topic, but some important ones are:

Revenue growth, Conversion rate, health of the pipeline, customer satisfaction, and response to the innovation feed are my core focus on this subject.

5: How do you identify and pursue new business opportunities in such a dynamic industry?

You have to know your strengths and always build your story on your key strengths. To name a few key elements; market research, technology adoption, strategic partnerships to offer the best, adaptability to embrace changes and newness. Very strong networking and staying close to your customer will always help to keep your share and mining new opportunities.

6: What advice would you like to give to aspiring leaders who aim to make a meaningful impact in the fashion & textile industry?

Nurture and empower your teams, make your product a super star, keep a very close & strong eye on innovation to always keep ahead of competition. Remain true to your customers as this adds longevity to the relationship. Take data driven decisions and invest into business analytics as a professional and as business as well.



Department At A Glance

Following the recent company reorganization, my department now oversees Multi-Category Sales, spearheading specialized teams catering to distinct customer segments. Currently boasting 5 dedicated sales teams, we've achieved a robust sales revenue of \$130 million USD. As we chart our course towards the Vision 2025-26, the anticipation is for this figure to surge to nearly \$200 million USD. Emphasizing an intimate understanding of our customers, I consistently urge my teams to surpass customer expectations at every touchpoint, ensuring a seamless experience from product inception to successful order fulfillment.

Wearing a dual hat, I assume the roles of Marketing and Innovation within the company. This multifaceted department engages in comprehensive product design, encompassing both physical and digital realms, alongside responsibilities in Research & Innovation, Market Intelligence, and Marketing Communications. These functions collectively shape

the company's outlook, driving future business strategies across all sectors. My mantra to the teams is simple: "I am your facilitator." I encourage a proactive approach, where mistakes are accepted as long as they're accompanied by rationale, fostering a culture of continuous learning and improvement.

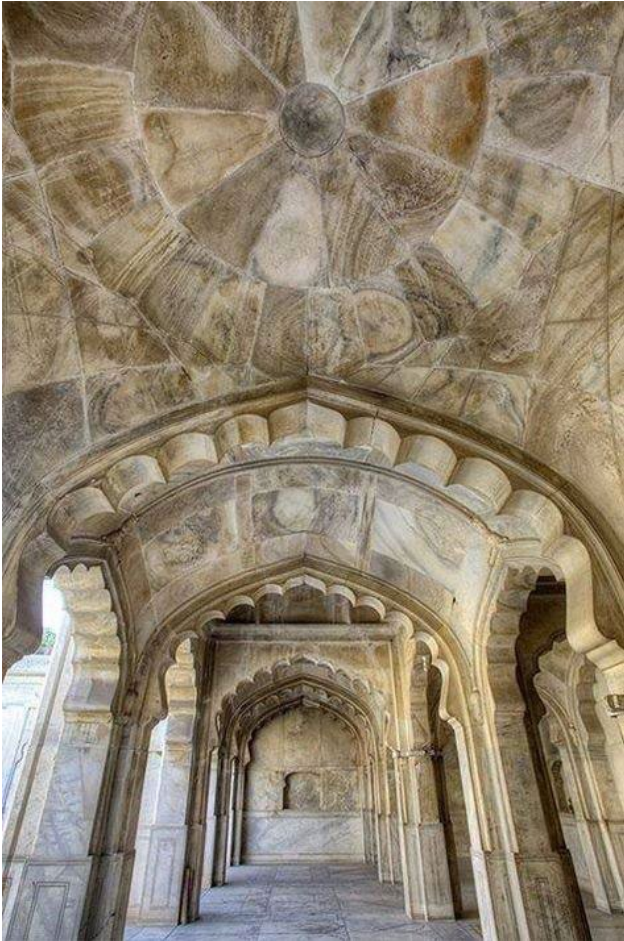
Taking a hands-on approach, I stay closely connected and accessible to the teams, fostering open communication through regular meetings and feedback mechanisms. While settling into Project North Star, I remain committed to nurturing collaboration and a positive work atmosphere, advocating for traditions like weekly check-ins, team lunches, and the celebration of milestones to boost morale. Regardless of hierarchical structures, I emphasize the importance of maintaining a socially connected and vibrant workplace.



ABOUT PAKISTAN

A Gateway To Mysticism

MOTI MASJID



mosque's construction commenced in 1659 and reached completion in 1663. Crafted from pristine white marble, the mosque exudes a distinct and elegant aura, characterized by three domes and five arches, showcasing a harmonious blend of Mughal and Persian architectural influences.

This historical gem, known as the "Pearl Mosque," not only showcases the opulence of Mughal architecture but also stands as a significant cultural landmark in Lahore. Those exploring the Lahore Fort complex have the opportunity to marvel at Moti Masjid's grandeur and delve into the rich history of the Mughal era that it embodies.

Moti Masjid holds a profound spiritual significance for both the Mughal dynasty and the worshippers who once gathered within its walls. Originally conceived as a private place of worship for the imperial family, it deviates from the communal nature of contemporary mosques. The mosque's serene ambiance and architectural elegance were meticulously designed to foster a contemplative connection with the Divine.

The initial iteration of Moti Masjid was constructed by the Mughal Emperor Jahangir to serve as a secluded prayer space for the Emperor and his wives. However, the structure we behold today was completed in 1654 under the reign of Shah Jahan. Subsequently, during the Sikh and British eras, the mosque underwent transformations, serving as a state treasury building. In 1899, responding to the directives of Lord Curzon, the Viceroy of the Subcontinent, the mosque was meticulously restored to its former glory, with certain religious remnants being preserved at the Badshahi Mosque.



Moti Masjid, meaning "Pearl Mosque," stands as a captivating architectural marvel within the Lahore Fort complex in Lahore, Pakistan.

Commissioned during the illustrious reign of the Mughal Emperor Shah Jahan, renowned for his creation of the iconic Taj Mahal in Agra, India, the

Health & Happiness

Positive relationships are the cornerstones of a fulfilling life. They bring us joy, support, and a sense of belonging. Whether it's with colleagues, friends, or family, nurturing these connections requires effort and intentionality. Here are some key principles for building and maintaining strong, positive relationships:

Communication: Effective relationships thrive on active listening, honesty, and respectful communication.

Trust: Be reliable, keep your promises, and avoid gossip or negativity. Show that you're someone people can depend on.

Respect: Value each other's individualities, opinions, and boundaries. Accept that people are different and celebrate those differences.

Positive regard: Offer genuine compliments, show appreciation for each other, and celebrate each other's successes. Let them know how much they mean to you.

Empathy: Try to understand their perspective, validate their feelings, and offer support during difficult times. Be a safe space for them to be vulnerable.

Shared values: While differences are okay, having some core values in common can provide a sense of stability and shared purpose

Boundaries: Set healthy boundaries and respect each other's needs. It's okay to say no sometimes and prioritize your own well-being without feeling guilty.



I-Read

THE HARD THING ABOUT HARD THINGS

by Ben Horowitz



Uncover the principles of being a good leader, from handling the psychology of failure to building a workplace where innovation thrives and scaling a company becomes a strategic triumph.

Global Ratings: **4.6** Out Of **5**

Review By Amazon

Book Authors: **Ben Horowitz**

“The Hard Thing About Hard Things” by Ben Horowitz is a candid and practical guide to the challenges of building and leading a successful business. Unlike many business books that focus on success stories, Horowitz delves into the gritty and often uncomfortable aspects of entrepreneurship. Drawing from his own experiences as a CEO and entrepreneur, he provides real-world insights into the difficult decisions and situations that leaders face, including managing people, making tough decisions during crises, building a strong company culture, and dealing with the emotional toll of entrepreneurship. The book emphasizes the importance of leadership, resilience, and learning from failure. It has gained widespread acclaim for its authenticity and no-nonsense approach, making it a valuable resource for entrepreneurs and business leaders navigating the complexities of the startup world.

I N T H E L O O P



SUBSIDIZED BIKES FOR WOMEN ON WHEELS

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Sustainability
Report 2023