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PEOPLE A&G | T1 INTERLOOP



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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 Activewear 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 34,000+ 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

9M

Garments



APPAREL

45M

Garments



ACTIVWEAR

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



CEO Message

Fiscal Year 2024 has been marked by remarkable resilience and transformation at Interloop Limited. Through Project Northstar, to which we dedicated substantial time and resources, we achieved a thoughtful design and a smooth transition to a new organizational structure. This transformation enhances our ability to fulfill our customer promise and move closer to our Vision of becoming the preferred full-family clothing partner. Beyond mere restructuring, it fundamentally changed our operational approach, fostering a culture of learning, innovation, and continuous improvement. By turning challenges into opportunities, we reinforced our commitment to excellence and positive impact, guiding our strategies, sustainability efforts, and stakeholder relationships. During FY 2024 Interloop achieved record-breaking highs in revenue, exporting US\$529 million of merchandise in 2023-24, a remarkable 26% increase over the previous year. This success highlights our dedication to quality and our Triple Bottom Line sustainability strategy. We took a significant step towards a greener future with the induction of 55 TPH Biomass Boilers, demonstrating our commitment to environmental responsibility. Additionally, the commissioning of Apparel Plant 2 solidifies our position as an industry leader, with an annual production of 45 million pieces of knitted apparel.

Sustainability is not merely a concept at Interloop; it is a core principle meticulously integrated into every facet of our operations and business relationships. Our commitment to responsible manufacturing continues to be a driving force. We are proud to share that all our hosiery, denim, and apparel facilities have achieved

ZDHC (#SupplierToZero) Progressive Level certification. This prestigious recognition places Interloop at the forefront of environmental sustainability within the textile industry. Furthermore, our dedication to sustainable material sourcing and complete supply chain transparency is underscored by the IC-2 certification for Interloop Organic Kapas (ILOK). At Interloop, the well-being of our people and the communities we operate in remains a top priority. Guided by our Vision, we continue to foster Diversity, Equity & Inclusion (DE&I) initiatives, invest in employee engagement and training, prioritize health and safety, and embrace digitalization. Interloop introduced the HumRaah Program, a transformative initiative dedicated to cultivating a diverse and inclusive workplace environment by supporting differently-abled people, ensuring their seamless integration into our workforce. Also, Interloop received the People Award at the adidas Partner Summit, setting our reputation globally as a company that prioritizes its people.

Further enhancing our support for educating the less privileged children, we reinforced our endowment fund for TCF Schools with an additional PKR 100 million in 2024, bringing the total to PKR 600 million. Interloop's commitment to social responsibility extends beyond education. We embodied the spirit of "Sports for All" by sponsoring the Karishma Ali Foundation Hope Football Camp, working towards training young women football athletes from Chitral, Gilgit and refugee communities.

The road to excellence is paved with collaboration. At Interloop, we know that by working together, we can overcome any obstacle. Despite all challenges, our commitment to progress is unwavering. I extend my deepest appreciation to all our stakeholders — it's your ideas, hard work, and support that make Interloop truly remarkable. Let's continue to synergize our strengths, reach new heights, and create a lasting legacy of positive impact for generations to come.

I want to thank you all for your commitment and hard work.

Good luck & stay blessed!

Navid Fazil
CEO



Chairman Interloop Awarded With Tamgha-e- Imtiaz

Interloop is proud to share that our Chairman & Co Founder, Musadaq Zulqarnain, was awarded the Tamgha-e-Imtiaz by the Government of Pakistan, in recognition of his contributions towards generating employment opportunities and his philanthropic endeavors for the well-being of the society. This award celebrates his exceptional leadership that has led Interloop to become the Largest Textile Company on Pakistan Stock Exchange and one of the Top Exporters of Pakistan, driving significant growth and innovation in the sector. His strategic vision has positioned Interloop as a key player in the global textile market, contributing

significantly to Pakistan's economic development. Besides the flagship company of the group, Musadaq has established 21 organizations in Pakistan and abroad covering the fields of Logistics, Dairy and Dairy products, Packaging, Apparel, Healthcare, IT & Public Service. Musadaq has been instrumental promoting sustainable practices, labor standards and well-being of workers, setting a high standard for ethical business practices within the industry.

Musadaq is a development enthusiast and philanthropist, actively engaged in nurturing the youth of Pakistan. An ardent supporter of quality affordable education, Musadaq has built 37 TCF Schools through Interloop Welfare Trust. He has initiated numerous programs for women empowerment and supports talent by promoting sports for the youth and community, especially those with disabilities. He has always been at the forefront in providing free health services for poor patients, and relief activities during natural disasters. For intellectual grooming of the society, Musadaq has been the driving force behind Faisalabad Literary Festival for the last 10 years. He stands as a true role model, not only for Interloop but for the entire nation, inspiring all to strive for excellence and contribute meaningfully to Pakistan's ongoing progress. We at Interloop are incredibly proud of him.



INAUGURATION OF

Biomass Boilers Project

Interloop marked a significant step towards a greener future with the inauguration of its 55 TPH Biomass Boilers project on April 30th, 2024. This eco-friendly initiative underscores the company's unwavering commitment to environmental responsibility and reducing its carbon footprint.

The project features two state-of-the-art 27.5 TPH boilers, capable of generating high-pressure steam using sustainable biomass fuels like rice husk, corn cobs, wood chips, and sesame. This innovative approach is expected to cut carbon dioxide emissions from steam generation by up to 50,000 tons annually. The installation secured crucial certifications, including design approval from ERK Germany, structural stability assessment by GIP, pressure testing by TUV NORD, emission compliance from the EPA, and boiler installation verification by CE.

The fully automated biomass boilers employ advanced Programmable Logic Controller (PLC) technology, ensuring efficient operation and minimal human intervention. Navid Fazil, CEO Interloop commended the dedication of the teams involved. He reiterated Interloop's commitment to sustainable practices and ambition to be a pioneer in utilizing biomass technology, positioning the company as a role model for sustainable leadership in Pakistan.

The Inaugural ribbon-cutting by the board was followed by a guided tour of the facility, showcasing the impressive 900°C biomass combustion process and the project's contribution to emission reduction. This marks a pivotal moment in Interloop's journey towards a sustainable future, setting a compelling example for others to follow.



ZERO DISCHARGE:

Supplier To Zero

Another significant achievement by Interloop Limited towards responsible manufacturing was attaining the ZDHC (#SupplierToZero) Progressive Level Certification for all its hosiery, denim, and apparel facilities. This prestigious recognition showcases our unwavering commitment to environmental sustainability and sets a new standard for the textile industry.

The ZDHC #SupplierToZero program sets rigorous standards for eliminating hazardous chemicals throughout the supply chain. Our Progressive Level Certification demonstrates that Interloop's chemical management system, from initial selection to final disposal, adheres to these stringent standards. This ensures minimal environmental impact and promotes a safer working environment for our employees.

This achievement underscores Interloop's dedication to sustainable practices and aligns perfectly with our core values of responsible manufacturing. We are committed to continuous improvement and will strive for even higher levels of environmental stewardship in the future.



IC-2 Certification

FOR INTERLOOP ORGANIC KAPAS

At Interloop, sustainable material sourcing and complete supply chain transparency are cornerstones of our sustainable practices. We're thrilled to celebrate a significant milestone, i.e., the IC-2 certification for Interloop Organic Kapas (ILOK).

This achievement signifies a crucial step in our journey towards organic and regenerative practices. Through strategic partnerships with local farmers, we're empowering them to adopt these sustainable methods. This not only strengthens our supply chain but also fosters its adaptability to evolving market demands.

Looptrace; our innovative traceability solution, plays a vital role in this commitment. It allows us to track every cotton fiber from its origin, ensuring complete transparency throughout the entire journey - from farm to fashion. With over 58,000 registered farmers linked to the system, Looptrace embodies our dedication to progress without compromising transparency.

Our journey in sustainable farming extends far beyond just cotton. We are committed to nurturing the land and its stewards, fostering a future where each thread tells a story of regeneration and resilience.

Enhancing Lifetime Endowment

FOR TCF INTERLOOP SCHOOLS

Interloop Limited reinforced its dedication to education by adding PKR 100 million to its endowment fund, augmenting it to PKR 600 million, supporting operational cost of 16 TCF School Units, known as Interloop Campuses. This initiative is supported through Memorandums of Understanding (MOUs) signed with The Citizens Foundation (TCF).

Interloop's commitment to corporate social responsibility, especially in providing quality education for underprivileged children in Pakistan, is evident through efforts since 2010. The company has established 16 TCF Interloop School Units, comprising 8 secondary schools (separate campuses for boys and girls) and 10 primary schools located in various slum areas of Faisalabad. These schools currently educate over 2,800 students, 46% of whom are girls, mostly through educational scholarships.

Additionally, 225 faculty and non-faculty staff members are dedicated to delivering top-notch education at Interloop Schools. TCF oversees all capital and operational expenses for these schools, ensuring they are well-equipped and sustainably managed to provide ongoing quality education to the students.



INTERNATIONAL CONFERENCE ON

Knowledge Based Textiles

When it comes to pioneering sustainable practices and propelling the textile industry forward, Interloop Limited consistently takes the lead. As the title sponsor for the 3rd 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. The conference featured 43 shortlisted projects based on their innovation potential and commercial viability. Within the scope of circularity these projects showcased the latest advancements and breakthroughs in textile, clothing, and fashion. Through meticulous planning and coordination, all aspects of the event were executed seamlessly, 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.

‘SPORTS FOR ALL’

Hope Women’s Football Camp 2024

The Karishma Ali Foundation, established by Karishma Ali; a professional Pakistani female soccer player, is working towards empowering young girls from far-flung areas of Northern Pakistan, by engaging them in sports, primarily football. Through its initiatives, the foundation aims to create development opportunities for women, address gender bias, and tackle climate change.

One of the foundation’s initiative was the HOPE Football Camp 2024, a week-long event organized in Islamabad where young women athletes from Chitral, Hunza and refugee communities went through training lead by experienced foreign coaches who worked closely with these girls, helping them develop their skills in a supportive and encouraging environment. Interloop was the main sponsor of the camp as we believe in driving positive change and promoting equality, recognizing the crucial role sports play in fostering unity and providing opportunities for all.



SUPPORTING CHAMPIONS:

Pakistan Wheelchair Cricket League

Interloop sponsored the “2nd Interloop Pakistan Champions League 2024 (PCL),” showcasing its commitment to community support. The PCL began on May 13th at Iqbal Stadium Faisalabad, featuring 80 players from 6 teams. This event marked a significant milestone as it included professional broadcasting and live streaming for the first time in Pakistan’s wheelchair cricket history.

The thrilling final took place on May 17, where the Lahore Sikandars set a formidable target of 218/7, led by Sajid Khan’s unbeaten 86. Despite a valiant effort from Gohar Afridi, who scored 132, the Peshawar Lions fell just short, finishing at 217/6. Sajid Khan was named Man of the Match, while Mishal Khan topped the run charts with an impressive 279 runs.

The event concluded with the Chief Guest awarding prizes to the participants who played so well, also they expressed gratitude to Interloop for its generous support in making the PCL a memorable and impactful event.



Golf For A Cause

The Health Foundation (THF) is a non-profit organization dedicated to the awareness, prevention, and treatment of Hepatitis B and C in Pakistan. With one of the highest global hepatitis prevalence rates, Pakistan's health infrastructure is severely overburdened. NGOs like THF are crucial in combating hepatitis in the country. Supported by provincial governments, corporations, and individuals, THF has made a significant impact.

The Health Foundation's inaugural fundraising golf tournament is a key part of these efforts. Interloop, always at the forefront of societal betterment, particularly in health initiatives, sponsored this event, encouraging women's participation and promoting health. Held on Sunday, March 10, 2024, at Karachi Golf Club, the tournament provided golfers with a friendly yet competitive environment.

Pakistan's legendary fast bowler, Waqar Younis, was among the notable faces on the greens. This event also marked the first time an exclusive women's team participated in a golf tournament in Pakistan, performing admirably against their seasoned male counterparts. Through such support, opportunities for those needing treatment are created, advancing the noble cause of hepatitis elimination in Pakistan.

Rehabilitation For Animals - TAWF

In 2023, Interloop partnered with the Tahira Animal Welfare Foundation (TAWF) to enhance societal well-being and foster a more humane community in Faisalabad. TAWF's mission includes the rescue, trapping, nutrition, healthcare, and adoption of free-roaming animals such as dogs, cats, donkeys, and horses. Their initial efforts saw the successful implementation of the Trap-Neuter-Vaccinate-Return (TNVR) project, which serviced approximately 300 dogs. This initiative significantly benefited the community by reducing the stray population and promoting public health.

Encouraged by these positive outcomes, Interloop has decided to extend its support for another year. The ongoing sponsorship will not only continue the TNVR program to combat rabies and ensure safer environments but also fund the Animal Rescue Project (ARC) dedicated to the welfare of neglected animals. This initiative aims to create rabies-free communities and improve the livelihoods of individuals relying on working animals for their businesses.

Through this collaboration, Interloop and TAWF are committed to developing a better society where both humans and animals can thrive, paving the way for a more compassionate and sustainable future.





Lyallpur Punjabi Sulekh Mela

The Lyallpur Punjabi Literary Festival, also known as the Lyallpur Punjabi Sulekh Mela, is presented by the Lyallpur Literary Council, has been a beacon of Punjab's rich cultural heritage and literary traditions for many years. This year, Interloop was the title sponsor and Bank of Punjab was the main sponsor of the event. The festival brought together a diverse group of writers, poets, artists, and intellectuals from around the world. Who engaged in dynamic discussions and debates on various subjects, including Punjabi literature, art, culture, history, human rights, entrepreneurship, and media.

Musadaq Zulqarnain, Chairperson Lyallpur Literary Council, graced the occasion as the chief guest. He unveiled two captivating books, "Kalam ty Lahore" by Iqbal Qasir and "Khoi hue Meras" by Amardeep Singh, marking an enriching start to the celebration of

literature and heritage. Elevating the cultural essence, Musadaq Zulqarnain unveiled Saropa, an indigenous Punjabi design pattern on chaddar. This design is a rediscovered and revived form of the timeless Punjabi Saropa, celebrating the rich heritage and traditions of Punjab. These special chaddars presented to distinguished guests, enhanced the cultural authenticity of the event.

The day concluded with a powerful message from Ajoka Theatre's special drama "Anni Mai Da Sufna," an inspiring finale to a vibrant day. Day two unveiled a treasure trove of sessions, including a discussion on Punjabi cinema titled "Kall Tay Aj," which reflected on the evolution of Punjabi films, aiming for both entertainment and societal upliftment. Another notable session was "Aar Nanak, Par Nanak," a documentary by Amardeep Singh, available in five languages, beautifully tracing Guru Nanak Sahib's journey across nine countries. The festival also showcased an array of art and craft exhibitions, complemented by an assortment of book stalls. This unique platform celebrates the rich literary and cultural heritage of the Punjabi people, fostering a profound sense of community and shared identity among them.

INTERLOOP HONORED WITH

People Award From adidas

Interloop was honoured as it received the People Award at the adidas Partner Summit 2024, themed 'Game Changers', held in Shanghai, China. This prestigious recognition marks our sixth consecutive win, underscoring our unwavering dedication to a People-first approach. At Interloop, our employees are the cornerstone of our success, and this award is a testament to our continuous efforts to prioritize their well-being and development. We believe that by fostering a supportive and inclusive work environment, we can drive innovation and excellence in everything we do. Our commitment to our people is reflected in our comprehensive programs and initiatives designed to nurture talent, promote diversity, and ensure a healthy work-life balance. Receiving the People Award again this year highlights the consistency of our values and our relentless pursuit of creating a positive impact within our organization and beyond. We are thrilled to be recognized by adidas and look forward to continuing our journey as a game changer in the industry, with our incredible team leading the way.



JOINING THE

Global Push For Gender Equality

Interloop is making a tangible difference for the incredible individuals in its workforce and community. Our people-focused approach is at the heart of cultivating a diverse, inclusive, and engaged work culture. With the support of our global allies, we are eager to accelerate progress in Pakistan. Interloop stands in solidarity with policymakers and advocates, demonstrating our unwavering commitment to fostering inclusivity.

During the CEO Roundtable with the United Nations Global Compact, we collaborated with global leaders to outline actionable steps towards achieving gender equality by 2030.

Our CEO, Navid alongside fellow Champions of Change Coalition delegates, participated in the UN Commission on the Status of Women—a week-long event held at the United Nations Headquarters, dedicated to promoting gender equality and women's empowerment on a global scale.



Business Planning Workshop 2025

At Interloop Limited, Business Planning Workshop (BPW) is an integral part of Interloop's annual strategic planning. This important event, conducted every year, serves as a milestone in planning business activities aligned with our long term goals. This Year Business Planning workshop 2025 was held at Ramada Resort at Lower Topa, Murree from May 24-25 .

The breathtaking mountain vistas and serene atmosphere of the resort in Murree created the perfect setting for relaxation and rejuvenation. By selecting Murree, the aim was to offer delegates a refreshing break from their daily routines, allowing them to unwind and recharge in a tranquil environment. Interloop's top leadership, the senior management,

and departmental heads from all business as - Hosiery, Denim, Apparel, Activewear, and Yarns - participated in the event. The workshop extensively covered 2024 performance, key challenges faced in achieving targets, the objective setting for 2025, and broad action plans to accomplish them.

Paul Keijzer, CEO & Managing Partner Engage, facilitated the conference by moderating the presentations and discussion sessions and through various icebreaker activities to keep the audience fresh and engaged. Navid Fazil, CEO Interloop Limited presented a financial snapshot of the company for 2024, highlighting commendable sales and operational performance, leading to surpassing its full-year targets. This was followed by the heads of all five businesses detailing their achievements in 2024.

A refreshing tea break provided a pause. As delegates sipped their beverages, enjoyed the snacks and took in the breathtaking mountain views, they fully embraced the moment. Lively conversations flowed like mountain streams, fostering collaboration and camaraderie. Refreshed, the teams resumed their presentations, showcasing their sales efforts with the same vibrancy as a bustling marketplace.

After a delightful lunch break, the focus shifted to the future. Teams shared their ambitions for fiscal year 2025, outlining captivating targets and the action plans that would propel them forward. Another tea break offered a chance to savor the mountain majesty and rejuvenate for the upcoming "Team Symphony." Here, each delegate became a percussionist, their distinct beats merging into a strong, unified rhythm. The combined force of over 100 drums crafted a captivating and rhythmic tune that pulsed through the room.

The evening unfolded on the rooftop under a starlit sky. The "Ex Factor Night" proved to be a vibrant concerto of team-building activities filled with laughter and friendly competition. Hula hoops twirled, marbles raced, and rings found their targets, all fueled by the infectious energy of the participants. The night culminated in a heartwarming ceremony where Navid Fazil presented certificates to the winning teams, runners-up, and the most dynamic participants. As dinner commenced, lively conversations continued, weaving a tapestry of shared experiences and forging lasting bonds.

Day 2 began with an early bird activity where all delegates engaged in invigorating yoga session, allowing delegates to connect with their inner peace amidst the tranquil mountain soundscape. Afterward, everyone had breakfast, enjoying good conversation about the previous day's activities and the plans for the day ahead.

Following breakfast, the delegates gathered in the conference hall, where Paul welcomed everyone and outlined the agenda for Day 2. Delegates were divided into teams to delve in discussions, meticulously plan, and present their innovative business ideas. Each team worked collaboratively to refine their concepts, preparing comprehensive pitches to showcase their proposals.



A lunch break followed, allowing everyone to enjoy their meal while taking in the stunning mountain views. After lunch, presentations resumed, each team's ideas unfolding like a captivating business opera. Once the presentations concluded, all delegates headed to Chinar Golf Club. They embarked on a trust walk on a trail, culminating in a group photo at the meet point. Refreshments including tea and snacks were enjoyed before everyone returned to freshen up for the evening's activities.

The evening commenced with an award ceremony during which Navid Fazil, CEO Interloop presented the Transformation Awards to individuals who excelled in redefining their roles and significantly contributing to the success of Project NorthStar.

This was followed by a musical performance filled with joy, dancing, and entertainment. Dinner was served on the rooftop, where everyone savored the food and a moment to reflect on the past two days. The laughter, the learnings, and the camaraderie – it was a retreat that resonated within everyone, leaving them with a newfound appreciation for the power of collaboration and the beauty of working together.







#INSPIREINCLUSION

International Women's Day 2024

Interloop Ltd. celebrated International Women's Day across its denim, apparel, and hosiery plants, aligning with the UN's "Inspire Inclusion" theme and reinforcing a commitment to inclusivity. The event at IL Executive Club featured Ms. Fiza Farhan, a Pakistani social entrepreneur, whose insights on the Champions of Change Coalition deeply resonated. Chairman Musadaq Zulqarnain and CEO interloop, Navid Fazil emphasized fostering inclusion through knowledge sharing and support.

At Interloop Limited Plant 2, the event included performances by Khawatoons, an "Improv Comedy troupe", and speeches by Commissioner Faisalabad, Ms. Silwat Saeed, and Ms. Farzana Musadaq, highlighting the importance of inclusive leadership and diversity.

The celebrations featured speeches, skits, games, and presentations celebrating women's achievements and diversity, underscoring the importance of embracing differences and working together to break down barriers. These events at our all plants were a testament to progress and a promise for a more inclusive future.





SAHULAT INITIATIVE' FOSTERING

Women's Wellness

We are thrilled to announce the launch of a groundbreaking initiative at Interloop, highlighting our unwavering commitment to prioritizing female employee well-being. This initiative, named "Sahulat," aims to support menstrual hygiene for our female employees.

At Interloop, the health and comfort of our employees are paramount. Menstrual health is integral to overall well-being, and Sahulat addresses these challenges. We will provide essential menstrual hygiene products, educate employees about menstrual health, and create a supportive workplace for related conversations.

To kick-start this initiative, vending machines stocked with sanitary napkins will be installed in the women's restrooms across IL Industrial Park (Plant 2, VSF, Active Wear & Plant 4), Plant 3, Plant 5, Denim, and ILA O2. The first two napkins will cost PKR 10 each, with Interloop covering the remaining PKR 30. Additional napkins will be available at a subsidized rate of PKR 40 each.

Employees need to top up their employee cards with a minimum of PKR 100 to use this service. Sahulat underscores our dedication to supporting menstrual health, and we look forward to your active participation.



Humraah: Inclusion For All

Interloop introduces the HumRaah Program, a transformative initiative by HR department dedicated to cultivating a diverse and inclusive workplace environment.

Meaning "Together," HumRaah reflects our unwavering commitment to supporting differently-abled employees, ensuring their seamless integration into our workforce. In collaboration with NOWPDP, a pioneering organization advancing equal opportunities for individuals with disabilities, the HumRaah Program incorporates Sensitization and Sign Language training. These sessions empower our employees and line managers to effectively engage with and support individuals with disabilities, fostering heightened awareness and understanding.

Furthermore, we are nurturing disability champions within our organization. These advocates will passionately promote inclusion, advocating for the rights and needs of individuals with disabilities while nurturing a culture of acceptance and support.

At Interloop, we envision a workplace that embraces diversity and honors respect for all.

HR Pinnacle Award 2024

Interloop is honored to receive the HR Pinnacle Award, recognizing our outstanding HR practices. Atif Minhas, General Manager HR, received the award on behalf of Musadaq Zulqarnain, Chairman Interloop.

This accolade underscores our dedication to employee development through comprehensive training, robust health and wellness programs, and effective recognition systems. The awards ceremony, held at Salim Habib University, was supported by key partners including Medics Laboratories (Pvt.) Ltd., Tapal Tea (Pvt.) Ltd., Hilal Foods (Pvt.) Ltd., and social media partner @Dream Job by Shazz.

We also commend the visionary efforts of HR and business leaders, alongside the Talent Management Institute, who are pivotal in optimizing excellence and cultivating environments of happiness within organizations.



Tax Excellency Awards 2024

Prime Minister Shehbaz Sharif honored Pakistan's most compliant taxpayers at the Tax Excellence Awards 2024 in Islamabad. In his address, PM Shehbaz praised the leading exporters and highest taxpayers as the true ambassadors of Pakistan's economy, emphasizing their pivotal role in driving the nation's economic growth.

Musadaq Zulqarnain, Chairman Interloop, was recognized as the second-highest taxpayer in Pakistan. This prestigious honor reflects his significant contributions as an individual and as a leader, underscoring his exceptional role in the country's economic development.

In addition to Musadaq Zulqarnain's, Interloop Limited was honored among the leading exporters at the prestigious Tax Excellence Awards 2024. This esteemed accolade was received by Muhammad Maqsood, Group CFO and President Finance, Interloop Limited. This award is a testament to our firm commitment to excellence in financial management and compliance. It highlights our dedication to maintaining the highest standards of fiscal responsibility, transparency, and governance. Interloop's consistent efforts in these areas underscore our commitment to upholding the principles of integrity and accountability in all our financial practices.

BUILDING STRONG PARTNERSHIPS

Nike Sourcing And Manufacturing Leadership At Interloop

In February 2024, Interloop had the honor of welcoming the Nike sourcing and manufacturing leadership, including Cimarron Nix, VP of APAC Manufacturing; Chad Pflieger, Senior Director of APAC Sourcing; and Lee Ting, Director of PM. During their visit, they engaged with Interloop's top leadership, gaining valuable insights into the company's diverse business portfolio and its strong commitment to environmental sustainability and social responsibility.

The Nike team toured several key facilities at the Interloop Industrial as well as Apparel parks, including Hosiery Plant 4, The Technical Training School, and the



Daycare Center. They were impressed by the company's robust operations, inclusive work environment, and support for workforce aspirations. They were impressed with the Daycare Center, noting the exceptional grooming and early education provided to children, preparing them for their future schooling. Their tour also included a visit to the Digital Design Studio, where they appreciated digitization efforts, and adoption of 3D sampling and virtual samples. These innovations, along with the scale of production, highlight Interloop's success as a responsible manufacturer.

The Nike team visited the Interloop Spinning, where they learnt about the looptrace platform. The spinning team demonstrated their meticulous check-and-balance processes, further showcasing Interloop's commitment to operational excellence.



Target Sourcing Leadership Visits Interloop

Also in February 2024, Interloop had the honor of hosting Target's sourcing leadership, including Senior Vice President Cynthia Ho, Sr. Managing Director Shujaat Ali, and Managing Director Zia Mohyuddin. The Target executives interacted with Interloop's senior management and leadership, gaining an in-depth understanding of the company's diverse business activities. The visit began with a comprehensive tour of Interloop Denim Plant, showcasing our latest advancements in technology, quality control, and sustainable practices. They observed the processes involved in fabric cutting, washing and dyeing. They also appreciated the efficiency and precision of the digital sample systems, which streamline communication and ensure high-quality standards.

Following the Denim plant tour, the delegation visited various facilities within the Interloop, Industrial as well as Apparel Parks. This included a visit to Hosiery Plant 4, the Technical Training School, and the daycare center.

At the Technical Training School, the executives were introduced to the specialized skill training programs, including the comprehensive knit-to-pack training modules designed to equip employees with advanced skills for hosiery and apparel production.

Such Customer visits to Interloop are crucial for fostering collaboration and mutual understanding. They allow us to showcase our advanced capabilities, address customer needs directly, and explore opportunities for future partnerships. These interactions strengthen relationships, drive innovation, and ensure we consistently deliver high-quality products that exceed expectations.





Graduate Trainee Engineers Program 2024

Interloop Limited has launched its Graduate Trainee Engineers (GTE) Program 2024, aiming to induct fresh graduates across various functions through the Management Trainee Officers Program (MTO). This Special Graduate Trainee Engineer Batch has been specifically hired to meet the upcoming business needs of the apparel and IT functions.

The program is open to fresh graduates with at least 16 years of education from an accredited institution recognized by the Higher Education Commission of Pakistan (HEC). Interloop is committed to attracting, inducting, developing, engaging, and retaining its most vital asset - its people. The GTE Program offers

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

With aggressive growth plans for all its businesses, including Hosiery, Denim, Apparel, Activewear, and Yarns, Interloop 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 achieve its deliverables. Interloop continuously strives to bring the best talent on board and develop them for progressive growth.



Inspiring Change at Texlan

REVITALIZING DAGONNA PRIMARY SCHOOL FOR A BRIGHTER FUTURE

Texlan's CSR initiative refurbished Dagonna Catholic Primary School, situated 3 kilometers from Texlan Center (Pvt) Limited (TCPL), enhancing learning conditions for its 88 students amid challenges posed by aging infrastructure and limited resources. Despite these obstacles, the school has shown resilience, attracting 27 new student applications and achieving third place in the recent Grade 5 scholarship exam.

With a budget of 20 million, Texlan focused on structural renovations, aesthetic improvements, and upgrading essential amenities. These efforts included renovating the main building and assembly area, installing a modern security fence and parapet wall, and enhancing sanitary facilities.

The project culminated in a ceremonial unveiling on April 3, 2024, attended by Interloop's CEO and the local community. The event underscored Texlan's commitment to educational excellence and community welfare, showcasing vibrant student performances and celebrating the successful completion of the refurbishment. The revitalized Dagonna Primary School now stands as a beacon of Texlan's dedication to empowering communities through improved educational facilities.



NANADHARA-EMPOWERING UNDERPRIVILEGED YOUTH THROUGH EDUCATION

Texlan, known for its commitment to excellence and social responsibility, launched the "Nanadhara" Scholarship Programme as part of its Educational CSR project. This initiative targets underprivileged students who excelled in the Grade 5 scholarship exam by the Ministry of Education, supporting 10 deserving students annually. This support allows them to pursue education without financial constraints.

The programme benefits five children of Texlan employees and five students from local underprivileged backgrounds, providing each with Rs.10,000 monthly to ensure quality education and growth opportunities. The scholarship covers their academic journey for eight years up to Advanced Level education, with Texlan monitoring their progress closely for sustained success.

Applications opened in November 2023, assessed based on exam results, home visits, and socio-economic factors like family income and parental availability. Ten candidates were selected for the programme starting in 2024.

In January 2024, Texlan honored the inaugural scholars at a ceremony attended by education officials, celebrating the initiative's community impact. Through Nanadhara, Texlan empowers future leaders, fostering positive change and ensuring a brighter future for generations to come.

INTER DEPARTMENTAL VESAK LANTERN COMPETITION

Texlan Center recently hosted its annual Vesak Lantern Competition, a vibrant celebration of creativity and teamwork among employees from various departments. Held on 21st May in honor of Vesak, the event underscores Texlan's commitment to innovation and quality across its operations.

Departments showcased their talents through intricately designed lanterns, each reflecting unique skills and creativity. The competition, aimed at fostering excellence and collaboration, saw enthusiastic participation and meticulous craftsmanship. Knitting Technical clinched the top spot with a lantern inspired by the Buddhist Jataka Story "Nalapana", combining paper carvings and technology to depict cultural richness. Linking department secured second place with elegant molding, while Central Planning impressed with a lantern crafted from corn leaves, symbolizing resourcefulness.

Judged on strict criteria, the competition highlighted Texlan's values and dedication to cultivating a culture of creativity and teamwork. Beyond accolades, it reinforced Texlan's commitment to excellence and innovation, uniting employees in a celebration of their collective talents and cultural heritage.



CELEBRATING THE UNCONDITIONAL LOVE OF MOTHERS

Mother's Day, celebrated internationally on the second Sunday of May, is a poignant occasion to honor the remarkable women who shape our lives with unconditional love and steadfast support. At Texlan, this sentiment was beautifully embodied on May 10th through a heartfelt celebration that captured the essence of maternal love. The company organized a competition featuring singing and poetry, inviting employees to express their emotions and talents in tribute to mothers everywhere. Participants delivered heartfelt poems and performances that resonated deeply, showcasing the creativity and gratitude within Texlan's workforce.

The event concluded with a touching ceremony where winners were announced amid cheers and applause. The Central Planning department secured the Best Poem title, while the Finishing department triumphed in the Singing competition. All entries were proudly displayed on a poetry board, serving as touching reminders of a mother's enduring love and the gratitude owed to these remarkable women who enrich our lives daily.

Texlan's celebration underscored the importance of honoring mothers beyond a single day, emphasizing their profound impact and the significance of expressing appreciation for their invaluable role in our lives.



Milestones & Moments at ILNA

WELCOMING NEW TEAM MEMBERS



Luis De La Cruz joined Interloop North America as Marketing and Business Development Manager. Luis will play a pivotal role executing marketing strategies, increasing company awareness, and driving sales growth. Luis brings over 12 years of experience in marketing apparel across the US, Canada, and Mexico.



He holds a Bachelor of Science in Business Management from Brigham Young University and an MBA in Marketing and Business Analytics from Wake Forest University.



RESPONSIBILITY TEAMS 2024

Interloop North America's Commitment to Impact: Nurturing a Better World.

The ILNA team firmly believes that businesses wield immense influence and have a responsibility to contribute positively to society.

Their unwavering dedication to this principle has driven them to actively engage in initiatives that create meaningful change. For several years now, four dedicated teams within ILNA have been at the forefront of championing critical causes, each setting annual goals to advance and elevate impact. Environment Team - committed to sustainability and ecological stewardship.

JEDI (Justice, Equity, Diversity, and Inclusion) Team - builds awareness and fosters a culture of belonging. Volunteer Team - encourages ILNA employees to give back to their communities through service projects and partnerships with local nonprofits.

Giving Team - spearheads charitable efforts, supporting causes that align with our mission. As we stepped into 2024, these teams have set ambitious new goals to amplify their impact. Together, we're not just shaping a successful business; we're shaping a better world.





FAST START 2024

Interloop North America's Fast Start to a Promising Year .

Embracing the New Year, ILNA held their annual Fast Start meeting in January to kick off the New Year. The team gathering laid the groundwork for a series of innovative initiatives that promise to propel the company to new heights.

After a deep dive into strategic planning, they took a moment to reflect on the triumphs of the past year, drawing lessons and strength from their collective achievements. This was a time for team visionary planning, as ILNA charts a course for sustained growth and excellence.

Highlighting the event was an insightful technology session led by Joe Parrish, Co-Founder of The Variable, on transformative productivity enhancements. The expertise and forward look into new innovative technology platforms shared in the session equipped the team with powerful tools to boost efficiency and sparked a wave of curiosity that will fuel creative performance for the organization.

VISION BOARD SESSION

Interloop North America Vision Board Session:
Crafting a Canvas of Aspirations

Vision and intention are powerful catalysts for growth. In a recent Vision Board Session, the ILNA team convened to craft individual collages, each a vibrant tapestry of aspirations spanning career ambitions, travel dreams, health and fitness goals, new hobbies, and the nurturing of relationships.

The team displayed these vision boards in their workspace to serve as visual affirmations of shared goals and a constant source of inspiration. Each board is a personal roadmap, charting a path to growth and a commitment to new beginnings in the New Year.

ILNA's commitment to purpose and excellence is vividly embodied in these creations, standing as a daily reminder that their journey is not just about the destination but also about the transformative experiences along the way. Together, they are painting a future that is as bright and diverse as the visions that fuel their passion and purpose.





Badminton Championship 2024

The 11th Interloop Badminton Tournament 2024 was an exciting and unforgettable sports event, hosted by the IL Sports Committee and SS Team Plant 2. The final day, graced by Chief Guest Aqeel Ahmed, President of Apparel & Active Wear, added an extra layer of prestige and motivation. The standout champions of the tournament were Rameez Mumtaz and Rabiya Manzoor, who secured victory in the men's and women's singles categories, respectively. In the men's doubles category, the pair of Jamshaid Aslam and Rameez Mumtaz displayed exceptional teamwork to clinch the title. In the women's doubles category, Saima Anwar and Seemab Gull emerged victorious with their outstanding performance. The mixed doubles category saw the pair of Jamshaid Aslam and Ayesha Khalid triumph through their remarkable collaboration. The players showcased incredible dedication and passion for the sport, resulting in a thrilling competition that captivated all attendees. The tournament was not just a display of athletic prowess but also a testament to the spirit of sportsmanship and camaraderie among Interloop employees.

Squash Tournament 2024

The 5th Interloop Squash Tournament 2024 was a spectacular display of sportsmanship and talent, spanning three exciting days from March 6th to 8th. The players' dedication and hard work were evident as they showcased their skills and passion for the game. On the final day, the event was graced by esteemed Chief Guest Aqeel Ahmed, President of Apparel & Active Wear, whose presence added a special touch and inspired participants to give their best.

In the men's category, Mr. Wasiaq Ali from Denim emerged as the victor, demonstrating remarkable skill and determination. Meanwhile, in the women's category, Aamna Mehboob from Denim secured the title, showcasing her exceptional talent and love for squash. Their victories highlighted the high level of competition and commitment present throughout the tournament.

Overall, the 5th Interloop Squash Tournament 2024 was a resounding success, bringing the Interloop community together. It provided an excellent platform to enjoy a sport that promotes physical fitness, healthy competition, and true sportsmanship. This event not only celebrated athletic excellence but also strengthened the bonds within the community, fostering a spirit of camaraderie and unity.





In The Spotlight

**AN INTERVIEW WITH YAQUB AHSAN
CHIEF INFORMATION OFFICER**

1. Briefly share your IT journey leading to your role as CIO at Interloop LTD?

After graduating with a EE, I started as a Systems Engineer with IBM back in 1992. Subsequently, the journey entails different roles as a super computer consultant with Kuwait Oil Company, a Product Manager at GBM, Director of Innovation Center, Global Technology Services Manager, Chief Technology Architect and now CIO at Interloop. Each role has been more interesting than the last.

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

People of courage, Nelson Mandella, Fidel Castro, Jinnah sahib motivated me. A bit of a nationalist and wanting to contribute positively to the country. After all my stints working for multi-nationals, I've always wanted to work for a Pakistani company and consider myself lucky to have a chance to contribute to one of the finest and forward looking enterprises in the country.

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

Automotive machines and sports. Anything with wheels is interesting; skates, bicycles, motor-cycles, cars, jeeps, trucks. Sports is a passion and I actively urge all young colleagues to adopt at least one sport that keeps you healthy and teaches you how to win and lose; an essential lesson in life.

4: How would you describe the role of IS in Digital Transformation of Interloop and any significant milestones achieved?

Digital transformation is a journey being driven by IS with your support at Interloop. Our legacy applications are being modernized and new applications being rolled out using hybrid cloud technologies. Mobile first philosophy is being adopted and AI/ML is being inducted for the right use cases. Mission is to standardize and automate Interloop business

5: Explain how you handled a difficult leadership decision and what was its positive outcomes?

In one of my roles, I landed into leading a multi-national, highly technical team deeply fractured at many levels, with some team members much senior to me in years. It had to be converted into a performing team. I found that committing to commonality of purpose through candid conversation and team building exercises are essential for teams that can deliver.

6: How do you see the dynamics of textile industry in Pakistan with respect to digital transformation?

Textile industry has traditionally been low-tech. However since the past few years, digital transformation is seen as one of the key pillars that can be leveraged for competitive advantage. Our clients are technically evolved and expect us to use digital technologies to improve speed and quality and reduce cost.

7: What advice would you like to give to aspiring technology leaders who aim to make a meaningful impact in the industry?

If you have technology background today, you are in the right space. Technology has great promise to contribute positively towards solving world's problems. Understand real world problems and how technology can be used to solve them. Technology evolves very quickly. Stay abreast.



Department At A Glance

DIGITAL TRANSFORMATION

The Digital Transformation team at Interloop Limited is dedicated to driving innovation and enhancing operational efficiencies through cutting-edge technologies. Our focus areas include Data Science, AI/ML, IoT, Operational Technologies, Mobility, Computer Vision, UI/UX and Cloud Computing. Here's a brief overview of our key functions:

Data Science: Our data scientists extract actionable insights from diverse data sources, develop sophisticated machine learning models, and design robust data pipelines. They work closely with various business units to tackle complex challenges and create visualizations that effectively communicate findings.

System Analysts: Serving as the bridge between IT and business units, our system analysts gather and

analyze requirements, design effective solutions, and ensure that technological implementations meet business needs, thereby enhancing processes and outcomes.

Enterprise Architects: These professionals lead digital transformation efforts by aligning IT strategies with business objectives. They develop comprehensive digital architecture frameworks, create strategic transformation roadmaps, evaluate emerging technologies, and orchestrate cross-functional teams to execute projects.

Operational Technologies: Our experts in operational technologies oversee automated material movement and warehousing systems. They stay abreast of technological advancements, recommend upgrades, and collaborate on process improvements to ensure robust, reliable, and scalable technological solutions. Together, these functions empower Interloop Limited to execute transformative solutions that optimize operations and facilitate a paperless transition in Industry 4.0 (smart factories), while achieving a significant reduction in manpower. This enables the company to stay competitive, continuously innovate, and achieve sustained growth in the dynamic textile industry.



ABOUT PAKISTAN

The Jewel Of Pakistan's Cultural Heritage

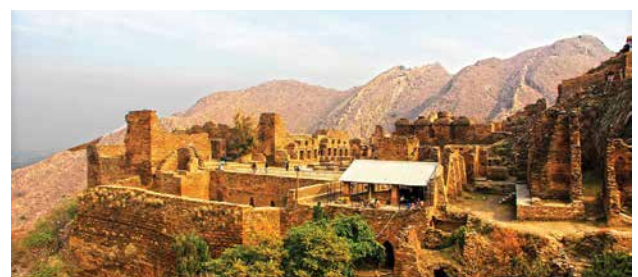
TAKHT -I-BAHI

Takht-i-Bahi offers a glimpse of a Buddhist monastery of great historical importance. Located 80 kilometers from Peshawar and 16 kilometers northwest of Mardan in Khyber Pakhtunkhwa, Pakistan, the heritage site lies on the northern slope of a remote spur near Takht-i-Bahi village and comprises the largest Buddhist remains in the ancient kingdom of Gandhara

The impressive archaeological site was first identified from the extant travel records of the Chinese monk-pilgrim Xuanzang (602-64), who journeyed.



In Persian and Urdu, the word “takht” means “throne” or “top,” and “bahi” means “water” or “spring.” Together, the meaning is “spring at the top,” and the monastery seems therefore to have been called Takht-i-Bahi because of its location at the top of a mountain, next to a stream. Local residents believe that it was named after the spring on the left of the site.



Health & Happiness Quinoa:

A NUTRITIONAL POWERHOUSE

Quinoa, pronounced KEEN-WAH, is a nutrient-rich seed from the Andean region of South America, once a staple of the ancient Incas. It's a complete protein, containing all nine essential amino acids, ideal for vegetarians and vegans. High in dietary fiber, vitamins, and minerals, quinoa is also gluten-free. Its mild, nutty flavor and chewy texture make it versatile in dishes from salads to desserts. Quick-cooking and easy to prepare, quinoa is a favorite among health-conscious individuals and chefs alike.

Quick and Easy 3-Minute Quinoa Recipe

While quinoa typically takes about 15-20 minutes to cook, using pre-cooked quinoa can help you prepare a quick and healthy meal in just a few minutes. Here's an easy 3-minute quinoa salad recipe using pre-cooked quinoa.

Ingredients:

1 cup pre-cooked quinoa
1/2 cup cherry tomatoes, halved
1/4 cup cucumber, diced
1/4 cup red bell pepper, diced
2 tablespoons olive oil
1 tablespoon lemon juice
Salt and pepper to taste

Instructions:

Mix Ingredients: Combine quinoa, tomatoes, cucumber, and bell pepper in a bowl.

Dress: Add olive oil, lemon juice, salt, and pepper. Toss well.

Enjoy your quick and healthy quinoa salad!



I-Read The 48 Laws of Power

BY ROBERT GREENE

This book offers practical strategies for navigating social and professional complexities, empowering you to advance your career, enhance leadership skills, and foster better relationships.

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

Review By Amazon

Book Authors: **Robert Greene**

The 48 Laws of Power by Robert Greene offers strategic advice on achieving and maintaining power. The book emphasizes the importance of guarding your reputation, making others dependent on you, and using selective honesty to disarm opponents. Concealing your intentions, avoiding isolation, and knowing your rivals are crucial tactics. Greene advises winning through actions, not arguments, and making accomplishments seem effortless. It's essential to plan thoroughly, act boldly, and influence others' hearts and minds. The laws stress the value of adapting to circumstances, creating compelling spectacles, and avoiding jealousy. By understanding and applying these principles, one can effectively navigate power dynamics in various aspects of life.



I N T H E L O O P



INAUGURATION OF BIOMASS BOILER PROJECT

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Sustainability
Report 2023