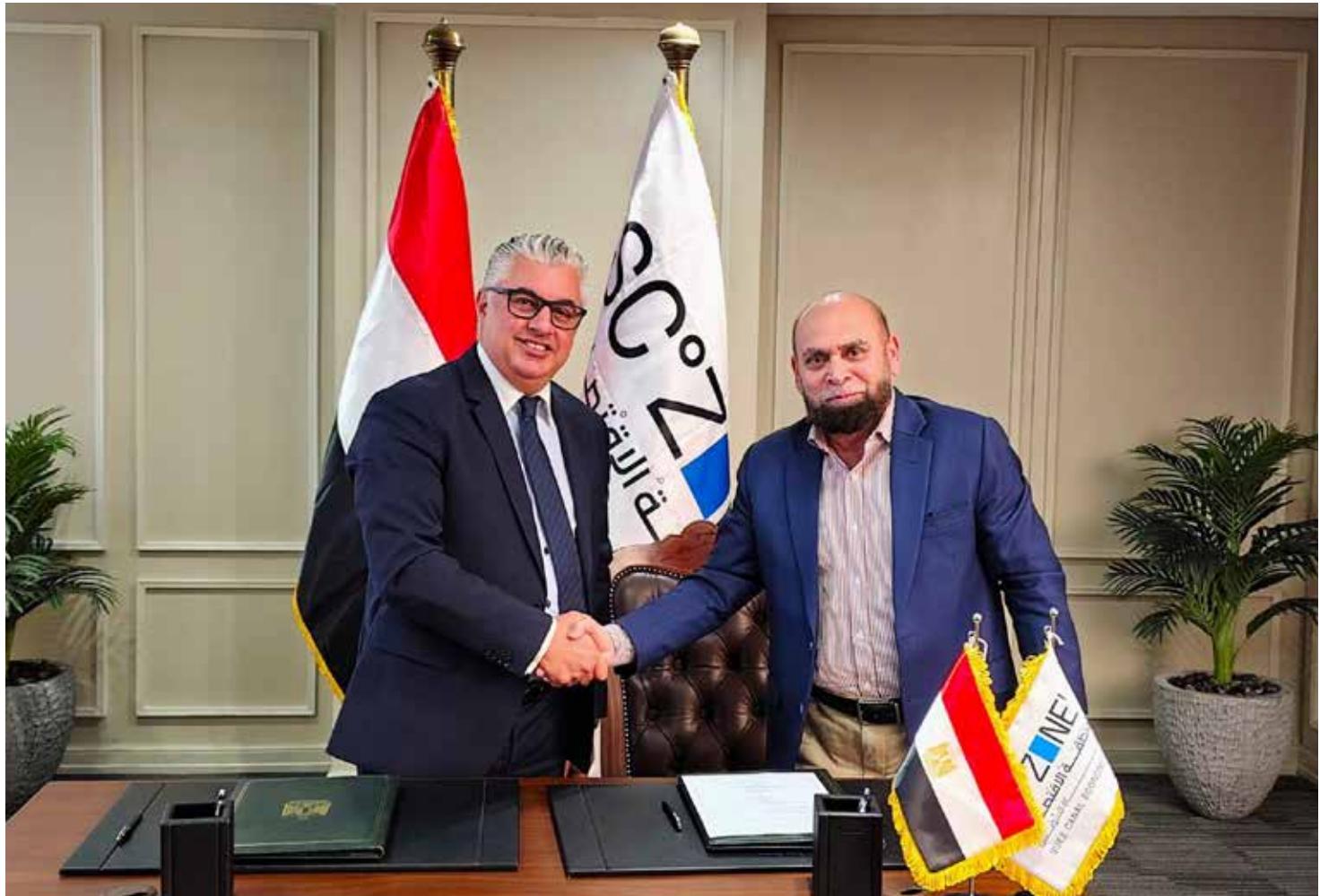


# IN THE LOOP



## INTERLOOP EXPANDS TO EGYPT'S SCZONE

05  
07  
09

1ST WOMEN'S T20  
BLIND CRICKET  
WORLD CUP 2025

PLANT 6 ACHIEVES  
LEED GOLD  
CERTIFICATION

EMPOWERING  
LEADERS TO DRIVE  
INCLUSION

**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 37,000+ 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, a manufacturing facility and sourcing in China, and marketing services 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**  
**971M**

Pairs of Socks



**DENIM**  
**11M**

Garments



**APPAREL**  
**40M**

Garments



**ACTIVE WEAR**  
**9M**

Garments

## 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



# Interloop Expands To Egypt's SCZONE

Interloop is taking a giant leap forward in its global growth strategy. With a vision to serve customers faster and more efficiently, the company is set to establish a state-of-the-art ready-made garments facility in the Suez Canal Economic Zone (SCZONE), Egypt.

Spanning 60,000 m<sup>2</sup> in Al-Qantara West Industrial Zone, the fully export-oriented plant is expected to create over 1,000 direct jobs, strengthening local employment and boosting the region's industrial ecosystem.

The strategic location on the Suez Canal provides Interloop with direct access to major markets in the U.S., Europe, the Middle East, and Africa, enabling shorter lead times and competitive costs for its global

customers. Egypt's trade agreements with these regions further enhance nearshoring and diversified sourcing strategies.

"This Egypt investment is a strategic next step in building a multi-origin, tech-enabled hub for our customers," said Navid Fazil, CEO of Interloop Limited. "SCZONE gives us near-market access to U.S. and Europe, competitive operating economics, and an ecosystem that strengthens supply chain resilience."

With this addition, Interloop's manufacturing network now spans Pakistan, China, Sri Lanka, and Egypt, complemented by sales offices in North America, Europe, and Japan, cementing the company's position as a truly global textile leader.





# 1st Women's T20 Blind Cricket World Cup 2025

The inaugural Women's T-20 Blind Cricket World Cup 2025 marked a historic milestone for women's sports, bringing together six nations — Australia, India, Nepal, Pakistan, Sri Lanka, and USA — in a hybrid model championship held from 10 to 23 November 2025, jointly organized by India and Sri Lanka.

Interloop Limited proudly served as the Official Sponsor by supporting the Pakistan Women Blind Cricket (PWBC) team. Ahead of the team's departure, a vibrant Send-Off Ceremony was held in Lahore on 12 November, attended by officials from the Pakistan Cricket Board, Interloop, and other partners, celebrating the dedication and preparation of the players.

Representing Interloop, Senior General Manager External Affairs, Humayun Javed Khan reaffirmed the company's partnership with PBCC since 2014 and highlighted Interloop's commitment to promoting women in sports, fostering diversity, equity, and inclusion, and supporting sustainable community development. He wished the team the very best for the championship.

Pakistan's women's blind cricket team reached the semi-finals, showcasing remarkable talent, while India emerged as the champion. Pakistan's shining star Mehreen Ali's extraordinary performance earned her the Player of the Series title, scoring an unbeaten 230 runs with 45 boundaries against Sri Lanka and crossing 600 runs overall in the tournament — a true testament to skill, perseverance, and sportsmanship.



## A MARATHON OF HOPE

# Interloop Backs Chris

At Interloop, we celebrate individuals who turn their passion into positive impact. Chris van Dommele, a member of Alzheimer's Sockteam 2025, exemplifies this spirit. To raise funds and awareness for Alzheimer's research, a disease his mother suffers from, Chris ran the Amsterdam Marathon entirely in socks.

Understanding the cause and the courage behind it, Interloop proudly supported Chris's initiative, providing sponsorship and helping him focus on his mission. Over seven months, he trained rigorously, guided by a barefoot coach to safely run long distances without shoes.

Despite the unusual approach, Chris's dedication has inspired many, capturing attention on social media while raising awareness about early-onset Alzheimer's. Through his determination, he demonstrates that one person's effort can create hope and meaningful change. Interloop is proud to have been part of this journey, reinforcing our commitment to supporting initiatives that make a difference in people's lives.

To date, approximately 4 million euros have been raised, channeling essential funding into diagnostics and treatment research and bringing hope to millions affected worldwide.



## INTERLOOP SPONSORS

# New Gynae Operation Theatre

Access to quality maternal and gynecological healthcare is vital for the well-being of women and their families. Safe and timely medical interventions can make all the difference during pregnancies and childbirth, particularly for underprivileged communities where resources are often limited. Understanding this need, Interloop felt compelled to support the expansion of healthcare facilities at Mujahid Hospital, Madina Town, Faisalabad. On 9th December 2025, Mujahid Hospital inaugurated its 2nd Gynaecology Operation Theatre, with Col. (Retd) Ijaz Ahmad Nasir from Interloop Ltd., Dr. Khalid Mehmood Fakhar, Dr. Kaneez Fatima, M. Irfan Yaseen, and other hospital officials in attendance.

Dedicated in the name of Interloop Limited and Musadaq Zulqarnain Chairman Interloop, the facility is fully staffed by female medical professionals, ensuring a safe and comfortable environment. It will help manage the growing number of patients, ease pressure on the existing Gynae facility, and support timely, safe deliveries.

This initiative will particularly benefit underprivileged women by improving access to essential maternal healthcare. Both hospital management and Interloop expressed gratitude for the collaboration that made this facility possible.

# Plant 6 Achieves LEED Gold Certification

In a remarkable achievement for sustainable industrial development, Interloop's Hosiery Plant 6 at the Apparel Park has earned LEED® Gold Certification from the U.S. Green Building Council, securing points under LEED v4 BD+C: New Construction. The facility delivers impressive environmental gains: 40% reduction in energy use, 51% decrease in potable water consumption, 25% lower carbon footprint, 30% increase in fresh air intake, and 78% construction waste diversion.

"Every new facility is an opportunity to reduce our impact while creating better workplaces for our people," said CEO Interloop.

"Plant 6 reflects the direction we are taking as a company—efficient, low-impact, and built for long-term sustainability." With this milestone, Interloop's LEED-certified portfolio now includes three LEED Gold hosiery plants and LEED Platinum denim and apparel facilities. Within the Apparel Park alone, two hosiery plants are LEED Gold and one apparel plant is LEED Platinum, making it a leading example of environmentally responsible industrial development.



## Celebrating Our Farmer Partners

On World Cotton Day, the Regen Kapas team gathered in Bahawalnagar to recognise farmer partners advancing toward Regenagri certification. Mr. Tariq Rashid presented certificates to the growers, marking an important milestone in their regenerative journey.

Farmers shared how regenerative practices are beginning to revitalise their fields—improving soil health, enhancing moisture retention and strengthening crop resilience.

Their experiences highlighted the growing impact of regeneration on long-term farming stability.

The day concluded with appreciation for the partners involved and a salute to the farmers building healthier soils and a more sustainable path for the next generation of cotton growers.

# 33<sup>RD</sup> ANNUAL GENERAL MEETING

October 10, 2025



## 33rd Annual General Meeting

The 33rd Annual General Meeting of Interloop Limited was held on October 10, 2025, at the Interloop Industrial Park in Faisalabad. The meeting was chaired by Musadaq Zulqarnain, Chairman of the Board, and was attended by members of the Board and shareholders, both in person and online.

Among the Board members, Navid Fazil, Chief Executive Officer; Muhammad Maqsood, Executive Director & Group CFO; Jahan Zeb Khan Banth, Non-Executive Director; Tariq Iqbal Khan, Independent Director; and Faryal Sadiq, Executive Director, were present in person, while Fatima Asad Khan, Independent Director, and Farwa Husnain, Independent Director, joined the meeting online.

The highlights of the year marked strong business momentum, reflecting the company's resilience and

strategic focus despite a challenging economic environment. Chairperson Interloop, Musadaq Zulqarnain shared that a stable exchange rate, changes in taxation, and elevated input costs shaped the financial landscape; however, the Apparel and Denim divisions delivered stronger performance, contributing to overall growth.

The Board reaffirmed Interloop's long-term strategy, highlighting ongoing expansion through new manufacturing facilities, renewable energy initiatives, and increasing international presence, including progress on its ready-made garments facility in Egypt. These developments are aligned with Interloop's vision to enhance speed, efficiency, and global competitiveness.

Addressing the shareholders, CEO Navid Fazil emphasized that the company remains committed to profitable and sustainable growth, driven by innovation, operational excellence, and disciplined financial management. Interloop also reiterated its strong commitment to social responsibility, continuing to support initiatives in education, healthcare, women empowerment, and sports.



# Empowering Leaders to Drive Inclusion

Interloop's senior leaders gathered for an immersive workshop that brought together powerful voices—including guest speakers Rabia Khattak (Jazz) and Nicole Sandra Isaacs (Kashf Foundation)—to ignite meaningful conversations on inclusion and the role of leadership in shaping a culture where everyone can thrive. Their presence set a compelling tone, encouraging participants to see inclusion not just as a value, but as a strategic responsibility.

Throughout the day, leaders explored the impact of unconscious biases, reflected on inclusive communication practices, and discussed their role in addressing gender-based violence and harassment within organizational settings. The workshop also

introduced accountability frameworks designed to sustain long-term inclusion efforts across teams and functions.

Rabia Khattak and Nicole Sandra Isaacs enriched the dialogue with actionable insights and real-world examples, demonstrating how inclusive leadership drives innovation, fosters trust, and strengthens overall organizational culture. Their perspectives helped participants connect policy with practice, reinforcing the message that meaningful inclusion begins with everyday leadership choices.

By the end of the session, Interloop's leaders walked away with renewed clarity and commitment—to lead with empathy, uphold equity, and create a workplace where diverse voices are not only heard but truly valued.





# Shaping the Future of Innovation

R&I hosted its annual Innovation Release Event – INNO-VISTA 2025, offering a dynamic walk-through showcase of groundbreaking developments across multiple categories.

The event highlighted how creativity, technology, and sustainability come together to redefine the possibilities in materials, knitting, dyeing, and finishing.

Moisture Management Knits like AriDri promised enhanced comfort, while Traction Socks, engineered with specialized grip yarn technology, delivered superior foot traction.

Sustainability took center stage with high-impact materials including Loomshake, Hemp, Linen, EcoWool—crafted from post-consumer waste—and EcoFlex Natural Elastomeric Yarns, offering both comfort and eco-conscious design.

O'rora Knits brought an unconventional aesthetic inspired by random dyeing effects achieved through advanced knitting techniques, while the EcoSmart Polyester Dyeing process demonstrated efficiency in energy, chemical, water, and time savings for every batch.

Innovations in color durability included Huever ColorGuard Yarns, using VAT dyeing for unmatched fastness. Comfort and performance came together in Skin-Moisturizing Finishes and Sherpa-lined Plush Loop Socks, while laser applications on knits added a creative leap, combining precision aesthetics with functional apparel design.



# Pink Awareness Sessions

Interloop brought together female employees from across departments for an interactive awareness session dedicated to breast cancer prevention—an initiative rooted in care, education, and early action.

The atmosphere was open and supportive as participants gathered to learn, ask questions, and strengthen their understanding of a health issue that impacts millions of women worldwide.

Leading the session, Prof. Dr. Sarwat Saqib spoke with clarity and compassion, highlighting the importance of self-examination, regular screenings, and seeking timely medical advice. Her insights turned complex medical information into practical, easy-to-follow guidance, empowering participants to take charge of their own health with confidence.

The discussion also shed light on everyday lifestyle choices that help reduce risk, reminding everyone that prevention begins long before a diagnosis.



## Developing Lean Certified Leaders

Interloop's ongoing capability-building initiative is designed to strengthen the company's Lean culture and embed operational excellence at every level. Structured as a long-term program, each wave runs for eight months, with two waves conducted in parallel, allowing 160 participants to engage annually and a total of 320 executives to benefit over two years.

The program features 13 structured modules, carefully crafted to equip participants with practical Lean tools that can be applied in real time. Through hands-on learning, executives enhance process efficiency, streamline workflows, and deliver measurable impact across operations.

Since its inception, four waves have been successfully completed, producing a growing community of Lean-certified professionals who play a pivotal role in championing process improvements throughout the organization. The initiative not only develops individual capabilities but also reinforces Interloop's commitment to a culture of continuous improvement and operational excellence.





# TUNDRA Visits Interloop

Interloop welcomed a senior delegation from Tundra Fonder, a Swedish asset management firm and frontier markets specialist with a strong presence across emerging economies, a focused commitment to sustainability, and being an investor in Interloop. The visit Led by Founder & Chief Investment Officer Mattias Martinsson along with his team, and it reflected a partnership built on trust, transparency, and responsible progress. It underscored Tundra's confidence in Pakistan's industrial potential, particularly its ability to support sustainable, export-led growth, while recognizing Interloop's ESG-driven value creation aligned with the Tundra Sustainable Frontier Fund.

Chairman Musadaq Zulqarnain, along with Interloop's senior leadership — including Group CFO Muhammad Maqsood, VP Accounts & Finance Hamza Gilani, General Manager Sustainability Fauz-ul-Azeem and

senior general manager external affairs, Humayun Javed Khan engaged with the delegation in a constructive dialogue focused on ESG priorities, sustainable growth, and Interloop's evolving strategic direction.

The delegation visited the Apparel Division, learning about manufacturing strength, operational scale, and international footprint. At Hosiery Plant 5, they observed technology-enabled operations, efficiency standards, and Interloop's people-first approach. The visit also included renewable energy facilities, including the biomass plant and solar park, where the delegation witnessed Interloop's commitment to clean energy, resource efficiency, and environmental sustainability.

A tour of the Daycare Facility highlighted Interloop's dedication to employee wellbeing and inclusivity. At the Activewear Division, the delegation saw innovation-driven product development, followed by the Design Studio, where they experienced the creative process behind customer-centric design and category expansion.

Chairman Musadaq Zulqarnain thanked Tundra Fonder for its commitment to Pakistan, noting that their confidence serves as a strong vote of trust in Pakistani companies advancing responsible growth and ESG-led value creation.





# International Men's Day Celebrations

At Interloop, creating an environment where employees feel valued, supported, and empowered is at the heart of everything we do.

This commitment to people-first practices was beautifully reflected in a recent initiative celebrated across all Interloop plants, bringing joy and recognition to employees company-wide.

The day began with a delightful surprise for Interloop's male employees. As they arrived at their workstations, they were greeted with cupcakes, themed props, and personalized appreciation cards—a small gesture that instantly brought smiles and set a positive tone for the day.

The celebration continued as the CEO joined the gathering for a cake-cutting ceremony, creating a relaxed atmosphere for refreshments and informal interactions.

Colleagues shared laughter, exchanged stories, and strengthened the bonds that make teamwork at Interloop so special.

This observance went beyond simple recognition. It reflected Interloop's ongoing dedication to fostering an inclusive, appreciative, and people-centric culture, where every employee feels respected, acknowledged, and inspired to contribute their best.

Through these thoughtful moments, the initiative highlighted how appreciation and connection are at the core of a thriving workplace.





# Interloop Celebrates 78 Years of Pakistan

This year, Independence Day at Interloop was celebrated with enthusiasm and joy across all its facilities, bringing together employees from every department in a vibrant display of unity and patriotism.

The celebrations were filled with interactive games, engaging activities, and team-building sessions, creating moments of laughter, camaraderie, and shared excitement. Colleagues came together, not just to honor the nation's heritage, but to strengthen the bonds that make Interloop a truly inclusive and people-centric workplace.

The collective participation reflected the pride employees feel in both their country and the organization, highlighting how shared experiences foster connection, inclusivity, and a sense of belonging. Across every facility, the day was a reminder that celebration, teamwork, and mutual respect are at the heart of Interloop's culture—where every voice, presence, and contribution adds to moments of collective pride.







# Christmas Celebrations 2025

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.





# Texlan's Journey Of Impact

## Jeewayata Jeewaya: Texlan's World Environment Day



Texlan marked World Environment Day 2025 through its “Jeewayata Jeewaya” initiative, reflecting TCPL’s ongoing commitment to environmental preservation under the global theme Ending Plastic Pollution. The program encouraged employees and their families to take practical, everyday steps toward sustainability, emphasizing that protecting the planet is a shared responsibility. Through creative and engaging activities, participants were inspired to consider how small, conscious actions can contribute to reducing plastic waste.

Through “Jeewayata Jeewaya,” Texlan reinforced its vision of inspiring meaningful change for a cleaner, greener future, demonstrating that innovation, creativity, and collective action can go hand in hand to protect the planet.

## Texlan Center's Sports Day 2025



Texlan Center's Sports Day 2025, which was held on September 06, 2025 at the Katunayake Free Trade Zone Sports Complex, brought together team members from across the organization for a vibrant day filled with energy, teamwork, and friendly rivalry. The grounds came alive as members of the four houses Phoenix, Blue Dragon, Ravan, and Serendibs arrived in full spirit, proudly wearing their colors and cheering on their teams. From exciting competition of tug of war to the fast-paced action of cricket, netball, and volleyball, every game of both male and female teams showcased not just athletic skill but also the unity and enthusiasm that define the Texlan culture. Track and field events added an extra burst of adrenaline, with participants giving their all while team members cheering passionately from the sidelines.

As the day progressed, each house pushed hard to earn points in hopes of claiming the overall victory. The camaraderie, laughter, and moments of pure determination created memories that will be cherished long after the final whistle. When the scores were tallied, Phoenix soared to victory, securing the overall 1st place with an exceptional all-round performance, while Ravan proudly earned 2nd place after a series of impressive showings. This year's Sports Day not only celebrated athletic talent but also strengthened bonds across departments, reminding everyone of the joy that comes from coming together as one Texlan family.

## Celebrating Excellence: Best Exporter Award for TCPL



Another proud milestone was added to the journey of Texlan Center Pvt. Ltd., Sri Lanka—a valued subsidiary of Interloop Ltd., Pakistan—marking yet another year of excellence and growth.

TCPL was honored with the Best Exporter Award by the Export Development Board of Sri Lanka, a recognition that reflects years of dedication, resilience, and collective effort. This achievement stands as a testament to the vision and guidance of our Chairman, CEO, Managing Director, and Board of Directors, whose leadership continues to steer the company toward new heights.

At the heart of this success is the Texlan family. Every team member's hard work, commitment, and passion have played a vital role in pushing TCPL forward, even in the face of challenges. Their unwavering dedication transforms goals into achievements and milestones into lasting impact.

As we celebrate this honor, we do so with deep gratitude for our people—the driving force behind every success—and with renewed determination to continue building a future defined by excellence, innovation, and pride.

## Waag Prathibha: Where Ideas Speak



For the first time in its journey of people-centric initiatives, Texlan Center opened the floor to ideas, arguments, and intellect with the launch of “Waag Prathibha”, an Inter-Departmental Debate Competition. The event marked a meaningful step toward cultivating critical thinking, confident communication, and healthy intellectual exchange across the organization.

Open to Team Members (TM) from all departments, Waag Prathibha quickly evolved into a vibrant platform where voices were heard, perspectives were challenged, and ideas were sharpened—all in a spirit of professionalism, respect, and teamwork. Six teams took part in this inaugural edition, each comprising four members drawn from different departments, reinforcing collaboration beyond functional boundaries.

The competition unfolded over three dynamic rounds, with each stage testing participants' analytical depth, clarity of thought, confidence, and ability to work as a cohesive unit. As the debates intensified, so did the enthusiasm, creating an atmosphere charged with energy and intellectual curiosity.

The journey culminated in a highly anticipated final round on 29 September 2025, where the strongest teams went head-to-head in a compelling showdown of ideas. After an impressive display of reasoning and articulation, Central Planning emerged as the champions of Texlan Center's first-ever Inter-Departmental Debate Competition, earning well-deserved recognition for their exceptional performance. Finishing Department secured the second runners-up position, reflecting strong teamwork and commendable effort throughout the competition.



# ILNA At Texworld NYC

In July, the vibrant energy of Texworld NYC set the stage for meaningful conversations around the future of fashion, and Interloop North America (ILNA) was proud to be part of that dialogue. As one of the apparel industry's most influential gatherings for innovation and ethical sourcing, the event brought together leaders committed to reshaping the supply chain.

Representing ILNA, President Hilda McDuff joined an insightful panel titled "Regenerative Cotton: Building Resilience Across the Supply Chain." Alongside experts from ECOM USA, Quarterway Cotton Growers, and J.Crew, she shared perspectives on how regenerative cotton is redefining sustainability in the apparel industry.

During the discussion, Hilda spoke about Interloop's journey toward sourcing regenerative cotton through strong, purpose-driven partnerships. She highlighted how these collaborations go beyond raw materials—strengthening environmental stewardship, enhancing transparency, and creating long-term value across the supply chain.

Her reflections underscored a powerful message: meaningful change happens when growers, manufacturers, and brands work together toward a shared vision.

Interloop's presence at Texworld NYC was more than participation; it was a reaffirmation of our commitment to sustainability and innovation. By contributing to the conversation on regenerative cotton and collaborative sourcing.

We not only strengthened our own sustainability narrative but also added momentum to the industry's collective move toward more resilient and responsible practices.

## Sock College: Elevating Expertise Through Innovation



This year's session opened its doors to a vibrant exchange of ideas, bringing employees and partners together for hands-on learning in the art and science of sock manufacturing and design.

In August, Interloop North America (ILNA) hosted another successful edition of Sock College—its signature training program dedicated to deepening understanding of sock innovation and production. Led by ILNA's Product Development team and guided by resident professor Keith Davis, Director of Product Development and Sourcing, the program created an engaging classroom where experience met curiosity. Employees and external customers came together to explore the craft behind every pair of socks.

Throughout the session, participants journeyed through the complete lifecycle of a sock. From yarn selection and material sourcing to advanced knitting techniques, production, and finishing, each stage was brought to life through practical insights and real-world expertise.

More than a training initiative, Sock College is a space for collaboration and growth. By sharing technical knowledge and fostering meaningful connections, ILNA continues to build a collective commitment to

## Serving with Purpose: ILNA's Community Food Drive



Interloop North America (ILNA) brought employees and partners together in support of families served by the Maple Springs United Methodist Church (UMC) food pantry.

In July, ILNA strengthened its long-standing partnership with Maple Springs UMC through a dedicated summer food drive, building an initiative that has been close to the team's heart for the past five years. Each week, ILNA volunteers faithfully collect surplus food from Panera Bread and deliver it to the church's food pantry—ensuring fresh food reaches local families in need. This summer, the company took that commitment a step further by mobilizing employees across the organization to help stock pantry shelves through a company-wide donation drive.

The initiative not only amplified ILNA's ongoing weekly contributions but also united employees around a shared purpose of service. Led by ILNA's Responsibility Teams—cross-functional groups focused on advancing the company's mission and community engagement—the summer drive became a meaningful expression of teamwork, compassion, and collective impact.

In recognition of these sustained efforts, Maple Springs UMC honored ILNA and Panera Bread with a Certificate of Appreciation, acknowledging their continued support and dedication to the local community. More than an act of philanthropy, this partnership reflects ILNA's core values and its mission to be an agent of positive change—one delivery, one donation, and one family at a time.

# Access & Empathy For Equal Opportunity

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To strengthen Interloop's commitment to accessibility and ensure that every employee feels seen and supported, a powerful learning session on disability inclusion was held on International Day of Persons with Disabilities, a day recognized globally for promoting dignity, equality, and opportunity for all.

Led by Azima Dhanjee (CEO & Co-founder, ConnectHear) and Zehra Dhanjee (Deaf Trainer), the session went far beyond basic awareness.

It became an eye-opening journey into empathy—inviting participants to understand disability inclusion through both lived experiences and practical, real-world approaches.



## Listen & Learn For an Inclusive Workplace

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At Interloop, inclusion is not just a policy—it is a belief rooted in the understanding that employment alone does not guarantee equality. A job without accessibility is only half an opportunity.

True inclusion comes from building systems, spaces, and mindsets that empower every individual to participate fully and thrive with dignity.

This belief came to life during a heartfelt “Listen & Learn” session hosted by our CEO, Navid Fazil. In a room grounded in openness and respect, persons with disabilities shared their stories—moments of resilience, everyday challenges, and powerful ideas for change.

Their words carried honesty and strength, reminding everyone present that inclusion is shaped not by assumptions, but by lived experiences.

# Interloop's Women Cricket Tournament 2025

The Interloop Women's Cricket Tournament brought the grounds alive with energy, laughter, and an unbreakable sense of teamwork. From powerful shots to shared smiles, every moment reflected what happens when women are given space to play, lead, and shine.

The Interloop Women's Cricket Tournament 2025 was a vibrant three-day celebration of teamwork, sportsmanship, and women's strength.

The matches were filled with energy and healthy competition, reflecting passion, dedication, and unity both on and off the field.

The tournament concluded with Queen Warriors emerging as champions, while Power Hitters secured the runner-up position, marking a proud and memorable moment for all teams involved.



# 13th Interloop Table Tennis Tournament

The 13th Interloop Table Tennis Tournament wrapped up with energy, focus, and an inspiring display of competitive spirit. Each match reflected precision, determination, and a shared love for the game.

The tournament saw Shahzad Sarwar claim the Men's Singles title, while Muhammad Awais Hameed and Fayyaz Rasool delivered a strong performance in Men's Doubles.

In the mixed and women's categories, Saima Anwar stood out with exceptional consistency, winning the Women's Singles title alongside victories in Mixed Doubles with Abdul Rehman and Women's Doubles with Faiza Hameed.

It was a proud celebration of talent, teamwork, and sportsmanship — a reminder of how sports continue to unite and inspire at Interloop.





# In The Spotlight

**An Interview with Hamza Gillani,  
Vice President Finance.**

## 1. How would you define yourself as a person?

I would describe myself as a kind, humble, and easy-going person who enjoys supporting and helping others. I believe in growing every day both personally and professionally and in encouraging those around me to do the same. While I am driven and ambitious, I value relationships and meaningful impact even more. I have a progressive mindset and embrace learning, openness, and change. Most importantly, I am a family person, deeply involved in my spouse and children's lives and committed to being present and supportive as they grow.

## 2. What habits or routines keep you disciplined and grounded?

I stay grounded through a disciplined routine of early morning Quran and reflection, daily exercise, and clean eating. By setting clear priorities and practicing honest nightly self-reflection, I balance gratitude for what I have with a relentless drive for growth.

## 3: Do you have a life philosophy or quote you truly believe in?

I deeply believe that "it is the difference we have made in the lives of others that will determine the

significance of the life we lead." To me, this is the reality of life when you help someone to grow, support them, and create opportunities for them to succeed, you naturally grow yourself. It's like a principle of nature: if you push someone down, you end up bending; but if you lift someone up, you inevitably elevate yourself.

## 4: How do you view Interloop's organizational culture, and what role has it played in your career journey?

I view Interloop's culture as one built on trust, collaboration, and ownership where people are empowered to take initiative, support each other, and focus on meaningful impact. For me, it has been more than a workplace; it's been a space to grow as a professional contribute to teams, and make thoughtful strategic decisions.

## 5: With experience across sectors like real estate, insurance, and textile, which industry presented the most unique or unexpected financial challenge, and how did you navigate it?

The textile sector posed the most complex challenges due to simultaneous global pressures and volatile local policies. We addressed this through disciplined capital management, cost and working-capital optimization, process innovation, and scenario-based planning to stay agile amid shifting economic and regulatory conditions.

## 6: How has Interloop evolved during your tenure, and what changes had the most impact on the finance function?

During my tenure, Interloop grew rapidly in scale and complexity, expanding into multiple business verticals. This required the finance function to evolve from a transactional role into a strategic partner, strengthening systems, forecasting, controls, and embedding financial discipline to support sustainable, informed growth.

## 7: How do you foresee the financial landscape changing in the next 5 years, especially for the textile and manufacturing sector?

The next five years will bring heightened volatility driven by geopolitics, trade shifts, and evolving consumer behavior. Finance will rely more on AI, analytics, and real-time data. With high capital costs, success will depend on strong liquidity, disciplined governance, agile decision-making, and efficient asset utilization.



# Department At A Glance

The Finance Department plays a central role in financial planning, budgeting, and forecasting; accounting, reporting, and regulatory compliance; cash flow, treasury, and working-capital management; and risk management and internal controls, while also providing strategic financial insights to support informed decision-making and sustainable growth.

Alongside these responsibilities, strong emphasis is placed on developing the team through a blend of technical and analytical training, including AI-based tools, Python, advanced analytics, financial modeling, rolling forecasts, and scenario-based decision-making.

This is complemented by mentoring and cross-functional exposure, ensuring the team remains skilled, adaptable, and capable of delivering data-driven insights with strategic impact. The department has also cultivated a culture of open

communication and continuous feedback through one-on-one sessions, an open-door policy, small-group internal meetings, and mini internal “open houses” that encourage ideas and initiatives to improve both culture and processes. Additionally, team-building traditions such as an annual department tour, departmental sports activities, team dinners, and monthly birthday celebrations further strengthen camaraderie, collaboration, and a strong sense of belonging within the team.



# Shamshal Valley

## Roof of Hunza



Shamshal Valley is a breathtakingly remote mountain valley located in the Hunza region of Gilgit-Baltistan, Pakistan, often called the “Roof of Hunza.” Tucked deep in the Karakoram range, Shamshal sits at an altitude of around 3,100 meters and is one of the highest permanently inhabited settlements in the region.



Surrounded by towering peaks, vast glaciers, and wide alpine pastures, the valley is known for its raw, untouched beauty and traditional Wakhi culture. There are no roads inside the valley movement is mostly on foot giving Shamshal its quiet, timeless character. It's a gateway to famous trekking routes like Minglik Sar, Zardgar Ben, and access to several glaciers, making it a paradise for trekkers and adventure seekers.

Despite its isolation, Shamshal reflects resilience and simplicity, where life moves in harmony with nature. Long summers, harsh winters, and strong community bonds define everyday living here making the valley not just a destination, but an experience of peace, endurance, and awe.



# Health & Happiness

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## Matcha

### The Ultimate Green Goodness

Matcha is a finely ground powder made from specially grown green tea leaves, traditionally sourced from Japan. Unlike regular green tea, matcha uses the entire leaf, making it richer in nutrients and flavor.

It offers clean, sustained energy, supports focus and calm, and is packed with antioxidants that benefit metabolism, immunity, and skin health. Enjoy it as a simple matcha latte by whisking one teaspoon of matcha with warm water, adding hot or iced milk, and lightly sweetening to taste—an easy, nourishing ritual in every cup.



# I-Read

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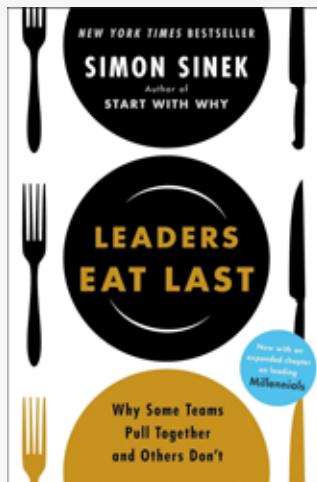
## Leaders Eat Last

By [Simon Sinek](#)

Global Ratings: **4.7** Out Of **5**

Review By Amazon

Book Authors: **Simon Sinek**



**Leaders Eat Last** by Simon Sinek offers powerful insights into building trust, loyalty, and high-performing teams through people-centered leadership.

This book explores the idea that great leadership is rooted in service and responsibility rather than authority. Drawing on real-world examples from the military, business, and society, Sinek explains how leaders who prioritize the well-being of their teams create a “circle of safety” where individuals feel secure, valued, and motivated to excel. He also highlights the biological and emotional foundations of trust, collaboration, and stress, emphasizing that when leaders put people first, organizations thrive naturally. The book is a compelling reflection on servant leadership, long-term vision, and the human side of success.

# IN THE LOOP



## TUNDRA VISITS INTERLOOP

# INTERLOOP

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Sustainability  
Report 2025