



PAKISTAN INSTITUTE OF CORPORATE GOVERNANCE

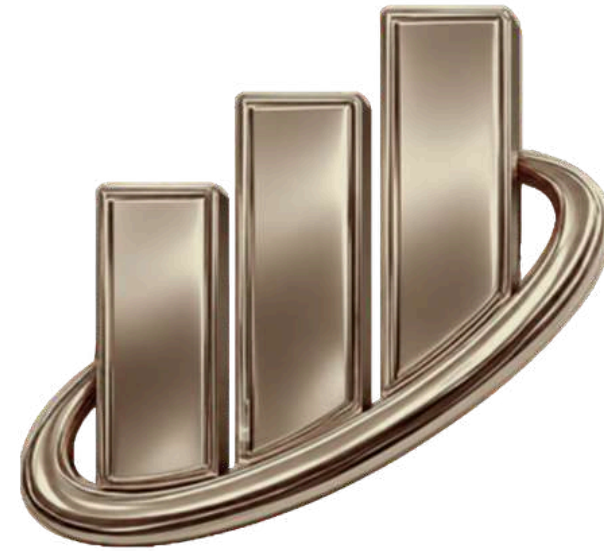
MEMBERS' HANDBOOK

JUNE 2026

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PAKISTAN INSTITUTE OF CORPORATE GOVERNANCE

MEMBERS' HANDBOOK

JUNE 2026

Chairmans Review

Dear Members,

It is my privilege to present the inaugural edition of the PICG Members' Handbook, a publication that celebrates the strength, diversity, and collective achievements of the Pakistan Institute of Corporate Governance (PICG) community.

For more than two decades, PICG has remained at the forefront of advancing corporate governance in Pakistan. Since its establishment in 2004, the Institute has worked closely with regulators, business leaders, directors, and governance professionals to foster ethical leadership, strengthen board effectiveness, and promote transparency, accountability, and sustainability across organizations. As the pioneer of Director Training Programs (DTP) and Board Evaluations in Pakistan, PICG remains committed to equipping boards and senior executives with up-to-date knowledge, practical insights, and global best practices to lead resilient and future-ready institutions.

Our members are at the heart of this journey. This Handbook is more than a directory of our members; it reflects a vibrant community committed to governance excellence. It showcases the diverse profiles of our members alongside their key ESG initiatives, demonstrating how responsible leadership and sound governance contribute to long-term value creation, stakeholder confidence, and sustainable economic growth.

As governance expectations continue to evolve, PICG remains dedicated to strengthening Pakistan's corporate governance ecosystem by working closely with regulators, policymakers, the corporate sector, academia, and other stakeholders to advance governance standards and promote sustainable development.

I extend my sincere appreciation to all our members who contributed to this inaugural publication. Your continued trust, engagement, and commitment to governance excellence are integral to PICG's mission and to the advancement of stronger, more accountable institutions across Pakistan. I would also like to express my sincere appreciation to our CEO and the PICG team for this initiative and for their dedication and commitment in successfully bringing this publication to fruition.

I hope this Handbook serves as a valuable resource for our members and the broader business community while encouraging the exchange of ideas, experiences, and best practices. Together, let us continue to uphold the principles of integrity, accountability, and responsible leadership as we build stronger boards, stronger institutions, and a more sustainable future for Pakistan.



Muhammad Ashraf Bawany

Chairman
**Pakistan Institute of
Corporate Governance**

Muhammad Ashraf Bawany
Chairman, Pakistan Institute of Corporate Governance



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Message from CEO

It is my privilege to present the inaugural Members' Handbook of the Pakistan Institute of Corporate Governance (PICG), a publication dedicated to recognizing and celebrating the organizations and individuals who support and form the PICG community and their contributions to advancing corporate governance excellence and sustainable business practices in Pakistan.

Our Vision

**Enable good governance that creates shared prosperity,
an ethical society and an inclusive, sustainable economy.**

For over two decades, PICG has stood at the forefront of governance excellence in Pakistan – cultivating capable directors, enhancing board effectiveness, and championing responsible business leadership across sectors. Beyond this, PICG serves as a trusted platform for research-driven insights, policy advocacy, and constructive liaison with regulators, investors, and stakeholders. PICG currently has **146** Members, categorized as follows:

Lifetime

5

Corporate

99

Individual

41

Honorary

1



Shafaq Fauzil Azim

President & CEO

**Pakistan Institute of
Corporate Governance**

The objective of this Handbook is to showcase our membership, highlight leading practices, and encourage the sharing of ideas and experiences across Corporate Pakistan. Each page tells a powerful story: Corporate Pakistan is evolving, adapting, and, in many cases, leading. Members' experiences demonstrate how organizations and individuals strengthen governance, embrace innovation, and prepare for a future defined by accountability and resilience. Alongside these narratives, the Handbook presents Members' profiles, vision statements, and initiatives that embody their commitment to environmental, social, and governance (ESG) principles and responsible business – including environmental contributions, social responsibility efforts, stakeholder engagement, and governance priorities.



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cont'd

As expectations of corporate leadership continue to evolve, boards and organizations are increasingly called to demonstrate transparency, accountability, sustainability, and long-term value creation. Many PICG Members are already responding, strengthening frameworks, enhancing disclosures, formalizing sustainability initiatives, and embedding ESG into business strategy.

Recognizing ESG's growing influence on governance, finance, and stakeholder trust, PICG also expanded the governance conversation to include sustainability and long-term impact. Our ESG portfolio now spans director education, certification programs, stewardship initiatives, advisory services, integration assessments, reporting support, and board evaluation frameworks with sustainability oversight.

Governance itself is evolving, and Corporate Pakistan must remain abreast of changing dynamics and disruptions. Boards today are challenged not only by geopolitics and shifting regulatory landscapes, but also by the rapid rise of artificial intelligence, innovative business practices, and the emergence of a new generation of younger leaders and market participants with fresh expectations of transparency, agility, and purpose. PICG's role is to help directors and organizations anticipate these shifts, adapt governance frameworks, and ensure resilience in the face of uncertainty, so that Corporate Pakistan continues to lead responsibly in a fast-changing world.

Each Member's journey is unique, yet a shared commitment shines through: building organizations that are responsible, resilient, and future-ready. By sharing their experiences, Members contribute to a culture of learning, collaboration, and continuous improvement. As you explore this Handbook, you will find insights, practical examples, and inspiration from organizations shaping the future of corporate governance and sustainable business in Pakistan.

I am deeply grateful to our Members whose support has made this initiative possible. Their contributions strengthen our collective mission and advance governance standards nationwide. PICG remains dedicated to supporting its Members on this journey, and we look forward to learning, collaborating, and progressing together.

Shafaq Fauzil Azim

President & CEO, Pakistan Institute of Corporate Governance



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About PICG

The Pakistan Institute of Corporate Governance (PICG) is the country's premier institution set up in 2004 as a not-for-profit company committed to the cause of promoting good corporate governance practices in the country. It is involved in corporate governance training and education, policy advocacy, advisory services, undertaking research and evaluations, conducting surveys as well as publishing guidelines and other research material.

The only Corporate Governance Institute of Pakistan

**Member of globally recognized corporate
governance and director institutions**



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Our Mission

To create awareness of the benefit of good governance to business and society thereby catalysing best practices for long-term sustainability.



Our Distinguished Board



MS. MUSARAT JABEEN
NON-EXECUTIVE
DIRECTOR



MR. MUHAMMAD ASHRAF BAWANY
CHAIRMAN



MR. M. AKHTAR JAVED
NON-EXECUTIVE
DIRECTOR



MS. SADIA KHAN
INDEPENDENT
DIRECTOR



MR. AHSAN IQBAL
INDEPENDENT
DIRECTOR



MR. SAAD UR RAHMAN KHAN
NON-EXECUTIVE
DIRECTOR



MR. ABDUL QADIR MEMON
INDEPENDENT
DIRECTOR



DR. FAKHARA RIZWAN
NON-EXECUTIVE
DIRECTOR



MS. SHAFaq FAUZIL AZIM
CEO &
EXECUTIVE DIRECTOR



MR. MIR MUHAMMAD ALI
NON-EXECUTIVE
DIRECTOR



Our Core Values

Accountability

Fairness

Transparency

Responsibility



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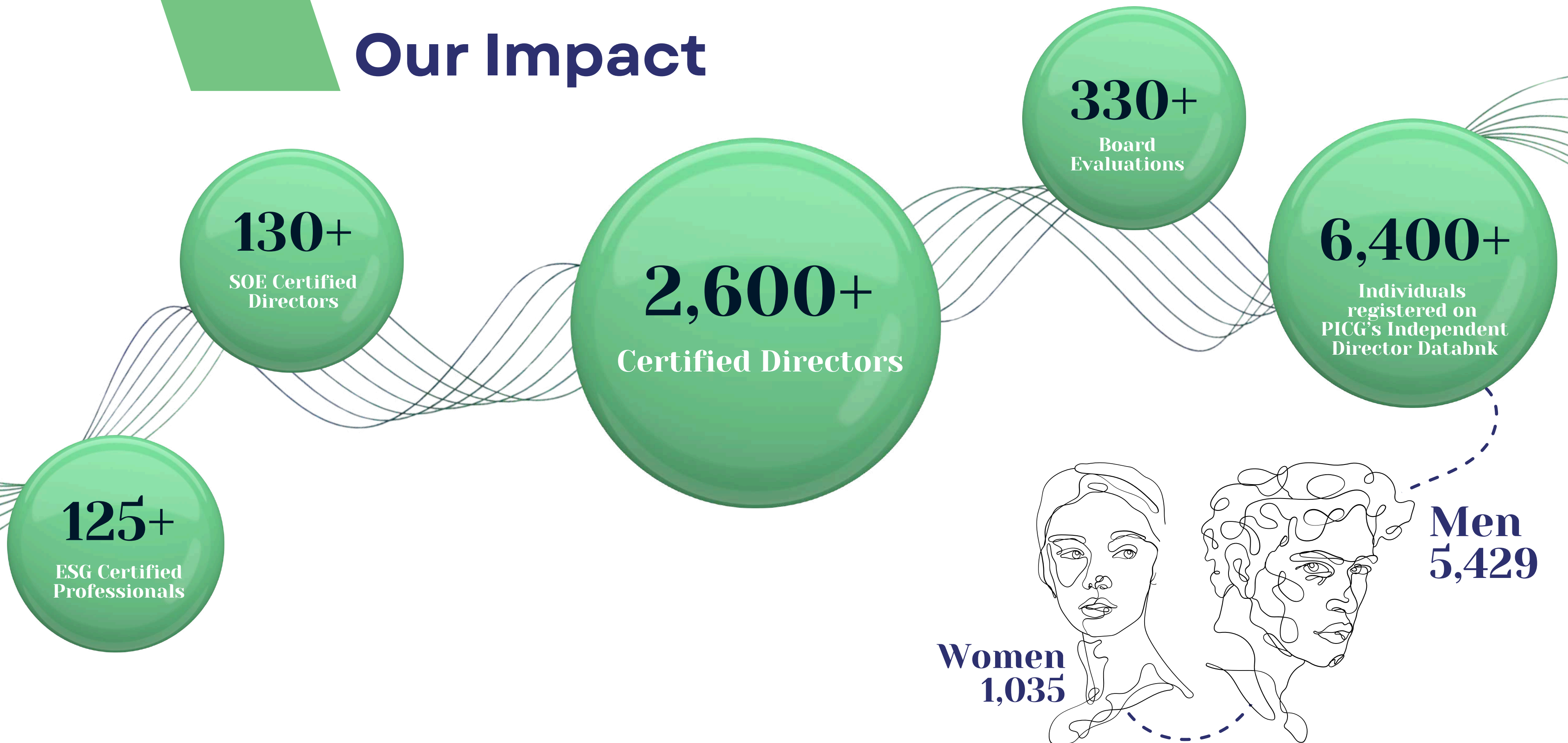
BETTER ORGANIZATIONS



BETTER FUTURE



Our Impact





Founding **MEMBERS**



BETTER GOVERNANCE



BETTER ORGANIZATIONS



BETTER FUTURE





VISION:

To develop a modern, efficient, and dynamic corporate sector and capital market founded on sound regulatory principles that promote sustainable economic growth and contribute to the socio-economic well-being of Pakistan.

MISSION:

To establish and maintain a fair, efficient, and transparent regulatory framework aligned with international standards and best practices, ensuring investor protection, mitigating systemic risks, and fostering the growth of a robust corporate sector and broad-based capital market in Pakistan.

Environmental

- The Securities and Exchange Commission of Pakistan (SECP) is committed to advancing environmental sustainability and promoting responsible business practices across Pakistan's corporate and financial sectors. Through its regulatory and developmental mandate, SECP encourages organizations to integrate environmental considerations into their governance, risk management, and strategic decision-making processes.

Key initiatives include:

- Promoting sustainability reporting and Environmental, Social, and Governance (ESG) disclosures among listed companies and regulated entities.
- Facilitating the development of sustainable finance, green investment products, and environmentally responsible business practices.
- Supporting regulatory frameworks that enhance climate resilience and contribute to sustainable economic development.
- Advancing digital transformation and paperless regulatory processes to reduce environmental impact and improve operational efficiency.

These efforts are supported through landmark initiatives such as the ESG Disclosure Guidelines for Listed Companies incorporating Pakistan Green Taxonomy Document, the ESG Sustain Portal, issuance of Sovereign Green Sukuk through the capital market, and the Guidelines for the Issuance of Green Bonds, phased implementation of IFRS S1 and S2 standards, all of which contribute to strengthening Pakistan's sustainable finance ecosystem.



Social

- SECP actively promotes financial inclusion, investor protection, innovation, and diversity to create a more equitable and inclusive financial system. Through progressive regulatory reforms and stakeholder engagement, the SECP seeks to enhance public confidence, improve financial literacy, and expand access to financial services.

Key initiatives include:

- Strengthening investor protection through regulatory reforms, market oversight, and awareness campaigns.
- Supporting innovation and entrepreneurship through fintech facilitation measures and regulatory sandbox initiatives.
- Promoting diversity, inclusion, and equal opportunities within the corporate and financial sectors.
- Conducting investor education and awareness programs aimed at improving financial literacy and encouraging informed market participation.
- Facilitating greater access to financial services through digitalization and financial inclusion reforms.
- These objectives are advanced through initiatives such as the Regulatory Sandbox Framework, the Women on Boards Framework, the Guidelines for the Issuance of Gender Bonds, gender pay reporting by listed companies, awarding companies in the private sector following family friendly policies, investor education and awareness programs, and a range of digital financial inclusion initiatives designed to broaden participation in Pakistan's financial markets.

ESG Summary

Through its regulatory leadership and commitment to international best practices, the SECP continues to drive sustainable development, promote responsible corporate behavior, strengthen investor confidence, and foster a resilient, inclusive, and transparent financial ecosystem. Its environmental, social, and governance initiatives collectively contribute to the long-term sustainability and competitiveness of Pakistan's corporate and capital markets.

Governance

As Pakistan's apex corporate and capital market regulator, SECP plays a critical role in promoting sound governance, transparency, accountability, and ethical business conduct. Through robust regulatory frameworks and effective supervision, the SECP works to strengthen market integrity and foster stakeholder confidence.

Key initiatives include:

- Strengthening corporate governance standards through the Listed Companies (Code of Corporate Governance) Regulations.
- Promoting transparency, accountability, ethical conduct, and responsible corporate behavior across regulated sectors.
- Implementing risk-based supervision, compliance monitoring, and enforcement mechanisms to ensure regulatory effectiveness.
- Enhancing regulatory efficiency and stakeholder engagement through digital transformation and technological innovation.
- Strengthening market integrity through improved disclosure requirements and ownership transparency frameworks.

These efforts are reinforced through initiatives such as the Beneficial Ownership Reporting Framework, the Anti-Money Laundering and Countering Financing of Terrorism (AML/CFT) Regulatory Framework, the digitalization of regulatory services through the eZFile and eServices platforms, and enhanced supervisory and enforcement mechanisms that support transparency, accountability, and investor confidence.



VISION:

Credible, dynamic, and independent central bank, with a high calibre team, committed to improving the well-being of the people of Pakistan.

Environmental

- Introduced Green Banking Guidelines (2017) requiring banks and DFIs to incorporate environmental risk management into lending and operations.
- Supporting the Government of Pakistan's Pakistan Green Taxonomy (PGT) initiative, SBP is promoting awareness and facilitating its adoption across the financial sector. Banks and DFIs are encouraged to use the PGT as a reference framework for developing and strengthening their green banking policies and sustainable finance practices.
- Promotes financing for renewable energy projects (solar, wind, hydro, biogas, etc.) through dedicated refinance and financing schemes.
- Encourages banks to identify and finance clean energy and resource-efficiency projects, supporting the transition to a low-carbon economy.
- Encourages banks and DFIs to integrate Environmental and Social Risk Management (ESRM) practices into their credit and investment decision-making processes to promote sustainable and responsible financing.
- Promotes the integration of climate and environmental risk management within the financial sector through its sustainable finance, green banking, climate risk management and ESRM.
- Promotes sustainable and climate-resilient financing by mobilizing private sector capital and enhancing the financial sector's capacity to manage environmental, social, and climate-related risks.

Social

- Leads Pakistan's financial inclusion agenda by promoting access to formal financial services—including banking, savings, credit, payments, and insurance—for underserved and unbanked populations through the National Financial Inclusion Strategy
- Implemented the Banking on Equality (BoE) Policy to reduce the gender gap in financial inclusion by promoting women-friendly banking practices, increasing women's access to financial services, supporting women entrepreneurs, and enhancing gender diversity within the financial sector.
- Promotes access to finance for priority sectors including SMEs, agriculture, microfinance, housing, and women-led businesses through regulatory frameworks, refinance schemes etc.
- Promotes financial inclusion of women, youth, rural communities, low-income households, farmers, and microenterprises through digital financial services and simplified banking access.
- Enhances financial literacy and consumer awareness to encourage responsible use of financial services and strengthen economic resilience
- Promotes financial literacy and consumer empowerment to improve the responsible use of financial services and enhance economic resilience among underserved population.

Governance

- Operates under a clear legal framework established by the SBP Act, 1956 and related banking regulations, ensuring institutional accountability and oversight.
- Promotes sound corporate governance, risk management, and prudential compliance across the banking sector through sustainable finance guidelines and implementation frameworks.
- Strengthens governance in the financial sector through risk-based regulation, supervision, and prudential standards for banks and DFIs.
- Establishes corporate governance standards for banks and DFIs, including board oversight, committees, and fit-and-proper requirements.
- Promotes compliance, ethical conduct, accountability, and anti-corruption practices across regulated institutions.
- Strengthens financial system integrity through AML/CFT regulations, monitoring, and enforcement.
- Requires robust governance frameworks for managing financial, operational, cybersecurity, digital resilience, and business continuity across the financial sector, and climate-related risks.
- Enhances consumer protection through fair market conduct and grievance redressal mechanisms.
- Mandates effective internal controls, independent audits, and risk management functions.
- Enhances financial sector resilience through regulatory frameworks addressing operational, governance, climate-related, and emerging risk.



Environmental and Social Risk Management

Implementation Manual
2022



INFRASTRUCTURE, HOUSING, AND SME FINANCE DEPARTMENT





VISION:

A world class exchange for Pakistan.

Environmental

- Facilitated the issuance of Pakistan's first Sovereign Domestic Green Sukuk, oversubscribed 5.4x, reflecting strong demand for Shariah-compliant green instruments.
- Actively contributed to the drafting of Pakistan's Green Taxonomy with SBP, standardizing sustainable activities and eliminating greenwashing.
- Supported adoption of ISSB S1 & S2 standards, integrating climate risk disclosures and sustainability into governance, risk management, and reporting.
- Achieved ISO 27001:2022 Certification for Information Security, ensuring resilient and sustainable operations.
- Promoted climate action by embedding ESG-linked disclosures into awards and reporting frameworks for listed companies.

Social

- Issued a mandatory disclosure notice on gender pay gap data for listed companies, advancing transparency and gender equality.
- Integrated SDG-linked reporting into the Top 25 Companies Awards, encouraging firms to disclose progress on at least five SDGs.
- Conducted Investor Awareness Sessions nationwide — targeting students, corporates, women, and the general public — to promote financial literacy and inclusion.
- Partnered with universities (IBA, DHA Suffa) to enhance academic collaboration and youth development, providing market data for research and training.
- Organized multiple webinars and workshops on ESG, gender equality, AI & energy transition, and preventing greenwashing, in collaboration with SECP, UN SSE, UN Women, IFC, CFA Society Pakistan, and LSEG.

Governance

- Partner exchange of the UN Sustainable Stock Exchanges (SSE) Initiative, aligning with global ESG frameworks.
- Member of SECP's Sustainable Finance Advisory Group, promoting sustainable finance across Pakistan's corporate sector.
- Contributed to ICAP's Working Group on Sustainability Reporting, advancing ESG disclosure standards.
- Launched the ESG Sustain Portal with SECP to enhance transparency and reporting.
- Collaborated with Refinitiv (LSEG) to provide listed companies access to the ESG Contribution Tool, enabling standardized ESG scoring and visibility on international platforms.
- Enforced strict governance practices, including employee trading restrictions, privacy safeguards, and a strong Code of Conduct to ensure ethical operations.





Overseas
Investors
Chamber of
Commerce &
Industry

VISION:

To be the premier body for promoting new and existing overseas investment in Pakistan by leveraging world-class expertise of OICCI members for the benefit of investors and the country.

Environmental

The Pakistan Climate Conference (PCC) is OICCI's flagship platform for advancing climate dialogue, policy alignment, and private sector action in Pakistan. OICCI were the pioneers of the Climate Conference in Pakistan. Launched in 2022, the Conference has evolved into an annual convening that underscores the critical role of the private sector in supporting Pakistan's national and international climate commitments. PCC brings together policymakers, business leaders, development partners, financial institutions, and climate experts. Furthermore, OICCI introduced the Climate Excellence Awards last year, recognizing corporate leadership and best practices in sustainability, resilience, and climate action. The Conference outcomes are consolidated into a dedicated PCC Report, offering actionable recommendations to policymakers and stakeholders. OICCI was also the first private sector organization of Pakistan to participate in COP and their participation in 2025 marks their 3rd consecutive participation.

Social

Since 2018, OICCI has been a driving force in promoting diversity and inclusion. The key initiative, the Women Empowerment Awards, are now in their 7th edition. These awards have been held in collaboration with UN women. Beginning with a focused commitment to women empowerment and OICCI expanded its vision by enhancing its scope to facilitate the inclusion of Persons with Disabilities (PWDs) in the workplace. In 2023, OICCI also initiated its Annual D&I Conference to commemorate International Day of Persons with Disabilities and has successfully organized three editions in line with the respective international themes. These commitments are also reflected through the publication of two D&I handbooks the first focused on women inclusion and the second on the inclusion of PWDs. Over the years, OICCI has organized a series of impactful events and initiatives to advance its inclusion agenda.

Governance

OICCI has strengthened its governance and sustainability agenda through strategic collaborations and partnerships with leading institutions, including UNDP, ACCA, SDPI, and NOWPDP. These engagements promote corporate governance excellence, ESG integration, DEI, sustainability, and knowledge exchange, while supporting the UN SDGs. Since 2023, OICCI has been the only private sector representative at the Pakistan Pavilion at COP28, COP29, and COP30, reinforcing its leadership in advancing Pakistan's sustainability narrative globally. Throughout the year, OICCI has organized a series of interactive sessions with international and local subject experts on ESG to explore avenues for effective public-private partnerships. As a key highlight, in collaboration with A. F. Ferguson & Co., a member firm of the PwC network, OICCI delivered a masterclass on IFRS S1 and S2 to build member capacity for ISSB-aligned sustainability reporting and enhanced climate disclosures, thereby improving transparency and accountability across member companies.





The Federation of Pakistan Chambers of Commerce & Industry

وفاق ایوان ہائے تجارت و صنعت - پاکستان

VISION:

- To serve as the apex representative body of Pakistan's trade, industry, and services sectors at national and international levels.
- To promote sustainable economic growth, export expansion, and industrial competitiveness.
- To act as a bridge between the private sector and the Government for evidence-based policy advocacy.
- To strengthen Pakistan's position in regional and global markets.
- To foster an enabling business environment built on **transparency, innovation, and inclusivity**.

Industry Focus

- Policy advocacy for manufacturing, SMEs, agriculture, services, IT, energy, and emerging sectors.
- Export diversification and market access facilitation.
- Investment promotion and foreign direct investment (FDI) support.
- Ease of doing business reforms and regulatory improvements.
- Capacity building through seminars, trade delegations, exhibitions, and international forums.
- Support for startups, entrepreneurship, and innovation ecosystems.
- Strengthening sector-specific standing committees for targeted industry development.

Environmental

- Advocacy for renewable energy adoption and energy efficiency in industry.
- Promotion of green manufacturing and sustainable production practices.
- Support for climate resilience, carbon reduction, and environmental compliance frameworks
- Encouraging sustainable resource management and circular economy initiatives.

Social

- Promotion of women entrepreneurship and youth inclusion in business leadership.
- Skill development and workforce capacity-building initiatives.
- Support for SMEs to generate employment and inclusive growth.
- Corporate social responsibility (CSR) awareness and community engagement.

Governance

- Policy advocacy for transparent regulatory frameworks and good governance.
- Institutional strengthening of trade bodies and chambers nationwide.
- Ethical business practices and compliance culture promotion.
- Public-private dialogue to ensure accountable economic policymaking.

Role of FPCCI

- Since its inception, the FPCCI has advocated and voiced the collective opinion, concern and aspiration of the private sector and offered helpful advice and solid assistance to the Government in its efforts to promote exports, encourage foreign investment and stimulate economic activities in the country. The FPCCI has its fingers on the pulse of the economy and serves as a bridge between the private sector and the Government.
- The FPCCI is playing an active role in promoting economic activities as well as identifying problems of trade, industry, services, investments, environment and safeguarding the interest of the private sector through constant dialogue with the Government.

Activities

- The FPCCI performs a number of economic activities and functions on National and International level, which are summarized as under:
- Organize general and specialized business & investment delegations to foreign countries.
- Organize Pakistan's participation in international fairs & exhibitions and local exhibitions.
- Maintaining constant liaison with Pakistan Diplomatic Missions and Commercial Sections abroad.
- Exchanging information relating to trade, industry and economy with foreign Chambers and Institutions.
- Encourage and infuse competition among leading exporters of the country by giving them Export Awards every year.
- To encourage economy and socio-economic activities, FPCCI organize Achievement Awards.
- FPCCI Brand Awards.
- Present Policy advice to the Government.
- Mediating in the resolution of commercial disputes between the Pakistani and foreign businessmen.
- Organize Joint Business Councils meetings with foreign Counterparts.
- Participate in JMC & JEC.
- Organize B2B meetings.
- Conduct Research & Development activities on economic issues.
- Participate in Business & Economic Forums.





(A company set up under Section 42 of Companies Act, 2017)

VISION:

To have collective investment schemes as the preferred investment solution for Investors and financial intermediaries.

Environmental

MUFAP is committed to adopting environmentally responsible and green workplace practices aimed at reducing its operational carbon footprint. The Association has increasingly shifted towards digitalization by using online platforms for industry data, fund valuations, benchmark rates, performance information, circulars, notices and member communications, thereby reducing reliance on printing, paper-based records and manual documentation. MUFAP has developed a digital library to maintain key records, publications, circulars and reference materials in electronic form, supporting easier access while reducing physical storage and paper consumption. In addition, MUFAP is working on a digital regulatory reporting platform to enable more efficient, paperless reporting and communication with members and stakeholders. MUFAP also promotes responsible use of energy, office resources and consumables. Through these initiatives, MUFAP seeks to reduce waste, improve resource efficiency and contribute to greener, more sustainable financial-sector operations.

Social

MUFAP's social role is rooted in its mandate to support the development of Pakistan's fund management industry while promoting investor confidence, financial inclusion and wider access to collective investment products. As the frontline regulator of the industry, MUFAP facilitates access to reliable industry information, supports investor education through publications, seminars, conferences and outreach programs, and engages with regulators and market participants on initiatives that enhance transparency, investor protection and market accessibility. MUFAP is also committed to promoting gender equality, diversity, inclusion and equal opportunity within its workplace and broader stakeholder engagement. The Association supports merit-based growth, professional development and continuous learning for employees, while encouraging inclusive participation in financial awareness and capital market development initiatives. Through these efforts, MUFAP aims to create long-term social value by making investment products more understandable, accessible and beneficial for savers and investors across Pakistan.

Governance

Good governance is fundamental to MUFAP's credibility and effectiveness as an industry frontline regulator. MUFAP operates under the oversight of its Board of Directors, which has 50% independent representation, with an independent Chair, supporting objectivity, balanced decision-making and stakeholder confidence. The Association is committed to maintaining a governance framework based on integrity, accountability, transparency, independence and ethical conduct, supported by clearly defined governance structures, delegated authorities, internal controls, risk management and compliance processes. As part of its self-regulatory role, MUFAP is focused on developing and strengthening industry standards, a code of conduct, ethical selling practices, investor protection mechanisms and complaints handling processes. MUFAP also supports regulatory frameworks that encourage diversity, inclusion and responsible conduct across the fund management industry. Through structured engagement with regulators, members and stakeholders, MUFAP seeks to enhance market integrity, professional standards, transparency and trust, while contributing to the sustainable development of Pakistan's asset management industry.





VISION:

To provide a common platform to banks and Development Finance Institutions (DFIs) regulated by the State Bank of Pakistan, for the purpose of protecting their rights, privileges and interests and for the advancement of the banking industry.

Environmental

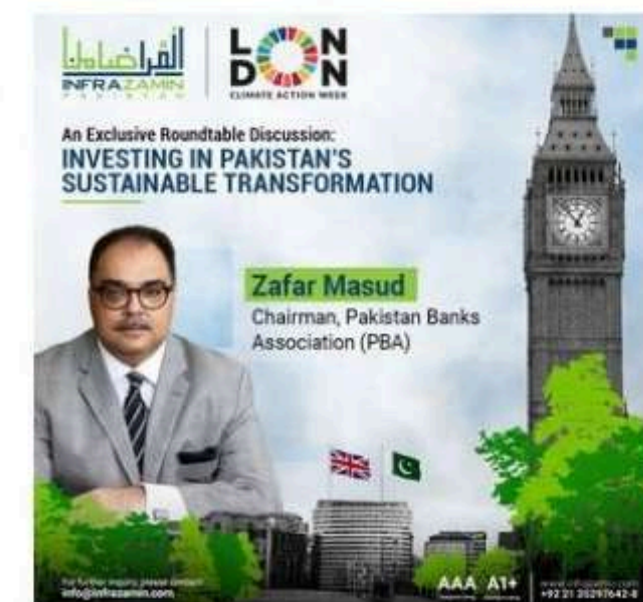
- Collaborates with government to provide subsidized financing for electric two- and three-wheelers, helping reduce emissions and urban pollution.
- Actively working with the SBP to develop and promote financial products that cater specifically to the needs of the SMEs.
- Supports green agricultural lending, including financing for solarisation of tube wells and sustainable farming practices.
- Promotes sustainable finance through adoption of Pakistan's Green Taxonomy and ESG-aligned banking practices.

Social

- Expands access to banking through digital payments, account ownership, and financial services for underserved populations, including women and rural communities.
- Supports the Pakistan Skills Impact Bond and youth financing initiatives to improve employment outcomes and entrepreneurship.
- Promotes gender diversity within the banking workforce and advances initiatives to increase women's participation in financial services.

Governance

- Conducts industry-wide cyber drills and awareness initiatives to strengthen cyber resilience across Pakistan's banking sector.
- Delivers Trade-Based Money Laundering (TBML) training and promotes compliance with international banking and regulatory standards.
- Coordinates with the Ministry of Finance, SBP, and member banks to implement sector-wide reforms and strengthen financial stability.
- Advances eKYC implementation and public awareness campaigns on fraud prevention and secure digital banking





VISION:

Enabling professional excellence while contributing towards sustainable economic development and promoting public trust.

Environmental

- ICAP's GHG footprint is primarily derived from the stationary combustion of fossil fuels and grid electricity consumption (location-based). To reduce our GHG footprint, a major initiative in recent years has been the installation of solar generation units across our offices, including 82 kWp at the Karachi Head Office, 62 kWp in Lahore, 49 kWp in Islamabad, and 44 kWp in Faisalabad.
- To further reduce gross Scope 2 GHG emissions over time employing following measures:
 - Shift from normal electricity-based equipment to inverter-based equipment (such as inverter-based ACs etc.).
 - Using energy saving light bulbs only throughout our offices.
 - Enhance use of solar energy throughout the nationwide ICAP offices.

Social

- We are committed to expanding our outreach to underrepresented student populations, and have expanded physical presence of ICAP in Balochistan, Gilgit Baltistan and other smaller cities.
- Female representation among new student intake has increased by 13% over the last three years, with female now comprising 42% of new enrollments.
- ICAP continues to support CA students through its scholarship initiatives. During 2025, Rs. 40.7 million was disbursed under the Students' Financial Support Program, Rs. 32.1 million through the Edhi CA Talent Program, and Rs. 26.5 million from the Endowment Fund, enabling students from diverse backgrounds to pursue the CA qualification. During 2021, the Institute provided a 50% discount on membership and practice license fees for 2020-21 to members who became unemployed due to COVID-19, as well as to those who commenced practice on or after January 1, 2018. The Institute also granted a 15% discount on examination fees for the September and December 2020 sessions. The total discount amounted to Rs. 5.5 million in membership fees and Rs. 59.36 million in examination fees.

Governance

- ICAP played a foundational role in establishing the Pakistan Institute of Corporate Governance (PICG) to promote corporate governance, ethics, and best practices in Pakistan.
- ICAP also played a foundational role in introducing and promoting the Code of Corporate Governance (COCG) in Pakistan.
- ICAP facilitates compliance through its Directors' Training Program (DTP), which equips corporate leaders with knowledge of governance principles, legal requirements, and strategic oversight.
- ICAP provides guidance to members on implementing governance requirements, such as those related to Audit Committees, internal controls, and related party transactions.
- For its own governance practices, ICAP voluntarily adopted Public Sector Companies (Corporate Governance) Rule 2013.





VISION:

ICMA International envisions leading Pakistan's ESG and sustainability journey by embedding responsible, transparent, and future ready decision making into management accounting and corporate strategy.

Environmental

- ICMA International has actively invested in renewable energy by securing Rs. 70 million in solar financing, leading to the installation of 535 kW solar capacity across campuses nationwide. This initiative has significantly reduced dependence on grid electricity, lowered operational costs, and minimized carbon emissions while promoting more efficient campus operations
- The Institute has steadily moved towards a paperless environment by adopting digital learning platforms, electronic documentation, and streamlined online communication systems, substantially reducing paper usage and overall environmental impact.
- Sustainability awareness is integrated into ICMA International's core functions through the inclusion of environmental accounting and ESG principles in the syllabus, CPD programs, seminars, and professional forums, alongside support for nationwide plantation drives, campus greening initiatives, and promoting sustainability reporting best practices across industries. Looking forward, ICMA International plans to expand renewable energy installations, implement more energy efficient facilities, and continue developing partnerships for sustainable campus operations.

Social

- ICMA International maintains a strong employee welfare and HR framework, including performance based incentives, enhanced insurance coverage (including support for critical illnesses such as cancer), wellness initiatives, flexible arrangements for individuals with special needs, and access to gym facilities and member's lounges.
- The Institute promotes inclusive participation and equal opportunity, maintaining 50% female engagement across programs and leadership involvement, including strong representation at director level roles, while offering a free online health clinic for members and enabling work from home arrangements where appropriate.
- Stakeholder wellbeing and informed decision making are strengthened through HR led executive breakfast sessions and knowledge forums, where senior corporate leaders and panelists share insights and best practices, enhancing institutional learning, governance maturity, and the overall health and wellness environment for employees and members. Future initiatives include expanding wellness programs, introducing more flexible engagement platforms, and continuing to foster inclusive leadership pipelines and mentorship opportunities.

Governance

- ICMA International operates within a robust governance structure aligned with international ethical standards, including the IFAC Code of Ethics, supported by quality assurance systems, disciplinary processes, and transparent regulatory oversight that reinforce accountability and public trust.
- The Institute strengthens governance practices through strategic collaborations and MoUs with national and international bodies, including IFAC, CAPA, IFRS Foundation, SAFA, ICGN, and UN Women. Its quality assurance and ESG outreach have expanded beyond national boundaries, through seminars, engaging sessions, and knowledge sharing initiatives that support informed decision making. The recent visit of IFAC President Jean Bouquot further reflected global recognition of ICMA International's commitment to governance excellence and sustainability leadership. ICMA plans to continue enhancing its advisory reach, develop new international collaborations, and expand ESG guidance to emerging corporate and governance standards in the future.
- Governance capacity is continuously enhanced through independent advisory services, research initiatives, publications such as the Management Accountant Journal, and high level conferences and panels that support boards and professionals in audit, risk, strategy, and sustainability decision making. Future efforts include scaling advisory services, increasing professional capacity building workshops, and strengthening ESG reporting and governance support for members and stakeholders.



Our *Founding* Members



SECURITIES &
EXCHANGE COMMISSION
OF PAKISTAN (SECP)



STATE BANK
OF PAKISTAN
(SBP)



PAKISTAN STOCK
EXCHANGE
(PSX)



OVERSEAS INVESTORS
CHAMBER OF
COMMERCE AND
INDUSTRY (OICCI)



THE FEDERATION OF
PAKISTAN CHAMBERS OF
COMMERCE & INDUSTRY
(FPCCI)



MUTUAL FUNDS
ASSOCIATION OF
PAKISTAN (MUFAP)



PAKISTAN BANKS
ASSOCIATION
(PBA)



INSTITUTE OF
CHARTERED
ACCOUNTANTS OF
PAKISTAN (ICAP)



INSTITUTE OF COST AND
MANAGEMENT
ACCOUNTANTS
(ICMA)



INSTITUTE OF BUSINESS
ADMINISTRATION
(IBA)



INSTITUTE OF BUSINESS
MANAGEMENT
(IoBM)



LAHORE UNIVERSITY
OF MANAGEMENT
SCIENCES
(LUMS)



INSTITUTE OF
CORPORATE
SECRETARIES OF
PAKISTAN
(ICSP)



BETTER GOVERNANCE • BETTER ORGANIZATIONS • BETTER FUTURE





Lifetime **CORPORATE MEMBERS**





VISION:

To protect and empower lives by delivering innovative financial solutions while creating long-term value through responsible, inclusive, and sustainable business practices.

Environmental

- Pakistan's first insurance company to achieve EDGE Green Building Certification, delivering 22% energy savings, 35% water savings, and 100% reduction in embodied energy through material optimization.
- Planted 1,000 mangroves with WWF-Pakistan and 6,000 saplings through the Desert Green Park Project, supporting biodiversity, afforestation, and climate resilience.
- Digital transformation and hybrid work models continue to reduce paper consumption, courier emissions, and operational resource use, replacing approximately 1.06 million printed pages with digital workflows in 2025.
- Integrated climate-related risks into Enterprise Risk Management aligned with IFRS S1 & S2 to strengthen operational resilience and climate governance.

Social

- Providing insurance protection to 14 million+ lives, with 5+ new ecosystem partnerships established in 2025 to expand financial inclusion across Pakistan. Social impact portfolio includes 19 strategic partnerships across 5 impact areas, supporting 14 UN SDGs.
- Collective impact in 2025 delivered:
 - 17,000+ individuals reached
 - 15,370 people provided access to clean drinking water
 - 21.8 million cups of clean water delivered
 - 1,200 women empowered
 - 147 chemotherapy and 800 dialysis sessions enabled
 - 30 persons with disabilities trained
 - 100+ children supported through education.
- Advancing Diversity, Equity & Inclusion through women leadership programmes, flexible work arrangements, mental health support (MindfulMe), financial literacy initiatives, and inclusive insurance solutions.

Governance

- Board-level ESG oversight through the Ethics, HR & Remuneration Committee, supported by a Sustainability Committee and cross-functional ESG Data & Disclosures Taskforce.
- Sustainability integrated into Enterprise Risk Management and aligned with IFRS S1 & S2, GRI Standards, SECP ESG Disclosure Guidelines, UN SDGs, and UN Women's Empowerment Principles (WEPs).
- ISO 9001 and ISO 27001 certified with zero substantiated customer data privacy complaints and zero reported cybersecurity breaches during 2025.
- ESG embedded across underwriting, investments, procurement, product development, operations, and strategic decision-making to strengthen long-term resilience and responsible business conduct.





VISION:

Enabling people to overcome uncertainty

Environmental

- Jubilee Life Insurance (JLI) continues to strengthen environmental stewardship through its Net Zero Project 2030, focusing on carbon footprint reduction, energy efficiency, renewable energy adoption, and sustainable resource management. Key initiatives include LED lighting implementation across offices, motion sensors installation, solar energy adoption at selected premises, carbon emission calculation and offsetting through a tailored platform, and electricity monitoring resulting in a 5% reduction in consumption.
- JLI has advanced paper reduction initiatives by transitioning from A4 to A5 paper, accelerating digital transformation toward a paperless environment. The Company also enhanced biodiversity by replacing high-emission plants with 100 Gulmohar and 50 Ficus trees, expected to reduce approximately 3.5 tons of CO₂ annually.
- Future priorities include achieving Net Zero carbon emissions by 2030 through large-scale plantation drives, fuel catalytic converters for diesel systems, hybrid/electric corporate fleet transition, automated energy monitoring systems, and ESG-linked supplier evaluations through the Vendor Management System.

Social

- JLI's social sustainability approach focuses on employees, customers, communities, financial inclusion, health, and well-being. The Company aligns its initiatives with the United Nations Sustainable Development Goals (SDGs), including SDG 13, SDG 8, SDG 1, and SDG 10, supporting climate action, economic growth, poverty reduction, and reduced inequalities through inclusive Micro-Takaful and financial literacy programs.
- The Company conducted organization-wide ESG awareness sessions on climate change, greenhouse gas emissions, and Net Zero objectives, supported by external training programs including PICG. JLI promoted employee well-being through HSE communications, disease prevention awareness covering Dengue, Chikungunya, and Monkeypox, and the Jubilee Active Wellness Program based on a "Track, Earn and Redeem" model encouraging healthier lifestyles.
- Future initiatives include specialized micro-insurance and Takaful products for farmers and underserved rural communities, electric bike schemes for employees, Work From Home policy evaluation, women leadership mentorship programs, and enhanced digital health platforms providing improved mental health and wellness accessibility.

Governance

- JLI maintains strong governance practices through transparency, ethical conduct, regulatory compliance, and integration of ESG principles within corporate strategy and decision-making. ESG considerations are incorporated into investment evaluation processes, covering diversity, human rights, employee safety, biodiversity, and renewable energy before committing policyholder funds.
- During 2025, JLI introduced Green Investment Thresholds to strengthen responsible investment practices and maintain an ethically aligned portfolio. Strategic investments including the Gender Bond and Neelum Jhelum Hydropower Sukuk demonstrate the Company's commitment toward socially inclusive financing and environmentally sustainable initiatives, supported by enhanced reporting, accountability, and digital transformation.
- Future governance initiatives focus on strengthening ESG-linked leadership accountability by exploring sustainability targets within executive performance frameworks. JLI will continue enhancing data privacy, cybersecurity frameworks, transparent governance practices, ESG awareness programs, and digital governance capabilities to support its transition toward a secure, resilient, and fully paperless digital operating environment.





VISION:

To be a leading multinational Exploration and Production Company

Environmental

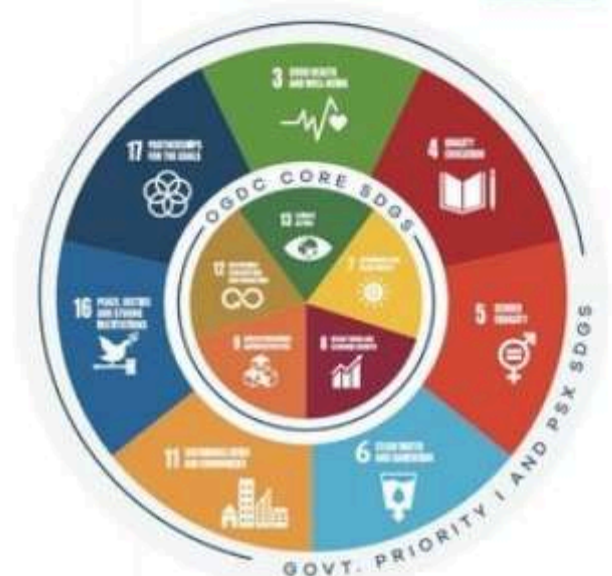
- **Past/Present ESG Initiatives:** Integrated ESG and climate risks into enterprise strategy aligned with GRI and TCFD; reduced Scope 1 & 2 emissions to 1.27 million tco₂e (FY2025); lowered energy use to 27.97 million GJ and water withdrawal to 2,922 ML; installed 5.76 MW solar capacity with battery storage; transitioned fields to gas-fired generators; and cut total waste to 55,267 metric tons while phasing out single-use plastics.
- **Future ESG Initiatives:** Strengthening methane management, flaring control and leak detection in line with the Oil and Gas Decarbonization Charter; expanding water stewardship through sewage treatment plants, floating wetlands and a Produced Water Disposal System; and continuing energy efficiency and renewable integration.

Social

- **Past/Present ESG Initiatives:** Invested PKR 3.7 billion in community development during FY2025, benefiting around 4 million people; flagship education program supported 1,028 students from underserved areas with 88% employment within a year; delivered 210,806 training hours to employees; and sustained a workforce of 10,000+ employees under merit-based recruitment, HSE and wellbeing policies.
- **Future ESG Initiatives:** Introduced an Impact Assessment Framework for social investments; strengthened occupational health and safety through risk management, audits and emergency preparedness; conducted a DEI impact assessment to guide leadership training and inclusion programs; and maintained structured stakeholder engagement with communities, regulators, employees and partners.

Governance

- **Past/Present ESG Initiatives:** Established a dedicated Board ESG Committee and implemented a formal ESG Policy and Framework, integrating sustainability and climate risks into enterprise risk management with regular Board reporting; aligned disclosures with GRI Standards (2021), GRI 11: Oil & Gas, TCFD recommendations and the UN SDGs.
- **Future ESG Initiatives:** Partnered with Transparency International Pakistan to institutionalize anti-corruption practices; achieved strong transparency rankings in independent corporate reporting assessments; and continued Board and management capacity building on ESG, climate governance and company wide implementation of IFRS S1 and S2 sustainability disclosure.





Corporate **MEMBERS**





VISION:

To advance responsible and technology-driven financial inclusion by providing instant, transparent, and regulated access to credit for businesses, employees, vendors, and underserved segments.

Environmental

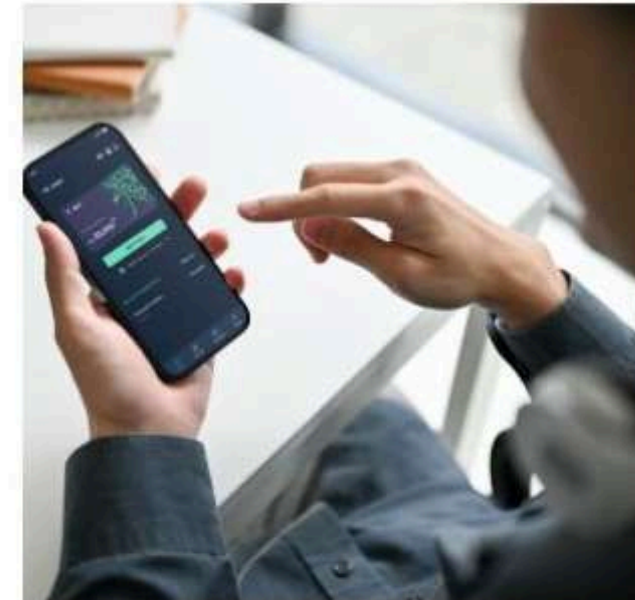
- Fully digital onboarding, underwriting, and disbursement processes significantly reducing paper usage and physical documentation.
- Cloud-based infrastructure and minimal physical footprint, lowering operational energy consumption and commuting-related emissions.
- Progressive integration of environmentally responsible procurement practices and ongoing evaluation of operational sustainability metrics.

Social

- Advancing regulated financial inclusion through instant, transparent, and responsible access to credit for businesses, employees, vendors, and underserved segments.
- Ethical lending framework with transparent pricing, strong consumer protection safeguards, and structured grievance redressal mechanisms.
- Commitment to workforce development, diversity and inclusion, financial literacy initiatives, and strict adherence to AML/CFT and data privacy standards.

Governance

- Licensed and regulated NBFC (IFS) operating under SECP oversight with structured compliance, reporting, and internal control frameworks.
- Board-led governance supported by audit, risk management, and compliance oversight with defined accountability structures.
- Enterprise risk management integrating credit, operational, cybersecurity, and regulatory risks with periodic management and board review.





VISION:

Adamjee Life Assurance aims to be a trusted life insurance partner that delivers long term financial security and protection to individuals and families across Pakistan. Our vision is to create sustainable value for customers, shareholders, employees, and society by combining innovation, digital transformation, and responsible business practices. We are committed to building a future where financial protection is accessible, transparent, and customer centric.

Through continuous investment in technology, ethical governance, and customer focused services, Adamjee Life seeks to strengthen financial inclusion and promote responsible insurance solutions that contribute positively to the economic and social development of Pakistan.

Environmental

Adamjee Life recognizes the importance of environmental responsibility and strives to minimize its ecological footprint through sustainable business practices.

- Promoting paperless operations through digital platforms such as customer portals, mobile applications, and electronic policy servicing.
- Encouraging energy efficient workplace practices including responsible electricity usage and sustainable office operations.
- Supporting environmental awareness initiatives that promote sustainability and responsible consumption.
- Reducing operational waste through digital documentation and environmentally responsible procurement practices.

These efforts align with the company's commitment to supporting broader sustainability goals and contributing to environmental protection.

Social

Adamjee Life believes that sustainable growth is closely linked with the wellbeing of its customers, employees, and the communities it serves.

- Promoting financial protection and awareness through life insurance solutions that safeguard families and individuals.
- Investing in employee development through training programs, learning opportunities, and a supportive workplace culture.
- Encouraging diversity, inclusion, and equal opportunity within the organization.
- Supporting community initiatives through Adamjee Life's CSR platform "Nigehbaan", which focuses on social welfare, community development, and initiatives aimed at promoting financial awareness and societal wellbeing.
- Maintaining ISO 27001:2022 certified Information Security Management Systems (ISMS) to strengthen cybersecurity controls and protect policyholder data, ensuring confidentiality, integrity, and protection against unauthorized access and cyber threats.

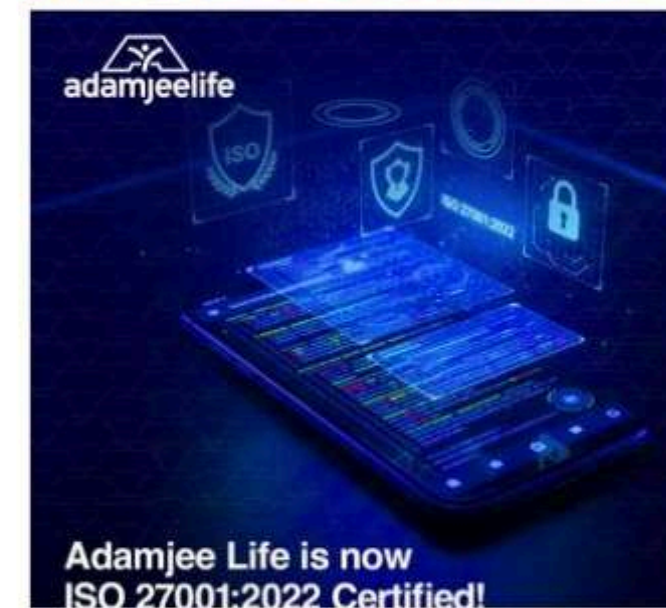
Through these initiatives, Adamjee Life aims to create meaningful social impact while strengthening trust and long term relationships with stakeholders.

Governance

Strong corporate governance is fundamental to Adamjee Life's business philosophy and operational framework.

- Maintaining transparency, accountability, and ethical conduct across all business operations.
- Ensuring compliance with regulatory requirements and corporate governance best practices.
- Implementing effective risk management and internal control systems to safeguard stakeholder interests.
- Promoting responsible decision making through structured oversight and governance mechanisms.

Adamjee Life remains committed to upholding the highest standards of integrity and governance while delivering sustainable value to its stakeholders.



AkzoNobel

VISION:

Be the leading, most sustainable, and innovative paints and coatings company, recognized for adding color and protecting futures.

Environmental

- A 555 KW solar park on site catering for around 35% of the total electrical load on an annual basis
- Effluent treatment plant setup on site to ensure that our effluent meets all the NEQS before it exits the plant
- A 2000+ plants/trees Miyawaki forest on site covering around 13,000 sqft contributing around 20,000 pounds of oxygen annually.

Governance

- Operates under a strong corporate governance framework aligned with the Companies Act, 2017, SECP regulations, and AkzoNobel's global governance standards, ensuring transparency, accountability, and effective Board oversight.
- Maintains a zero-tolerance approach to bribery and corruption, supported by a robust Code of Conduct, ABAC policies, and confidential whistleblowing mechanisms.
- Implements structured risk management and internal control systems, with regular audits and compliance monitoring to safeguard financial, operational, and regulatory integrity.

Social

- Colouring Communities, Changing Lives – Let's Colour Mustafabad
- The Let's Colour Mustafabad project, executed in collaboration with Akhuwat, transformed 1,000 homes and 2 schools using 8,000 liters of paint. This large-scale colour intervention uplifted an underserved community, enhanced neighborhood aesthetics, and fostered collective pride, reinforcing the power of partnership in driving meaningful social impact.
- Reviving Heritage, Reimagining Lahore – Food Street Transformation
- Under the Let's Colour initiative by AkzoNobel in partnership with the Walled City of Lahore Authority, the Food Street project revitalized 15+ homes and restaurants, covering 67,000+ sq. ft. with 2,000+ liters of paint. The heritage-inspired transformation enhanced visual appeal, strengthened tourism experience, and restored vibrancy to this iconic cultural destination.
- Colour with Purpose – Year-Round Community Impact
- Beyond flagship projects, AkzoNobel advances year-round CSR by revitalizing schools, hospitals, and libraries for underserved communities. Initiatives include Alif Laila Book Bus Society, Masjid Rabbani Trust, Taleem-o-Hunar Society, and maternity ward upgrades in Machar Colony with Imkaan Welfare Organization, creating brighter, safer, and more inspiring community spaces.



Let's Colour – Mustafabad



Let's Colour – Food Street



Gosh-e-Ittefal School Lahore



VISION:

We are passionate to deliver leading and innovative solutions, enhancing people's lives and respecting our planet.

Environmental

Sustainable Materials

- Sustainable innovation & circular material alternatives
- Resource optimization along the value chain
- Product safety & stewardship
- Transparent and reliable communication

Water and Land

- Water stewardship
- Environmental safety
- Biodiversity

Climate and Energy

- Green House Gas emissions
- Energy use in operations
- Renewable energy

Waste and Circularity

- Circularity
- Waste
- Wastewater

Sustainability Operations Targets

Reductions for key climate and environmental parameters
 -30% Absolute Scope 1&2 greenhouse gas emissions

- 20% Absolute Scope 1 greenhouse gas emissions
- 40% Absolute Scope 2 greenhouse gas emissions
- 40% Water intensity reduction
- 10% Waste intensity reduction
- 15% Energy intensity reduction
- Zero Hazardous waste to landfill

Social

Corporate Social Responsibility: Archroma bears an ethical responsibility for sustainable, economic and ecological, as well as fair, business practices. CSR is therefore an integral component of our company's philosophy. It actively develops talent, promotes diversity and invests in employees' skills to enable high-level performance for both current and future responsibilities.

CSR Focus areas:

Education, Health & Hygiene, Environment, Skill development and livelihood , Rural developmentand Disaster management

Governance

Business ethics and compliance

- Corporate governance
- Responsible business practices, compliance and anti-corruption
- Risk management
- Data privacy and safety, Cybersecurity

Sustainable Supply Chain

- Sustainable & transparent sourcing practices

Economic Performance

- Sales development
- Benefit plans
- Tax transparency approach





VISION:

To be a reliable, customer-centric bank offering inclusive and progressive banking services in Pakistan.

Environmental

- Throughout 2024, Askari Bank advanced its environmental stewardship by integrating carbon footprint reduction, renewable energy adoption, and sustainable finance into its core strategic agenda. Key milestones in our decarbonization journey included the solarization of four branches and five ATMs, marking a decisive shift toward renewable energy. Our commitment to digitization acted as a catalyst for paperless banking, resulting in the seamless onboarding of 1,308 digital accounts via our mobile and web platforms. Furthermore, our sustainable finance portfolio scaled significantly, with PKR 15.14 billion deployed toward renewable energy and environmentally sustainable projects. Demonstrating our role in climate resilience, Askari Bank served as the Joint Mandated Lead Advisor & Arranger for the Government of Sindh's landmark water infrastructure project, securing a firm water supply for the Thar region.
- In 2025, Askari Bank transitioned from sustainability pilots to institutional scaling by fully integrating the SBP ESRM Avoidance List and Environmental & Social Due Diligence (ESDD) into our Loan Origination System (LOS). This digital integration, coupled with the expansion of solar power to 50 branches and ATMs, drove a verified 27% year-on-year reduction in greenhouse gas emissions, totaling 16,311 tCO₂e. Our commitment to climate-aligned operations was formally recognized at the ESG Summit 2025, where the Bank received the prestigious "ESG Excellence Award" for Sustainable Finance.
- Building on this momentum, we are deepening our carbon management and integrating innovative water conservation technologies to ensure data-driven environmental performance. Future growth will focus on strengthening Environmental & Social (E&S) screening within our credit processes and scaling digital, paperless channels. Through these initiatives, Askari Bank remains committed to driving Pakistan's transition toward a low-carbon, climate-resilient economy.

Social

- In 2024, Askari Bank advanced its commitment to inclusion and transparency through structured workforce development and targeted stakeholder initiatives. We achieved 20% female representation with a strategic goal of 25% by 2025, while maintaining rigorous monitoring of workforce health and retention across all demographics. Our efforts extended to the integration of Persons with Disabilities (PWDs), supported by sensitivity training and workplace adaptations designed to foster a culture of respect and service excellence.
- The Bank scaled its social impact in 2025 through significant strides in digital and financial inclusion. Our mobile ecosystem grew to over 1.06 million users, with nearly 88,000 accounts opened via digital channels to improve accessibility for customers with mobility or geographic constraints. These efforts in gender equality and inclusive finance were globally validated by the ADB TSCFP "Women in Business Champion" Award, reflecting our sustained dedication to women's empowerment.

Governance

- In 2024, Askari Bank fortified its governance framework by prioritizing oversight, independence, and professional development. The Bank provided risk and compliance training to 7,235 employees, effectively embedding an ethical culture within the control environment. This was underpinned by a balanced Board structure of 11 directors including four independent members and two female directors ensuring a clear separation between the Chairman and CEO roles to foster accountability and objective decision-making.
- In 2025, Askari Bank fortified its governance framework by facilitating the PICG Comprehensive ESG Course for the Board of Directors, aligning leadership expertise with international standards to ensure robust oversight of climate-related risks. This commitment to institutional excellence was mirrored in our digital infrastructure, where the Bank achieved ISO/IEC 27001:2022 certification and maintained a 36% independent director ratio. By delivering a year of zero reported cybersecurity breaches, we have successfully integrated sustainability-driven leadership with matured information security controls to reinforce long-term stakeholder trust.
- Moving forward, Askari Bank remains dedicated to embedding ESG accountability across all management levels and enhancing data governance for future assurance readiness. We will continue to evolve our cybersecurity and privacy protocols to sustain ISO-aligned controls, ensuring that stakeholder trust remains protected as we scale our digital franchise. These proactive measures underscore our commitment to long-term stability and transparent corporate governance.





VISION:

To be the leader of the global profession in inspiring, educating, empowering and ensuring that professional accountants are essential drivers of a sustainable future for business, society and the planet.

Environmental

- We're the first global professional accountancy body to have its net zero targets verified by the Science Based Targets Initiative. This validation ensures our targets align with the latest climate science, so we can drive maximum impact while staying transparent and accountable at every stage of our journey.
- ACCA will develop a full transition plan, which will become effective from 2026-27, aligning with the Transition Plan Taskforce Disclosure Framework.
- We plan to adopt the IFRS S1 and S2 standards in our future annual integrated reports.
- We're driving sustainability in our value chain by engaging suppliers through our supplier code of conduct and participating in Support the goals, an initiative that promotes business alignment with the UN Sustainable Development Goals (SDGs). This helps us collaborate with critical and strategic suppliers to enhance their contributions to sustainability and align efforts for greater impact.
- The ACCA Qualification is continually evolving to reflect the latest sustainability standards, regulations and global insights. As part of the innovation in learning and assessment programme, sustainability will also form a key component of our new qualification.
- From remodelling our London office to reduce emissions and energy use, to implementing a new Supplier Code of Conduct that reflects our shared commitment to public good.

Social

- Our inclusion and diversity roadmap, supported by three community groups, help drive best practice at a grassroots level and we empower and encourage individuals to take action themselves by reviewing ACCA's range of benefits and making sustainable pension choices.
- At ACCA, employee wellbeing is at the heart of our culture and the way we work. We're committed to providing a caring and supportive working environment that empowers everyone to reach their full potential. Highlights in 2024-25:
 - Introducing a new global neo-natal care leave and pay policy.
 - Offering support to those who need it through 12 menopause champions.
 - Ensuring a strong work-life balance.

- ACCA is a strong advocate of the DEI agenda. Female representation stands at 57% for future members and 49% for members.

Governance

- Our governance and leadership structure is formed of our Council, Council Board and Executive Board. Working together, they develop and lead the delivery of ACCA's ambitious strategy on behalf of our members.
- 67% women representation on ACCA's executive board and 54% women representation on ACCA's council.
- As well as our formal governance, ACCA has a global representational body of members, the International Assembly, which meets virtually at least twice a year and acts as a sounding board for Council strategy, reflecting the opportunities and challenges facing ACCA's global community.





VISION:

Committed to a sustainable way forward by impacting social, economic and environment capital of the people.

Environmental

- Expanded green financing to PKR 24.1bn, backing renewable energy assets (wind, solar, hydro and bagasse) and other low carbon solutions such as electric vehicles.
- Solar power systems with a total capacity of 1400+ kWh have been installed across 37 key premises with our Shaikh Bhirkio Branch being established as the first Green Branch.
- Scaled solar powered infrastructure to 184 ATMs, signaling a shift towards lower emission service delivery across the network.
- Continued coastal and ecosystem restoration through 68,000 mangroves planted, pairing nature based solutions with community awareness.
- Advanced the International Finance Corporation advisory engagement from concept to a green banking roadmap, strengthening pipeline identification for sustainable infrastructure and potential instruments such as green bonds.
- Embedded environmental and social risk thinking into credit and operations by building on the State Bank of Pakistan ESRM framework, linking climate considerations with risk controls.
- Used digitalization and self service channels to reduce resource intensity, with a high share of transactions moving to digital platforms and cash deposits shifting to CDMs, cutting paper and physical handling needs.

Social

- Delivered flood recovery support, disbursing over PKR 1.8bn through partners for healthcare, housing, education and livelihoods, alongside a USD 10m pledge in 2022 and a further USD 5m announced in 2025.
- Built community assets: Microfinance Branch, Mother and Child Health Promotion Centre, Air Quality and Climate Lab, Dental Department and diagnostic equipment
- 7 ventilators deployed, NICU Unit Incubators, Community Health Center and Medical Support Provided, serving over 350 patients
- Enabled digital giving, with customers contributing PKR 390m (2025), PKR 233m (2024), and PKR 138m (2023) to verified causes via the Bank's platform.
- Supported education and skills through initiatives reaching 3,000+ students and vocational training for 350+ individuals.
- Advanced inclusion through sports, engaging 500 athletes and persons with disabilities.
- Expanded access to finance: SME financing served 235 borrowers (PKR 1.28bn) while Revive and Rise supported 319 beneficiaries (PKR 264m) in flood-affected areas.
- Strengthened human capital: PKR 49.9 bn in salaries and benefits; 17,128 colleagues trained through 306,882 learning hours; women at ~21% of workforce supported by maternity, paternity leave, and childcare allowance.

Governance

- Reported ESG performance using Global Reporting Initiative standards & stated alignment with PSX and SECP sustainability guidance, aiming to improve transparency & comparability year on year across operations.
- Commissioned external assurance for selected disclosures in line with GRI requirements, strengthening confidence in reported metrics.
- Set a clear ethical baseline through a Code of Ethics and Business Practices, signed annually by employees, covering conflicts of interest, gifts, political affiliations, KYC, fraud and other misconduct risks.
- Strengthened sustainability oversight through governance structures-formed Sustainability Committee to further advance the sustainability agenda & embed sustainability risks and opportunities as an integral part of our strategy , risk management & governance framework.
- Developed policy guidelines, including a upgraded CSR & Sustainability Investment Policy Guidelines aligned with UN SDGs.
- Used a formal materiality assessment process to identify and prioritize ESG issues, validated with senior management and stakeholders, and reviewed for emerging risks.
- Embedded Environmental & Social Risk Management into banking operations, building on SBP ESRM and progressing IFC advisory work to deepen governance around green banking and controls.





VISION:

We protect and improve the health of people around the world.

Environmental

We consider B. Braun's impact on the environment throughout the life cycle of our products and our business and purchasing activities. We use technologies and circular economy principles to reduce our environmental impact. We use materials in a resource-efficient manner and design our production processes as energy-efficiently as possible by implementing comprehensive energy management.

- 50% reduction of Scope 1 and 2 greenhouse gas emissions worldwide by 2030, compared to 2021.
- 10% improving of the sustainability performance of our suppliers by 2026.
- In 2025, greenhouse gas emissions at major production sites were reduced by 11% compared to 2024, primarily through increased use of renewable energy and efficiency measures.
- Water management focuses on reducing freshwater consumption, increasing water reuse and optimizing rinsing and cleaning processes.
- Packaging policy prioritizes avoiding, reducing, reusing and recycling packaging materials based on product life-cycle analyses.
- 90% recycling rate achieved through waste separation, recycling and recovery initiatives across global production sites.

Social

B. Braun sees itself as a trainer, promoter and partner to its employees—and offers space for growth, creativity and collaboration. A core aspect of our social responsibility is respect for human rights—both those of our own employees and those of the people in our value chains. For us, social responsibility also means achieving the greatest possible patient and user safety with our health care solutions.

- 66,821 employees worldwide contribute to delivering healthcare solutions.
- B. Braun promotes a corporate culture based on trust, accountability and diversity while fostering inclusion and belonging.
- More than 20,000 digital learning programmes are available globally to support continuous employee development.
- The company aims to increase female representation to 25% in the first and second management levels below the Executive Board by 2028. Female representation reached 21.5% in 2025.
- 77% of key production sites are certified according to ISO 45001 occupational health and safety standards.
- Occupational safety and health management systems covered 92.8% of employees in 2025.

Governance

Our employees' legally and ethically impeccable conduct is a central principle of our value system. The B. Braun Code of Conduct establishes the binding framework for our global activities and our employees. The basis for cooperation with our suppliers is formulated in our ESG standards for suppliers, in which we document our expectations regarding relevant sustainability issues.

- We have integrated environmental, social and corporate governance principles (ESG) into our business models and processes, and are continually developing them further.
- Sustainability aspects are integrated in the Group's risk management system.
- B. Braun has established a Group-wide compliance management system (CMS) to systematically identify, manage and mitigate compliance risks.
- The B. Braun Code of Conduct provides a governing set of principles and guidelines for employees.
- The B. Braun SE Executive Board bears overall responsibility for compliance with human rights and environmental due diligence obligations.





VISION:

To be a world-class institution providing innovative and reliable services primarily to the capital and financial markets, stimulating business growth and maximizing benefits for all stakeholders.

Environmental, Social & Governance

Central Depository Company of Pakistan Limited (CDC) has embedded Environmental, Social and Governance (ESG) principles into its strategy and operations, reflecting its commitment to responsible business practices, stakeholder wellbeing, and sustainable capital market development.

Environmental

- Digitization initiatives reducing paper consumption and customer travel.
- Energy-efficient infrastructure including LED lighting and optimized electrical systems.
- Efficient centralized IT infrastructure utilized across group companies.
- Monitoring of resource consumption and promotion of reusable materials.
- Regular emission inspection and maintenance of operational equipment.

Social

- Comprehensive employee welfare including medical coverage, daycare facility, gym and in-house medical support.
- Strong Diversity & Inclusion framework with anti-harassment policy and equal opportunity practices.
- Employee well-being initiatives including health awareness sessions and family engagement programs.
- Investor awareness programs and financial literacy initiatives.
- Regular fire drills, safety audits and emergency preparedness protocols.

Governance

- Board-level ESG oversight through the Risk & Sustainability Committee.
- Independent directors ensuring governance transparency and accountability.
- Robust Enterprise Risk Management framework.
- Strong cybersecurity and data protection framework with ISO certifications.
- Comprehensive internal control environment and cyber insurance coverage.





VISION:

To be a leading SOE for achieving excellence in the Power Sector.

Environmental

- Environmental sustainability is a key focus of CPPA'S ESG strategy, prompting a collaborative effort with the Capital Development Authority (CDA) to plant 200 Pelkan tree saplings. Given their resilience and environmental benefits, Pelkan trees contribute to improving air quality, reducing carbon emissions, and enhancing urban greenery. Over time, this initiative will support climate resilience, provide shade, and promote biodiversity, fostering a healthier ecosystem for future generations.

Social

- Recognizing the importance of employee well-being, CPPA ESG committee facilitated discounted health club memberships at Safa Health Club. This initiative encourages a healthier lifestyle, promoting physical fitness and stress relief among employees. By supporting their well-being, CPPA aims to enhance workplace productivity, morale, and overall job satisfaction.

- SOS Children's Village Support: As part of CPPA's initial ESG journey, supporting underprivileged communities remains a priority, leading to the provision of 10 washing machines to SOS Children's Villages. This contribution improves hygiene and living conditions for orphaned children, ensuring they grow up in a cleaner and more comfortable environment. By addressing basic needs, CPPA reinforces its commitment to social responsibility and child welfare and in the future, CPPA aims to participate in more sustainable options to further support such communities.
- Women's Health & Breast Cancer Awareness (Pink October): As part of Pink October, CPPA-G held a Breast Cancer Awareness Session for female employees in collaboration with Islamabad Diagnostic Centre (IDC), focusing on early detection, awareness of risk factors, guidance on self-examination, and the importance of regular screenings for timely diagnosis and better health outcomes. This initiative aligns with CPPA-G's ESG mandates by strengthening the "Social" pillar promoting employee health and wellbeing, enabling preventive healthcare through awareness, and supporting an inclusive workplace where women's health is actively prioritized.

Governance

- Advancing Diversity & Inclusion as an ESG Priority: Institutionalized equal opportunity practices, diversity targets, and inclusive workforce policies to build a balanced and future-ready organization, with stronger ESG integration planned in the coming years.
- Established Carbon Baseline for Strategic ESG Oversight: Conducted CPPA-G's first emissions assessment to create a formal baseline, enabling informed decision-making, accountability, and future climate action planning.





VISION:

Chevron's vision is to be the global energy company most admired for its people, partnerships, and performance.

Environmental

At Chevron, we strive to protect the environment through responsible design, development, operations and retirement of assets. By considering potential environmental risks, we aim to enhance our environmental performance around the world. We identify and manage safeguards designed to prevent or mitigate potential environmental impacts. The Operational Excellence Management System (OEMS) environment focus area promotes systematic consideration of business risks and environmental performance alongside stakeholder expectations.

Chevron Pakistan invested USD 250,000 and played a vital role in resettling homeless people who had lost their homes during the 2022 floods by constructing 175 shelters in two provinces (Sindh & Baluchistan). In the second phase Chevron Pakistan installed solar panels in Sindh on 163 shelters in collaboration with i-Care Foundation. This innovative project enhanced the quality of life for residents, providing a dependable source of lower-carbon energy. In the third phase, Chevron Pakistan built 13 additional washrooms in the villages where shelters were constructed. In total, the lives of over 1000 people, including 48 pregnant and lactating women and 16 disabled individuals, have been transformed. Residents will benefit from newly constructed housing that offers continuous access to essential amenities.

Chevron Pakistan has implemented several measures to help promote environmental responsibility within its own supply chain, including the adoption of biodegradable plastic wrapping sheets for pallets, the installation of solar panels at its blending plant and warehousing facilities and the recycling of boiler water for additional uses.

Social

At Chevron, we strive to empower people around the world to improve their lives, achieve their ambitions and meet their full potential. We work to build trusting, mutually beneficial relationships. Our social investments support themes relevant to the communities where we operate: people, environment and prosperity.

Chevron Pakistan engages in corporate social responsibility through various initiatives focused on improving the quality of life for communities across the country. By partnering with reputable organisations such as Layton Rahmatullah Benevolent Trust, Behbud, Patients Aid Foundation, and Karwan-e-Hayat, among others, the company continues to make a positive impact. Demonstrating its commitment to inclusion and diversity, the Pakistan team honoured the nation's special athletes by sponsoring the Special Olympics Marathon in 2024. The event saw participation from thousands of individuals—including men, women, children, seniors, artists, and athletes—from diverse backgrounds, all showing solidarity with people of differing abilities. Additionally, the company recently funded the education of 160 Secondary School Certificate and Higher Secondary School Certificate level students at Aga Khan University from a school in Gilgit-Baltistan through merit- and need-based scholarships.

At Chevron Pakistan, we remain committed to empowering communities through education and creating pathways for long-term impact.

Governance

Chevron Pakistan Lubricants (Private) Limited is governed by its Board of Directors and aligned with Chevron's corporate governance policy framework. Chevron's governance framework includes delegated authority and internal control requirements for approvals and oversight. The Company's financial statements are subject to an independent external audit; the audited financial statements are approved by the Board and then presented to members for approval at the Annual General Meeting. The Company files statutory returns/annual accounts with the Securities and Exchange Commission of Pakistan (SECP) as required, supported by the Company Secretary and, where needed, external legal counsel.





VISION:

To be the leading energy company by delivering the core business, achieving sustainable productivity, and profitability to deliver a superior shareholder return.

Environmental

- Committed to reducing greenhouse gas emissions through structured programs aligned with global climate action goals, while continuously enhancing energy efficiency and optimizing natural resource consumption—including operating a self-sustaining refinery through in-house power generation and independent water sourcing.
- Promote responsible environmental stewardship by advancing waste reduction through reuse and recycling, upholding water conservation across land and marine environments, and minimizing pollution across all operational sites.
- Dedicated to protecting and restoring biodiversity, including stewardship of the coral reef ecosystem around the Single Point Mooring (SPM), while fostering partnerships and stakeholder collaboration to advance shared sustainability goals and support a more resilient future.

Social

- Committed to inclusive and sustainable community development, particularly in areas surrounding operational assets, with Corporate Social Responsibility (CSR) embedded into the Company's core purpose and supported by over three decades of investment in education, healthcare, social welfare, and support for persons with disabilities.
- Deliver community-focused initiatives aimed at creating long-term social impact, including access to clean water, environmental improvement, educational support, and crisis response—particularly benefiting underprivileged communities in Balochistan and other operational areas.
- Strengthen impact through partnerships with the leading and credible non-profits, enabling the Company to scale its outreach and improve quality of life for underserved and disadvantaged communities across Pakistan.

Governance

- Maintain a robust ESG framework overseen by a dedicated ESG Committee of the Board, ensuring strong governance, transparent financial disclosures, regulatory compliance, and effective stakeholder engagement.
- Uphold the highest standards of ethics and integrity through a zero-tolerance approach to corruption, discrimination, harassment, and unethical conduct, supported by secure reporting mechanisms and strong supply chain governance aligned with legal and environmental standards.
- Strengthen risk management and organizational resilience through advanced operational controls, preventive maintenance, and continuous improvement frameworks, while proactively managing the transition to a low-carbon economy and promoting board diversity to enhance oversight and decision-making.





VISION:

Promoting a safe, healthy and sustainable workplace

Environmental

• Clean Water Sanitation:

Zero Discharge of Hazardous Chemical (ZDHC MRS L 3.1) certification achieved cementing our efforts for cleaner water bodies.

• Affordable & Clean Energy:

12.8% of total energy requirements are currently being fulfilled via solar power generation with another 2 MW project under execution phase.

• Responsible Consumption & Production:

Initiated plastic recycling with an external partner and have been able to offset 5.67 tCO₂e in first 6 months of FY 2025-26.

Water consumption reduction project by installing auto close nozzles for IBC washing facility reducing approximately 0.8% of total site water footprint.

Social

• Good Health & Well-being:

100% medical examination of DOL employees on annual basis with audiometry monitoring.

Mandatory to wear seat belts in personal and company vehicles to ensure that zero LTI target is achieved.

• Gender Equality:

Target set to hire 15% female employees based on equal opportunities and currently standing at 12% of total management work force.

Governance

• Robust Governance Framework:

Established and strengthened a robust governance framework that promotes transparency, accountability, and ethical conduct across all operations, reinforcing stakeholder confidence and long-term value creation.

• Board Committee Governance Enhancement:

Conducted a comprehensive review of the Terms of Reference of Board Committees, in consultation with leading external advisors, aligning our policies with nationally and internationally recognized good governance practices on a voluntary basis.





VISION:

To continue our journey to be better than the best.

Environmental

- The solar plant has been installed at Karachi and Lahore building for clean renewable energy.
- A reverse osmosis plant has been installed to ensure clean and filtered water availability for staff.
- Plants have been planted at every floor of the building to promote green environment.
- We are also Promoting waste reduction, recycling, and responsible disposal practices.
- We also Encourage sustainable business operations and environmental compliance by reducing the use of papers and promoting use of reusable items.

Social

- The Company has policies in place that address sexual harassment, non-discrimination, and promote a respectful and inclusive workplace.
- The company organized 59 training sessions, with 1,481 participants, during the year to upgrade their skills and career growth.
- We also invest in community and social development programs through donations.
- The Company encourages workplace inclusion and diversity.

Governance

- The Company currently discloses sustainability-related information through its Annual Report and other regulatory disclosures.
- EFU General follows a formal Code of Conduct and Ethics Policy, which includes provisions on anti-corruption, conflict of interest, and ethical business practices.
- We maintain a strong Governance and Board oversight.





Shape the future
with confidence

VISION:

As a proud participant in the United Nations Global Compact (UNGC), the EY organization is committed to advancing the framework of the Sustainable Development Goals (SDGs). Through the EY Ripples program, EY people devote their time to SDG-focused projects, bringing together the combined skills, knowledge and experience of the EY organization in pursuit of one shared vision: to positively impact one billion lives by 2030.

Environmental

- EY achieved a 52% reduction in greenhouse gas emissions per person.
- EY matched 100% of our global electricity consumption with renewable energy sources in line with our RE100 commitment.
- EY Giving Week 2024 raised £30,000, saved 61 kgs of food from landfill, and collected 71 bags of litter through community-driven activities.
- EY expanded sustainable travel efforts, including a fleet of 727 electric vehicles and 193 plug-in hybrids, to reduce emissions and support lower-carbon journeys.
- 100% of EY US office electricity usage is matched by Renewable Energy Credits (RECs).
- As part of EY Sustainability Awareness Week FY26, EY delivered an engaging session for high school students in Pakistan on plastic and the circular economy to help inspire the next generation toward sustainable thinking.

Social

- EY Ripples in Pakistan delivered an awareness session at the Lahore Chamber of Commerce and Industry on optimizing the financial health of businesses, covering corporate finance, transactions, and tax compliance.
- EY Ripples in Pakistan hosted a virtual sustainability brainstorming session with employees from the Karachi, Lahore, and Islamabad offices to generate ideas for building a more sustainable organization and community
- EY US has been on the Fortune 100 Best Companies to Work For® list for 26 consecutive years and includes more than 51,000 employees, partners, and principals who collectively dedicated 3.4 million hours to learning.

Governance

- EY Ripples in Pakistan partnered with The Hunar Foundation to run an E-waste Collection & Donation Drive that provided over 100 laptops and delivered professional skills workshops for 100 students with the support of 22 EY volunteers.
- EY Ripples in Pakistan delivered financial literacy capacity-building workshops for Zindagi Trust students, led by 19 EY professionals to help bridge the gap between academia and industry..
- EY Ripples delivered a mentorship and capacity-building workshop series on digital literacy and responsible online behavior for 500+ students at The Citizens Foundation College in Karachi.
- Under EY Ripples in Pakistan, EY professionals delivered a Future Skills session on personal branding, digital literacy, and consulting-focused career development alongside conducting mock interviews and CV review sessions to help students strengthen their readiness for the workforce.
- EY earned a 100% score on Disability:IN's Disability Equality Index across the US, Canada, Brazil, India, and the UK.





VISION:

To be the leading organization continuously providing high quality cement, excelling in every aspect of its business and to remain market leader in cement industry.

Environmental

Our environmental CSR initiatives focus on preserving natural resources and minimizing our ecological footprint. Key actions include:

- Carbon Emission Reduction: Implementing energy-efficient practices and investing in renewable energy solutions, including a 24 MW solar farm and a 4.8 MW windmill power plant, to reduce greenhouse gas emissions across our operations.
- Carbon reduction of 56,694 CER's on annual basis through the installation of solar panels and windmills.
- Clean Water & Sanitation: Installing a water filtration system and adopting water-saving technologies to minimize water wastage serving population of 08 nearby villages.
- Reforestation Programs: Planted approximately 14,000 trees within and around our factory premises to support ecological balance and reinforce ecosystem preservation.
- These initiatives reflect our long-term dedication to environmental sustainability and alignment with global sustainability goals.

Social

ACPL has gone to great feats to educate local communicates as education leads to individuals unlocking their full potential. The locals have been educated without any hindrances as ACPL continues to combat each and every challenge along the way.

- More than a thousand young students are building promising futures for themselves with the aid of a couple of schools successfully started by the company.
- The company has successfully set up a primary + secondary school in collaboration with one of the most dedicated NGOs in Pakistan i.e. The Citizens Foundation. Over 600 students are being provided the opportunity to solidify their educational foundations and move onto other institutions.
- The parents are not burdened with any sort of expenses as the company takes care of each and every student financially, providing a holistic schooling experience.
- The Falcon Public School near Ramzan Marri Goth is another educational initiative successfully completed by ACPL. The institution has over 400 students who belong to nearby goths.

Governance

The Company is committed to maintaining high standards of corporate governance to support long-term value creation and sustainable business growth. Oversight is provided by a diverse and experienced Board of Directors, with a strong representation of independent members to ensure effective supervision and objective decision-making.

- Key Board committees, including Audit, Risk, and Human Resources & Remuneration, operate under clearly defined mandates to strengthen accountability and transparency. The Company adheres to a comprehensive code of conduct and ethical business practices, supported by robust anti-corruption policies and a confidential whistle blowing mechanism.
- Strong internal controls, enterprise risk management frameworks, and regular internal and external audits ensure compliance with applicable laws and regulatory requirements. The Company promotes transparent and timely disclosure of financial and non-financial information in line with stock exchange and regulatory standards. Shareholder rights are safeguarded through fair voting practices, regular engagement, and open communication, reinforcing trust and confidence among stakeholders.





VISION:

To be the best customer centric Islamic bank, driven by passion and belief.

Environmental

- Faysal Bank has converted 30 TCF schools across all four provinces to solar energy, cutting over 50 tonnes of CO2 emissions annually. The Bank also installed RO water purification plants across TCF campuses nationwide, ensuring clean, safe water for 10,000+ students and staff daily.
- In partnership with Akhuwat, Faysal Bank is enabling interest-free solar financing for low- and middle-income households — with a particular focus on women educators and underserved communities. The initiative bridges financial inclusion with environmental stewardship, expanding access to affordable, renewable energy solutions across Pakistan.
- Faysal Bank is actively building a diversified green financing portfolio in support of Pakistan's clean energy transition. The Bank finances renewable energy projects across solar, wind, and hydroelectric segments, while also extending credit to the electric and hybrid vehicle market — reflecting a broad, forward-looking commitment to embedding environmental sustainability into its core financing strategy.

Social

- In response to devastating floods that affected families across Pakistan, particularly in rural Sindh and Balochistan, Faysal Bank partnered with KRT to support long-term rehabilitation. Through this effort, over 30 homes were built for displaced families — providing safe shelter, security and a renewed sense of belonging.
- Faysal Bank executed two impactful partnerships in healthcare segment — anchoring Indus Hospital's "Own a Day" initiative as its pioneer supporter, enabling free care for 3,500+ patients in a single day, and equipping the Kidney Centre with a Urodynamic Testing Machine to improve urology diagnostics for thousands annually.
- Faysal Bank advanced girls' education — by adopting DIL Amina College in Orangi Town, ensuring quality education for 200+ underprivileged students annually, and renovating the Rabia Basri Girls Secondary School in FB Area with the Momina & Duraid Foundation, upgrading facilities to foster better learning outcomes.
- Through our partnership with Special Olympics Pakistan, Faysal Bank championed inclusion via two landmark unified marathons — the 10th edition in Karachi and the first-ever in Lahore. Combined participation by specially-abled athletes exceeded 6,000, with strong community and civic engagement, reflecting the Bank's commitment to nationwide inclusivity.

Governance

- Faysal Bank has established a Board Sustainability & Development Committee (BSDC) — comprising five members including two Independent Directors — to provide strategic oversight on the Bank's ESG framework. The BSDC ensures alignment with UN SDGs, regulatory requirements, and Islamic principles, while a Management-Level ESG Committee, chaired by the Chief Risk Officer, drives operationalization across departments.
- In line with SBP's Green Banking Guidelines, the Bank's Green Banking Policy is anchored on three pillars: Green Business Facilitation, Own Impact Reduction, and Environmental & Social Risk Management (ESRM). The Bank has further embedded climate risk into its credit processes through portfolio tagging of Climate Smart Activities, quarterly climate-linked NPF assessments, and embedding climate risk assessment in its credit risk management framework.
- Faysal Bank maintains a comprehensive suite of governance policies — including a Code of Conduct, Ethics Policy, Whistleblower Policy, and Green Banking Policy — reflecting its commitment to accountability, transparency, and a culture of responsible conduct across all levels of the organization.

Care

Putting our heart into everything we do, with empathy and excellence.



بڑھو۔ بچین کے ساتھ

faysalbank



A TRIPLE TRIUMPH

Alhamdulillah

Faysal Bank leads the way in Sustainable Finance at The Asset Triple A Sustainable Infrastructure Awards 2025



Faysal Bank's Corporate & Investment Banking Group has been internationally recognized with 3 prestigious Deal of the Year awards.

faysalbank



VISION:

To develop a responsible and sustainable tyre manufacturing operation that minimizes environmental impact, ensures employee safety and social well-being, and upholds the highest standards of transparency and governance.

Environmental

As a tangible proof of our sustainability vision, we have successfully commissioned a 2kW Solar Power System. This project is our first milestone in transitioning toward 100% renewable energy. It reflects our proactive approach to reducing carbon emissions and adopting clean technology in our daily operations.

Social

Ghandhara Tyre & Rubber Company Limited is committed to fulfilling its social responsibilities by contributing positively to the communities in which it operates. The Company has the culture and history of undertaking social and philanthropic activities and regularly funding a school of The Citizen Foundation located in Landhi, Karachi. The Company donate 2.5% of the profit to Waqf-e-Kuli Khan Trust, a trust engaged in spreading of education in the under privileged class and other charitable institution.

Governance

In line with the best corporate practices in Pakistan, we have recently conducted a Board Evaluation through the Pakistan Institute of Corporate Governance (PICG). This exercise confirms our commitment to maintaining a high standard of accountability and ensuring that our leadership operates with transparency and ethical integrity.





VISION:

Enabling people to advance with confidence and success.

Environmental

HBL demonstrates market leadership in ESG and sustainable finance, with a focus on environmental impact and climate-aligned investments

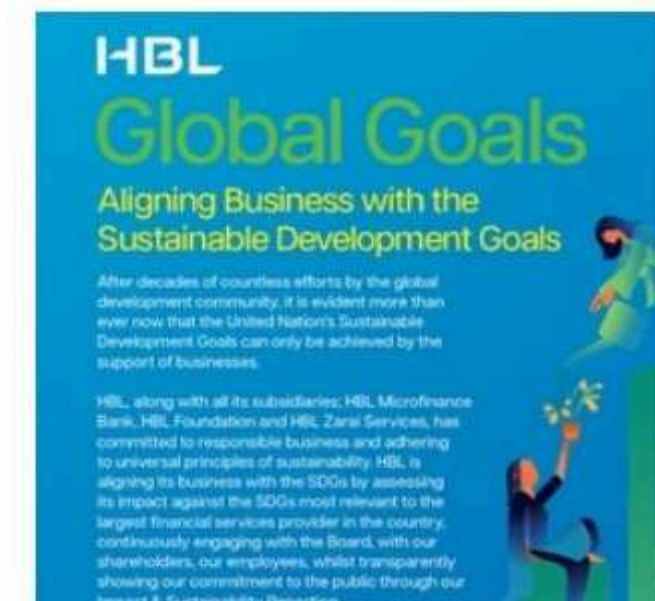
- Financed 86+ renewable energy projects, generating 3,705 MW of clean energy across Hydropower, Wind, Solar, and Biogas
- Renewable energy portfolio outstanding PKR 34 billion
- Strategic investment in Burj Clean Energy Modaraba, Pakistan's first Shariah-compliant green energy fund
- Implemented a strict "No New Coal Policy" aligning with global decarbonization goals. No credit facility has been enhanced since 2020 under this policy
- Over PKR 62 billion in sustainable agriculture financing, supporting climate-smart agriculture, including solarization, high-efficiency irrigation, and low-carbon technologies
- 37% reduction in Scope 1 and Scope 2 emissions in 2025, with solar installations on 250 premises, saving 5,000 MT CO₂ and 2 million liters of fuel was saved
- Renovated over 170 branches with a modular construction method, saving 30,000 gallons of water and 6,000 kg of cement.
- Pioneering Rainwater Harvesting, starting with the Kallar Kahar Branch, with 155,000 liters of recharge

Social

- HBL Foundation continued its long-term community investment, contributing to national development with PKR 889 million in 2025 across healthcare, education, community development, and humanitarian relief, building on PKR 4.4 billion invested over 14 years
- Healthcare remained the largest focus, with PKR 335 million improving access through diagnostic equipment, medical camps, assistive devices, and treatment support for vulnerable and remote communities
- Education initiatives allocated PKR 191 million for scholarships, infrastructure upgrades, and solarization of learning institutions, supporting inclusive and digital education
- Humanitarian efforts included rations for 8,250 families and critical supplies for disaster-affected areas
- HBL Konnect reached 8.4 million families, disbursing PKR 252 billion in social welfare payments, amplifying Pakistan's largest social safety net
- In 2025, over 100,000 new women accounts were opened through the HBL Nisa platform, mobilizing PKR 63 billion in deposits
- HBL Group advanced financial inclusion through nationwide financial literacy programs reaching 100,000+ participants, with more than 50% women participants
- HBL Zarai Services expanded to 20 agritech hubs, supporting 20,000 farmers with climate-smart agriculture and financial access

Governance

- HBL joined the United Nations Environment Program Finance Initiative (UNEPFI) by signing the Principles of Responsible Banking. HBL's inaugural impact analysis reflects a strong foundation for sustainable growth
- HBL significantly contributed in development of Pakistan Green Taxonomy
- HBL is actively pursuing Green Climate Fund Accreditation to channel investment in greener and sustainable projects
- Being the only Pakistani commercial bank to sign the Green Investment Principles
- The Bank strengthened industry knowledge by dedicating resources to the Paris-Aligned Finance Fellowship (GIZ and SBP collaboration)
- HBL undertook a strategic restructuring resulting in the establishment of the Green Banking office, Environmental & Social Risk Management & Green Operations Offices
- This structure positions HBL to implement Green Banking practices in line with SBP's Green Banking Guidelines (2017) across its network and ensures specialization of roles
- These initiatives demonstrate HBL's unwavering commitment to ESG



HABIBMETRO

VISION:

To be the most respected financial institution based on trust, service and commitment.

Environmental

- **Strategic Partnerships:** We collaborated with the World Wide Fund for Nature (WWF) to incorporate global sustainability standards into local operations, focusing on key areas like biodiversity conservation and environmental stewardship. This partnership ensures our initiatives align with international best practices.
- **Direct Climate Action:** We have taken proactive steps to reduce our operational footprint through hands-on initiatives such as tree plantation drives and beach cleaning campaigns. These efforts aim to mitigate environmental impact and contribute to the preservation of natural ecosystems in Pakistan.
- **Awareness & Alignment:** Leveraging our conservation efforts as a platform, we actively promote environmental responsibility within the organisation. By doing so, we ensure that our growth remains aligned with the protection of Pakistan's valuable natural resources, fostering a culture of sustainability that extends across our business operations.

Social

- **Community Empowerment:** We have shown a strong commitment to inclusive development by contributing over PKR 468 million to community-focused initiatives. These efforts aim to uplift underserved populations and foster long-term growth by addressing key social needs.
- **Healthcare & Education:** In collaboration with prominent institutions such as SIUT, Indus Hospital, and The Citizens Foundation (TCF), we have facilitated vital medical support and educational opportunities for underserved communities. These partnerships ensure access to essential healthcare and high-quality education, empowering individuals to build brighter futures.
- **Diversity & Inclusion:** We continue to drive the Diversity, Equity, and Inclusion (DEI) agenda by supporting marginalised groups and people with disabilities. Through collaborations with organisations like the Karachi Down Syndrome Program and Deaf Reach School, we have promoted social integration and ensured access to crucial services, education, and opportunities for individuals with special needs.

Governance

- **Strategic Oversight:** A comprehensive governance framework was established to promote transparency and accountability throughout the organisation. The Board of Directors plays a key role in fostering a culture of ethical conduct and ensuring compliance with regulatory standards, providing strategic guidance and oversight in line with best practices.
- **Risk & Integrity:** We implemented a rigorous Risk & Control Framework supported by a strong Code of Conduct, which mandates the full disclosure of conflicts of interest. This framework ensures strict adherence to Anti-Money Laundering (AML) and Counter Financing of Terrorism (CFT) standards, safeguarding the organisation from regulatory and reputational risks.
- **Sustainable Integration:** Environmental & Social Risk Management (ESRM) is embedded within business functions, including credit assessments and decision-making. This integration helps create long-term value while ensuring responsible and ethical practices that align with sustainability goals, demonstrating our commitment to both profitability and social responsibility.





VISION:

To become a healthcare leader focused on patients' needs by delivering safe, high-quality medicines while operating responsibly and sustainably.

Environmental

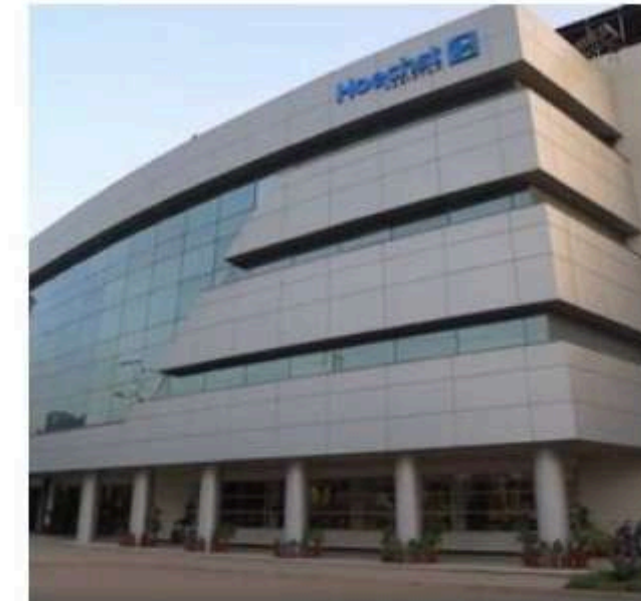
- HPL integrates environmental responsibility into its pharmaceutical manufacturing operations through resource efficiency, emissions monitoring, and waste management. In 2024, total electricity consumption was 8.5 GWh, with 11% sourced from solar energy, supporting our transition toward cleaner energy. We withdrew 152,000 m³ of water, reusing 22,000 m³ through recycling initiatives, and monitored total GHG emissions of 8,400 tCO₂e (Scope 1 and 2). Robust segregation systems ensured safe disposal of 241 tons of hazardous waste and responsible management of 420 tons of non-hazardous waste.
- Aligned with the Packages Group 2030 Sustainability Roadmap, HPL aims to further increase renewable energy usage, scale water reuse, improve energy efficiency, strengthen sustainable packaging practices, and embed environmental criteria across our supply chain to progressively reduce our carbon and ecological footprint.

Social

- People and community well-being are central to HPL's sustainability strategy. In 2024, we employed an average of 765 employees and maintained zero workplace injuries, reinforcing our strong safety culture. We invested 26,653 training hours in technical, compliance, and leadership development programs, while initiatives such as "She Means Business" supported women's leadership pathways. Women currently hold 25% of management positions.
- Employee engagement surveys informed improvements in career development, communication, and performance management systems. Beyond the workplace, HPL conducted over 50 community initiatives nationwide focused on health awareness, youth education, gender inclusion, and employee volunteering.
- Looking ahead, we aim to increase female workforce representation to 25%, strengthen career progression pathways, reduce the gender pay gap through structured reviews, and expand community health partnerships to promote equitable access to healthcare.

Governance

- Strong governance underpins HPL's sustainable growth. We operate under a robust Code of Conduct aligned with Packages Group standards, emphasizing integrity, regulatory compliance, and transparent decision-making. In 2024, we conducted 14 anti-corruption training sessions to reinforce our zero-tolerance stance toward unethical practices. One reported corruption case was promptly investigated and resolved, demonstrating accountability in action.
- We conduct annual gender pay gap assessments and maintain structured ESG performance tracking with Board oversight to ensure responsible management across operations.
- From 2025 onward, HPL will participate in a formal Social & Environmental Materiality Assessment to further integrate stakeholder feedback into ESG priorities. We will continue strengthening risk management systems, digital compliance monitoring, ESG-linked performance metrics, and ethical training programs to reinforce transparency, accountability, and long-term stakeholder trust.





VISION:
Fueling lives through energy.

Overview

Our commitment to Environmental, Social and Governance (ESG) principles is deeply embedded in our operations. We drive change by uplifting communities, protecting natural ecosystems and upholding the highest standards of governance. Through every initiative, we create impact that leaves a legacy.

We have a dedicated sustainability governance structure that integrates environmental, social, and governance (ESG) priorities across all departments. HUBCO has a Corporate HSE Committee, Sustainable Growth Committee (SGC), and Diversity, Equity and Inclusion (DEI) Committee to strengthen and monitor its ESG initiatives.

Environmental

- Since HUBCO's inception, more than 274,330 trees, including 141,000 mangroves, have been planted by the organization.
- We monitor our carbon emissions and enhance energy efficiency wherever possible. We also undertake environmental and social impact assessments (ESIAs) in all new projects.
- We have established waste management protocols that include at-source segregation, temporary storage and engagement with certified waste disposal vendors.
- HUBCO complies with OSHA CFR 1910, ISO 45001, ISO 14001 and PSM.
- Recipient of "Green Initiatives Award"

Social

- HUBCO spearheads regional development around its plants, including Narowal Energy Limited (NEL), Laraib Energy Limited (LEL), Thar Energy Limited (TEL) and ThalNova Power Thar (Private) Limited (TNPTL).
- We contributed PKR 182 million to philanthropy in FY 2024-25.
- We have a robust Anti Harassment & Speak Up policy to ensure a safe, respectful and supportive work environment for all.
- Our 100% workforce is covered under the Process Safety Management (PSM).
- HUBCO achieved 4.62 million safe manhours during FY 2024-25 without any recordable injury.
- We monitor noise, dust, temperature and ergonomics for Occupational Hygiene (OHIH).
- We regularly conduct health trend analysis and proactive wellness programs.

Governance

- HUBCO provides ESG data in line with multiple reporting frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) Standards for the Energy Production sector, International Financial Reporting Standards (IFRS) S1 and S2, and the disclosure requirements of the Securities and Exchange Commission of Pakistan (SECP).
- The company also aligns its sustainability efforts with relevant United Nations Sustainable Development Goals (SDGs).
- In alignment with the ISO/IEC 27001 Information Security Management System (ISMS) standards, HUBCO has established a comprehensive framework of Standard Operating Procedures (SOPs), guidelines and policies to safeguard IT assets and data. This framework includes a wide range of documented controls such as the Information Security Policy, IT Operations Procedures, IT Procurement Procedure, Software Development Life Cycle (SDLC), Access Control Policy, Cybersecurity Policy, Change Management Policy and Password Control Policy, among others. These policies collectively support robust IT governance, ensure compliance and strengthen the organization's overall cybersecurity posture.





VISION:

To inspire a future-ready Pakistan through Creativity and Connection

Environmental

- Established a baseline of electricity/fuel use across offices, studios, OB vans, and production locations; tracking monthly consumption;
- Line Water leakage monitoring, and in process of setting water-use benchmarks for office and studios; reduction in bottled water usage through dispensers.

Social

- Policies placed to promote diversity in recruitment and promotions, including women in creative/technical leadership roles.
- Strengthening anti-harassment policy to align with local laws; training sessions; documented investigation timelines.
- Continued education support via Momina & Duraid Foundations with defined KPIs: number of schools upgraded, student enrollment, teacher training hours, attendance improvements.
- Expanding public awareness campaigns (road safety, child protection, health drives) with reach metrics and outcome indicators.

Governance

- Establishing a ESG oversight Board to govern and review all ESG updates.
- Formal data protection policy and access controls in place including incident response plans.
- Continued monitoring of vendor due diligence and onboarding process.
- Updated Code of Conduct covering conflicts of interest, gifts/hospitality, facilitation payments, and third-party interactions.



IGI

Holdings

VISION:

IGI General Insurance is committed to being one of the leading providers of solutions to risk exposures in selected market segments in Pakistan.

Environmental

- As a financial services group, IGI's direct environmental footprint is limited to office operations across Karachi, Lahore, and Islamabad; however, we actively manage energy, water, and emissions. In 2024, electricity consumption totaled 502 MWh, supported by a 57 kW solar installation at our Lahore office to reduce Scope 2 emissions. Water consumption was 4,776 m³, monitored through installed meters to improve efficiency. Total Scope 1 and 2 emissions were 1,690 tCO₂e, establishing a baseline for future reductions.
- IGI maintains Green Office Certification and ISO 9001:2015 standards, reinforcing resource efficiency and operational excellence.
- Going forward, we aim to expand renewable energy installations across all offices, reduce per-employee energy and water intensity, strengthen waste segregation practices, and integrate climate risk considerations into underwriting and business continuity planning, aligning with Packages Group climate action targets.

Social

- IGI employed 421 individuals across its subsidiaries in 2024, with diversity reflected across age and professional levels. Women represent up to 18% of total employees across key entities and 26% of managers at IGI Life. Employee engagement remains strong, with a 99% survey participation rate and an overall engagement score of 70%. IGI Finex recorded the greatest improvement, rising to 86%.
- During the year, 668 employees participated in structured development programs totaling 1,626 training hours, covering regulatory compliance, technology, leadership, and ethics. A Leadership Mentorship Program paired senior leaders with mid-career professionals to strengthen succession pipelines. IGI also promotes inclusion, employing persons with disabilities and ensuring equitable workplace policies.
- Through health awareness campaigns, financial literacy initiatives, youth engagement, and sustainability observance programs, IGI contributes to broader social resilience.
- Future priorities include strengthening diversity representation, expanding employee development pathways, enhancing retention, and deepening community engagement aligned with national development priorities.

Governance

- Strong governance underpins IGI's operations as a listed company under the Companies Act, 2017, and the Listed Companies (Code of Corporate Governance) Regulations, 2019. Board oversight is supported by Audit, Risk Management, and HR & Remuneration Committees, ensuring accountability and regulatory compliance.
- IGI operates under the Packages Group Code of Conduct, emphasizing integrity, anti-corruption, human rights, and fair competition. Mandatory ethics and compliance training reinforces zero tolerance for bribery and misconduct, supported by confidential whistleblowing mechanisms. Annual Board evaluations further strengthen governance effectiveness.
- As regulatory expectations evolve, IGI is advancing ESG integration through structured performance monitoring, alignment with SECP ESG guidelines, and transparent disclosures in its Annual and Sustainability Reports.
- Future priorities include formalizing a standalone ESG framework, strengthening ESG-linked decision-making in underwriting and investments, enhancing risk governance, and embedding sustainability metrics into long-term strategy and performance oversight.





VISION:

To be the most respected and successful enterprise, delighting customers with a wide range of products and solutions in the automobile industry with the best people and the best technology.

Environmental

IMC is actively pursuing carbon neutrality through significant investments in renewable energy and waste management.

- **Renewable Energy:** The company has installed a 6.6 MW solar energy system, currently the largest roof-mounted green energy system in Pakistan, which meets 22% of the factory's total energy requirements. This initiative alone contributed to a carbon footprint reduction of 2,208 tons in FY25.
- **Green Dealerships:** The commitment extends to the supply chain, with 46 out of 58 dealers now operating fully on solar power, resulting in an additional carbon footprint reduction of 1,552 tons in FY25.
- **Waste Management:** In July 2024, IMC launched a composting facility that converts 100% of organic food waste into nutrient-rich fertilizer for on-site landscaping. This has successfully reduced overall waste by 50%, with 2,340 kg composted in FY25.
- **Operational Efficiency:** IMC maintains rigorous tracking of energy consumption (7.81 GJ), Scope-1 emissions (0.30 GJ), and water withdrawal (5.62 ML) per vehicle produced to ensure continuous improvement in resource efficiency.
- **Certification and Audits:** The company participates in the WWF Green Office Program and conducts Cross-Functional Audits to ensure compliance with ISO 14001, 50001 and 45001 standards, focusing on energy conservation, paper reduction, and plastic-free practices.
- **Mangrove and Tree Plantations:** The company has planted 920,000 trees since 2020 and in FY24-25 planted 6,000 mangroves to sequester carbon.

Social

IMC allocates 1% of its Pre-Tax Profit toward Corporate Social Responsibility (CSR), totaling over PKR 1.3 Billion since 2018. In FY24-25 alone, the company spent Rs 231 Million, impacting 201,565 beneficiaries.

- **Healthcare (42% of CSR spend):** IMC operates medical and psychiatric camps, treating over 45,143 patients through partnerships with institutions like Indus Hospital and SIUT.
- **Education (27% of CSR spend):** The Toyota Goth Education Program supports 2,269 enrolled students. Additionally, over 100 students have attended annual leadership expeditions.
- **Sustenance (12% of CSR spend):** Daily food camps have benefited 154,034 individuals.
- **Inclusivity and Sports:** Under the "Mobility For All" banner, IMC supports 2 differently-abled individuals and sponsors 6 athletes, including female squash champions and para-athletes who have won international medals.
- **Employee Engagement:** IMC fosters a culture of volunteerism, recording over 2,000 volunteer hours for activities such as mangrove plantations and food/medical camps.

Governance

IMC's governance is anchored in global standards and a culture of transparency.

- **Global Alignment:** The company's practices are aligned with the United Nations Global Compact, the Sustainable Development Goals (SDGs), and the Toyota Environmental Challenge 2050.
- **Sustainability Governance:** The SHE Steering Committee, chaired by the CEO, plays a pivotal role in operationalizing the sustainability agenda. It develops detailed policies, regularly reviews sustainability performance and ensures IMC's initiatives remain aligned with its strategic sustainability objectives, addressing both organizational impacts and evolving risks and opportunities.





VISION:

Building dreams together.

Environmental

- Committed to climate change mitigation through large-scale adoption of renewable energy, including solar power installations, with a long-term target of carbon neutrality and reduced reliance on non-renewable energy sources.
- Implements a structured 3R approach (Reduce, Reuse, Recycle) by optimizing energy and water consumption, reusing process water, and recycling scrap and industrial waste to minimize landfill disposal.
- Actively promotes resource efficiency and pollution control through emissions monitoring, wastewater treatment, rainwater harvesting, and sustainable raw material sourcing.

Social

- Prioritizes employee health, safety, and well-being through a robust OHSE management system, continuous safety training, wellness initiatives, and a zero-incident workplace objective.
- Demonstrates strong commitment to diversity, equity, and inclusion, including women empowerment programs, increased female representation in leadership, and inclusive employment practices.
- Contributes to community development via education, healthcare, scholarships, skill development, and welfare initiatives, often in collaboration with reputable NGOs and foundations.

Governance

- Operates under strong governance and ethical frameworks, including a comprehensive Code of Conduct, anti-corruption measures, data privacy policies, and full workforce compliance.
- Ensures effective Board oversight and accountability, with independent governance structures, risk management systems, and regular monitoring of ESG and CSR performance.
- Maintains transparency and stakeholder engagement through sustainability reporting, regulatory disclosures, investor communication, and alignment with national and international ESG standards.





VISION:

To restore and maintain pride in KE, Karachi and Pakistan

Environmental

- Climate resilience is central to K-Electric's long-term strategy. As Pakistan's sole private vertically integrated power utility operating in one of the world's most climate-vulnerable countries, KE has embedded environmental stewardship across its operations through a structured Environmental Management System, prioritising resource efficiency, transition to cleaner fuels, fugitive emissions control, and renewable integration. KE's approach extends beyond operational compliance, encompassing nature-based solutions, biodiversity conservation, and proactive climate risk management to safeguard ecosystems, communities, and long-term business resilience. In FY25, KE reduced GHG emissions to 6.7 million MTCO₂e against 7.06 MTCO₂e. Renewable integration grew to 326 GWh, with over 28,000 net metering connections cumulatively commissioned, adding 606 MW of decentralised capacity. A comprehensive Climate Resilience Assessment and GIS-based Flood Risk Analysis have informed a Resilience Management Plan with defined short, medium, and long-term targets. Subject to a stable tariff environment, KE is targeting a 20% reduction in CO₂ emissions and a 30% renewable share by 2030, positioning the company as a credible driver of Pakistan's energy transition.

Social

- K-Electric's social strategy is built on the conviction that a future-ready utility must invest equally in its people and its communities. In FY25, KE grew its workforce to 13,208 employees, with 68% comprising Gen Z and Millennials, and delivered 486,477 training hours. Female workforce representation grew by 16.3%, with 115 women in leadership positions, supported through the Roshan Raahein Programme for career development and the Yaqeen Enabling Abilities Programme creating pathways for persons with disabilities. The inaugural Energy Progress and Innovation Challenge (EPIC) mobilised academia, startups, and researchers to generate over 250 solutions to national energy challenges, demonstrating KE's commitment to inclusive innovation. Community investment totalled PKR 156 million, benefiting 2.9 million people through flagship initiatives including the KHI Awards, Roshni Baji Safety Ambassadors reaching 830,000 households, the Khel Kood Aur Khayal school safety campaign covering 471 schools, and 21 water filtration plants serving underserved communities. KE is committed to doubling gender representation, maintaining high safety standards, and deepening community impact across its service territory.

Governance

- Strong governance is the foundation upon which K-Electric's sustainability ambitions are built. KE operates within a robust institutional framework, with a Board of Directors supported by four specialised committees and a formally established ESG Committee providing dedicated oversight of sustainability strategy and performance. Board effectiveness is independently evaluated annually, ensuring leadership accountability remains rigorous and continuous. KE's Enterprise Risk Management framework embeds sustainability risks across all business functions, while a refreshed materiality assessment identified 19 material topics aligned with the UN SDGs, ensuring sustainability disclosures remain relevant and stakeholder-driven. Ethical conduct is non-negotiable, underpinned by a Code of Conduct, whistleblowing mechanisms, and zero tolerance for corruption, with no related litigation recorded in FY25. Digital transformation through SAP S/4HANA RISE and ISO/IEC 27001 certification has significantly strengthened operational transparency and cybersecurity. With 91% local supplier sourcing and active engagement across regulators, investors, and communities, responsible governance at KE extends well beyond the boardroom.





VISION:
Investing for Shared Prosperity

Environmental

- Karandaaz Pakistan has institutionalized its environmental strategy by adopting the International Finance Corporation (IFC) Performance Standards and risk categories (A, B, C, and FI). The organization maintains a strict "Red Line" policy, formally excluding investments in Category A projects that pose significant, irreversible environmental risks or fall under the IFC Exclusion List. For Category B (medium risk) investments, the team conducts integrated Environmental Due Diligence (EDD) covering pollution prevention, resource efficiency, and biodiversity protection to mitigate risks before capital deployment.
- The organization also promotes climate financing and supports green fintechs for innovative solutions that address broader environmental issues, low carbon technologies and improve resource efficiency for reducing adverse environmental impacts.

A consistent
"A" RATING

in the Annual Impact Review
highlights Karandaaz's
strong impact delivery

Social

- Karandaaz operates as a double-bottom-line institution, pursuing both financial sustainability and measurable social impact. It manages and measures its social impact through a structured Results and Impact Framework, which applies a systematic impact scoring model across its portfolio. The framework assesses social and development outcomes under the Productive, Sustainable, and Inclusive (PSI) dimensions, enabling evidence-based tracking of how investments generate economic value while advancing social inclusion and climate resilience. Through this approach, Karandaaz continuously monitors impact performance and aligns its portfolio with high-impact, socially responsible, sustainable, and climate-resilient investments.

OUR IMPACT SCORE PERFORMANCE	Impact Score = Productive + Sustainable + Inclusive			
	What does it mean?	Raising the productivity of an economy so it can support a decent standard of living for all.	Helping transform the economy to reduce emissions, protect the environment, & adapt to climate change.	Sharing the benefits of higher productivity and greater sustainability with poor and marginalized groups.
	How is it measured?	1. Degree of need 2. Economic enablers 3. Catalyzing markets	1. Climate mitigation 2. Climate Adaptation and Resilience	1. Reach to low-income groups 2. Underserved and low-income areas 3. Gender and Minorities
	Karandaaz Impact Performance	Productive dimension remained the strongest contributor, underscoring Karandaaz's role in enhancing enterprise growth and catalyzing markets.	Sustainable dimension made a notable contribution, driven by climate finance related investments that support mitigation and adaptation.	Inclusive pillar ensured that underserved groups including women and low-income regions benefited from improved access to finance and economic opportunities.

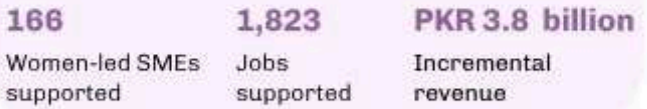
Governance

- The E&S Framework is embedded in to the Board approved Investment Policy. The Board has also formed a Board Level Committee. The Development Impact Committee (DevCo) ensures that robust impact measurement frameworks guide Karandaaz business in line with the organization's vision and mission, and provide portfolio impact information to the Board. It conducts portfolio impact analysis, annual reviews, and reports outcomes to the Board. DevCo also advises on strengthening organizational capacity to develop and implement E&S and impact frameworks.
- It oversees development impact delivery, ensuring that reporting and measurement. DevCo leads and monitors the quality and accuracy of the Company's Annual Review, and also develops and evaluates the Company's Impact Strategy. development impact.

OUR IMPACT HIGHLIGHTS



Women-led SMEs



Digital



Green





OUR VISION

To outperform nationally and internationally and be on top through teamwork, quality, brand recognition and customer service.

Environmental Stewardship

We are committed to minimizing our environmental impact by promoting resource efficiency, reducing waste, and managing emissions and water usage responsibly. We will work with our supply chain partners to encourage sustainable agricultural and business practices.

GOLD STREET
INTERNATIONAL

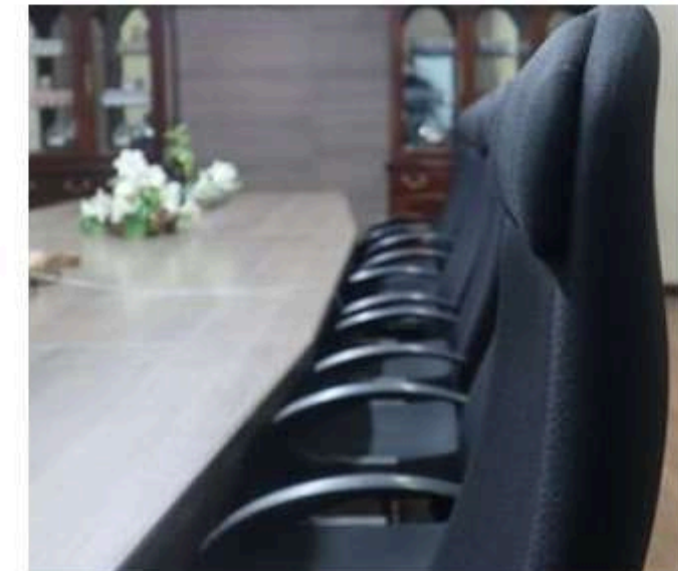
== GOLD STREET ==
CLASSIC

Corporate Social Responsibility

- Environmental Stewardship: Tree Plantation
- Employee Welfare & Community Health: On-Site Water Purification Plant
- Sustainable Operations Extension in Solar Energy
- Waste Management within Factory Premises

Corporate Governance

Our unwavering commitment to best practices in corporate governance is the bedrock of our business operations. We adhere to a comprehensive set of processes, customs, and policies that enable us to direct and control management activities with a strong sense of business acumen, objectivity, accountability, and integrity. This commitment extends to achieving long-term strategic goals aimed at satisfying shareholders, creditors, employees, customers, and suppliers. Furthermore, we rigorously adhere to the highest ethical standards and fully comply with all applicable legal and regulatory requirements





VISION:

The Spirit to Make a Difference through Value, Quality and Excellence

Environmental

- Environmental stewardship is a central priority. Throughout the year, LCPL pursued initiatives focused on energy and water conservation, resource optimization, waste reduction, biodiversity, community development, and emissions management.
- The Company is dedicated to minimizing its environmental impact and reducing its carbon footprint. LCPL operates a state-of-the-art deep shaft technology Effluent Treatment Plant (ETP) and an Anaerobic Reactor to treat liquid effluent and support efficient waste management. As an ISO 14001-certified organization, LCPL remains committed to responsible environmental practices and continuous improvement in resource conservation.

Social

Corporate Social Responsibility (CSR) Activities

- As a socially responsible corporate entity, your Company remains deeply committed to the well-being, upliftment, and sustainable development of the communities it serves. Recognizing the profound impact that corporate initiatives can have on societal progress, the company has identified Health and Education as priority areas requiring consistent and meaningful intervention. Through strategic partnerships with reputable charitable organizations and community-based initiatives, your company continues to support and empower underserved populations across these critical sectors.
- To further streamline, strengthen, and expand its CSR footprint, the Company established the LOTTE Pakistan Foundation (LPF). LPF serves as a dedicated platform for designing and executing impactful social development programs, enabling the company to deliver long-term value and measurable benefits to local communities. The Foundation reflects the Company's enduring commitment to responsible business practices and sustainable community development.
- A comprehensive report on the CSR initiatives undertaken by the company during 2025 is presented on page 65 of the Annual Report.

Governance

- The financial statements of the Company, prepared by the management fairly present its state of affairs, the results of its operations, cash flows and the changes in equity.
- Proper books of account have been maintained by the Company.
- Appropriate accounting policies have been consistently applied in preparation of financial statements and the accounting estimates are based on reasonable and prudent judgments.
- International Financial Reporting Standards, as applicable in Pakistan, have been followed in preparation of the financial statements and departures there from, if any, have been adequately disclosed.
- The system of internal control is sound in design and has been effectively implemented and monitored.
- There are no significant doubts on the Company's ability to continue as a going concern.
- There has been no material departure from the best practices of Corporate Governance.





VISION:

Ensure sustainable leadership position in Pakistan and increase global footprint in the cement sector. Identify and capitalize on diversification opportunities to maximize shareholders' value while remaining socially responsive in all spheres of operations.

Environmental

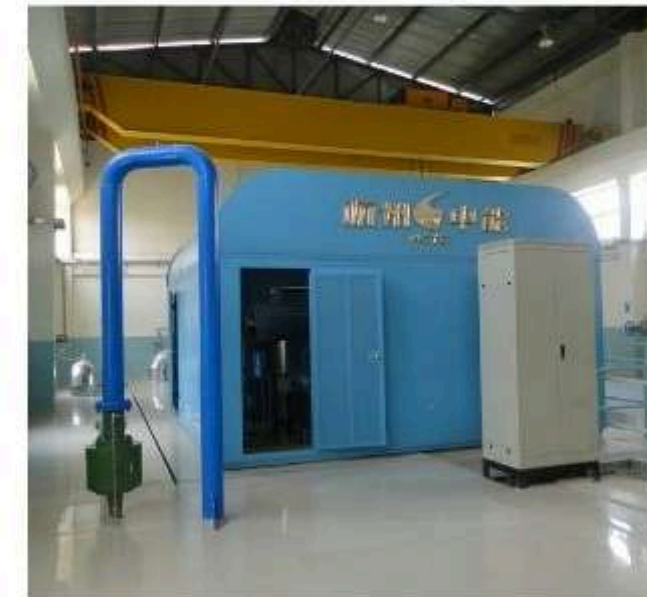
- The Company takes various steps to protect the environment including compliance with applicable environment standards.
- We manage our environmental performance through efficient use of natural resources and identifying and implementing green alternatives. The Company has made significant investments in renewable energy projects and Waste Heat Recovery systems.
- Our company has made significant strides in expanding its renewable energy portfolio. We have successfully established a 34MW solar plant in Pezu, complemented by an additional 25MW solar plant project in Karachi. Furthermore, we have undertaken expansion initiatives in Karachi (6.3MW) and Pezu (8.6MW), thereby augmenting our total solar capacity to 74.3MW.
- Additionally, the Company has invested in a 28.8 MW wind power project in Karachi, which became operational on October 21, 2024. With this addition, our total renewable energy capacity has increased to 103.1 MW, enabling us to meet approximately 55% of our plant's energy requirements through clean and sustainable sources. These initiatives showcase the company's dedication to reducing its carbon footprint, embracing clean energy sources, and contributing to a greener future. By investing in renewable energy infrastructure, the company not only demonstrates environmental stewardship but also paves the way for a more sustainable and resilient energy portfolio.
- Water conservation remains at the core of our operational practices. The company has installed bag filters and monitors dust, particulate matter and other emissions to ensure that they remain below the respective limits specified in the NEQS.

Social

- As a socially responsible corporate entity, Lucky Cement strives hard to develop the communities it serves. It has launched dedicated scholarship programs for the deserving youth of District Lakki Marwat, where its Pezu plant is located. The Company remains committed to making efforts for environment conservation, education, women empowerment and health initiatives.
- Lucky Cement donates generously to various social and charitable causes including health, education and social sectors. It also provides funding to various hospitals and welfare organizations including Aziz Tabba Foundation, Tabba Heart and Tabba Kidney Institutes.

Governance

- The Company has a dedicated team of professionals which ensures that all its processes comply with the applicable regulatory requirements. Lucky Cement is the first Shariah Compliant Company of Pakistan complying with all the applicable regulations of the Shariah Governance Regulations, 2018. The Company benchmarks itself with the best in corporate Pakistan by participating in various award programs, for e.g. PSX Top 25 awards, MAP Corporate Excellence Awards, CFA Annual Excellence Awards and Best Corporate Report Awards.





VISION:

Macpac Films Limited is committed to sustainable value creation through the responsible integration of environmental, social and governance (ESG) principles into its corporate strategy. The Company seeks to balance commercial performance with environmental stewardship, stakeholder responsibility and strong governance oversight. Guided by long-term resilience and risk awareness, Macpac aims to contribute positively to Pakistan's economic and social development while aligning its practices with evolving regulatory and sustainability expectations.

Environmental

Macpac Films recognizes environmental stewardship as integral to operational resilience and long-term value creation. The Company is progressively enhancing energy efficiency across its manufacturing operations and advancing renewable energy adoption, including solar initiatives, to reduce its carbon footprint. An emissions assessment has been initiated to strengthen measurement and management of Scope 1, 2 and 3 emissions. Circularity remains a priority, with non-recyclable multilayer waste repurposed into eco-bricks to reduce landfill impact. Water stewardship practices include efficient usage and provision of treated drinking water within facilities. Going forward, the Company aims to further strengthen renewable energy integration, enhance waste optimization practices and expand environmentally responsible product offerings.

Social

Macpac Films places emphasis on workforce wellbeing, occupational safety and responsible stakeholder engagement. The Company maintains structured safety practices and workplace standards designed to promote a safe and healthy working environment. Engagement with surrounding communities includes awareness initiatives and sustainability-related outreach activities. The Company collaborates with industry stakeholders to promote responsible plastic usage and recycling awareness. Customer trust is supported through consistent product quality, innovation and transparency. Shareholders and regulators are engaged through timely disclosures and structured communication. Future priorities include strengthening employee development initiatives and deepening community engagement frameworks in alignment with evolving stakeholder expectations.

Governance

Macpac Films operates under a structured governance framework aligned with the Companies Act, 2017, the Listed Companies Code of Corporate Governance and Pakistan Stock Exchange regulations. The Board of Directors provides oversight of strategy, risk management and emerging ESG considerations. The Company prepares its financial statements in accordance with International Financial Reporting Standards (IFRS) and adopts an integrated reporting approach to enhance transparency. Internal controls, compliance mechanisms and independent external audits support accountability and ethical conduct. Governance enhancement remains ongoing, with continued focus on strengthening Board-level ESG oversight, integrating sustainability considerations into risk management processes and aligning practices with national and international best standards.





VISION:

Establish Islamic banking as banking of first choice...

Environmental

- Meezan Bank strengthened its environmental sustainability efforts, with a focus on afforestation, green infrastructure financing, renewable energy adoption and carbon footprint reduction.
- In collaboration with WWF-Pakistan, the Bank undertook a large-scale afforestation project in Yazman Tehsil, District Bahawalpur, involving the plantation of 10,000 trees to enhance biodiversity, combat climate change and support long-term ecological sustainability.
- The Bank also supported the issuance of Green Sukuk to finance key green infrastructure projects, including the Garuk Storage Dam in Kharan, Nai Gaj Dam in Dadu, Sindh, and the 26MW Shagarthang Hydropower Project in Skardu, supporting improved water resource management, renewable energy generation and climate resilience.
- Meezan Bank's solar financing portfolio stood at Rs. 454 million, including Rs. 222 million disbursed in 2025, reflecting its commitment to clean energy adoption through Shariah-compliant financing. Additionally, solar power systems with a cumulative capacity of 4.3 MW were installed at 196 branches and the Head Office, helping reduce the Bank's carbon footprint.

Social

- Meezan Bank continued to advance community welfare through healthcare support, humanitarian relief and skills development initiatives. Under its flagship CSR initiative, the Meezan Justuju Program, the Bank empowered underprivileged youth by equipping them with marketable skills thereby creating employment opportunities for them. Key collaborations included The Hunar Foundation for training 100 candidates in technical fields, Shahid Afridi Foundation for training 30 women in specialized sewing and embroidery, and Memon Industrial & Technical Institute (MITI) for training 40 candidates in technical trades.
- The Bank also extended healthcare assistance through Al-Mustafa Welfare Society for diagnostic equipment, KIRAN Patients Welfare Society (KIRAN Hospital) and Bait-ul-Sukoon Trust for breast cancer patient support, NIBD for its regular transfusions program, and Rahat Kada Hospice through a 45 KW solar energy system to reduce electricity expenses and support healthcare services. In addition, essential food supplies were distributed among approximately 4,000 flood-affected families in Khyber Pakhtunkhwa and Punjab, while Iftar boxes were distributed among patients, attendants and healthcare staff at IHHN, NICVD, NICH and JPMC during Ramadan.

Governance

- Board-Level Oversight of Climate and Environmental Risk: Meezan Bank recognizes the importance of effective governance in managing climate and environmental risks. Oversight of sustainability-related matters is maintained at the Board level through regular reporting and review of environmental, social, and governance (ESG) initiatives, green financing activities, and climate-related risk exposures.
- Implementation of an Environmental and Social Risk Management (ESRM) Framework: Meezan Bank has integrated environmental and social risk considerations into its financing and credit evaluation processes through the implementation of an ESRM framework aligned with the State Bank of Pakistan's ESRM Guidelines. Environmental and social due diligence is incorporated across financing origination, appraisal, approval, and monitoring stages. Through systematic transaction screening, risk assessment, and enhanced reviews for higher-risk sectors, the Bank promotes responsible Islamic financing, strengthens risk management practices, and supports sustainable economic development.





VISION:

Creating food that enriches the lives of people everywhere.

Environmental

- To lead responsible food manufacturing by integrating clean energy, advanced environmental technologies, circular economy practices, and continuous reduction of environmental footprint, while ensuring full regulatory compliance and long-term sustainability.

Environmental Contributions & Highlights

- 565 kW solar power installed, supplying 35–40% electricity
- 2 MW additional solar capacity planned at two manufacturing locations
- ~1,655 metric tons CO₂ reduction projected annually (existing + planned)
- 100% compliance with SEQS & PEQS standards
- MBR effluent treatment plant (600 m³/day) with glass-fused steel tanks
- 3R waste management (Reduce, Reuse, Recycle) across operations
- All hazardous waste incinerated via EPA-approved vendors
- SCADA-enabled automation at Faisalabad plant
- Closed-loop automated salt plant at Nooriabad
- 7,110+ trees planted for biodiversity and carbon sequestration
- 5% annual reduction target for energy, water, CO₂, and waste

Social

National Foods prioritizes the safety of employees, vendors, contractors, and the public, with the aim to integrate effective environmental, health, and safety programs into the business to minimize risks and ensure compliance with international standards. The company is committed to providing resources and support for continuous improvement in health, safety, and environmental management. Fully committed to sustainable development through business practices and partnerships, aiming for a sustainable and equitable future. The company's CSR and Sustainability policy guides ethical culture and a sustainable business model.

Governance

National Foods prides itself in empowering a responsible supply chain and is a member of the Supplier Ethical Data Exchange (SEDEX) for our Port Qasim and Nooriabad Plants. Focus remains on compliance and integrity to ensure work is according to all applicable laws and regulations of the countries the company operates. Transparency across our teams, departments, and structure is ensured, so that the voices of its people and external partners are always heard by the management. Management drives sustainable development goals through environmental, social, and governance priorities, funded from profit after tax with Board approval. Stakeholder collaboration and innovative, regulation-compliant CSR initiatives are encouraged. Monitoring, reporting, and communication systems ensure compliance and progress tracking, with initiatives disclosed in the Annual Report.





VISION:

To be a leading regional provider of quality packaging and consumer solutions, delivering excellence through innovation, technology, and responsible growth – while fostering sustainable partnerships built on trust, ethical values, and long-term value creation for all stakeholders.

Environmental

- Packages Group embeds sustainability into operations, prioritizing responsible resource use and climate action. We operate advanced Effluent Treatment Plants, including one of the largest secondary-stage ETPs in Pakistan at Bulleh Shah Packaging, treating 19,000 m³/day, with upgrades planned for growing operational demands.
- Our energy management spans ISO 50001-certified systems across eight entities, supported by renewable energy initiatives including biomass and on-site solar installations totaling over 27 MW.
- Greenhouse gas reporting follows the GHG Protocol with verified Scope 1 and 2 data, complemented by targeted energy audits, equipment retrofits, and waste reduction programs. Decarbonization efforts are guided by IFC assessments, focusing on operational efficiency, renewable energy adoption, and Scope 3 expansion. These measures demonstrate our commitment to minimizing environmental impact while advancing low-carbon, resource-efficient operations.

Social

- Packages Group fosters an inclusive workplace and community engagement as strategic priorities. Gender equality is advanced through ACTS (Actively Caring Through Sharing), leadership programs, mentorship, and gender-sensitive policies, with 31% of female employees in STEM roles. Our workforce benefits from fair compensation, pay parity reviews (2024: mean gender pay gap 53.13%, median 31.34%), and parental leave, alongside performance incentives, insurance, and wellness programs.
- Through the Packages Foundation, we deliver structured healthcare, education, and women's empowerment programs. Initiatives include mobile healthcare reaching over 28,000 community members, a Mother and Child Health Center in Kasur treating 20,000 patients annually, and support for local schools, including girls' secondary education.
- Responsible supply chain management ensures labor rights, safety, and environmental compliance, with audits, corrective actions, and supplier training reinforcing accountability.

Governance

- Strong governance drives Packages Group's sustainability agenda. The Board of Directors—made up of independent, executive, and non-executive members—oversees strategy, risk, and ESG performance, supported by the Sustainability Committee.
- Board diversity, independence, and expertise are prioritized, with ongoing training on ESG trends and climate risks. Clear policies on conflicts of interest, human rights, remuneration, and whistleblowing ensure accountability.
- Annual evaluations benchmark governance against global standards, while senior management implements policies day-to-day. Sustainability reporting is Board-approved and aligned with international frameworks, reinforcing transparency and stakeholder trust. Ethical conduct and inclusive leadership guide decision-making and long-term resilience.





VISION:

Providing Financial Protection through Takaful to everyone.

Environmental

Current Practices

- Promotion of sustainable operations through digitalization, e-documentation, and paperless workflows.
- Digital onboarding, policy issuance, and online claims processing reducing paper consumption and resource use.
- Energy efficiency practices including responsible electricity usage and energy-efficient lighting.
- Reduced printing and increased reliance on automated and soft-copy record management.
- Employee awareness initiatives encouraging responsible resource utilization aligned with SDGs.

Future Focus

- Introduction of environmental performance monitoring indicators.
- Expansion of digital service delivery channels.
- Strengthening sustainability awareness and environmental reporting practices.
- Integration of environmental considerations into operational planning.

Social

Current Practices

- Equal employment opportunity practices ensuring non-discrimination across all employment stages.
- Provision of employment opportunities across Pakistan, supporting inclusive workforce participation.
- Employment of persons with disabilities with reasonable workplace accommodations.
- Gender diversity initiatives supported through workforce monitoring and leadership development efforts.
- Internship and trainee programs promoting youth employment through academic collaborations.
- Financial literacy awareness provided as part of employee orientation and extended to separating employees to support continued financial wellbeing.
- Compliance with Pakistan's Anti-Harassment Act through a formal committee and confidential grievance mechanisms.
- Employee wellbeing supported through safety inspections, emergency drills, medical consultation access, health takaful facilities, and in-house medical support.
- Stakeholder engagement through collaboration with industry bodies and academic institutions.

Future Focus

- Strengthening diversity and inclusion initiatives.
- Expansion of employee wellbeing and financial literacy programs.
- Enhanced community outreach and financial inclusion initiatives.
- Continued investment in employee development and inclusive workplace culture.

Governance

Current Practices

- Governance framework guided by ethical conduct, regulatory compliance, and Shariah governance principles.
- Policies prohibiting forced labor, child labor, discrimination, and unsafe working practices.
- Vendor due diligence and internal controls supporting ethical business conduct and risk management.
- Periodic policy reviews and compliance monitoring aligned with regulatory requirements.
- Workplace risk assessments covering safety, ergonomics, and emergency preparedness.
- Alignment with Sustainable Development Goals (SDGs) and engagement with professional governance institutions.

Future Focus

- Enhancement of ESG disclosures aligned with PSX and SECP guidance.
- Integration of ESG considerations into risk management and strategic planning.
- Strengthening digital compliance monitoring and governance oversight.
- Improved transparency through enhanced stakeholder reporting.

Pak-Qatar Group Organizes Hepatitis Screening Camp for Employees





VISION:

The Pakistan Business Council, established in 2005, is a business advocacy platform supported by over 100 leading local and multinational companies committed to Pakistan's sustainable economic growth. In 2017, PBC launched the Centre of Excellence in Responsible Business (CERB) to advance responsible business practices through research, promoting inclusive livelihoods and the sustainable use of resources

Environmental

- Through CERB, PBC supports companies in measuring and managing climate risks, greenhouse gas emissions, resource efficiency and water stewardship to build resilient, future-ready businesses.
- CERB's Climate2Equal initiative with the IFC helps businesses develop gender-responsive climate action, ensuring that climate resilience and the transition to a low-carbon economy are both inclusive and sustainable.
- Through Business Action for Sustainability, CERB supports companies in integrating environmental stewardship into business strategy by advancing climate resilience, resource efficiency, and responsible environmental management.
- By advancing sustainable finance, carbon markets, circular economy practices, and climate resilience, CERB enables businesses to unlock opportunities while supporting Pakistan's low-carbon transition.

Social

- Through the Employer of Choice Gender Diversity Awards, CERB recognises organisations that demonstrate leadership in gender equality, inclusive workplaces, and transparent disclosure practices. The initiative encourages companies to benchmark progress and adopt policies that strengthen workforce diversity and organisational performance.
- CERB's Creating Livelihoods initiative promotes responsible employment by advancing decent work, workforce wellbeing, disability inclusion, and equitable economic opportunities. Through industry engagement and knowledge sharing, the initiative supports businesses in creating more inclusive and resilient workplaces
- PBC offers practical guidance on family-friendly workplace policies. This is done in collaboration with partners such as IFC and UNICEF, assisting businesses in creating positive outcomes for employees and communities.
- Addressing implicit biases which encourage inclusion in the workplace.
- CERB supports companies in developing gender strategies and provides practical tools and capacity-building programmes, including Women in Leadership training

Governance

- CERB promotes responsible corporate governance by strengthening board oversight of ESG, improving risk management, and embedding sustainability into strategic decision-making.
- Through its Responsible Business Conduct (RBC) initiatives, CERB supports companies in adopting internationally recognised standards on business ethics, human rights, responsible supply chains, and corporate accountability, fostering trust among investors, customers, and other stakeholders.
- CERB provides guidance to board level executives on ESG reporting, materiality assessments, sustainability disclosures, and evolving regulatory requirements. By improving transparency and governance practices, businesses are better positioned to meet stakeholder expectations, attract investment, and build long-term value.
- Policy advocacy and showcasing best practices of companies as corporate case studies.





VISION:

The Refinery of the first choice for all stakeholders

Environmental

We strive to systematically identify, assess, mitigate, and manage environmental risks across all stages of our operations. As an ISO 14001-certified organization, we remain committed to minimizing our environmental footprint and ensuring compliance with national and international regulations. We are implementing energy efficiency programs, waste segregation and recycling system, water conservation measures, and pollution control technologies. Regular environmental audits, awareness training sessions, and sustainable practices are being increasingly integrated into daily operations to promote responsible environmental management.

Social

Social practices aim to ensure employee wellbeing, workplace safety, diversity, and community engagement. We are investing in occupational health and safety, employee training and development programs, fair compensation policies, equal opportunity practices and inclusion policies. PRL is committed to conducting business with fairness, integrity, and respect for human dignity. Freedom from discrimination, forced labour, and child labour are embedded in the Company's Code of Conduct and Equal Opportunity Policy, which guide all employment practices. In community engagement, we channel our efforts into areas that make a meaningful difference, including healthcare, education, mental health, women's empowerment, and community development.

Governance

PRL maintains a robust governance framework to ensure ethical, transparent, and compliant operations. We follow a robust code of conduct, anti-corruption and anti-bribery practices, and strictly adhere to regulations. Our Board Audit and Risk Committee, risk management framework, and internal audit function ensure robust monitoring. Whistleblower mechanism, grievance redressal system, and supplier due diligence process further strengthen accountability. We actively engage stakeholders through transparent communication, regular consultations, and collaborative initiatives to address their concerns and drive sustainable value. These practices support safe, responsible, and sustainable operation while building stakeholder trust.





VISION:

We enrich lives around the world just as we do in our country.

Environmental

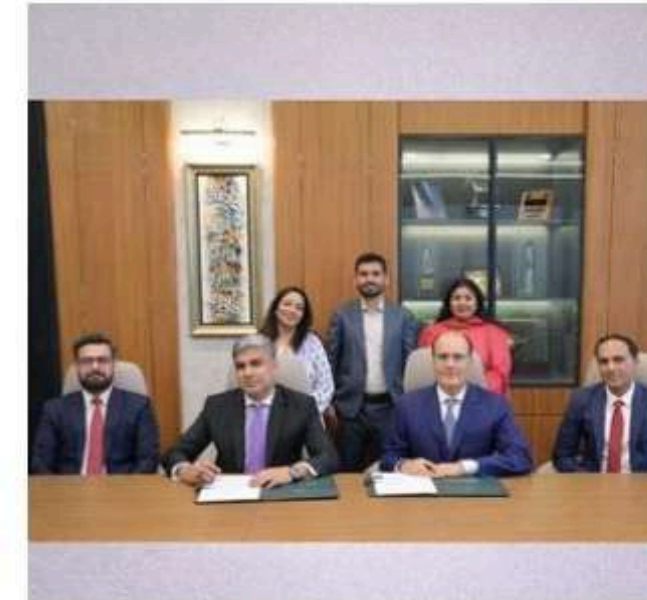
- PSO has partnered with Spectreco on a multi-year rollout of a centralized ERP-linked digital ESG data management platform to elevate ESG data, audit-ready reporting, and analytics for ESG transparency.
- Installed 818 kW of solar capacity across PSO sites, generating approximately 1 million kWh of clean energy annually and offsetting around 750 tCO₂. Conducted energy audits at 7 PSO locations including terminals, depots, retail outlets and regional offices, identifying annual savings of Rs. 35 million and 299 tCO₂e reduction.
- Inaugurated 6 sustainable Vibe stores using recycled materials, zero-plaster finishes, performance glass and R-32 refrigerants, with 2 stores receiving the Pakistan Green Building Council's highest green rating.
- PSO signed an agreement with HUBCO Green and BYD to establish a comprehensive EV charging network across the country. Piloted water flow meters and energy analyzers across selected sites, with a planned multi-site rollout by FY-27.

Social

- PSO is dedicated to uplifting underprivileged communities through educational programs, healthcare services, and economic empowerment initiatives across its operational areas. Guided by a comprehensive HSE Management System, PSO cultivates an inclusive workplace, upholds human rights, and participates in charitable initiatives to generate lasting societal impact.
- Approximately 80% of staff were reached through structured ESG awareness and capacity-building sessions via in-person trainings and the LMS portal. Leadership completed materiality and double materiality training, strengthening the foundation for IFRS S1/S2-aligned disclosures.
- The Energy Treasure Hunt campaign engaged employees in identifying energy wastage across facilities. On World Environment Day 2026, PSO organized an ESG roadshow at SOS Village featuring a plantation drive and eco-friendly giveaways for children.
- A quarterly ESG newsletter was launched to drive sustainability awareness and employee engagement organization wide. PSO fosters an inclusive culture through initiatives like Breaking Barriers and Women in Networking, ensuring employees' voices are heard and valued in policy development

Governance

- PSO upholds robust governance frameworks ensuring transparency, accountability, and ethical conduct across all operations. A Board-level ESG Committee and Management Working Group have been established to embed sustainability into corporate strategy.
- ESG performance indicators are integrated into FY's corporate scorecards, directly linking management incentives with sustainability objectives, supported by BOM capacity-building sessions to strengthen oversight.
- To mitigate governance risks including corruption, bribery, and regulatory non-compliance, PSO conducts regular risk assessments and enforces rigorous supplier due diligence aligned with ESG standards.
- A Vendor Code of Conduct has been developed with ESG criteria embedded into vendor onboarding and evaluation mechanisms, establishing a governance foundation for Scope 3 emissions tracking.





VISION:

Restoring Hope . Securing the Future . Ending Poverty

Environmental

- Pakistan Poverty Alleviation Fund (PPAF), Pakistan's national apex poverty alleviation institution, has institutionalised environmental sustainability through its ISO 14001-certified Environmental Management System, Environment Policy, and Environmental and Social Management Framework (ESMF), embedding climate resilience and environmental protection across all interventions. PPAF actively supports Pakistan's Nationally Determined Contributions (NDCs) and the National Adaptation Plan 2023, advancing green jobs, inclusive green livelihoods, green energy, and social equity. At the grassroots level, its climate action mitigates vulnerability, raises awareness, enhances preparedness, and reduces carbon emissions while diversifying livelihoods. To date, these efforts have conserved 2.23 million m³ of water, constructed 72 km of protection walls benefiting 156,000 households, generated over 14 MW of renewable energy offsetting 121,579 tonnes of carbon emissions annually, planted more than 500,000 trees for carbon sequestration, and cultivated environmental stewardship among 7,000 young people. Environmental screening, resource efficiency, pollution prevention, and ecosystem management are systematically integrated across all PPAF socio-economic interventions. Looking ahead, PPAF will transform PPAF's ESM Framework and Practices from causing "no net loss" to "net positive".

Social

- With presence across 150 districts, PPAF has organised 2.67 million households into 171,000 community institutions and 440,000 credit/common interest groups, delivering 20,300 capacity-building events (48% women). On climate and disasters, 1.8 million households received emergency relief, 120,000 seismically safe houses were reconstructed, and 260,000 households assisted under drought mitigation. Livelihoods were strengthened through asset transfers to 203,800 ultra-poor households (63% women) and skills training for 498,100 individuals (45% women). Financial inclusion outreach spans 3.5 million interest-free loans (57% women) and 8.4 million microcredit loans, including 2.15 million through PPAF-established PMIC (86% women). More than 34,600 infrastructure projects have benefited 16.92 million people (51% women) 1,450 green energy projects deliver over 14 MW, reaching 586,100 individuals (53% women). Education enrolment stands at 432,900 students (45% girls) across 2,866 facilities; 15.39 million health consultations (56% women) delivered through 970 centres and assistive devices and enterprise training extended to over 39,000 and 3,000 persons with disabilities respectively. Labour safety, occupational health, community protection, and grievance redressal are embedded across all interventions per PPAF's ESMF. Looking ahead, PPAF will enhance community resilience through climate resilient social services, diversified and green livelihoods and enterprises. It will further promote inclusive development, strengthen local institutions and response capacity, and enable local leadership to evolve

Governance

- PPAF operates under a strong corporate governance framework aligned with the Companies Act, 2017, SECP regulations. PPAF integrates a set of fundamental principles into its institutional processes and programme designs as it works through a multi-stakeholder, values-based framework grounded in inclusion, participation, accountability, transparency, and stewardship. Its governance structure brings together government, civil society, academia, and development practitioners, ensuring participatory oversight, evidence-based decision-making, and strong accountability to communities. PPAF maintains a zero-tolerance approach to harassment and corruption, supported by a robust Code of Conduct, and policies, and confidential whistleblowing mechanisms. It implements structured risk management and internal control systems, with regular audits and compliance monitoring to safeguard financial, operational, and regulatory integrity. PPAF has a strong commitment to responsible corporate citizenship, embedding diversity and inclusive leadership across its operations, a commitment recognised through the Global Diversity, Equity & Inclusion Benchmarks Awards. Looking ahead, PPAF plans to expand partnerships with public and private sector and academia to arrive at innovative solutions to address poverty in Pakistan.





VISION:

To better serve customers to help them and society grow

Environmental

- **Green Banking Office and ESRM Integration:** Soneri Bank has institutionalized its environmental strategy through a dedicated Green Banking Office and full alignment with SBP Green Banking Guidelines. Its ESRM procedure is embedded in credit and risk governance, enabling systematic identification and mitigation of environmental risks across the portfolio.
- **Operational Footprint Reduction through Digitization and Efficiency:** The Bank is reducing its environmental footprint by scaling digital banking and process automation to minimize paper use and improve operational efficiency. Continuous monitoring of resource consumption and employee awareness initiatives support a transition toward low-carbon, resource-efficient operations.
- **Environmental Conservation and Community Engagement:** Soneri Bank advances environmental stewardship through partnerships focused on biodiversity protection and waste reduction. Tree plantation and clean-up initiatives contribute to ecosystem restoration while strengthening public awareness and responsible corporate citizenship.

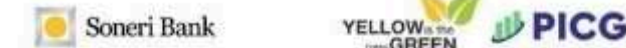
Social

- **Community Investment & Support for Vulnerable Groups — Social Risk Alignment:** Soneri Bank supports vulnerable and underserved communities through targeted outreach, including food distribution, Ramadan programs, and partnerships with welfare institutions. These initiatives align with Banks social risk priorities, strengthening community resilience, trust, and inclusive development.

- **Financial Inclusion & Responsible Access to Finance — Social Risk Alignment:** Soneri Bank advances financial inclusion by expanding outreach and offering inclusive, needs-based products that enable broader participation in the formal financial system. Integration of social considerations into product design supports responsible banking, SME growth, and equitable access to finance in line with Banks priorities.
- **Employee Wellbeing, Diversity & Responsible Workplace Practices — Social Risk Alignment:** Soneri Bank promotes a responsible workplace through employee wellbeing programs, diversity initiatives, and equal opportunity practices that foster a safe and inclusive environment. These efforts align with Banks labour and social risk expectations, enhancing engagement, productivity, and retention.

Governance

- **Board-Level Oversight of Climate & Environmental Risk:** Soneri Bank maintains Board-level oversight of climate and environmental risks, with regular updates to the Board and its Risk and Sustainability Committees on green banking progress and exposures. This ensures alignment with SBP expectations and embeds environmental risk into strategic decision-making.
- **Implementation of an ESRM Framework in Credit Processes:** The Bank has operationalized an ESRM framework aligned with SBP's ESRM Manual, integrating E&S due diligence across credit origination, appraisal, and monitoring. Transaction screening and risk-rating, with enhanced reviews for high-risk sectors, strengthen responsible lending and risk mitigation.
- **Governance for Green Finance, Operations & Disclosure:** Soneri Bank has established governance structures to oversee green finance, operational efficiency, and sustainability disclosures in line with SBP Green Banking requirements. Performance against green targets and operational metrics is regularly monitored and reported, reinforcing accountability.
- **Board & Management Training on Green Banking, ESG & ESRM:** Dedicated PICG-led training enhanced Board and senior management capability on Green Banking, ESG integration, and ESRM oversight. This strengthens tone-from-the-top and supports effective supervision of climate and social risks in line with SBP expectations.



Soneri Bank conducts **ESG Workshop** for the Board of Directors



TEAM SONERI MADE AN IMPACT!
We thank everyone who joined us in the **BEACH CLEANUP ACTIVITY**



We are committed to promoting community well being and environmental responsibility.



VISION:

Driving Commerce and prosperity through our unique diversity.

Ready for Inclusive Sustainable Employment and Entrepreneurship (RISE/E)

- Standard Chartered Bank launched the second phase of the Futuremakers Inclusive Employability project which focuses on economic empowerment of youth with disabilities. Through this programme 960 young people with disabilities will be set on jobseeker/job creator pathways, including access to Accenture's Skills to Succeed Learning Exchange and other vocational trainings. In addition, 32 young entrepreneurs with disabilities will also be supported.

Goal Accelerator Programme

- Supporting 450 young women across Karachi, Lahore and Islamabad, the programme creates structured pathways to entrepreneurship and employability. It focuses on building economic resilience through skills development, income generation, and long-term sustainability.

Thriving Futures

- Thriving Futures supports 900 youth microenterprises (90% women-led) to build capacity and long-term sustainability. Delivered with British Asian Trust, it targets young entrepreneurs aged 18-35, including persons with disabilities.

Women in Tech

- Launched in 2019 to accelerate women-led, tech-enabled enterprises. Over 170 founders have graduated and 50 have received seed funding. These founders have collectively raised USD 16 million, strengthening the female entrepreneurship ecosystem.





VISION:

To empower lives by providing security and protection through insurance and financial solutions developed for the best advantage of the community leading to a resilient and prosperous Pakistan.

Environmental

- State Life Insurance Corporation of Pakistan has embedded environmental responsibility into its operational strategy through measurable action. On Earth Day, the Corporation led a nationwide plantation drive, mobilizing employees across its network to contribute to urban reforestation and climate resilience.
- As part of its clean energy transition, the solarization of the Principal Office and Hyderabad Office now enables 14% of the Principal Office's electricity consumption to be generated through renewable solar energy, reducing reliance on conventional power sources and lowering carbon emissions.
- In parallel, the Principal Office has implemented rainwater harvesting systems conserving approximately 1,000 gallons annually, strengthening responsible water management practices.
- Complementing these initiatives, State Life's accelerated digitalization agenda is reducing paper usage and promoting paper-light operations across departments.
- Collectively, these actions demonstrate a structured shift from ESG commitment to measurable environmental impact within Pakistan's public sector financial landscape.

Social

- State Life Insurance Corporation of Pakistan advanced social impact through targeted, nationwide interventions aligned with the UN SDGs.
- Under Good Health & Wellbeing, the Corporation conducted free Diabetes Health Check campaigns on February 15 and April 15, 2025, in collaboration with over 400 hospitals, benefiting more than 185,000 individuals. It also deployed medical relief camps for flood-affected communities, providing free treatment to over 11,400 patients across Khyber Pakhtunkhwa, Gilgit-Baltistan, and Punjab, and donated an ambulance to Lasbela Welfare Trust to strengthen emergency response capacity.
- Under Quality Education, State Life organized Financial Literacy Camps across multiple underserved regions during State Bank-led Financial Literacy Week, including specialized outreach for students with disabilities.
- Through Partnerships for the Goals, the Corporation launched accidental death and disability coverage of up to PKR 1 million for farmers with Fauji Fertilizer Company and provided subsidized health insurance to KVTC employees, reinforcing inclusive protection and institutional collaboration.

Governance

- State Life Insurance Corporation of Pakistan has built one of the country's most secure, large-scale health data privacy and governance frameworks, supporting over 180 million beneficiaries under national programs.
- The Corporation strengthened oversight through the ORSA framework, nationwide Risk-Based Auditing, digital audit modules, and a centralized Compliance & Risk Register—ensuring structured, data-driven monitoring and regulatory alignment. Board governance has been reinforced through a secure BPMS platform, while 3.9 million policy files have been digitized to enable controlled, instant retrieval.
- In health operations, a fully Digital Pre-Authorization System—integrated with NADRA biometric verification—ensures real-time identity validation, secure hospital notifications, auditable CRM records, and performance dashboards.
- AI-powered claim models detect near-duplicate submissions and enable automated dialysis claim processing, enhancing fraud control and data integrity.
- Together, these initiatives demonstrate a comprehensive institutional shift toward privacy-focused digital governance, operational transparency, and secure health data management at national scale.



SIEMENS

VISION:

A Technology Company focused on infrastructure and industry. From more resource-efficient factories and resilient supply chains to smarter buildings and grids, we create technology with purpose, adding real value for our customers.

Environmental

- Protecting the environment, conserving our natural resources, fostering the health and performance of our employees, as well as safeguarding their working conditions are core to our social and business commitment at Siemens.
- At Siemens, we prioritize the mental well-being of our employees as an integral part of our commitment to their overall welfare. We deeply understand the pivotal role a healthy mental state plays in ensuring our employees' success and satisfaction. To facilitate this, we have established a partnership with Saaya Health for our Employee Assistance Program. Through this collaboration, we have taken proactive steps to actively engage with our employees by conducting various training and awareness sessions specifically focused on promoting mental health within the workplace. These sessions aim to equip our workforce with the knowledge and tools necessary to manage stress, maintain a positive work-life balance, and seek support when needed. Our ongoing efforts reflect our dedication to fostering a supportive and mentally healthy work environment for all our employees.
- In this regard our focus is on the importance of the Degree Framework and Siemens EHS Essentials such as electrical safety,

wellbeing of our employees and road safety. It constitutes a 360-degree approach for all stakeholders – our customers, our suppliers, our investors, our people, the societies we serve, and our planet. These topics remain crucial in our effort to achieve Zero Harm Culture and "Healthy and Safe@Siemens" which remain crucial EHS aspects. We firmly believe that ensuring and behaving in a safe manner demonstrates discipline, which in turn leads to sustainable development.

Social

At Siemens, we strive to transform the everyday for everyone through partnerships and social initiatives that scale societal impact and contribute to the Sustainable Development Goals (SDGs).

- The Citizens Foundation (TCF):** Supported education for disadvantaged children across Pakistan by funding and enabling classrooms, helping expand access to quality learning and empowering future generations.
- Institute of Industrial Electronics Engineering (IIEE):** Equipped the institute with advanced automation tools (SIMATIC S7-1500 PLCs, HMIs) and provided OT Cybersecurity training to strengthen practical engineering skills aligned with Industry 4.0.
- The Hunar Foundation (THF):** Signed a MoU to deliver hands-on industrial training in trades such as CNC machining and welding, offering workplace-based learning opportunities to more than 35 students and enhancing workforce readiness.
- ChildLife Foundation:** Donation supporting essential medicines and medical supplies for emergency rooms, enabling free, life-saving treatment for disadvantaged children and improving healthcare access..

Governance

- The Company is committed to meeting, and wherever feasible exceeding, all applicable legal, regulatory, and ethical requirements, and to conducting its business in accordance with the highest standards of integrity, transparency, and professional excellence. The Board provides strategic direction for continuous improvement by regularly reviewing and challenging existing processes, policies, and controls.
- The Company actively embraces change and innovation to ensure long-term resilience and sustainable value creation, positioning itself to respond effectively to emerging risks and opportunities. This commitment is underpinned by attracting, developing, and retaining high-calibre talent, and by fostering an inclusive work environment that equips employees with the skills, capabilities, and opportunities required to perform at their best and contribute meaningfully to the Company's environmental, social, and governance objective.





VISION:

To be a leading national enterprise with global aspiration, effectively pursuing multiple growth opportunities.

- STDC operates critical transmission infrastructure that supports energy security and economic development within Sindh. In doing so, the company remains committed to minimizing environmental impact and promoting sustainable energy practices. Environmental responsibility at STDC is embedded within its operational systems and is reinforced through the implementation of the ISO 14001:2015 Environmental Management System. Environmental monitoring and compliance mechanisms are integrated into project planning, construction, and operational phases to ensure adherence to applicable regulatory requirements and environmental standards.
- The Company's transmission operations are designed to maintain technical losses within the limits approved by the National Electric Power Regulatory Authority (NEPRA), thereby contributing to energy efficiency and reducing wastage within the power supply chain. By ensuring optimal grid performance, STDC supports responsible energy transmission and strengthens the reliability of the provincial power infrastructure.

- STDC is also actively aligned with Pakistan's broader transition toward renewable and low-carbon energy. Through its participation in projects such as the proposed floating solar initiative and infrastructure development in renewable energy corridors, the company contributes to facilitating green energy integration into the grid system. Environmental considerations are taken into account in route planning, land utilization, and infrastructure design to minimize ecological disruption. The Company remains committed to conducting Environmental Impact Assessments (EIAs) where required and to adopting mitigation measures that protect biodiversity and natural resources.
- Internally, STDC promotes responsible resource management through efficient energy use in offices and grid stations, proper handling of hazardous materials, spill prevention protocols, and safe disposal of waste. The Company continues to explore opportunities for climate risk assessment and infrastructure resilience to ensure preparedness against extreme weather conditions and long-term climate variability.





VISION:

To lead Pakistan's Just Green Transformation through sustainable finance synergized with environmental stewardship, social responsibility, and strong governance

Environmental

- WWF Pakistan Green Office Project for L&DC
- Energy Audit of L&DC
- Tree Plantation Drive at DPS School Lahore (1000 tree saplings were planted).
- Tree Plantation Drive at BACHS, Lahore
- Introduces composting pits in collaboration with MM Traders (waste Management Company) for our L&DD office Organic waste.
- Save Paper, Save Tree Message Displayed on ATM screen and on Credit card E-Statement
- E-Statement drive
- Bicycles Handover Ceremony (distributed bicycles to students of beacon house university)
- EPA emission testing
- Installation of Air quality Monitoring sensor at BOP Head office in collaboration of Urban Unit
- Natural Resource Conservation Awareness Campaign through Call C
- Digital SME Portal
- Digital Scorecards
- Loan Origination System

Social

- BOP Day Care Facility
- Safety and defensive driving training (in collaboration with the traffic police)
- Empowering women Entrepreneurs: SME Awareness session
- BOP Naaz Branches for women
- Working Women Day
- Pinktober Celebration at BOP (Empowering women through awareness)
- Movember Celebration at BOP (Movember to promote awareness about men's health and well being)
- Installation of 1561 Air purifiers in BOP branches and Offices
- Free Helmet Drive
- Inclusive Hiring & Model Branches
- PWD Khidmat Card
- BOP Qalandar Cricket League
- BOP sponsors 1st CM PINK Games 2024
- Sehar Kahani
- Blood Donation Camps
- BOP Himmat card
- Flood Relief efforts

Governance

- Establishment of Board Environmental, Social and Governance Committee (ES&GC)
- Establishment of ESRM Steering Committee
- Development of Green Banking ,Environmental & Social Risk Management (ESRM) Policy & Procedural Manual
- More than 10,000 Employees trained on Green Banking and ESRM
- BOP Won Best Bank for ESG –Euromoney awards for Excellence 2025 and Pakistan Domestic Sustainable Finance initiative awards 2025 in year 2025





VISION:

To evolve as a dominant insurance player in Pakistan by exploring profitable niches through deployment of cutting-edge technology and proficient human capital.

Environmental

• Biodiversity & Ecosystem Restoration

- TPL's work at the Mangrove Biodiversity Park goes beyond plantation drives into science-backed ecosystem restoration. With over 1,000 mangrove saplings planted and a biodiversity study identifying 70 bird species and multiple other fauna, the initiative supports climate resilience and coastal protection.

• Resource Efficiency & Waste Reduction

- Through a traceable recycling program, TPL diverted over 7,000 kg of waste from landfills while promoting responsible waste practices among employees. Combined with water conservation awareness and air-quality monitoring in offices, the company is embedding environmental responsibility into daily operations.

• Clean Energy Transition

- Solar energy generation at the Shahrah-e-Faisal office marks TPL's early shift toward renewables, producing 3,000+ kWh and reducing dependence on fossil fuels. Exploration of hybrid systems and storage solutions indicates a long-term energy transition roadmap.

Social

• Healthcare Access & Employee Wellness

- TPL supports leading healthcare institutions while also prioritizing employee health through blood donation drives, cancer awareness, diabetes screenings, and mental wellness workshops. These efforts extend care both inside the organization and into the wider community.

• Education, Inclusion & Disability Empowerment

- Partnerships with TCF, Deaf Reach, SOS Village, and NOWPDP reflect a focus on inclusive education and skills development. Programs for persons with disabilities and initiatives encouraging women in STEM demonstrate TPL's commitment to equitable opportunity.

• Culture of Volunteering

- With over 650 volunteer hours logged, TPL employees actively engage in community causes ranging from environmental education to inclusion initiatives. This builds a culture of empathy, civic responsibility, and employee-driven impact.

Governance

• ESG Capability & Internal Integration

- TPL has invested in ESG knowledge-building through structured training programs and sustainability workshops, enabling teams to integrate environmental and social responsibility into operational decision-making. This reflects a move from CSR activity to institutional ESG practice.

• Multi-Stakeholder Partnerships

- The company collaborates with hospitals, NGOs, WWF-Pakistan, and government bodies, demonstrating a governance model built on partnerships and shared accountability. Such engagement strengthens transparency and impact credibility.

• External Recognition & Ethical Culture

- Awards such as the CSR Awards and GDEIB recognition validate TPL's commitment to responsible corporate citizenship, diversity, and inclusive leadership. These acknowledgements reinforce governance maturity and stakeholder trust.





VISION:

To enhance stakeholders' value by being a supplier of first choice whilst maintaining leadership position in domestic market and profitably expanding footprint in the international market.

Environmental

- Tri-Pack Films is advancing circular packaging through innovation, renewable energy adoption, and certified sustainable sourcing. In 2025, the Company achieved ISCC PLUS certification, enabling traceable sourcing of recycled and bio-attributed feedstocks under mass balance principles and supporting multinational customers requiring verified recycled content.
- The Company is transitioning toward mono-material solutions through Super High Barrier MOPP (alternative to aluminum foil), Heat-Resistant BOPP (alternative to PET), BOPE structures, and development of PCR-based and biodegradable films.
- In 2024, renewable energy share increased from 5% to 8%, supported by 4.3 MW installed solar capacity. Energy intensity improved by 9%, water intensity by 19%, and solar generation increased by 64%.
- These initiatives align with Packages Group's broader ambition to reduce plastic dependency and promote responsible material stewardship across the value chain.

Social

- Tri-Pack Films promotes an inclusive, safe, and performance-driven workplace aligned with ILO standards and national labor laws.

In 2024:

- 100% of employees were covered under certified occupational health and safety systems (ISO 45001).
- Return-to-work rate after parental leave was 100%.
- 17.2% of total promotions were awarded to women.
- Overall, employee retention stood at 97%.
- The Company follows merit-based recruitment, transparent internal mobility, and structured promotion systems based on performance and leadership behaviors. Special focus is placed on increasing female participation in technical and manufacturing roles.
- All employees are governed by a Code of Conduct, Anti-Harassment Policy, and Diversity & Inclusion Policy to ensure fairness, dignity, and equal opportunity.

Governance

- Tri-Pack Films operates under a robust governance framework aligned with the standards of Packages Group.
- The Company maintains ISO 9001 (Quality), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health & Safety) certifications, with no major or critical non-conformities in recent Integrated Management System audits.
- The 2025 ISCC PLUS certification further strengthens governance in sustainable sourcing, traceability, and regulatory compliance related to circular plastics and recycled content disclosure.
- Structured internal controls, compliance monitoring, and documented SOP-based operational systems ensure accountability across procurement, production, and reporting processes.
- The Company's governance model emphasizes risk management, ethical conduct, regulatory alignment, and board-level oversight of ESG priorities – embedding sustainability within long-term corporate strategy.





Vision:

UBL envisions to be the market leader in sustainable finance and the preferred choice for its customers and employees. Our Vision is to create a sustainable future for our stakeholders by integrating ESG principles into our business operations, investment processes and stewardship.

Environmental:

- Increased digitization through UBL app, digital accounts, digital front end, to minimize paper usage and conserve energy.
- Branchless Banking through Omni accounts, offering a branchless banking solution with easy deposits and withdrawals, contributing towards inclusive banking.
- Branches being converted to solar energy and entire branch network has moved to energy efficient LED lights.
- Integration of Environmental, Climate, and Social Risk Management into the Credit Lifecycle and Decision-Making Process.
- Extending financing towards renewable energy including solar, wind, biomass, contributing towards climate mitigation efforts.

Social:

- Offering attractive liability products with focus on women, PWDs, senior citizens, tax-paying citizens, freelancers.
- Enhanced female representation in the workforce.
- Trainings and digital portal development to empower women and facilitate quick communication of workplace problems and harassment complaints.
- Employee Health & Safety through Medical insurance coverage, marriage grants, children care allowance, and extended family support for employees as well as maternity leaves benefits.
- Trainings and events on fair treatment of customers and financial literacy.
- Giving back to community through monetary and material contributions to education, healthcare, and community.

Governance:

- Adheres to corporate governance regulations ensuring business ethics and transparency including board independence.
- Deploys adequate data safety and cyber security protocols as well as Fraud prevention measures.
- Compliance with Local & International Laws and Regulations as well as those pertaining to ESG.





VISION:

At Unilever Pakistan, sustainability is a strategic business imperative. Our approach keeps evolving as we integrate ESG considerations into how we grow our brands, run our operations and engage across our value chain. We focus on four priority pillars most material to our business and society – Climate, Nature, Plastics and Livelihoods.

Environmental

- Guided by our Climate Transition Action Plan, Unilever Pakistan is working towards achieving Net Zero emissions by 2039 across our value chain. Already, 97% of our operations are powered by renewable energy, delivering a 95% reduction in emissions compared to our 2015 baseline.
- We are tackling plastic pollution through reduction, circulation and collaboration. In 2024 we started collecting more plastic than we sell. We are continuously working on making our packaging recyclable and 100% of our shampoo bottles are recyclable. Additionally, two of our shampoo variants now contain 25% post-consumer recycled plastic.
- In line with our commitment to strengthen water security, we are launching water stewardship programmes across two factories, including aquifer recharge, watercourse lining and floating treatment wetlands. The project aims to replenish 192.5 million liters of water per year. Furthermore, last year we launched a project to locally source tomatoes through our responsible sourcing guidelines.

Social

- Unilever Pakistan is fully committed to operating as a responsible business by respecting human rights, advancing equity, diversity and inclusion, conducting business with integrity, and ensuring the safety and wellbeing of people.
- We are committed to fostering a culture where diverse teams can thrive and contribute to high performance. To support this, we are building a workforce that reflects the communities we serve, establishing inclusive policies and practices such as fair compensation frameworks, and creating an environment where every individual feels a strong sense of belonging. We maintain zero tolerance for bullying, harassment and discrimination, and remain focused on fair wages and income, the elimination of forced labour, and the protection of health and safety.
- We continue to advocate for living wages, working with value chain partners to support the transition from minimum wage to living wage, while ensuring that 100% of our FTEs and inner core earn a Living Wage. Beyond our own operations, we work with local NGOs to improve access to healthcare, education for children and better livelihoods within communities.

Governance

- Strong corporate governance is a critical enabler of our sustainability ambition and underpins accelerated progress against our goals. At Unilever Pakistan, responsible business principles are deeply embedded across our operations, with clear leadership oversight and accountability.
- We are committed to doing business with integrity, respecting human rights, advancing equity, diversity and inclusion, and ensuring the safety and wellbeing of people. Product safety and quality are of utmost importance, and our products are designed and manufactured to be safe for their intended use, earning the trust of consumers.
- We act as a responsible taxpayer, recognising the importance of transparent and compliant tax practices in contributing to national development. Sustainability and business risks, including environmental, social and governance risks, have been assessed and are integrated into our decision-making and management processes, strengthening resilience, transparency and long-term value creation.



VELLANI & VELLANI

Amalgamated with Amhurst Brown

VISION:

Building on a longstanding legacy of legal excellence, Vellani & Vellani delivers pragmatic and ethically grounded counsel. We foster a professional environment rooted in diversity, equality, collaboration, and continuous growth, supporting responsible businesses and strong institutions. Our goal is to advance sound governance, inclusive opportunity and sustainable progress through trusted guidance.

Environmental

- adopting paper-light practices and digital documentation to reduce paper consumption and operational waste.
- decarbonising energy reliance by transitioning to [green] [solar] energy.
- reducing carbon footprint by encouraging more virtual meetings.
- promoting responsible workplace practices including efficient use of resources within firm operations.

Social

- Vellani & Vellani is committed to fostering a diverse and inclusive environment, recruiting talent from varied backgrounds and perspectives, where everyone feels valued and respected. Women account for 46% of our workforce.
- We encourage a culture of mentorship and promote merit-based opportunities and professional development across all levels.
- To give back is embedded in our ethos – we routinely allocate our resources towards providing pro bono legal support and skills-based volunteering to not-for-profit organizations.
- Our team's health, safety and well-being is integral – we support our people to take responsibility for their physical and mental health and build resilience through flexible working hours, work-from-home options, health awareness programs, and sports and team building activities.

Governance

- Integrity: Doing the right thing – upholding strict ethical standards, transparency and professional accountability in all legal services while strictly maintaining client confidentiality and professional secrecy.
- Excellence: Maintaining robust professional standards and internal accountability practices consistent with established legal and regulatory frameworks.
- Expertise: Advising corporations, financial institutions, not-for-profit organizations on corporate governance, regulatory compliance and risk management frameworks.
- Commitment: These values are reflected in the way we conduct our business, the services we provide and our relationships with all stakeholders.





VISION:

Be a trusted and innovative partner collaboratively building a sustainable energy future for the people of Pakistan

Environmental

Wafi Energy launched 2nd retail site, made from recycled plastics. Situated in Police Lines Rawalpindi, site is built using 7,700 kilograms of plastic waste, equivalent to more than 5.8 million pieces of end-of-life plastics, infused into construction.

Shifting towards clean and affordable energy within operations and also for customers accessibility. For this Karachi Head office (250KW), forecourts (250 sites producing 3K KW) and Terminals (384 KW) locations have been shifted to solar energy. For customers, EV charging stations are provided.

Social

Tameer Trust managed by Wafi Energy registered in 2003. Program committed to youth empowerment, through entrepreneurship and job creation. Program has reached 1.2m youth, 1210 business startups supported and 214 businesses are rewarded with seed funding.

Through Access to clean energy project we installed 6 solar tube wells, benefiting 300+ farmers. 40 farming households provided solar-powered irrigation kits. 40+ eco-friendly cooking stoves to 400+ households. 1 solar milk chiller, supporting 40+ dairy families. 3 solar-powered poultry incubation units, reducing energy costs and improving hatch rates for small-scale poultry farmers.

Governance

Wafi Energy Pakistan upholds highest standards of corporate governance, ethical business practices and regulatory compliance. Key governance and compliance policies reviewed and refreshed, anti bribery corruption and anti money laundering, Gifts and hospitality, Conflicts of Interests, Trade Compliance, HSSE and Data Privacy and Cybersecurity.



Other Corporate Members





Lifetime **INDIVIDUAL MEMBERS**





Muhammad Ahsan Iqbal

Independent Director PICG |
Chief Financial Officer

“

As governance-focused financial leader, I have consistently embedded Environmental, Social, and Governance (ESG) principles into corporate strategy, risk management, and operational frameworks. My role as an Independent Director and CFO has enabled me to drive sustainable practices, strengthen stakeholder trust, and enhance long-term value creation.

”

- Promoted resource efficiency and waste reduction in manufacturing and agri-based operations through disciplined cost and process optimization.
- Supported digital transformation and automation, reducing paper usage and improving operational sustainability.
- Fostered ethical leadership, team development, and accountability, creating responsible organizational cultures.
- Strengthened internal controls, risk management systems, and compliance frameworks in line with regulatory requirements.
- Ensured IFRS-compliant financial reporting and robust disclosure practices, enhancing investor confidence.



Shahan Waheed

Associate Professor & Section
Head Emergency

AGA KHAN UNIVERSITY HOSPITAL

“

To advance healthcare at the intersection of healthcare and corporate governance, driving innovation, accountability, and collaborative leadership to deliver exceptional patient outcomes and sustainable organizational excellence.

”

- I leverage my roles as an Emergency Physician and Healthcare Leader to promote sustainable healthcare practices, equitable access to care, workforce development, and ethical governance. By integrating healthcare and corporate governance principles, I drive patient safety, operational excellence, accountability, and innovation while building resilient healthcare systems that create lasting value for patients, healthcare professionals, communities, and organizations.



Individual **MEMBERS**





**Ali Atiq
Ahmed Khan**

Strategy, Governance &
Excellence Consultant

“Global strategy and governance experience—dedicated to supporting & strengthening Pakistan’s institutions and leadership for sustainable national impact”

I believe ESG is not a cost or a compliance exercise, but a strategic framework for long-term profitability, risk resilience, and sustained enterprise value. Organizations that embed ESG into strategy consistently outperform over the long term

ESG belongs in the boardroom, not in sustainability departments. Boards must own ESG strategy, ensure alignment with enterprise risk management, and hold management accountable for performance and outcomes



**Aslam Siddiq – FCCA,
ICAEW**

Finance Leader | Entrepreneur

“My vision is to build stronger organizations through sound governance, transparency, accountability, and ESG stewardship, enabling sustainable growth, long-term value creation, and lasting positive impact for all stakeholders.”

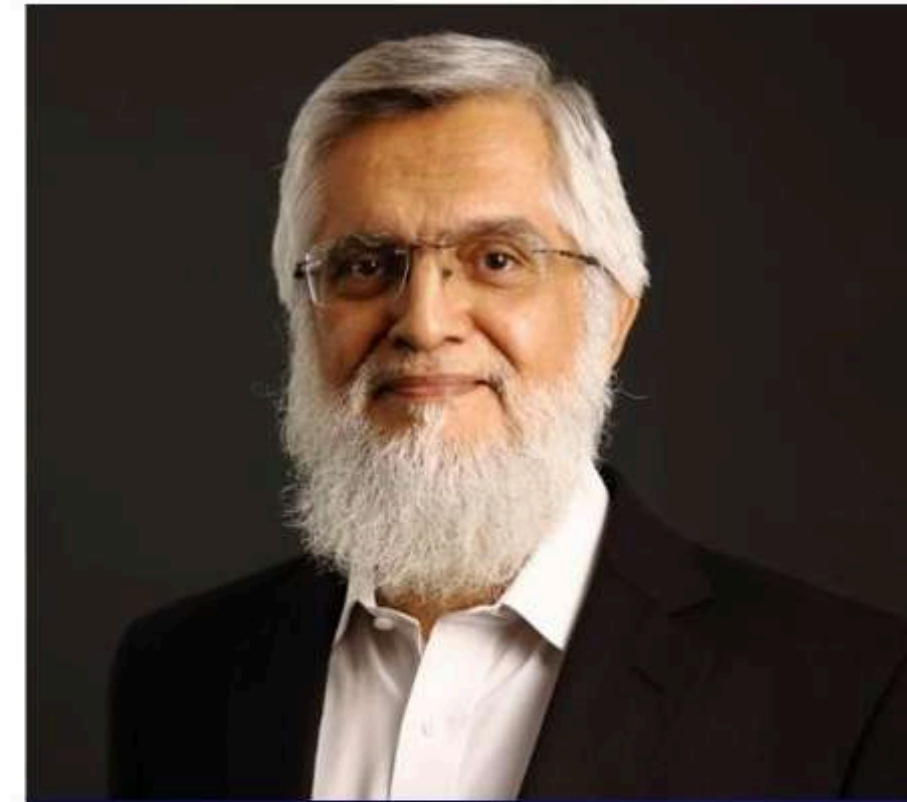
- I am a finance professional with over 15 years of experience in accounting, audit, corporate governance, ESG, and financial management. As a dual-qualified member of FCCA and ICAEW, I specialize in financial reporting, advisory, strategic planning, and governance across a range of industries.
- I am the founder of Even Digits Consultancy, a firm that I have successfully grown to a team of more than 40 professionals within a few years. Through this platform, I provide accounting, audit, taxation, outsourcing, and consultancy services to local and international clients, with a strong focus on quality, efficiency, innovation, and value creation.
- Currently, I serve as CFO and Treasurer for AMAN and NCMNH, where I contribute to strengthening financial governance, enhancing organizational sustainability, and supporting impactful initiatives in the non-profit sector.
- My professional journey has provided me with international exposure across Pakistan, the UAE, and Oman, enabling me to develop a strong understanding of global business practices, regulatory frameworks, and cross-border business operations. I am also expanding my presence in the UAE through my IFZA-based consultancy, focusing on building strategic client relationships and delivering high-quality financial and advisory services.
- As part of my commitment to leadership and governance excellence, I have successfully completed the Directors Training Program (DTP) from the Pakistan Institute of Corporate Governance (PICG), ESG Tracks from PICG, and the ICAEW Sustainability and ESG Certification. These qualifications have strengthened my expertise in corporate governance, board leadership, sustainability, and responsible business practices.
- Beyond my professional responsibilities, I am passionate about education, innovation, and technology-driven transformation. I am actively involved in developing digital learning initiatives such as Bakhbar Naujawan (BKN) and exploring the application of Artificial Intelligence (AI) to enhance business processes, professional learning, and organizational efficiency.



Bushra Naz Malik
Governance Expert

“Generating sustainable economic activity through policy interventions promoting projects involving fair competition, forestry, agroforestry and aquaculture.”

I have worked for organisations whose value systems align with mine. As board member and audit and risk committee chair I have promoted diversity wearing different lenses and have initiated social topics ranging from safety, ensuring nobody is left out or left behind and caring for our planet in organisations of public interest like ILO, UNHCR, UNAIDS, ASC, CGIAR, WAC, CIFOR, AJKB, FFCL, TCP, PIDC, LSE, GOP and ICAP.



Irfan Ali Hyder
Director, HR Consultant
Member BoD
Ubank

“I work to promote good governance in business, inclusion & sustainability in the economy, and ethics & holistic prosperity in society.”

- I have endeavored to serve humans who face various impediments in life & work. E.g. humans who are specially abled, humans who are marginalized, and humans who need a steer and a guide and a push.
- In Corporate life, I have diversely contributed to business integrity & growth, organizational robustness, fair play, wellbeing, as well as corporate social responsibility.
- In Governance, I encourage singular focus on organizational vision, mission, values and purpose. I value an environment that contributes to the prosperity of the business and all stakeholders: e.g. shareholders, management, employees, customers, vendors alike.



Jahanzaib Durrani

Board Director/Chairman
Audit Committee
OGDCL

“To turn resource wealth into governed prosperity, where extraction strengthens institutions, communities, and long-term national stability.”

- Led company-wide carbon footprint assessment across seven producing fields and developed a formal GHG management policy aligned with international climate reporting frameworks (e.g., GHG Protocol / IFC PS3)
- Reoriented CSR framework toward development impact metrics (education, health, local economic participation) instead of philanthropic expenditure.
- Strengthened board oversight through Audit & Risk leadership, formal audit manual adoption, and regulatory compliance structuring consistent with public-sector governance norms.



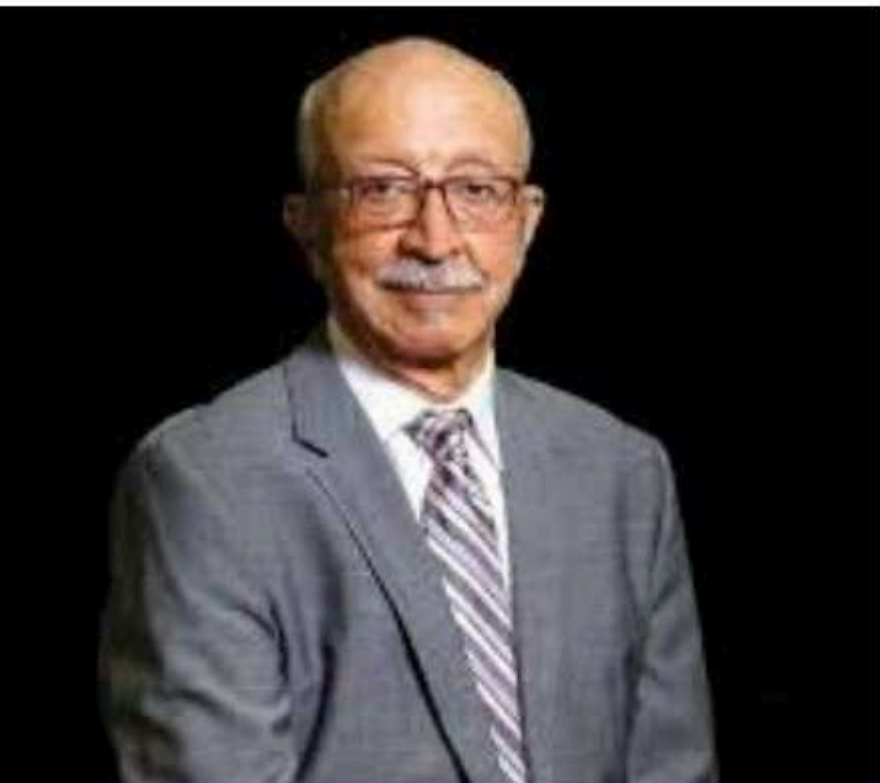
Dr. Kaiser Naseem

Independent Board Member
Various Companies (mainly
financial institutions)

“To guide diverse companies to thrive in a sustainable economy by focusing on building enlightened governance, with a strategically composed board providing rigorous oversight of ESG integration, and an actionable path to net zero, ensuring lasting legacy alongside performance.”

As an independent BOD member, I:

- Bring ESG centre stage on BOD agendas
- Champion a formal Board ESG Skill Matrix
- Institutionalize ESG in Governance
- Mandate Robust Stakeholder Engagement Oversight
- Demand a Transition Plan, Not Just a Target
- Oversee just transition planning
- Commit to Continuous Learning



Mohammed Raziuddin Monem

Director
Sui Southern Gas Company
Limited

“Visionary oilfield leader driving performance, QHSE excellence, and innovation; empowering teams, optimizing delivery, and creating sustainable value through strategic leadership, governance, and decades of global expertise.”

- Demonstrated strong commitment to QHSE, ensuring quality, health, safety, and environmental excellence across oilfield operations; led adoption of responsible technologies and chaired the Board Risk Management, Litigation and HSEQA Committee to reinforce compliance and safety practices.
- Served thirteen years as Chairman of Patients' Behbud Society at AKUH and continues as Co-Chairman of its Community Advisory Board since 2006, supporting healthcare, welfare initiatives, mentoring, and team development.
- Held leadership roles as Country Manager and CEO Pakistan and Area Operations Manager Middle East at M-I Schlumberger; Certified Board Director; served on corporate boards; and led governance, nomination, and remuneration committees.



Muddassir Farooq

Independent Board Member
and Finance Advisor

“To advance sustainable business success through ethical leadership, strong governance, and financial stewardship.”

- Support responsible business practices that enhance stakeholder trust, employee well-being, diversity, and community engagement while fostering a culture of integrity and continuous improvement.
- Encourage the use of technology, data analytics, and performance measurement to monitor ESG objectives, improve resource efficiency, and strengthen organizational resilience.
- Believe that finance leaders play a critical role in embedding sustainability into decision making and accelerating the transition toward a more responsible and inclusive economy.



Muhammad Abubakar

Board Member & Advisor |
Governance Futurist |
Institutional Reformer |
Legacy Builder

“Building institutions that outlive individuals and governance systems that serve generations.”

- Certified Board Director with experience across PLCs, SOEs, NPOs, family businesses and MNC's.
- Board Advisor at Contech Group, Board Member at Bereket Group, and Industrial Advisory Board Member at Dawood University of Engineering & Technology.
- Over 17 years of leadership experience across Asia, Africa, and the Middle East in Food, FMCG, Agriculture, Healthcare, Engineering and Manufacturing sectors.
- Advises boards and leadership teams on governance, strategy, ESG, risk, and institutional resilience, drawing on experience across international development, public and private sector initiatives.
- Chair, National Halal Supply Chain Committee; contributor to national standardization initiatives under PSQCA, Ministry of Science & Technology.
- International speaker and advocate for future-ready governance and institutional excellence.
- Helping boards navigate complexity, strengthen stakeholder trust, and build resilient institutions that create lasting value for future generations.



Muhammad Ali Yazdani

IsDB Representative Pakistan
Islamic Development Bank
(IsDB)

“I envision of a climate-resilient, inclusive, and well-governed Pakistan where ESG principles transform development into lasting prosperity for all.”

- People First, Planet Always: Inclusive development means no community is left behind and no resource is left unprotected.
- Business as a Force for Good: Sustainable businesses don't just generate profit; they create shared prosperity that uplifts economies and transforms lives.
- Transparency Builds Trust: Open governance and accountable institutions are the bedrock upon which lasting development is built and investor confidence is won.



Mumtaz Yousuf

EX-Investment Banker

“My vision is to enhance the awareness and benefits of a credible Corporate Governance for the benefit of the Stakeholders at large.”

- Implemented green initiatives through paperless record keeping.
- Reducing Carbon footprint through Zoom meetings instead of Air Travelling.
- Offering no-cost trainings to fresh graduates for financial literacy.



Saima Zafar

Head Customer
Experience & Journey
HBL

“Committed to redefining banking through transparency, innovation, and customer-centric solutions, while building trust and driving inclusive financial growth with the highest ethical standards.”

- Employee Diversity & Equity : Set measurable DEI targets, ensuring fair representation in leadership roles and team compositions.
- Renewable Energy: Encourage transition operations to solar, wind, or other clean energy sources. engaged with local foundations in building skill sets for solar projects as well.
- Community Investment: Fund local education, healthcare, or housing initiatives. Worked on education sector specially girl's education.



Shahid Muhammad Khan Ghauri

Head of Operations | CEO & Founder

LOLC Microfinance Bank Limited (Pakistan) | Shura Strategy Private Limited

“To redefine the financial landscape by bridging the gap between ethical principles and sustainable global banking practices, ensuring that financial inclusion serves as a catalyst for both individual dignity and national economic resilience.”

As a seasoned banking leader and CEO of Shura Strategy, I leverage 24 years of expertise to drive financial inclusion and ethical Shariah-compliant governance across Pakistan's microfinance sector. My contributions include pioneering green banking operations, empowering thousands of underserved borrowers through gender-specific financial products, and shaping national industry standards via academic board memberships. Moving forward, I am committed to advancing ESG compliance and digital fintech transformation to ensure transparent, sustainable, and accessible banking for all.



Shams ul Islam

Independent Director
Omar Jibran Engineering Industries Limited (OJ)

“My vision is to create an inclusive and empowering educational environment where every child has access to the opportunity to realise their fullest potential.”

- Automotive Engineering & Manufacturing (Automotive Components / OEM Production)
- Advocates energy efficiency, waste reduction, regulatory compliance, and responsible sourcing across operations.
- Promotes workplace safety, employee development, equal opportunity, and meaningful stakeholder engagement.



Tariq Viqar Bakhshi

Managing Director

Federal Employees Benevolent
and Group Insurance Funds

“To dedicate my experience and abilities to enhancing governance in all its forms, driving institutional excellence, and promoting policies that improve lives of those around me”

- Throughout my public service career, I have promoted environmental sustainability, social development, and strong governance through policy leadership and institutional reform. My environmental contributions include support for UN-backed environmental and sustainable development initiatives at EAD. Socially, I have advanced education reforms, employee welfare programs, poverty alleviation efforts, and improved public service delivery at district, provincial, and federal levels. In governance, I have managed large public institutions and financial portfolios, strengthened accountability and transparency, supported regulatory compliance, and contributed to effective board oversight. My approach is guided by integrity, ethical leadership, stakeholder engagement, and the creation of sustainable public value.
- During over 29 years in the Pakistan Administrative Service, I have successfully led major public institutions, policy reforms, and development initiatives at district, provincial, federal, and international levels. I currently manage a fund exceeding PKR 113 billion as Managing Director, FEB&GIF, which was a PKR 62 billion when I joined. Progress has been made in almost all areas of FEBGIF. Key achievements overall include contributing to energy sector reforms that reduced losses by over PKR 100 billion, managing a US\$3.8 billion China portfolio, negotiating trade and economic matters at the WTO, increasing Gilgit-Baltistan revenues by 33%, overseeing an education budget of PKR 28 billion, and leading district administration with a PKR 4 billion budget. I have consistently delivered institutional reforms, strengthened governance, improved financial management, and represented Pakistan effectively in international forums and negotiations.



Yousuf H. Mirza

Chief Executive Officer
International Industries
Limited

“International Industries’ ESG vision is to drive sustainable growth through environmental stewardship, social responsibility, and ethical governance.”

- International Industries contributes to ESG by reducing its environmental footprint through renewable energy adoption, energy efficiency, waste reduction, and responsible resource management, while advancing social development through employee well-being, diversity and inclusion, community health, education, and welfare initiatives.
- The Company strengthens ESG outcomes through robust governance, ethical business practices, transparency, and active stakeholder engagement, ensuring responsible decision-making, regulatory compliance, and long-term sustainable value creation for shareholders, employees, communities, and the environment.



Zehra Hussain

Senior Legal
Associate

Pinjani & Vadria Lawyers

“My vision is to practice and promote corporate governance with integrity while being mindful of environmental and social considerations, recognizing ESG as an evolving responsibility”

- Intention to build practical knowledge of green finance, renewable energy and environmentally responsible business models over time.
- Efforts to adopt more environmentally considerate habits, including reduced paper usage and greater reliance on digital processes.
- Increasing awareness of how environmental considerations intersect with finance, infrastructure and long-term business risk.
- Primary professional focus on corporate governance, regulatory compliance and board-level advisory under the Companies Act, 2017 and SECP frameworks.
- Experience assisting organisations in strengthening internal governance structures, documentation and accountability mechanisms with a commitment to continuous learning in ESG through professional training, institutional engagement and reflective practice



Zulfiqar Alam

Chief Executive Officer
Pakistan Housing Finance
Company Limited

“My work is guided by a belief that finance should improve lives — fostering inclusion, strengthening governance, and shaping sustainable institutions that create value beyond numbers.”

- Promoted sustainability considerations in real estate and housing finance, encouraging resource-efficient developments and long-term urban resilience.
- Advanced financial inclusion and affordable housing initiatives, while supporting community impact through clean water and livelihood programs in underserved areas.
- Strengthened transparent institutional frameworks, emphasizing ethical leadership, robust controls, and investor protection across financial and REIT platforms.

Our *Honorary* Member

FUAD AZIM HASHIMI

Other Individual Members



ALI AKBER ABDULLAH

ALIYA SAEED KHAN

ANEES YOUNUS

ASLAM HAYAT

AVA A. COWASJEE

FAISAL QURESHI

IRFAN TAJ

JAWWAD SHEKHA



KANWAL MALIK

MAZHAR ALI NASIR

NADEEM AHMED JEDDY

SAEED UR RAHMAN

SAIF ALI RASTGAR

SAIFUDDIN N. ZOOMKAWALA

SAMYA NASIR



SEEMA JAFFER

SHAKAIB ARIF

SHUJA AHMED ALVI

YACOOB SUTTAR

ZEESHAN AHMAD



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ACKNOWLEDGEMENTS

The completion of the Members' Handbook has been made possible through the collaborative efforts of several entities, individuals, and team members, to whom we extend our sincere appreciation.

We are deeply grateful to our esteemed members for their continued support of PICG and its initiatives as the Member Body, and for their valuable contributions to our events, services, and research.

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Trainings

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ESG Executive Tracks

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Shareholder Agahi Portal

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