

# LAMHAY!

Packages Group

JANUARY 2026 EDITION

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**OUR  
People**



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Packages Group

An aerial photograph of a dense, lush green forest. The trees are tall and closely packed, creating a rich, textured canopy. The lighting is bright, highlighting the vibrant green of the foliage. Centered over the forest is a white text overlay.

**Sustainability**  
is the **foundation** of  
**resilient businesses**  
and a **better future**  
for generations to  
come.



Packages Group

# CREATING A BETTER TOMORROW

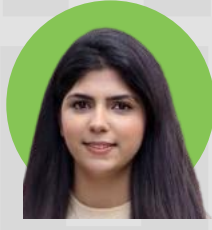




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Packages Group

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Hoechst Pakistan

# PACKAGES GROUP



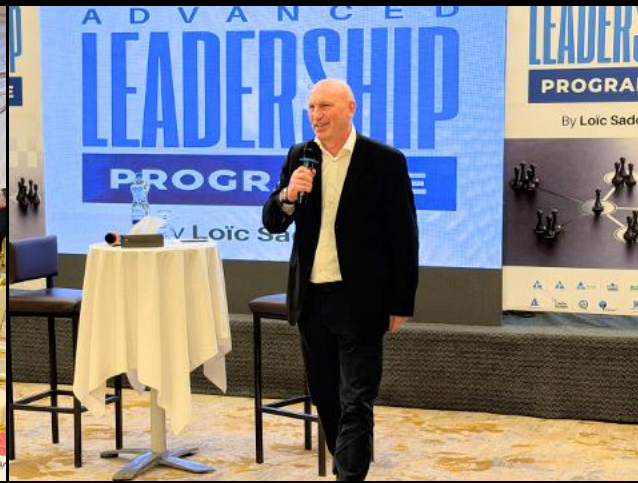
Packages Group

## TALENT &amp; OD

## PACKAGES GROUP CONDUCTED ADVANCED LEADERSHIP PROGRAM WITH INSEAD

Packages Group concluded a 5-day Advanced Leadership Program with INSEAD's Mr. Loïc Sadoulet & PSTD, bringing together C-suite and C-1 leaders for an immersive week of strategic learning, leadership reflection, and future-focused thinking. The program strengthened strategic acumen, people leadership, sustainability, and AI readiness. We were also honored to host Mr. Musadaq Zulqarnain (Chairman & CEO, Interloop Limited), Mr. Jahangir Piracha (MD & CEO, FFC), and Syed Fahad Jilane, whose perspectives added exceptional depth to the experience.







### PACKAGES PREMIER LEAGUE HELD

An energetic sports week brought teams together through Cricket, Football, Table Tennis, Squash, Badminton, Paddle, and Kabaddi.





## KICKED OFF PACKAGES CAMPUS SQUADS

Group Talent & OD launched the Packages Campus Squad, engaging student ambassadors across campuses. Our Campus Ambassadors will represent Packages Group, share insights, and foster meaningful campus initiatives throughout the year.



## SMOOTH ONBOARDING: ASSIMILATING IN THE ORGANIZATION

The talent and OD team conducted this immersive workshop for MTO Batch 2025 to connect, collaborate, and align with our culture and values.





### CREATIVE PROBLEM SOLVING & DECISION MAKING WORKSHOP CONDUCTED

A high-impact training empowered participants with practical tools to think creatively and make confident, effective decisions.



### LICENSE TO LEAD TRAINING SESSION CONDUCTED

This was a focused program crafted to equip newly promoted managers and team leads with essential people-leadership skills.



## GROUP TALENT & OD TEAM HOSTED “OWN THE ROOM: EXECUTIVE PRESENCE & CONFIDENT COMMUNICATION” TRAINING

This program helped newly promoted managers and team leads develop essential people-leadership skills to guide their teams successfully.



## MASTERING THE ART OF PRESENTATION: ‘PRESENT LIKE A PRO’ TRAINING

A hands-on workshop on presentation mastery and smart use of AI, enabled participants to create compelling, professional presentations.



### EMPOWERING WOMEN: SHE LEADS & WOMEN IN NETWORKS

A women development initiative aimed at nurturing high-potential female talent and preparing them for future leadership roles.

*Celebrate  
with  
Gratitude*

◆◆ *Gratitude*  
DAY

### GRATITUDE DAY CELEBRATED ACROSS THE GROUP

Employees and managers came together for shout-outs, games, and reflection, celebrating positivity and appreciation at work and in life.

ACCOUNTS

**PACKAGES GROUP'S ACCOUNTS TEAM UNITES FOR A SCENIC AWAY DAY**

Packages Group's Accounts team went to Nathia Gali for a team-building Away Day, filled with collaborative activities and meaningful interactions. Such moments strengthen teamwork, trust, and a shared drive to achieve more, together.

INTERNAL AUDIT

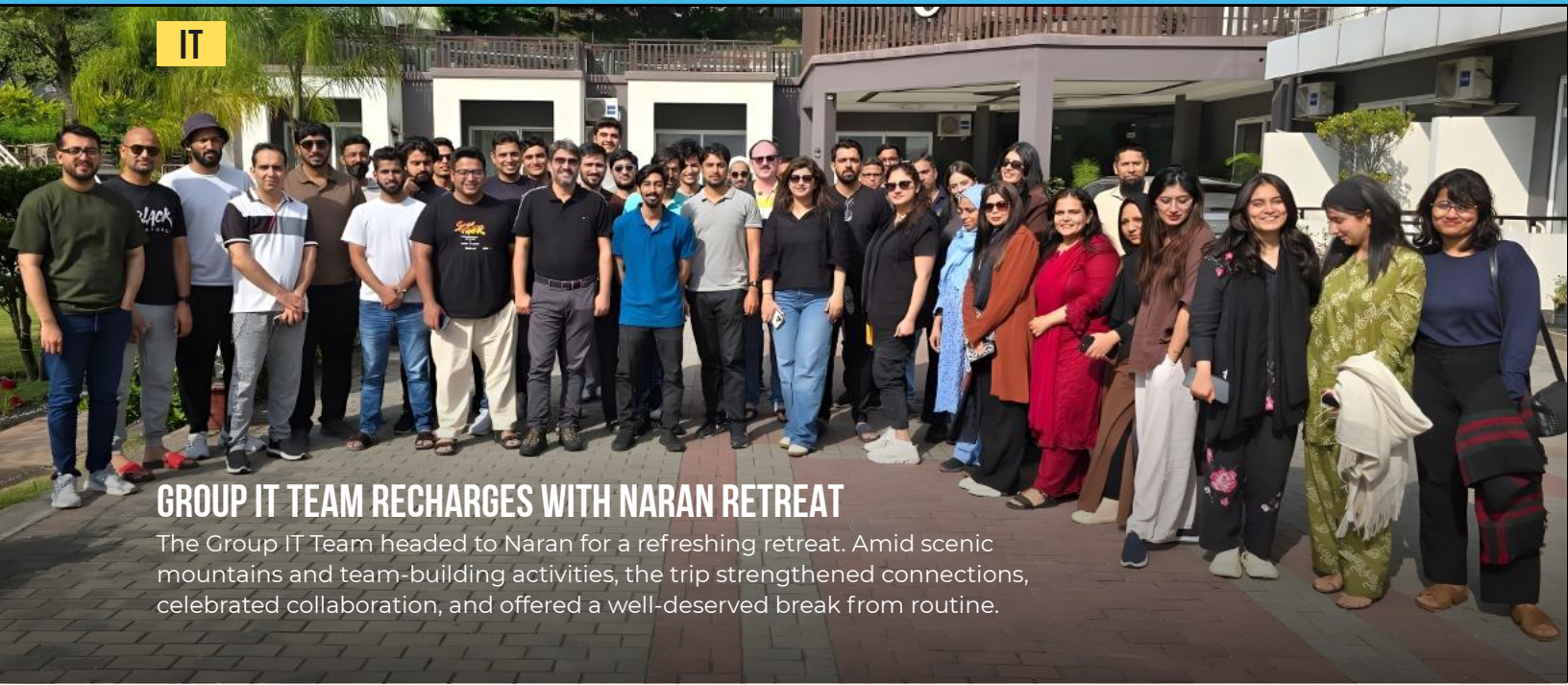
**THE INTERNAL AUDIT TEAM LAUNCHED "LET'S GET CREATIVE WITH AI" CHALLENGE**

Packages Group's Internal Audit team hosted its first AI-driven challenge, showcasing 10 innovative ideas focused on smarter, faster audits through data analytics, monitoring, and automation, marking the start of its journey toward Agentic AI and greater value creation.

**INTERNAL AUDIT, RISK & GRC TEAM ENJOYS AWAY DAY IN NATHIA GALI**

The Internal Audit, Risk & GRC Team organized an Away Day in Nathia Gali to step away from routine and recharge. Amid scenic hills and fresh air, the team strengthened bonds and enjoyed quality time together beyond the workplace.

IT



**GROUP IT TEAM RECHARGES WITH NARAN RETREAT**

The Group IT Team headed to Naran for a refreshing retreat. Amid scenic mountains and team-building activities, the trip strengthened connections, celebrated collaboration, and offered a well-deserved break from routine.

SUSTAINABILITY



**ACTS EXPANDS ITS CIRCLE**

With 85 participants from IGI, HPL, TPFL, PCL, and BSP, the Karachi edition of ACTS marked another milestone, growing a community of over 300 women across Packages Group who connect, learn, and uplift one another.





### THE GROUP SUSTAINABILITY TEAM WENT ON AN AWAY DAY

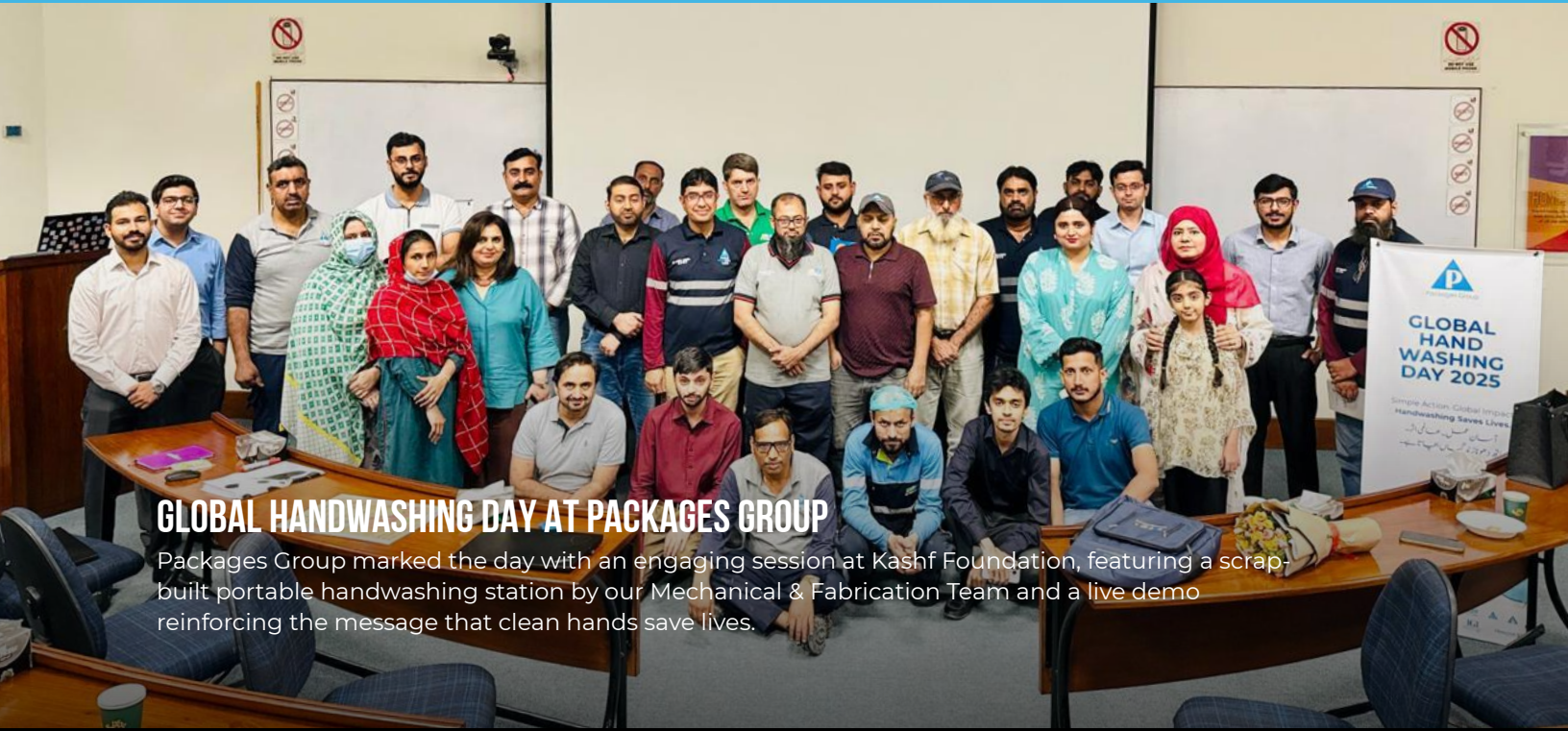
The Green Team traded dashboards for fresh air, reflection, and laughter, celebrating Q3 wins, teamwork, and the people who bring purpose to life.



### BREAST CANCER AWARENESS MONTH

Packages Group hosted a forum with experts to discuss women's physical, mental, and reproductive health, emphasizing early screening, mental health awareness, and supportive workplaces.





### GLOBAL HANDWASHING DAY AT PACKAGES GROUP

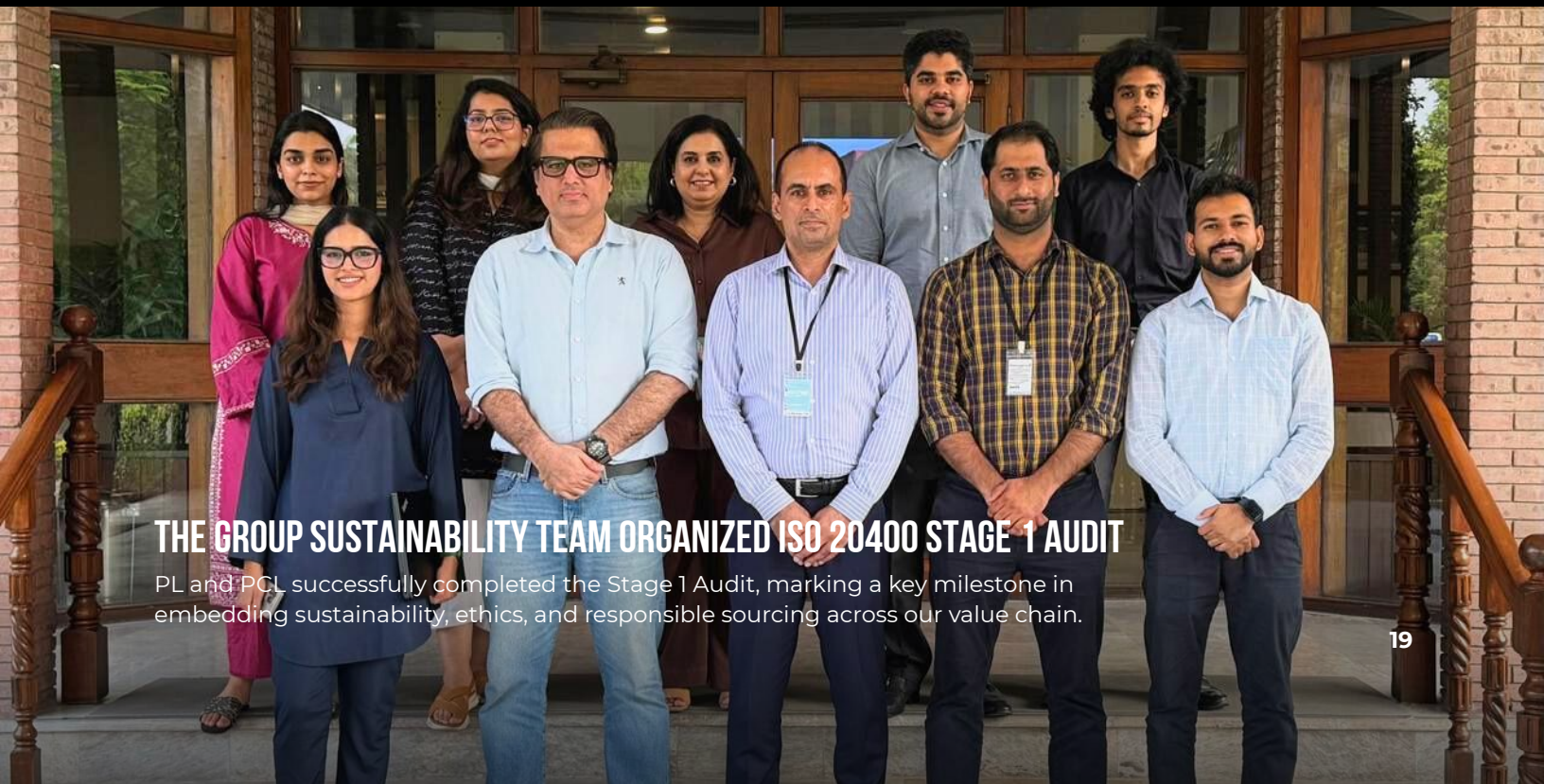
Packages Group marked the day with an engaging session at Kashf Foundation, featuring a scrap-built portable handwashing station by our Mechanical & Fabrication Team and a live demo reinforcing the message that clean hands save lives.





**THE GROUP CO-SPONSORED THE HISAAR INTERNATIONAL WATER CONFERENCE 2025**

Packages Group co-sponsored the 7th Karachi International Water Conference, highlighting the private sector's role in climate-resilient water management.



**THE GROUP SUSTAINABILITY TEAM ORGANIZED ISO 20400 STAGE 1 AUDIT**

PL and PCL successfully completed the Stage 1 Audit, marking a key milestone in embedding sustainability, ethics, and responsible sourcing across our value chain.



### DIGITAL DIGNITY: ENDING DIGITAL VIOLENCE SESSION

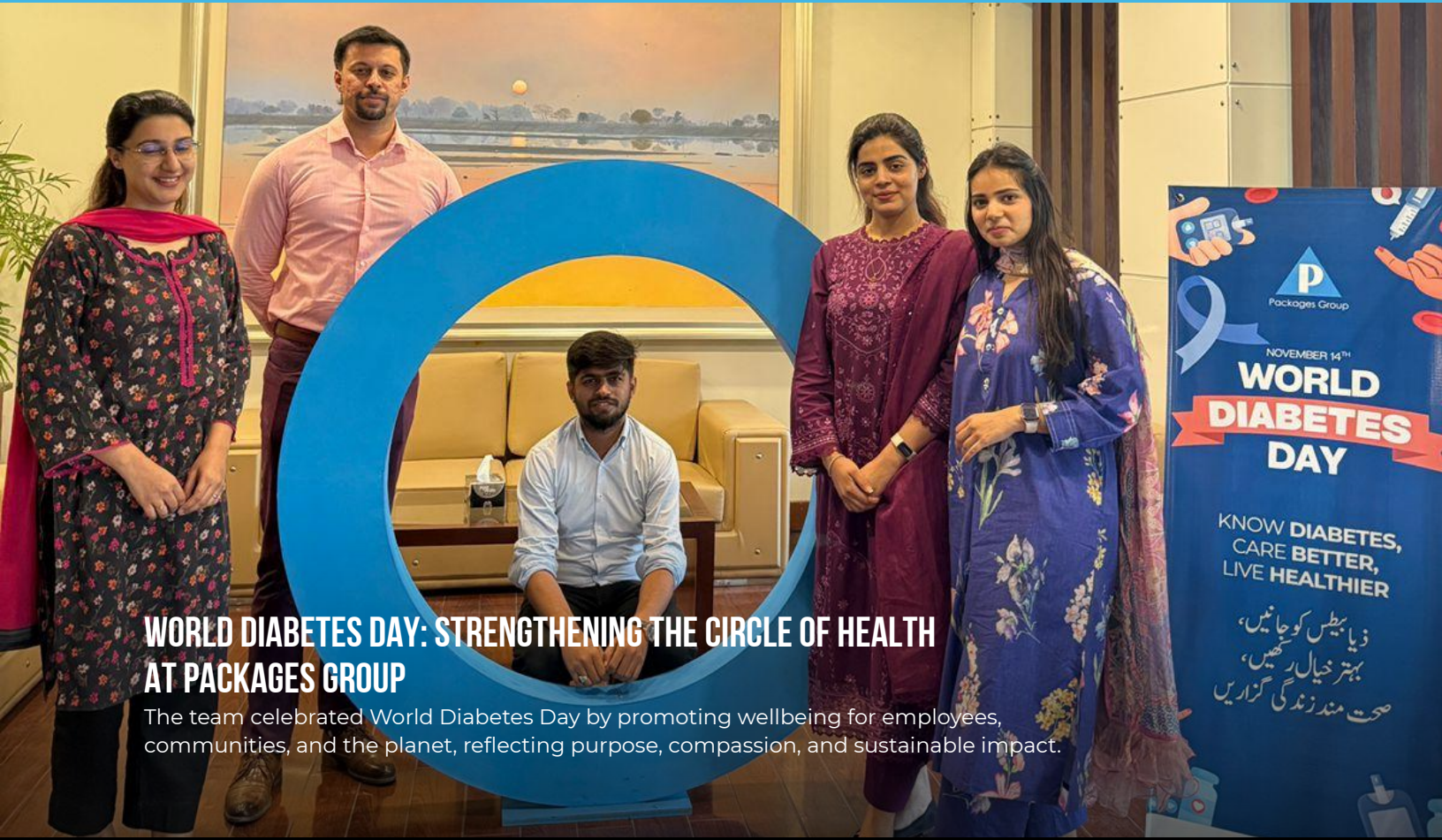
As part of the 16 Days of Activism, the team organized a session on building safe and respectful online spaces. Experts highlighted digital abuse, workplace safeguards, and survivor support, emphasizing that respect online and offline is everyone's responsibility.



### WORLD QUALITY WEEK 2025 AT PACKAGES GROUP

Packages Group celebrated World Quality Week with a session by Umer Khayyam, Intertek Country Business Leader, on integrating sustainability into quality systems, driving excellence, innovation, and responsible growth.





## WORLD DIABETES DAY: STRENGTHENING THE CIRCLE OF HEALTH AT PACKAGES GROUP

The team celebrated World Diabetes Day by promoting wellbeing for employees, communities, and the planet, reflecting purpose, compassion, and sustainable impact.





## LEADING THE WAY IN WORKPLACE SAFETY & RESPECT

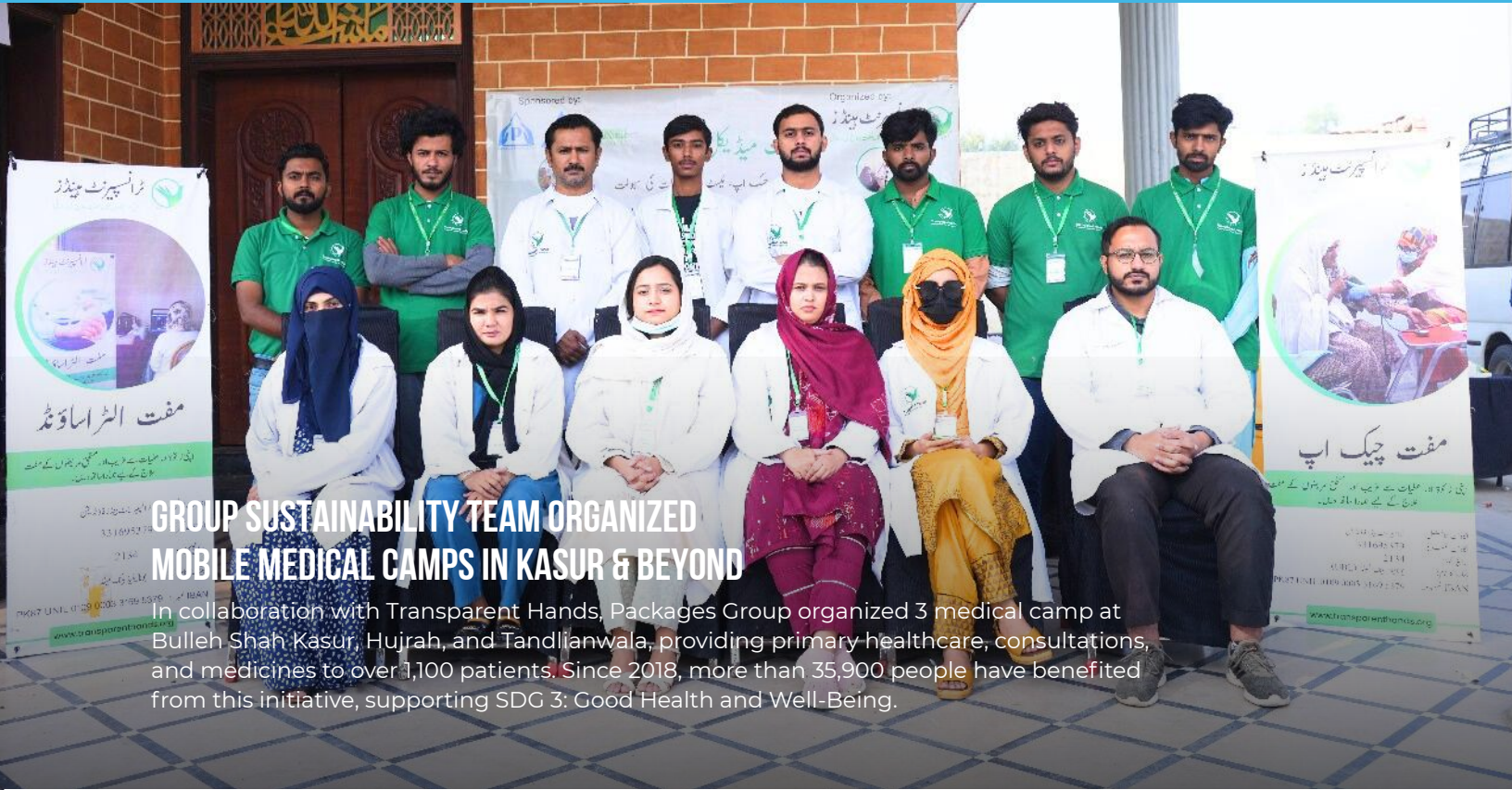
Packages Group concluded its group-wide anti-harassment training with Shirkat Gah, hosting 25 senior leaders in Karachi for the final session.



## THE SUSTAINABILITY TEAM ENGAGED SUPPLIERS FOR SUSTAINABLE GROWTH

Packages Group's 4<sup>th</sup> Supplier Engagement Session of 2025 brought 90 participants together to strengthen awareness of the Supplier Code of Conduct, reinforcing responsible sourcing and shared growth across our value chain.





## GROUP SUSTAINABILITY TEAM ORGANIZED MOBILE MEDICAL CAMPS IN KASUR & BEYOND

In collaboration with Transparent Hands, Packages Group organized 3 medical camp at Bulleh Shah Kasur, Hujrah, and Tandlianwala, providing primary healthcare, consultations, and medicines to over 1,100 patients. Since 2018, more than 35,900 people have benefited from this initiative, supporting SDG 3: Good Health and Well-Being.

## SUSTAINABILITY & ESG TOWNHALL AT DIC LAHORE

Packages Group hosted a Sustainability & ESG Townhall for DIC Lahore, focusing on climate-conscious decisions, responsible operations, and future-ready strategies.



## PACKAGES GROUP SUSTAINABILITY TEAM CONDUCTED CLIMATE2EQUAL WORKSHOP – 2<sup>ND</sup> EDITION

The team hosted the second edition of Climate2Equal at SBASSE, LUMS, engaging 30 professionals in renewable energy, sustainability, circularity, and industrial water & waste management, fostering practical skills for emerging green leaders.

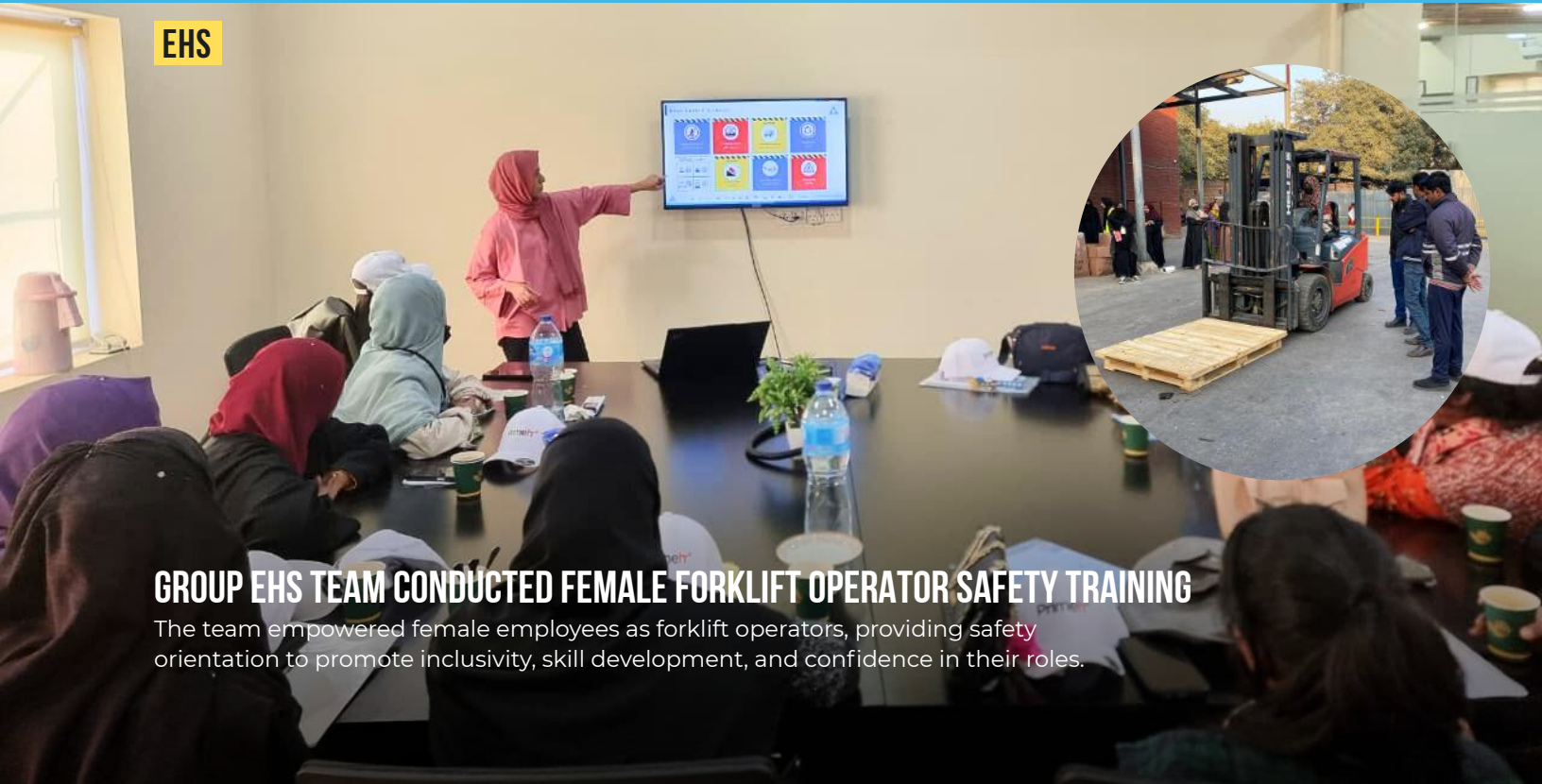


## PACKAGES GROUP SUSTAINABILITY TEAM ORGANIZED ANNUAL SUPPLIER AWARDS 2025

The team closed the year by recognizing suppliers who demonstrated measurable environmental and social impact, celebrating continued sustainable partnerships with Packages Group.



EHS



## GROUP EHS TEAM CONDUCTED FEMALE FORKLIFT OPERATOR SAFETY TRAINING

The team empowered female employees as forklift operators, providing safety orientation to promote inclusivity, skill development, and confidence in their roles.



## GROUP EHS TEAM ORGANIZED SAFETY TOWNHALL

The Townhall reinforced PCL's strong EHS culture, emphasizing safety as a shared responsibility through active participation and discussions.



**GROUP EHS TEAM CONDUCTED SMOG AWARENESS SESSION**

The session highlighted air quality challenges and practical measures to protect health and the environment, reinforcing proactive EHS practices.



**GROUP EHS TEAM ORGANIZED SAFE DRIVING IN CHALLENGING CONDITIONS SESSION**

In collaboration with NHA, employees and transporters learned safe driving practices in fog and difficult road conditions, promoting responsible driving habits.



**GROUP EHS TEAM CONDUCTED MTO SAFETY TRAINING PROGRAM**

MTOs in Karachi received comprehensive safety training on hazard identification, risk assessment, and safe work practices, building a safety-conscious workforce.



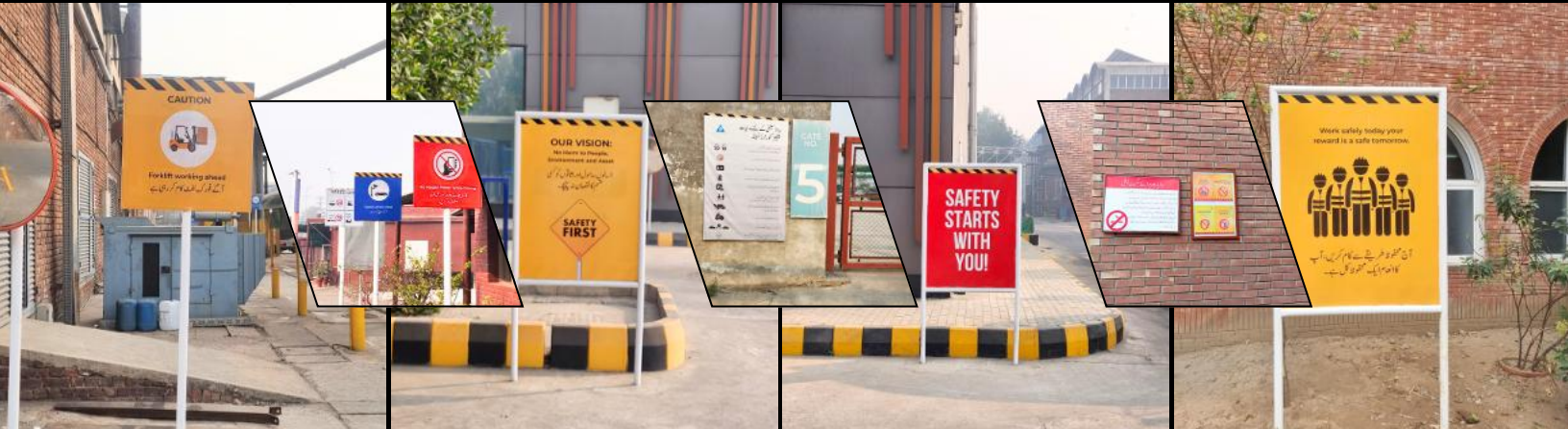
**GROUP EHS TEAM FACILITATED CROSS-COMPANY COLLABORATION**

Employees connected with peers from other companies, sharing best practices to enhance safety, efficiency, and workplace culture.



## SAFETY SIGNAGE INSTALLED ACROSS SITES

Traffic signs and essential safety messages guide safe movement, reduce distractions, and strengthen a proactive safety culture.



## GROUP EHS TEAM AWARDED SAFETY EXCELLENCE RECOGNITION

PCL received a certificate from Rescue 1122 for robust building safety measures, highlighting commitment to workplace safety and preparedness.



## GROUP EHS TEAM CONDUCTED ZERO HARM CAMPAIGN

The campaign reinforced safe practices, engaged employees, and fostered vigilance, with senior management leading by example.

SAFETY IS NOT A GADGET, BUT A STATE OF MIND



28  
 سہیل صرف ایک  
 سہیل کا استعمال نہیں،  
 بلکہ ایک ذہنی کیفیت ہے  
 نام ہے



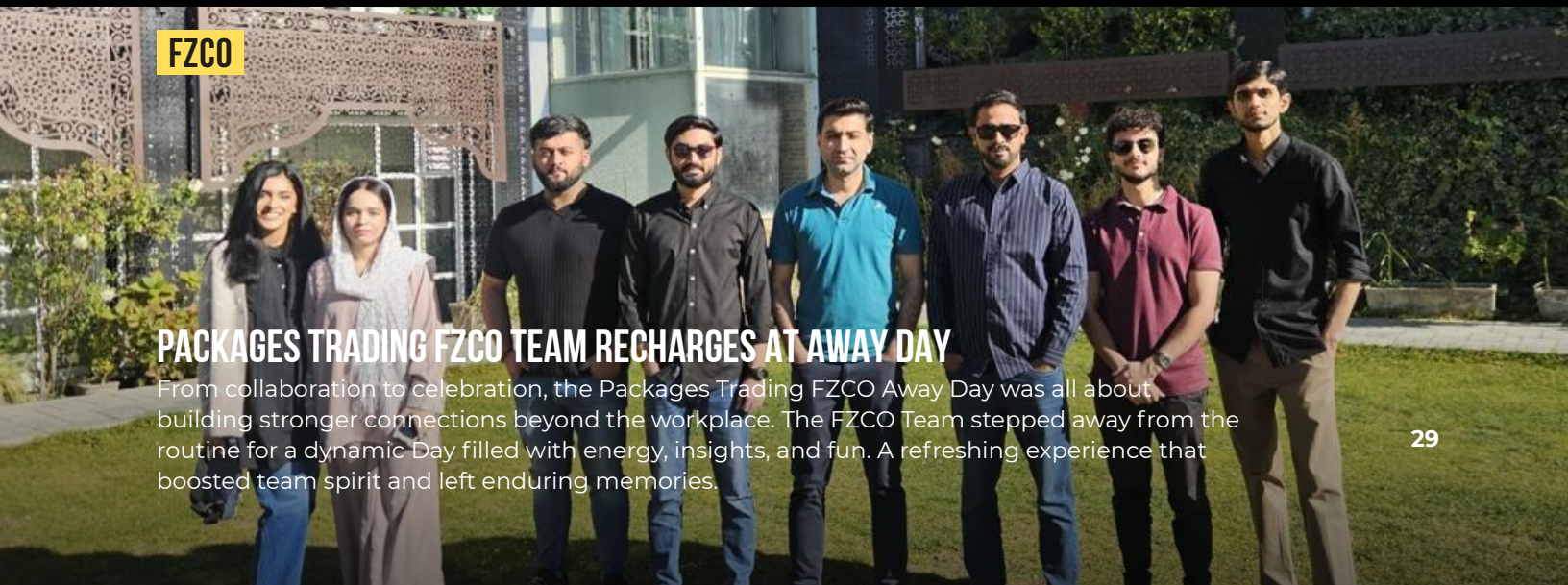
**HARNESSING EHS VALUE LEADERSHIP PROGRAM CONDUCTED**

The program equipped EHS leaders with skills to optimize resources, enhance profitability, and create sustainable value through strategic, data-driven decisions.



**EMERGENCY READINESS & FIRE SAFETY DRILLS CONDUCTED**

Teams participated in drills to ensure coordinated, effective responses, strengthening safety culture and operational readiness across PCL.



**FZCO**

**PACKAGES TRADING FZCO TEAM RECHARGES AT AWAY DAY**

From collaboration to celebration, the Packages Trading FZCO Away Day was all about building stronger connections beyond the workplace. The FZCO Team stepped away from the routine for a dynamic Day filled with energy, insights, and fun. A refreshing experience that boosted team spirit and left enduring memories.

# PACKAGES CONVERTORS



Packages Convertors

BCUP

# embrace



Wedding season is all glitter, lights, and long days. We went straight into it with an **influencer-led campaign** that talked about periods exactly where no one usually does. Loud shaadi halls. Packed schedules. No room for discomfort.

Mall Activations From 28th November to the weekend of 21st December, Embrace showed up at malls for four high-footfall weekends and made the most of it. The goal: Be visible. Be approachable. Get the product into hands.



Always On Content While campaigns and activations did their thing, our social media stayed doing what it does best. Showing up consistently. Always-on content kept conversations going around periods, comfort, and everyday confidence.

**GLOOMY DAYS, NO MORE**



Comfort tip check list



embrace **PERIOD BINGO**



## PACKAGES GROUP PROUDLY REPRESENTED PAKISTAN AT TISSUE WORLD, HO CHI MINH CITY 2025

As the name behind Rose Petal, Pakistan's leading tissue brand, Packages Group showcased its expertise as a pioneer in hygiene and paper innovation.

Sarah Zubair, Channel & Marketing Manager for Rose Petal Professional at Packages Convertors Limited, took the stage as the only speaker from Pakistan, presenting valuable insights on "Challenges and Solutions of Emerging Economies."

This milestone marks a significant moment for Pakistan's manufacturing sector, highlighting the country's innovation, capability, and growing influence on the global map.



BUFC

## BUFC CONDUCTED TEAM TALKS WITH HR FOR OPERATIONS TEAMS

The first Team Talks with HR session was held for BUFC production teams, creating an open platform for feedback and dialogue. Insights shared are helping shape people-focused strategies and enhance the employee experience across the Group.

## BUFC ACHIEVES AM STEP 2 QUALIFICATION ON EXPERT CUT MACHINES

BUFC's New and Old Expert Cut machines successfully attained World Class Manufacturing Autonomous Maintenance Step 2 qualification. This milestone reflects strong cross-functional collaboration, disciplined execution, and BUFC's commitment to operational excellence.



## IWS BAT LEAD AUDITOR AND PTC LEADERSHIP TEAMS VISIT PACKAGES

BAT's Lead Auditor for PTC's IWS qualification – Mr. Livash Jay Jagathpal visited Packages on Nov 28<sup>th</sup> along with PTC leadership. During the visit BAT team appreciated our efforts to ensure consistent quality.



## BUFC CELEBRATES HIGHEST SINGLE-DAY PRODUCTION RECORDS AT KARACHI PLANT

BUFC achieved remarkable production milestones at its Karachi plant, setting new single-day records across key operations. Offset Printing delivered outstanding performance, supported by equally strong results in Cutting & Creasing as well as Folding & Gluing. These achievements reflect the dedication, precision, and teamwork of on-ground teams across functions.





## BUFC KARACHI HOSTS ENGAGEMENT LUNCH WITH PRODUCTION & SALES TEAMS

Following the celebration in Lahore, BUFC cross-functional teams in Karachi came together to celebrate the collective efforts behind our successful SAP S/4HANA transition, reinforcing employee engagement and the importance of recognizing milestones to keep the momentum going.



I began my journey at Packages in 2019 as a Graphic Designer, driven by creativity and a determination to make an impact. Through consistent performance, resilience, and a willingness to take on challenges, I evolved into a leadership role in Product Development. Today, I lead with ownership, navigating complex internal processes and demanding customer expectations while transforming ideas into innovative, high-value solutions.

**Hira Fatima**  
Assistant Manager Product Development

# DIVERSITY & INCLUSION



**Arfa Tooba Mughal**  
Assistant Manager SHEQ



**Amer Nazir**  
Key Account Manager



**Eiza Khawar**  
Assistant Manager Planning

Joining BUFC has been an incredibly warm and positive experience. From the very beginning, we've witnessed a strong culture rooted in empathy, respect, and genuine care for people. This supportive environment energizes us to learn, evolve, and add value with enthusiasm, fresh ideas, and a collaborative spirit as we start this new chapter.



**Syed Tanzeel Ali**  
Key Account Manager



**Subhan Mehmood**  
Sales Operations Officer



**Syed Danyal Mustafa**  
Assistant Key Account Manager

# FRESH BEGINNINGS

# BULLEH SHAH PACKAGING

1. Focus on Implementation Pillar
2. Autonomous Maintenance Pillar
3. Planned Maintenance Pillar
4. Skills Development Pillar
5. Early Management Pillar
6. Quality Management Pillar
7. Office Management Pillar
8. Safety & Environment Pillar

TOTAL PRODUCTIVE  
MAINTENANCE

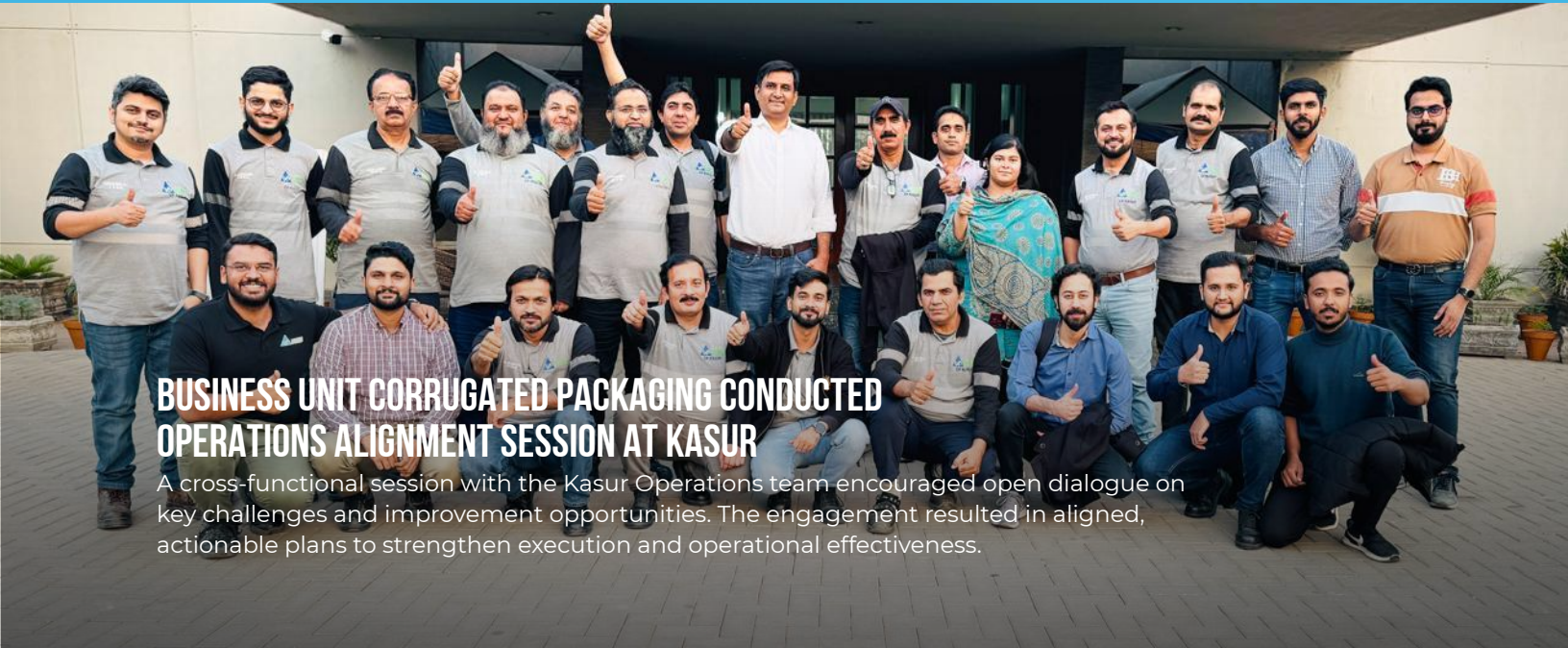


**RESPONSIBLE**  
Packaging

## BSP'S BU CORRUGATED PACKAGING'S SALES TEAM CONDUCTED A STRATEGY AWAY DAY

The session, led by the CHHR and BUH, focused on aligning teams around goals, priorities, and the roadmap for the year ahead.





## BUSINESS UNIT CORRUGATED PACKAGING CONDUCTED OPERATIONS ALIGNMENT SESSION AT KASUR

A cross-functional session with the Kasur Operations team encouraged open dialogue on key challenges and improvement opportunities. The engagement resulted in aligned, actionable plans to strengthen execution and operational effectiveness.



## BSP'S TRUSTLINE HR GOES LIVE

Trustline HR Jira Portal goes live in BSP, a significant step toward strengthening transparency, accessibility, and responsiveness in our HR support processes. This centralized platform has been designed to provide employees with a secure and structured channel to raise HR-related queries, concerns, and requests, while ensuring timely tracking and resolution. With improved visibility, confidentiality, and streamlined workflows, the HR Trustline Jira Portal reinforces our commitment to trust, accountability, and continuous improvement in employee experience.



## TRUSTLINE HR GOES LIVE

[CLICK HERE](#) to access

### What does it hold for you?

- Raise queries and track their status in real-time.
- Get faster responses through an organised workflow
- Transparent and traceable process for every request

### Why should you use it?

Because it saves you time, eliminates follow-ups, and keeps everything HR just one click away!





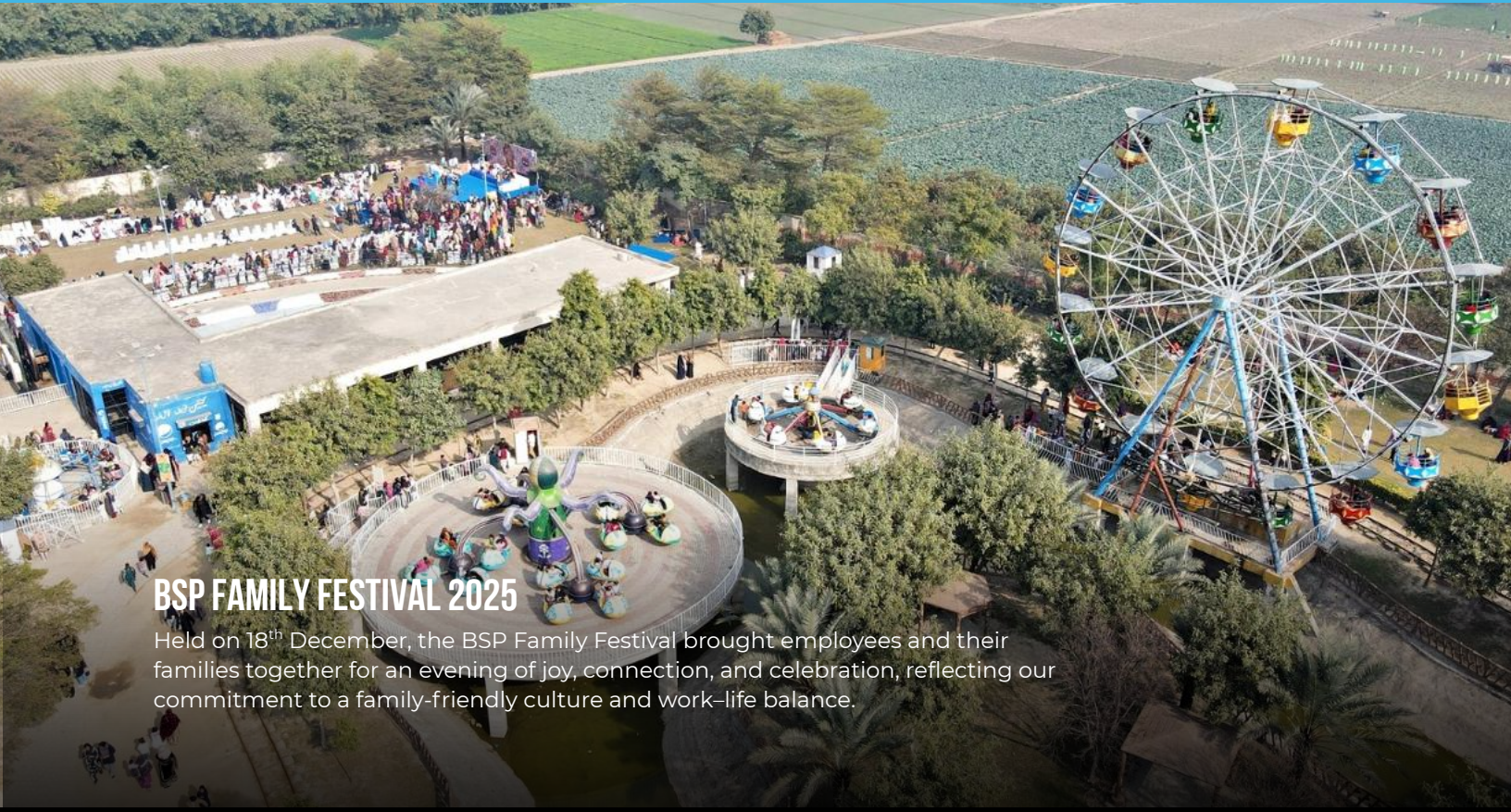
**OPERATORS CONNECT TRAINING AT BSP**

BUPB organized Operators Connect for Paper & Board Lead Operators and Technicians. The session focused on performance challenges, solution co-creation, and strengthening communication between frontline teams and management.



**BSP CONDUCTED UMRAH BALLOTING CEREMONY**

Balloting for Umrah 2025 was conducted in BSP's mosque on 22<sup>nd</sup> December 2025.



### BSP FAMILY FESTIVAL 2025

Held on 18<sup>th</sup> December, the BSP Family Festival brought employees and their families together for an evening of joy, connection, and celebration, reflecting our commitment to a family-friendly culture and work-life balance.



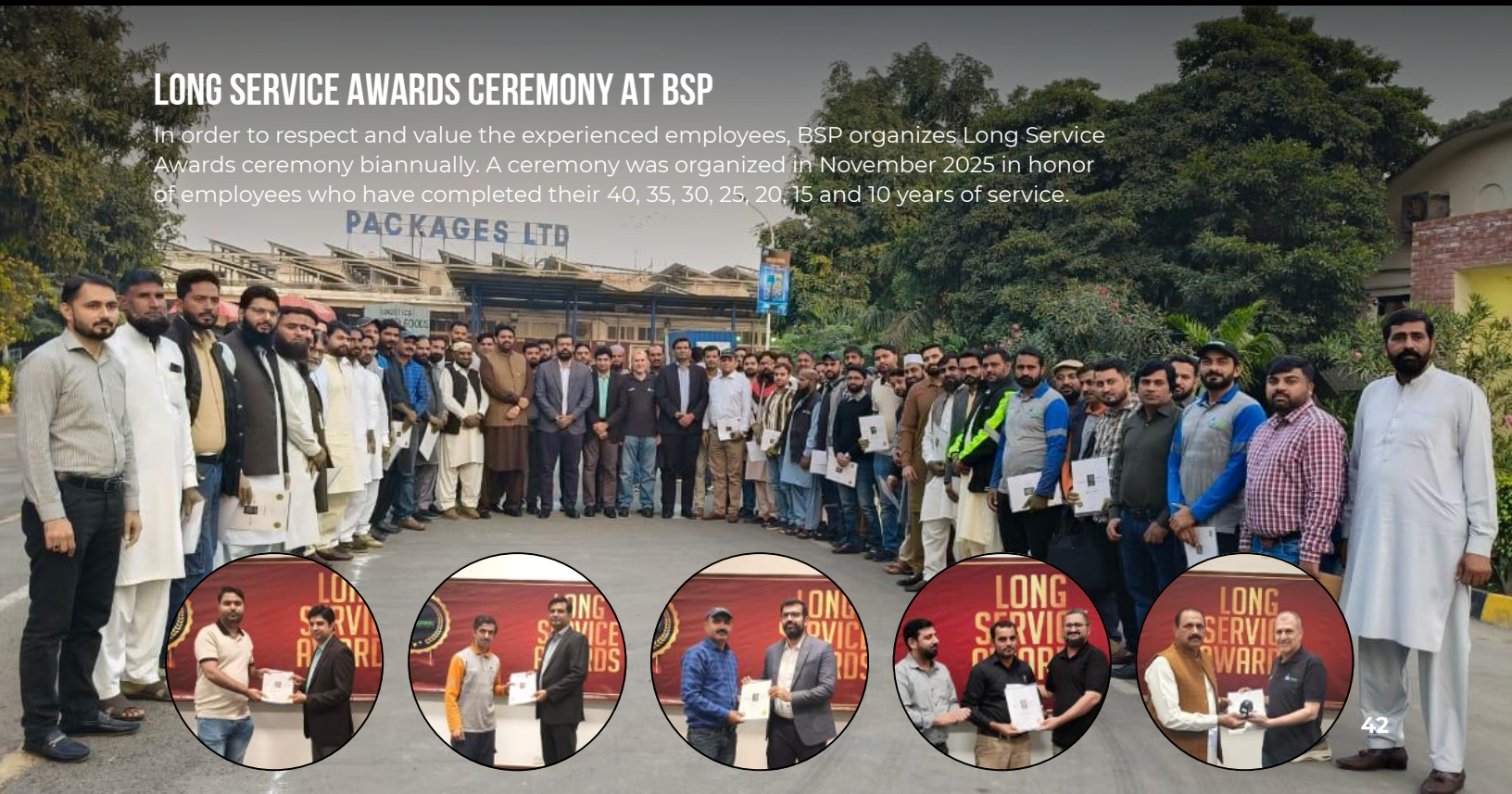


### BSP ORGANIZED FAREWELL GATHERINGS

Farewell parties were organized in order to honor and acknowledge the services of our three retired employees Mr. M. Amin, Mr. Nadeem Bhutta and Mr. Rana Arif

### LONG SERVICE AWARDS CEREMONY AT BSP

In order to respect and value the experienced employees, BSP organizes Long Service Awards ceremony biannually. A ceremony was organized in November 2025 in honor of employees who have completed their 40, 35, 30, 25, 20, 15 and 10 years of service.





**BSP FACILITATED ON-SITE DRIVING LICENSE SERVICES**

BSP arranged an on-site driving license facility van through City Traffic Police, Kasur in BSP's Kasur plant to facilitate the employees of Cluster Kasur to avail the driving license.



**CHRISTMAS CELEBRATIONS AT BSP**

Christmas was celebrated at BSP's Kasur Plant. Our employees from BSP, Starch Pack, Omyapack & DIC gathered to commemorate the festival.



**Sabahat Tahir**  
Assistant Manager R&D

Joining BSP has been an exciting new chapter in my professional journey. From day one, the collaborative environment has made me feel welcomed and valued. I am inspired by the passion and professionalism of the teams here. I look forward to contributing my experience while growing and learning alongside BSP's talented people.

FRESH  
BEGINNINGS

# DIC PAKISTAN



Color & Comfort

## KASUR FACTORY INAUGURATION

DIC Pakistan was honoured to mark an important milestone in our growth journey with the inauguration ceremony of the DIC Kasur Factory. The occasion was graced by the Board of Directors, along with our Regional Business Product Director from the DIC AP Region, whose presence added great significance to the event.





## DIC PAKISTAN HOSTS GRAND CELEBRATION FOR KASUR MANUFACTURING FACILITY

DIC Pakistan celebrated the grand inauguration of its new manufacturing facility in Kasur, and what an incredible evening it turned out to be! From inspiring speeches and well-deserved recognitions to laughter, lights, music, and memorable moments, it was truly a celebration of our people, our progress, and our passion for excellence. It was an absolute Honor to have our board members, valued stakeholders, customers, and our amazing DIC team with us on this special day.





**COMPANY TOWNHALL AT DIC**

DIC Pakistan held its second Townhall at the plant, led by CEO Mr. Ismail Naqvi, bringing teams together for updates, recognition, and open dialogue. The session celebrated achievements, performance excellence, and collective progress.



**DIC PAKISTAN HOSTED CUSTOMERS & PARTNERS AT KASUR FACILITY**

DIC welcomed customers and business partners from Karachi and Lahore to its new Kasur facility, showcasing enhanced manufacturing capabilities and quality systems. The visit reaffirmed strong partnerships and a shared commitment to future growth and excellence.



**DIC PAKISTAN HOSTED INDUSTRIAL VISIT FOR BAHRIA UNIVERSITY**

Students from Bahria University visited DIC Pakistan's Karachi facility, gaining insights into world-class manufacturing, quality control, and innovation. The visit reinforced DIC's commitment to industry-academia collaboration.



### VISIT TO MUBARAK HAVELI

DIC employees visited Mubarak Haveli, engaging with Syed Babar Ali and exploring the Naqsh School of Arts. The culturally enriching visit concluded with an interactive pottery session.

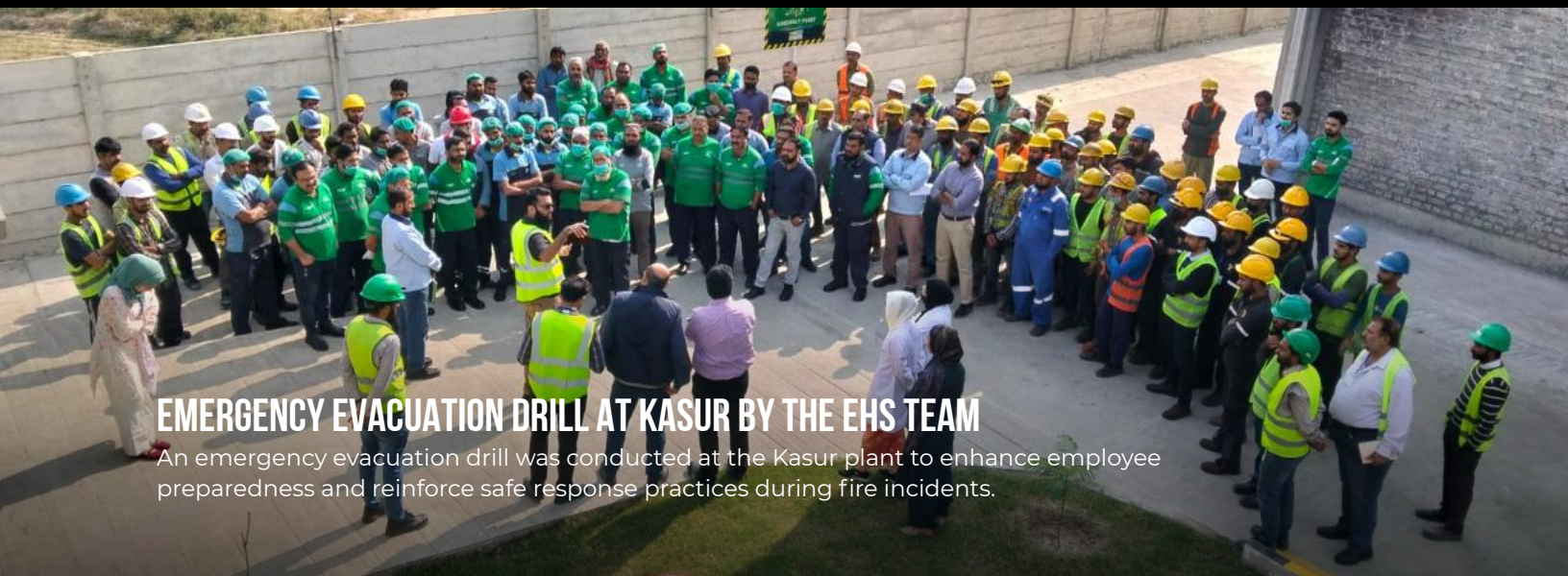
### RECORD-BREAKING SALES AT DIC

The DIC sales team recorded a historic milestone by achieving 1,210 tons in sales, the highest in the company's history. This achievement reflects strong teamwork, strategic execution, and a new benchmark for performance at DIC.



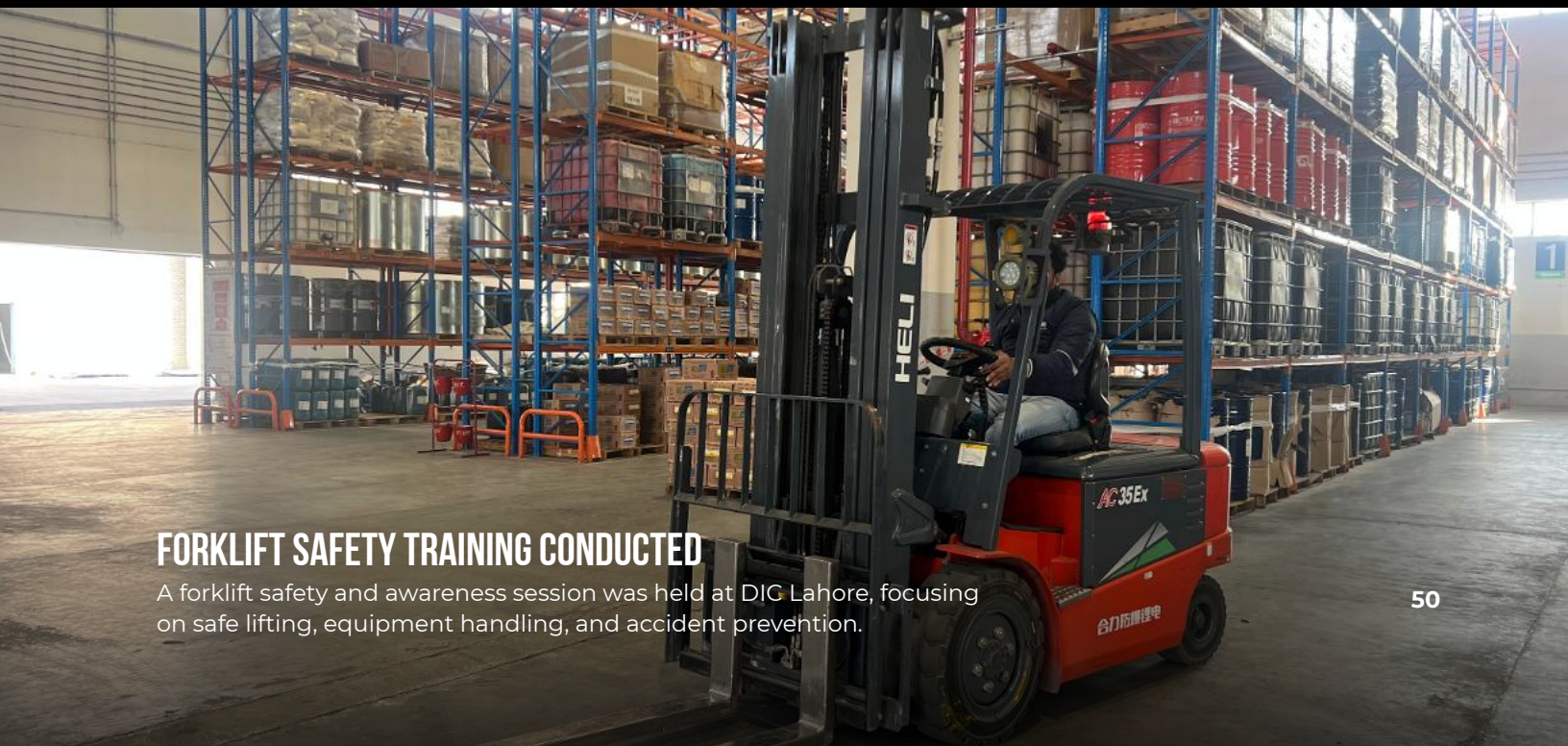
### DIC'S EHS TEAM CELEBRATES LTI-FREE & FIRE-FREE MILESTONES

DIC Pakistan marked 2,679 LTI-free days and 1,495 fire-free days till Nov 25, reinforcing its strong commitment to workplace safety and Zero Harm.



### EMERGENCY EVACUATION DRILL AT KASUR BY THE EHS TEAM

An emergency evacuation drill was conducted at the Kasur plant to enhance employee preparedness and reinforce safe response practices during fire incidents.



### FORKLIFT SAFETY TRAINING CONDUCTED

A forklift safety and awareness session was held at DIC Lahore, focusing on safe lifting, equipment handling, and accident prevention.



### EMERGENCY RESPONSE PREPAREDNESS DRILLS CONDUCTED

Firefighting and medical drills were conducted in Q4, featuring live demonstrations to enhance emergency response skills and on-ground readiness.



## DIC PAKISTAN COMPLETES WWF GREEN OFFICE AUDIT

DIC Pakistan successfully completed the WWF Green Office audit, reaffirming its commitment to environmental sustainability and eco-friendly workplace practices.





**Asif Ali**  
Senior Analyst Programmer

Asif Ali is one of the senior and long-serving employees of DIC Pakistan, with a total professional experience of 29 years. He started his career at Packages Board Mill in June 1996. He served there until October 1999, gaining valuable industry experience. In October 1999, he joined DIC Pakistan and has been associated with the Company ever since. Currently, he is working as a Senior Analyst Programmer at the Packages In-Plant. He plays a key role in supporting and managing system operations. Asif Ali is also an accomplished sportsman. He is the winner of Table Tennis in the Packages Premier League.

OLD  
EMPLOYEES

**Sajjad**

Production Supervisor

We proudly recognize Mr. Sajjad, Production Supervisor, for his outstanding dedication in swiftly addressing and resolving EHS (Environment, Health & Safety) observations. His proactive actions reflect our commitment to EHS excellence and continuous operational improvement.

We also extend our appreciation to Mr. Zafar, who is a Technician, for his exemplary bravery and expertise during a recent fire emergency. His timely and skilled response highlights the vital role our frontline teams play in ensuring a safe workplace and maintaining strong emergency preparedness.

**Zafar**

Technician

# OUR HEROES



**Hasnain Siddique**  
Admin Executive



**M. Shaheer Aftab**  
Assistant Manager  
EHS

Joining DIC Pakistan marks a significant milestone in our professional journeys. We're grateful to be part of an organization that leads with innovation, fosters collaboration, and supports continuous growth. With a strong sense of purpose and excitement, we look forward to contributing meaningfully while learning from a passionate and dedicated team.



**Saif Ur Rehman**  
Sales accounts executive



**M. Naeemuddin**  
EHS Manager

# FRESH BEGINNINGS

# TRI-PACK FILMS



Tri-Pack Films Limited



### WORLD GRATITUDE DAY ACTIVITIES AT TPFL

TPFL marked World Gratitude Day by promoting appreciation and positivity through simple, engaging activities that strengthened a culture of recognition.



### BREAST CANCER AWARENESS SESSION AT TPFL

TPFL conducted an awareness session led by Dr. Yasmin Soomro to encourage early detection, informed choices, and proactive employee health.



## TPFL ORGANIZED MTOS' EXPERIENTIAL LEARNING JOURNEY

TPFL facilitated a five-day cross-company learning visit to help MTOs gain first-hand exposure to Packages Group's diverse operations and businesses.



## TPFL PARTICIPATED IN ACTS WORKSHOP & KARACHI CHAPTER LAUNCH

TPFL's female employees joined the ACTS workshop, reinforcing the company's commitment to inclusion, mentorship, and shared learning.



## QUALITY CONFERENCE 2025

TPFL brought teams together to strengthen a quality-first culture, aligning on continuous improvement and the journey toward Zero Defect Supply by 2028.



### THE CREATIVE RESET WORKSHOP AT TPFL

TPFL hosted a creative wellness workshop for female employees, offering a mindful break through art, connection, and self-expression.



### TPFL ORGANIZED "SHAAM FUNKARON KI" MEN'S DAY CELEBRATION

TPFL celebrated Men's Day with an evening of music, creativity, and camaraderie, recognizing the contributions of its people beyond the workplace.



### TPFL REPRESENTED PAKISTAN AT WORLD TOBACCO MIDDLE EAST EXHIBITION

TPFL, alongside Packages Convertors, showcased world-class BOPP films and hinge-lid packaging solutions at World Tobacco Middle East 2025 in Dubai.



### TPFL RECOGNIZED SAFETY HEROES & COMPLIANCE CHAMPIONS

TPFL celebrated employees who consistently prioritize safety and compliance, reinforcing a culture where care, responsibility, and excellence go hand in hand.

## TPFL ACHIEVED WWF GREEN OFFICE CERTIFICATION

TPFL received the WWF Green Office Certification, recognizing its commitment to sustainable workplace practices and responsible resource management.



Tri-Pack Films Limited has received Green Office Certification from

### WWF PAKISTAN

recognizing our commitment to reducing our ecological footprint.



Committed to Ethical and Responsible Growth

## TRI-PACK FILMS ACHIEVES SMETA 4 PILLAR SEDEX APPROVAL

Tri-Pack Films is a Sedex-approved organization, adhering to the SMETA 4-Pillar standard, which reinforces our commitment to transparency, sustainability, and ethical practices.



Tri-Pack Films manufacturing facility, Karachi, Pakistan.

## TPFL ACHIEVED SMETA 4-PILLAR SEDEX APPROVAL

TPFL successfully secured SMETA 4-Pillar Sedex approval, reaffirming its commitment to ethical, transparent, and responsible business practices.



### TPFL CONDUCTED TRADE APPRENTICE RECRUITMENT DRIVE AT ALIGARH INSTITUTE

TPFL engaged emerging talent through a structured recruitment drive at AIT, creating pathways for skill development and future career growth.



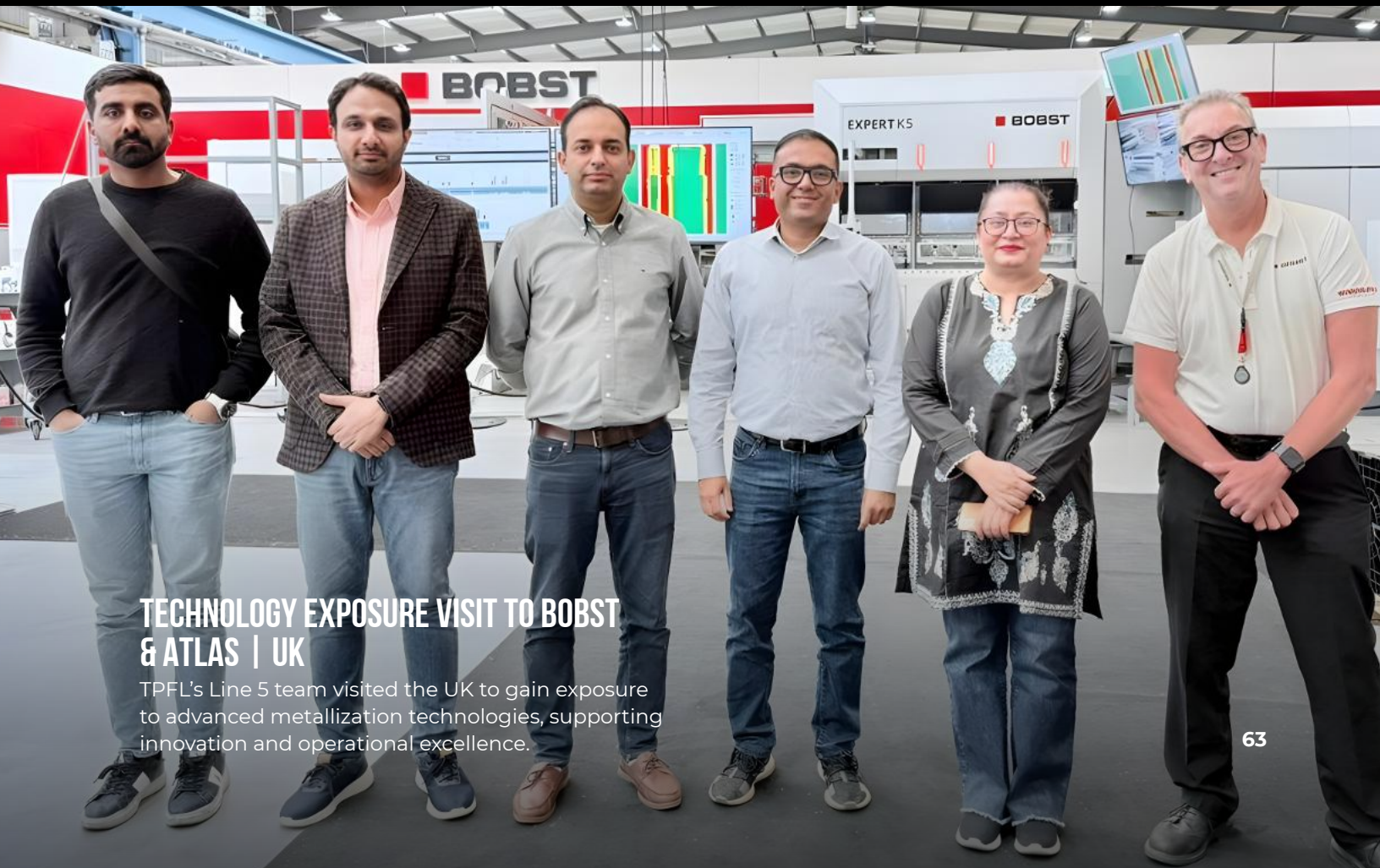
### INTERNATIONAL ANTI-CORRUPTION DAY CONDUCTED AT TPFL

TPFL marked International Anti-Corruption Day by reinforcing awareness of ethical conduct, integrity, and zero tolerance for unethical practices.



**TPFL STRENGTHENED WCM JOURNEY  
AUTONOMOUS MAINTENANCE SPOTLIGHT**

TPFL advanced its WCM journey through focused Autonomous Maintenance trainings and audits, promoting ownership and continuous improvement.



**TECHNOLOGY EXPOSURE VISIT TO BOBST  
& ATLAS | UK**

TPFL's Line 5 team visited the UK to gain exposure to advanced metallization technologies, supporting innovation and operational excellence.



### AI ADOPTION WORKSHOP

TPFL conducted an AI Adoption Workshop to empower employees with practical insights into using AI for efficiency, creativity, and smarter work.



### TPFL HOSTED NED UNIVERSITY STUDENTS' INDUSTRIAL VISIT

TPFL welcomed NED University students for an industrial visit, bridging academic learning with real-world manufacturing experience.



**TPFL HOSTED OEM TECHNICAL VISITSM PROCESS EXCELLENCE INITIATIVE**

TPFL hosted Bobst and Brückner experts to enhance technical capabilities through hands-on consultancy and knowledge transfer.



**TPFL TEAM AT K SHOW, GERMANY**

TPFL participated in the K Show in Germany, gaining exposure to global innovations, advanced machinery, and future-ready technologies.

# STARCH PACK





## CELEBRATION OF HIGHEST GRIND ACHIEVEMENT

We proudly achieved the highest-ever grind at our Corn Starches Manufacturing Plant in Nov 2025, a first since operations began. CEO Fazeel ur Rehman and Head of Plant Operations Muhammad Ramzan congratulated teams for this landmark success. The milestone reflects strong cross-functional collaboration across Production, Maintenance, Quality, R&D, Supply Chain, and Utilities.





## STARHPACK CONDUCTED FOOD SAFETY TRAINING FOR CROSS-FUNCTIONAL TEAMS

A 2-day FSSC 22000-aligned training by SGS was held to raise awareness and implement food safety standards across the plant.



## STARHPACK HOSTED Q3 TOWNHALL WITH CEO

The Q3 Townhall reviewed business milestones, strategic priorities, and recognized outstanding performers, reinforcing transparency and alignment across the organization.



### TRAINEE PROJECT PRESENTATIONS & LEADERSHIP REVIEW CONDUCTED

Trainees presented projects to the CEO and Head of Plant Operations, gaining feedback, exposure, and insights into practical application and process improvement.



### CELEBRATING THE HIGHEST SALES TARGET ACHIEVEMENT IN Q3

Q3 concluded on a high note with the achievement of the highest sales target to date. The result highlights sustained growth and focused execution across teams.





**Moosa Naseer**  
Assistant Manager Process  
Excellence



**Mahid Ali**  
Shift Engineer



**M. Sehaam Siddiqui**  
Trainee Engineer



**Amsal Ayaz**  
DM Starches

The openness of teams and leadership has made our transition both smooth and motivating. We are inspired by the organization's commitment to quality, growth, and sustainable practices. As new members, we're excited to contribute, learn, and grow together. Looking ahead, we're proud to be part of StarchPack's journey and future success.



**Dr. M Usman Akbar**  
QA Manager



**Fahed Abbas**  
Manager R&D and Process  
Excellence



**Nauman Ahmad**  
Shift Engineer



**Abdul Ghaffar**  
Mechanical Specialist

**FRESH  
BEGINNINGS** <sup>70</sup>

# PACKAGES LANKKA





### PLL'S ANNUAL GET-TOGETHER 2025

Packages Lanka Limited brought employees and their families together for a joyful evening of games, raffles, and celebrations, while recognizing employee contributions through service-year gifts and shared moments of togetherness.





**Pasindu Nadeera**  
Senior Executive Compliance - EHS



**Devshan Rodrigo**  
Despatch Executive

Our experience as new recruits have been both positive and rewarding. The organization provides a supportive work environment, backed by strong systems and a culture that promotes continuous learning and improvement. Exposure to diverse operations, along with the cooperation of colleagues across teams, has played a key role in strengthening our professional growth.



**Indusara Adikari**  
Production Engineer

# FRESH BEGINNINGS<sup>73</sup>

# CHANTLER PACKAGES

chantler  
packages



Chantler  
Packages




**CHRISTMAS DINNER AT CHANTLER PACKAGES**

Chantler Packages hosted a warm Christmas dinner, bringing employees together to celebrate the festive season in a spirit of joy and togetherness. The evening reflected appreciation, camaraderie, and the company's commitment to fostering an inclusive and people-first workplace culture.



# IGI HOLDINGS

**IGI**

Holdings | Insurance | Investments  
Securities | FSI | Life 

**IGI GENERAL**



**BEAT YOUR BOSS CHALLENGE!**

Our team had a blast taking on their bosses in bowling and bumper cars, celebrating camaraderie beyond the office, before capping the day with a team dinner.



**BREAST CANCER AWARENESS SESSION**

IGI hosted a session highlighting early detection, self-examination, and preventive care, reinforcing our commitment to women's health and workplace wellness.

HEALTHY WORKPLACE



What It Does to Filters, It Does to You

Stay Road Ready With IGI Vitality Drive



CLEARING THE AIR: SMOG AWARENESS CAMPAIGN

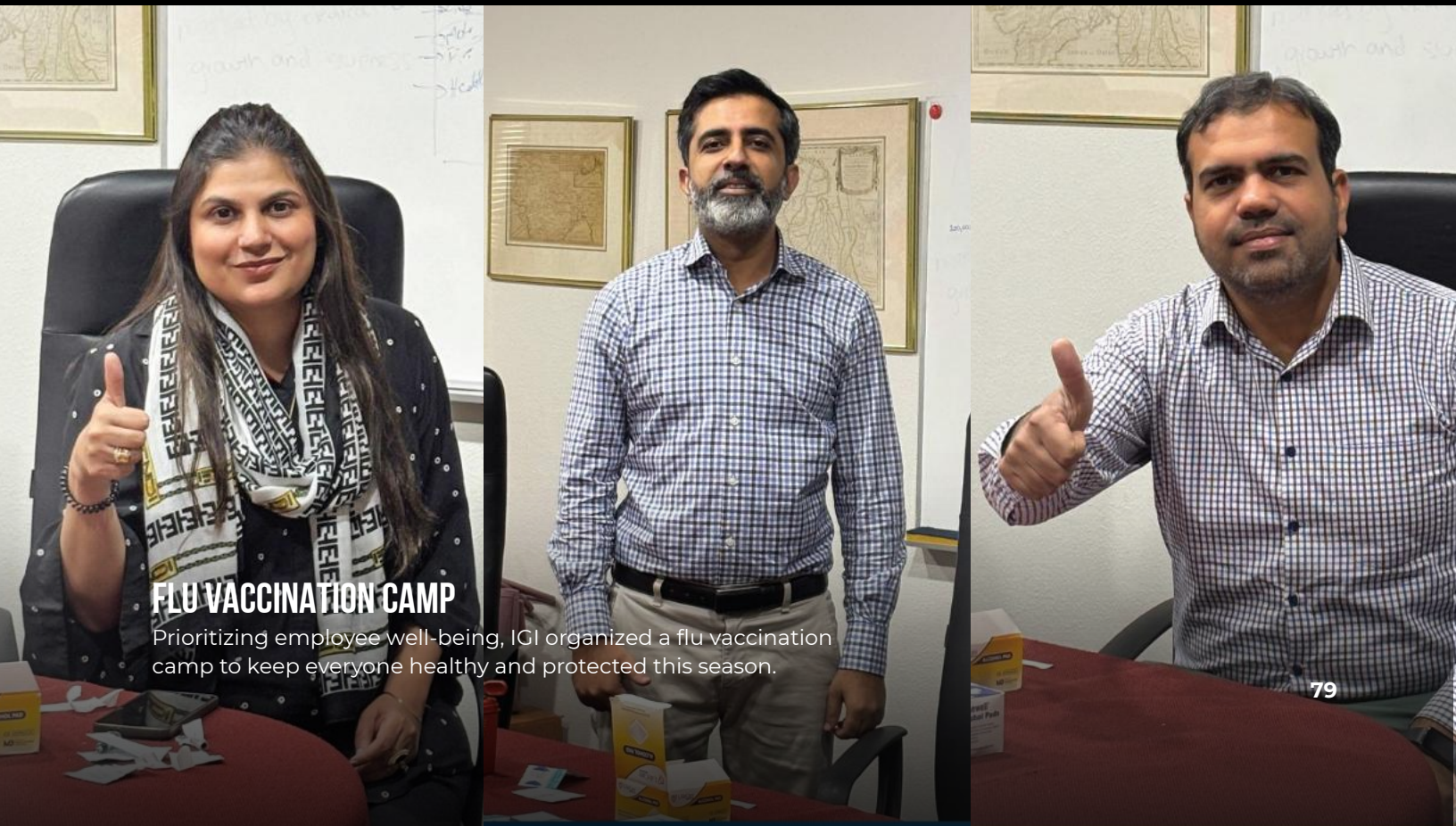
This winter, IGI raised awareness about the harmful effects of smog, encouraging our communities to take steps for cleaner, healthier air.

WITH IGI GENERAL'S AUTO INSURANCE



### WORLD GRATITUDE DAY AT IGI

Employees paused to reflect and share what they're most thankful for—at work, in relationships, and in life.



### FLU VACCINATION CAMP

Prioritizing employee well-being, IGI organized a flu vaccination camp to keep everyone healthy and protected this season.

INTERNATIONAL  
**MENSDAY**  
November 19

**INTERNATIONAL MEN'S DAY AT IGI**

IGI Karachi hosted a thoughtful session led by Shakeel Mapara, fostering open conversations on men's well-being, emotional challenges, and the importance of empathy and support at work.



**IGI GENERAL TOWNHALL**

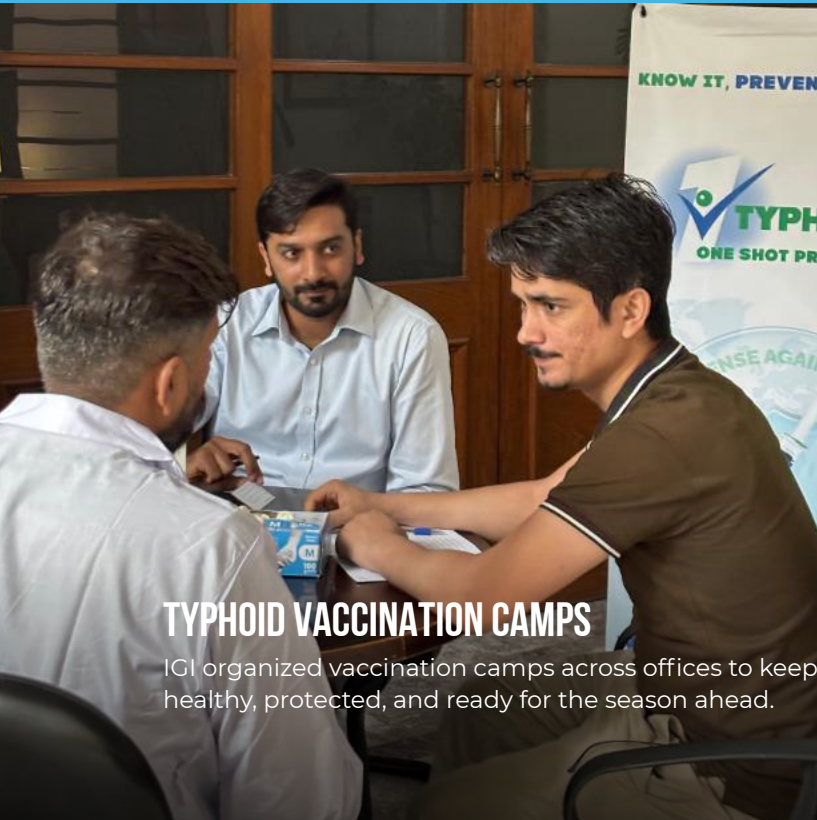
Team IGI General joined CEO Mr. Faisal to review progress, tackle challenges, and gear up for a strong year-end, inspired to push toward our goals.



### IGI KARACHI'S BEACH PICNIC

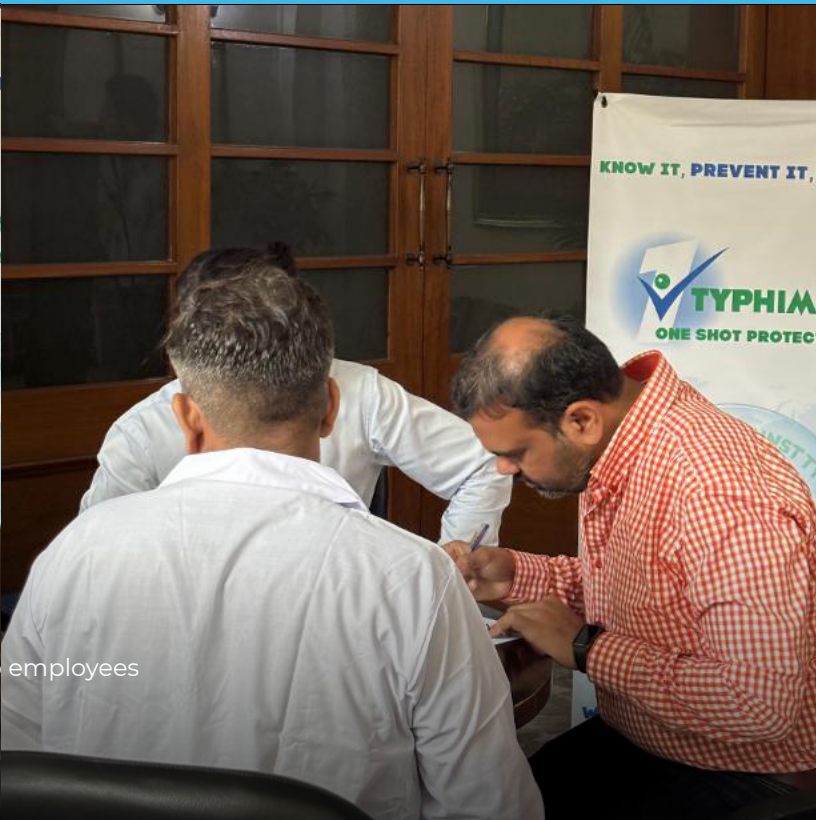
Sun, sand, and smiles! Our Karachi team enjoyed games, good food, and laughter, strengthening bonds and teamwork beyond the office.





### TYPHOID VACCINATION CAMPS

IGI organized vaccination camps across offices to keep employees healthy, protected, and ready for the season ahead.



### INTERPERSONAL & COMMUNICATION SKILLS TRAINING

IGI Lahore's Health Claims team attended a session led by Mr. Shakeel Mapara, focusing on emotional intelligence, effective communication, and collaboration, concluding with a reflective art therapy activity.

## WWF GREEN OFFICE CERTIFICATION

IGI General Insurance – Corporate Office, Lahore, is now WWF Green Office Certified, underscoring our commitment to sustainability and a greener future.



## CERTIFICATE OF MERIT FROM MAP

IGI Holdings received the Certificate of Merit in the Non-Life Insurance category from the Management Association of Pakistan, recognizing our commitment to excellence, strong governance, and delivering consistent value to stakeholders.



### IGI GENERAL'S PADEL POWER NIGHT

IGI held a padel event with participants from all three companies, bringing everyone together for an evening of fun, teamwork, and friendly matches.



### LEAD TO SUCCEED TRAINING

IGI held a full-day 'Lead to Succeed' training for senior management in Karachi, facilitated by Mr. Shakeel Mapara, focusing on leadership skills, team dynamics, communication, and effective management practices.



### IGI LIFE SPONSORED THE PAKISTAN INSURTECH SUMMIT III

Our CEO, Mr. Ali Nadim, joined the panel to share insights on innovation, embedded insurance, and the role of digital wellness in the next decade of insurtech.





**IGI LIFE VITALITY SPONSORED THE ASKARI BANK 11TH VICE ADMIRAL H.M.S. CHAUDHRY AMATEUR GOLF CUP**

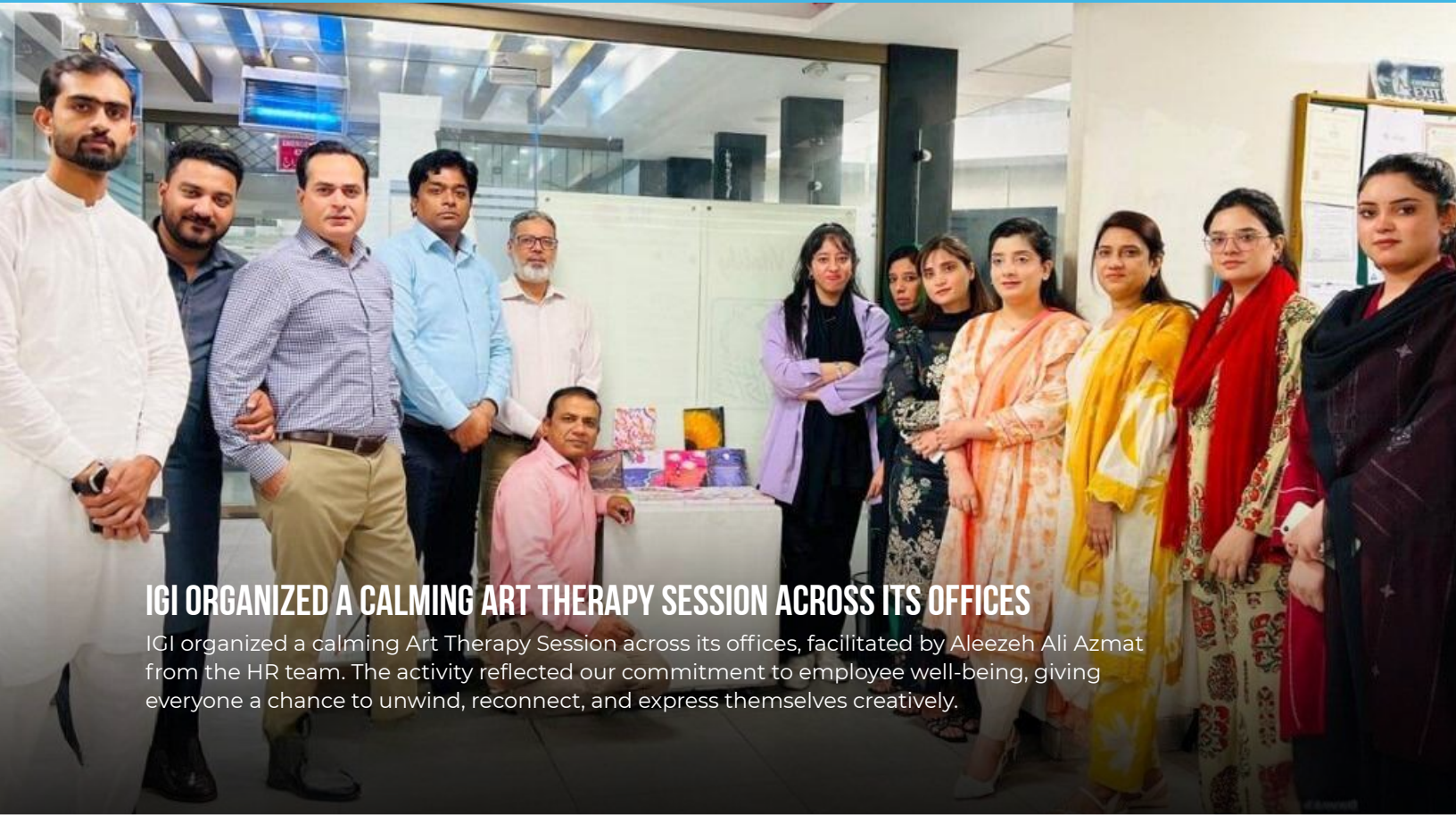
Our dedicated team was on-ground at our kiosk, guiding attendees about IGI Life Vitality's products, wellness benefits, and rewards program.

[www.igilife.com.pk](http://www.igilife.com.pk)



**IGI'S LIFE'S PADEL NIGHT**

An engaging evening of teamwork, wellness, and collaboration at IGI Power Padel Night, strengthening connections beyond the workplace through sport and shared experiences.



## IGI ORGANIZED A CALMING ART THERAPY SESSION ACROSS ITS OFFICES

IGI organized a calming Art Therapy Session across its offices, facilitated by Aleezeh Ali Azmat from the HR team. The activity reflected our commitment to employee well-being, giving everyone a chance to unwind, reconnect, and express themselves creatively.



## IGI CELEBRATED GRATITUDE DAY

IGI celebrated Gratitude Day as part of the Group-wide campaign at the Packages Group. Team members shared heartfelt notes of appreciation, spreading positivity and strengthening our workplace culture.

## OFFICIAL LAUNCH OF THE MAHAANA ISLAMIC IGI RETIREMENT FUND

We celebrated the official launch of the Mahaana Islamic IGI Retirement Fund, a major milestone in our collaboration with Mahaana Wealth to redefine financial and wellness solutions in Pakistan. The event was graced by distinguished guests, including the Ambassador of Sweden to Pakistan and senior leadership from SECP, Tundra Fonder, and the Ministry of IT. The product was formally launched by Mr. Shamoon Tariq, Founder & CEO of Mahaana Wealth, with concluding remarks by Mr. Syed Hyder Ali, CEO of Packages Group. This partnership marks a new chapter of innovation and forward-looking progress.



Official Launch of Mahaana Islamic IGI Retirement Fund  
Empowering Financial Growth with Vitality

# STRATEGIC PARTNERSHIP

Where Insurance Meets Telemedicine

## SIGNING CEREMONY



### IGI LIFE VITALITY X OLADOC , A PARTNERSHIP FOR SMARTER HEALTHCARE!

We're excited to announce our collaboration with oladoc, Pakistan's leading digital healthcare platform. Together, we're making healthcare simpler, smarter, and more accessible for you.

Why stop at one?

Collect your **PKR 500**

Total PARCO vouchers in the Infini app and use them together to fuel up even more.

More activity | More rewards | More miles

IGI Life Vitality

Introducing **Fuel Rewards**, the newest way to go further with Vitality!

Earn **PKR 500** Total PARCO vouchers every week and use at their pumps nationwide.

Because the healthier you live, the further you go.

(021) 111-111-711 | www.igi3life.com.pk

A Packages Group Company

**FUEL YOUR ENGINE WITH VITALITY'S NEWEST REWARD**

**Infini**

Fuel Voucher  
PKR 500 Discount

Start Earning Fuel Rewards

Fuel your health, fuel your ride! Earn weekly Fuel Rewards worth PKR 500 just by living healthy. Redeem through the Infini app at Total Parco and keep the ride going!

Introducing the **Fuel Reward!**

89

Earn weekly rewards and redeem them for **PKR 500** Total PARCO vouchers through the Infini app.

**IMPORTANT UPDATE!**

Starting today, Google Fit will no longer record Vitality fitness points.  
 To keep earning your points, simply open your Vitality app → go to Apps  
 & Devices → and link a new tracking app or device.  
 Stay active. Stay rewarded.



Google Fit is  
**NO  
 LONGER  
 ACTIVE**

Go to the 'apps and devices'  
 page in your Vitality app to link  
 a new device or app to keep  
 earning your fitness points.



**(021) 111-111-711**  
 or visit [www.igilife.com.pk](http://www.igilife.com.pk)

X: @IGI f: #IGI @: /igilifevitality/ i: /ig-life-insurance/



**IGI FSI**

**IGI FSI** 



### IGI FSI CONDUCTED DELEGATION & ACCOUNTABILITY WORKSHOP

A full-day leadership session in September engaged ~30 participants, strengthening ownership, accountability, and decision-making across teams.



### IGI FSI DROVE HIGH-PERFORMANCE CULTURE TRAINING

This October half-day workshop brought together ~30 participants to build performance-driven mindsets aligned with IGI FSI's business goals.



### IGI FSI HOSTED “THE SMART ADVANTAGE” – GENERATIVE AI WORKSHOP

Held in November, this half-day session engaged 60 participants, focusing on practical AI applications to enhance everyday operational efficiency.



### IGI FSI CONDUCTED MANAGING CHANGE: TRANSFORM & THRIVE

A targeted half-day training in November focused on resilience, adaptability, and leading teams effectively through organizational change.



## IGI FSI ROLLED OUT 360-DEGREE FEEDBACK INITIATIVE

A 360-degree feedback survey engaged 170+ employees across C and C-1 cohorts, providing insights to support leadership development and culture strengthening.



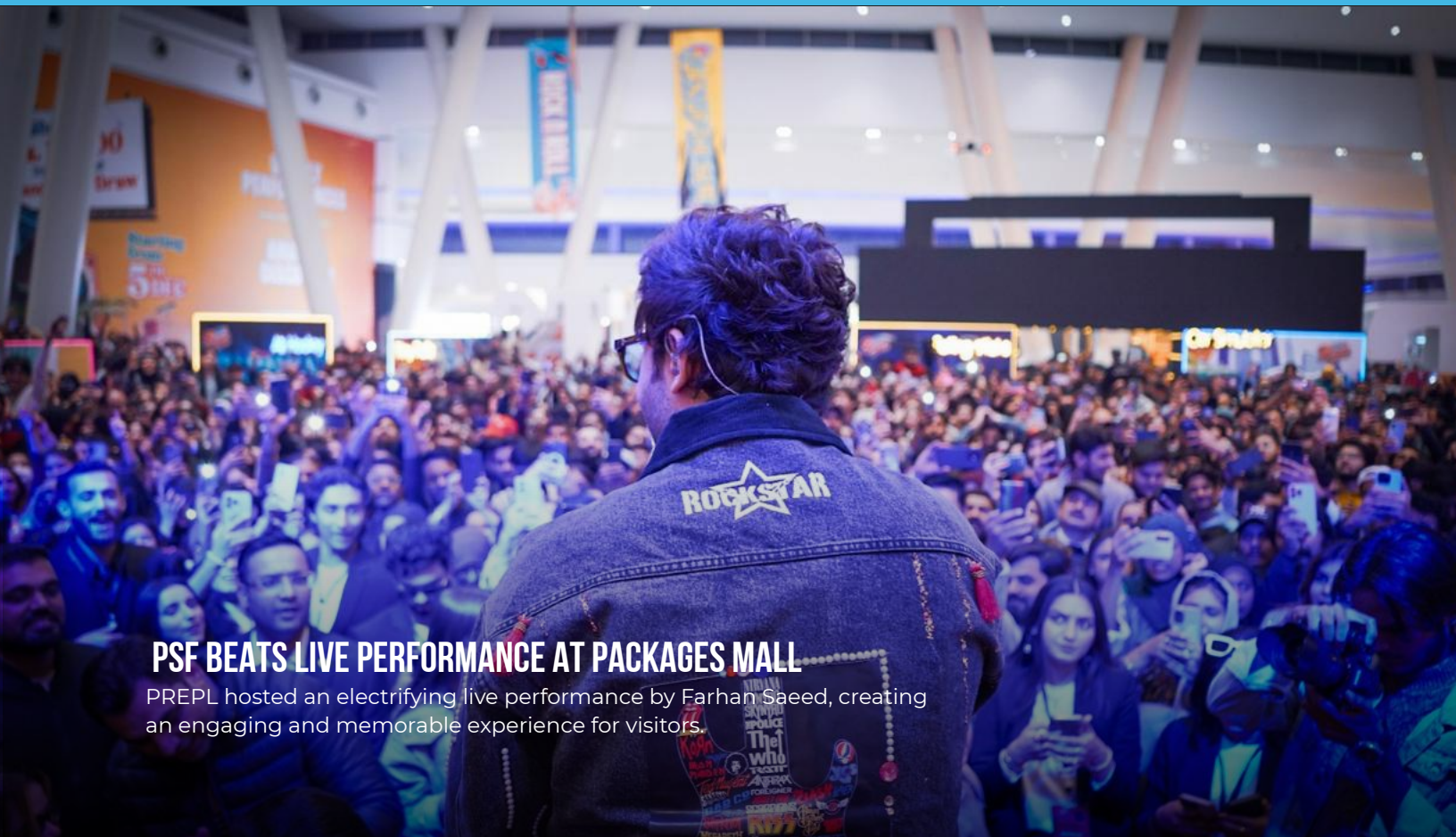
## THE HUMAN EDGE: PEOPLE MANAGEMENT PROGRAM

This full-day, high-impact training engaged 30+ participants, strengthening core people-management skills and reinforcing human-centered leadership.

# PACKAGES REAL ESTATE



Packages Real Estate  
(Private) Limited



## PSF BEATS LIVE PERFORMANCE AT PACKAGES MALL

PREPL hosted an electrifying live performance by Farhan Saeed, creating an engaging and memorable experience for visitors.



## SAFETY RECOGNITION MILESTONE FOR PREPL

PREPL received recognition for its continued commitment to building safety standards and responsible operations.



## PREPL ORGANIZED A WARM FAREWELL GATHERING

PREPL bid farewell to a valued team member, expressing appreciation and best wishes for the journey ahead.



## TABLE TENNIS CHAMPIONS AT PPL

PREPL proudly supported and celebrated the PREPL girls on their table tennis victory.



Packages  
Mall™

# New Stores, Tastes, & Vibes!

**KHAADI**

Entrance 6  
Ground Floor



Ground Floor

**BATIK**

Entrance 4  
Ground Floor



Level 2



**Now Open at Packages Mall**



**PREPL UNVEILED THE PINK PARKING PROJECT**

PREPL successfully launched the Pink Parking Project, reflecting teamwork, innovation, and inclusive thinking.

**PREPL CONDUCTED A BREAST CANCER AWARENESS SESSION**

PREPL organized a Breast Cancer Awareness Session in collaboration with Hameed Latif Hospital to promote awareness and early detection.



# HOECHST PAKISTAN

Hoechst  
PAKISTAN

Hoechst   
PAKISTAN



**HPL LAUNCHED EMJARD™ AT HEAD OFFICE**

HPL's Diabetes Business Unit unveiled the Emjard™ brand, introducing a new oral diabetes range offering benefits beyond glycaemic control, including cardiovascular and renal protection.



**EMJARD™ SALES EXCELLENCE ACROSS PAKISTAN**

HPL achieved a major milestone as one district emerged as the No. 1 contributor in Emjard™ sales nationwide, reflecting strong teamwork, consistent target achievement, and field excellence.

## HPL'S JAZBA JUNOON TURNAROUND CAMPAIGN

HPL rolled out the Jazba Junoon internal campaign to reignite morale, sharpen strategy, and build a winning mindset, driving exceptional performance in the Antibiotics team.



Memorandum of Understanding

## SIGNING CEREMONY

07 November 2025



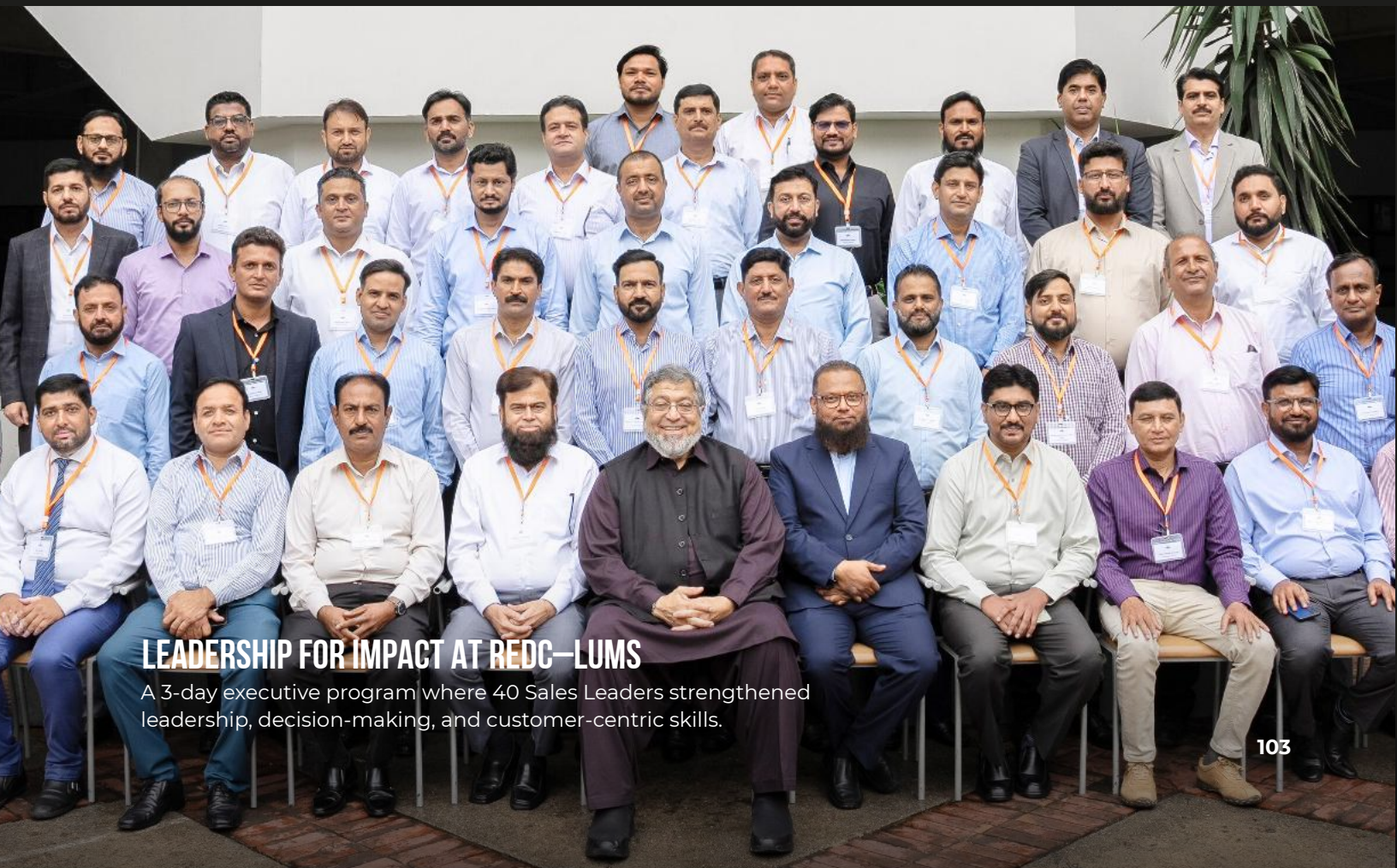
## HPL SIGNED STRATEGIC MOU WITH SOCIETY OF SURGEONS OF PAKISTAN

HPL partnered with the Society of Surgeons of Pakistan under Project ACE to upskill healthcare professionals through accredited courses, masterclasses, and simulation workshops nationwide.



**ELEVATE YOUR IMPACT 2.0**

HPL rolled out a nationwide, face-to-face soft skills program to strengthen the Salesforce’s professional presence and effectiveness in HCP interactions. The initiative focused on professionalism, integrity, consultative engagement, and positive communication to drive sustainable business outcomes.



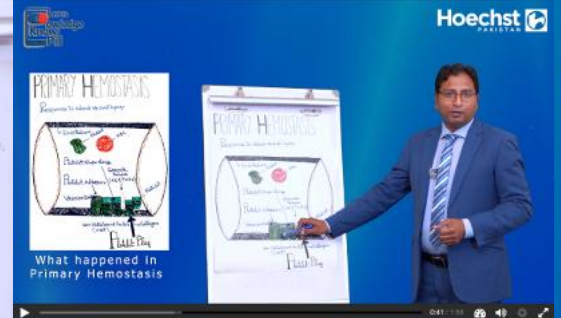
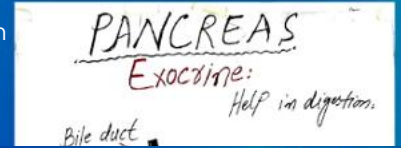
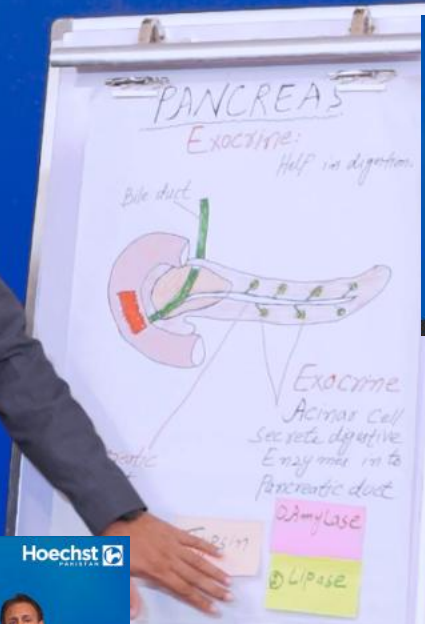
**LEADERSHIP FOR IMPACT AT REDC—LUMS**

A 3-day executive program where 40 Sales Leaders strengthened leadership, decision-making, and customer-centric skills.



### HPL'S KNOWLEDGE PILL

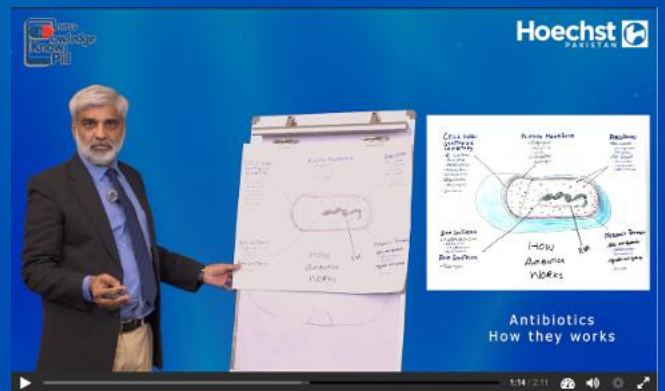
HPL's Knowledge Pill is a series of bite-sized learning videos that simplify complex topics for sales professionals. Developed by expert trainers, it supports confident HCP engagement while strengthening DANISHKADA through accessible, on-the-go learning.



### Pancreas and it's Exocrine function



### Day to Day Challenges and Our Medical Sales Professionals



## LAUNCH OF SEMAGRIX™ FOR DIABETES CARE

Diabetes BU successfully introduced Semagrix™ (Semaglutide) with a comprehensive 4-day sales force training to build scientific strength and market readiness.

PAKISTAN



## WORLD QUALITY WEEK CELEBRATIONS AT HPL

Observed under the theme "Think Differently," the week reinforced innovation, cross-functional collaboration, and a culture of quality beyond compliance.



### HPL MARKED WORLD DIABETES DAY NATIONWIDE

Over 50 awareness initiatives across 16 cities promoted diabetes education, screenings, and lifestyle counseling, reinforcing HPL's public health commitment.





### HPL'S ANNUAL DINNER AND MUSICAL NIGHT

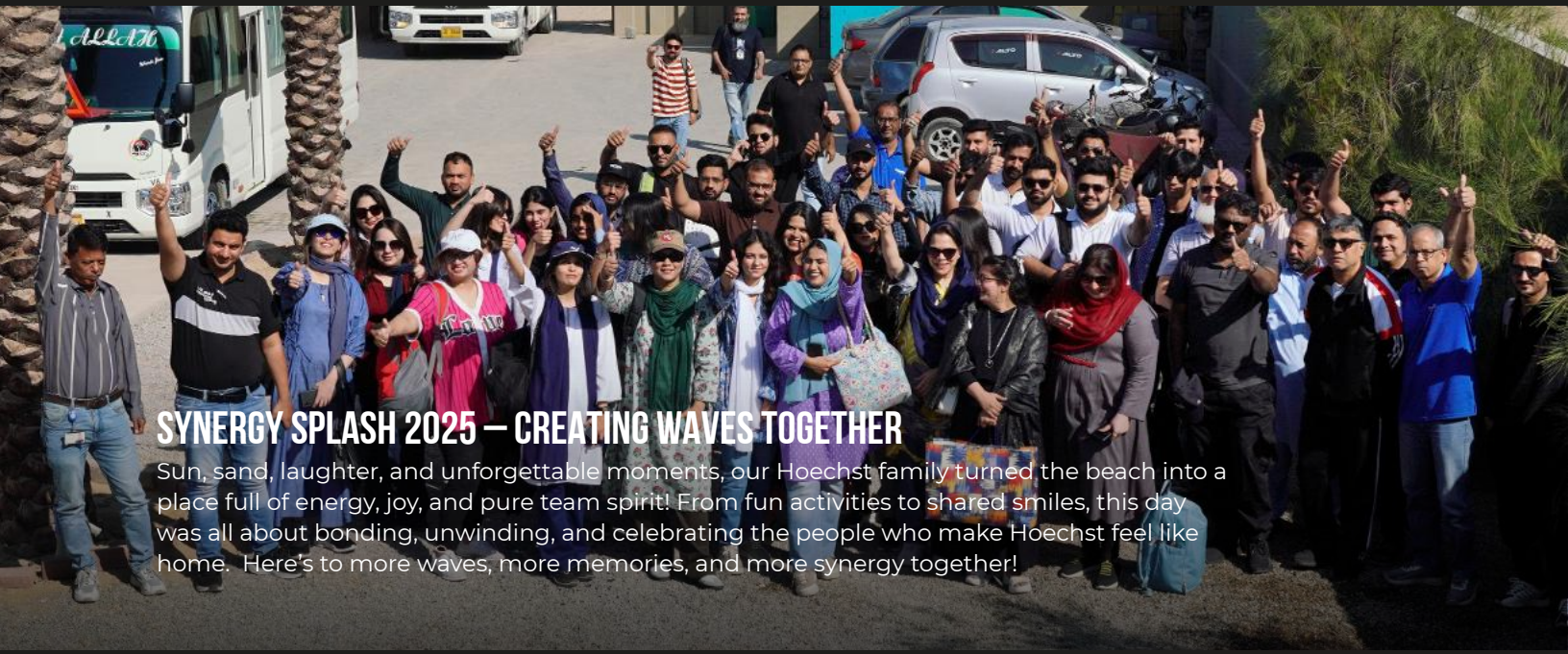
HPL hosted its Annual Dinner and Musical Night, creating a memorable experience for teams across the organization. The evening celebrated togetherness, achievements, and the spirit of collaboration.





### HPL RECEIVES EHS BEST COMPANY AWARD

HPL has been recognized with the EHS Best Company Award, reflecting its strong commitment to workplace safety, health, and environmental excellence. This achievement highlights HPL's continued focus on responsible operations and sustainable practices.



### SYNERGY SPLASH 2025 – CREATING WAVES TOGETHER

Sun, sand, laughter, and unforgettable moments, our Hoechst family turned the beach into a place full of energy, joy, and pure team spirit! From fun activities to shared smiles, this day was all about bonding, unwinding, and celebrating the people who make Hoechst feel like home. Here's to more waves, more memories, and more synergy together!





**Sunaim Shadmani**  
Marketing Manager

I feel welcomed becoming a part of Hoechst Pakistan and joining a strong team committed to creating impact. I look forward to contributing to our shared vision and working closely with colleagues as we shape the future for our patients and our business. I'm excited for what lies ahead!

FRESH  
BEGINNINGS



Anna Fernandes

**How long have you been working with HPL?**

I joined HPL over 30 years ago, witnessing its journey from Hoechst Pakistan Limited through multiple mergers and back again, making it a truly full-circle experience.

**Your favorite memory?**

Being part of the Engineering team that set up Pakistan's first state-of-the-art Haemacel Plant, a milestone project involving civil, mechanical, electrical, and HVAC design.

**How did HPL transform your life?**

Starting as a Junior Officer, HPL was my first exposure to a global multinational. Growth through promotions and mergers helped me adapt, build confidence, and gain valuable experience.

**Your advice to young professionals?**

The dedication and innovation of people make a company great. Give your best—your work matters to both humanity and a higher purpose.

# OLD EMPLOYEES

**NOW 20% EXTRA**

**PROVEN  
DANDRUFF CONTROL**



Normal to Oily  
for Daily Control  
Cleans Without Build-up

**EXTRA 20%**

**Selsun  
blue**

ANTI-DANDRUFF SHAMPOO  
Selenium Sulfide 1%

**EXTRA  
50ML**

- Tough on Dandruff... Great for Hair
- Targets the Source to Control Dandruff

0079604-01 8.45 FL OZ (250 ml)

Moisturizing  
with Aloe Vera  
For Dry Scalp & Hair

**EXTRA 20%**

**Selsun  
blue**

ANTI-DANDRUFF SHAMPOO  
Selenium Sulfide 1%

**EXTRA  
50ML**

- Tough on Dandruff... Great for Hair
- Targets the Source to Control Dandruff

557213 8.45 FL OZ (250 ml)

with  
ALOE VERA



**Clinically  
Proven**



THE  
SCIENCE  
OF

%  
Selenium  
Sulfide



Packages Group

CREATING A  
**BETTER TOMORROW**



@PackagesGroup  
[www.packages.com.pk](http://www.packages.com.pk)