



INTERNATIONAL TEXTILE LTD.

THE VANGUARD

FROM VISION TO VELOCITY

Accelerating our Sustainable Goals

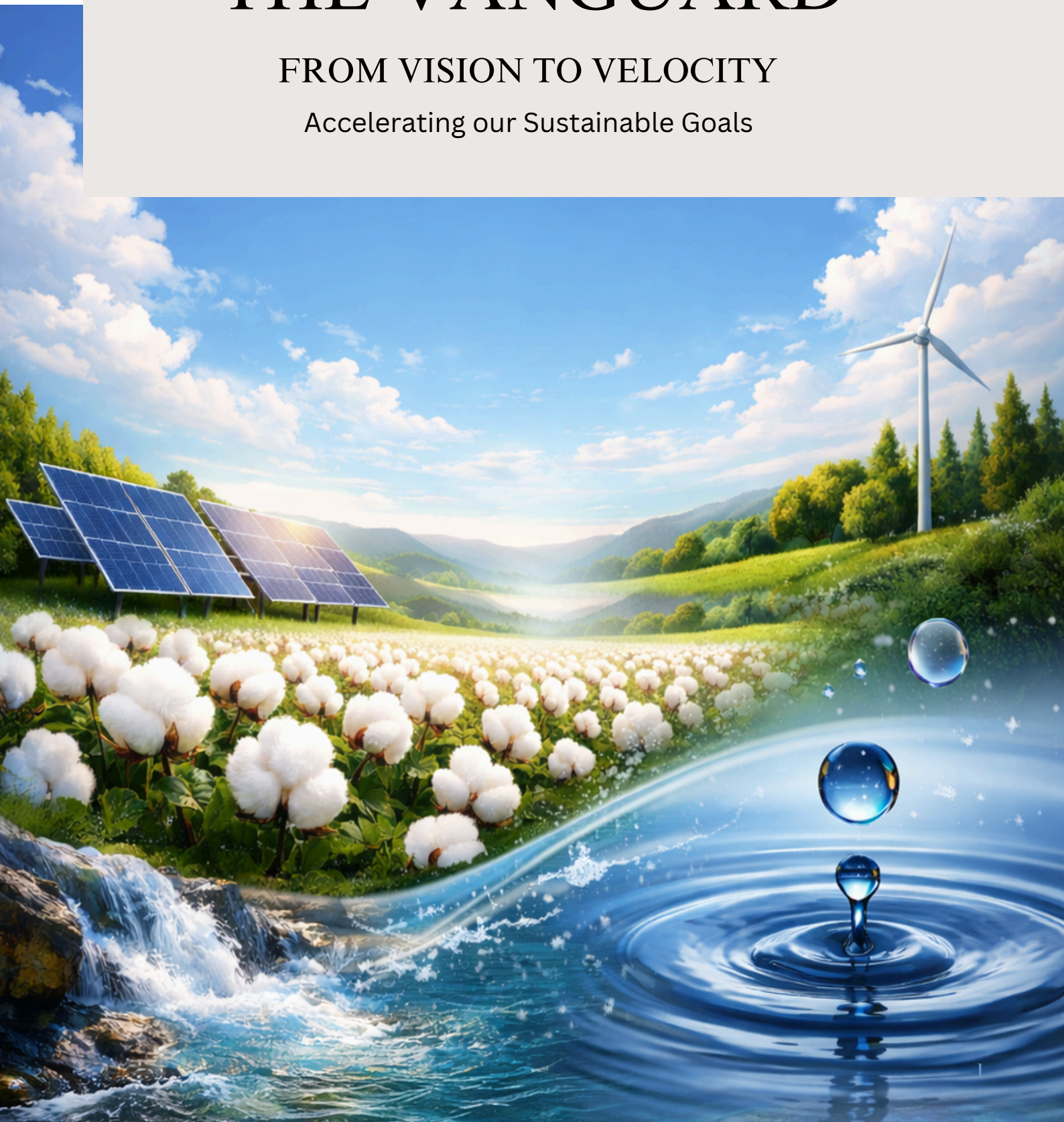


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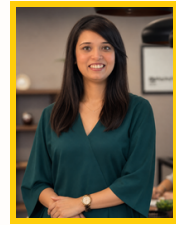
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EDITOR'S NOTE



Ghaziya Naureen
Deputy Manager HR

Welcome to the latest edition of our newsletter, "Vision to Velocity."

This edition reflects the spirit, dedication, and progress of our organization. Through the stories and highlights shared within these pages, we celebrate the achievements of our teams, the challenges we have overcome, and the culture of collaboration and continuous improvement that drives us forward.

From innovation and sustainability to wellbeing, empowerment, and recognition, each feature represents the commitment and creativity of our people. More than a collection of updates, this newsletter showcases the values and shared purpose that strengthen our journey together.

As we continue moving toward growth and excellence, I sincerely appreciate the efforts of every contributor and team member whose passion and dedication make a meaningful difference every day.

May this edition inspire us to continue learning, supporting one another, and transforming vision into lasting impact.

Ghaziya Naureen

CONTENT SUPPORT



Ahmed Sayyam Rana
Head of HR



Furqan Qureshi
Advisor Transformation Project



Syed Baqar Mehdi
General Manager Utilities



Syed Anas Ali
HOD - Manufacturing Excellence

CEO'S MESSAGE



Adnan Khan - CEO

Over the past several months, ITL has sustained strong and measurable momentum. The energy, determination, and focus our teams have shown throughout 2025 we have significantly strengthened our market position, and this is truly remarkable to see how far we have progressed since the start of the year 2025.

The trust our clients place in us, is both an honor and a responsibility. Delivering premium quality of products remains our foremost priority. To maintain this trajectory, we are making strategic investments in innovation and enhancing our capabilities to anticipate and respond to future challenges. Sustainable progress is not simply an ambition for us it is a fundamental part of our long term vision.

The new initiatives we have taken this year sets the pace for even greater achievements ahead. I am confident about our direction and inspired by what we have accomplished together.

We will continue to raise the bar, think strategically, and deliver excellence in every interaction to our customer. Our commitment remains clear to consistently deliver the highest quality products and create lasting value for our customers.

A large, abstract watercolor splash in shades of blue, teal, and purple, with some orange and green accents, serving as a background for the title.

Thoughts That **LEAD**

THOUGHTS THAT LEAD



Yasir Siddqui

GM Internal Audit & Chief BPO

Would you like to share your journey in the textile industry which led you to your current role GM – Internal Audit & Risk?

Over the past 15 years in the textile sector, I have bridged the gap between Internal control and operational efficiency. By focusing on mitigating operational risks rather than just checking compliance, I was able to drive structural changes. This proactive, risk-focused approach led to my current role, where I blend regulatory oversight with strategic business advisory.

Many people see Audit as a “fault-finding / Process Police” function. How would you redefine its real purpose? and what do you enjoy in your work as an auditor?

Modern auditing is not about finding fault; it is about adding value and protecting an organization’s ability to achieve its goals. Its true purpose can be defined through several key lenses:

- Audit acts as a mirror, showing an organization what is working, what isn't, and where small "cracks" in systems can be fixed before they lead to failure.
- Rather than acting as a roadblock, auditors function as trusted advisors who provide independent, risk-based insights to help leadership make better decisions.
- The core mission is to strengthen the organization's control environment, ensuring it can withstand risks like fraud, cybersecurity threats, or operational inefficiencies.
- Auditors identify the "why" behind issues to provide practical recommendations that drive growth, scale operations, and improve overall performance.

The profession offers deep satisfaction beyond simple compliance checks:

- Auditors get to see the inner mechanics of an entire organization how the "magic" is made and how chaos is controlled which most employees never see.
- No two days are the same. Auditors work across diverse industries and departments, from IT and HR to environmental sustainability, keeping the work constantly engaging.
- There is a profound sense of purpose in being a "gatekeeper" of truth and accountability, ensuring that companies operate ethically and transparently.

Solving complex "puzzles" and seeing your recommendations lead to tangible improvements provides a lasting sense of professional achievement.

What common mistakes do departments make that can easily be avoided?

Professional replies on common auditee/departments

THOUGHTS THAT LEAD

mistakes typically emphasize that an audit is a collaborative tool for improvement, not a punitive "policing" exercise. To ensure a smooth process, auditee departments should focus on transparency and proactive preparation rather than defensiveness.

What is your leadership philosophy when managing a high responsibility function like Audit?

My leadership philosophy in auditing is built on three core pillars: Trust-Based Empowerment, Strategic Independence, and Psychological Safety.

What advice or insights would you like to offer to young professionals?

For young professionals entering internal audit, the key to success is transforming from a compliance checker into a strategic, tech-savvy advisor. The profession is shifting toward real-time assurance, artificial intelligence (AI), and deep relationship building.



THOUGHTS THAT LEAD



Irfan Minhas
Senior General Manager Operations

Would you like to share your journey in the textile industry which led you to your current role as Sr. GM – Operations

I began my career in 1993 as a quality control inspector and progressed step by step through dedication, practical learning, and consistent performance. Over the past 33 years, I have worked with leading textile groups, mainly in production and planning, managing large scale factory operations. Today, as Sr. GM Operations, I lead overall factory operations with a strong focus on performance, efficiency, and delivery commitments.

What do you believe are the biggest challenges and opportunities in textile manufacturing industry?

The textile industry is facing major challenges including rising energy costs, strict compliance requirements, delivery pressures, and skilled

manpower gaps. However, these challenges also create opportunities. Companies that strengthen systems, improve planning, adopt technology, and control wastage can significantly enhance productivity and competitiveness.

Managing operations involves large teams. What is your leadership approach?

My leadership style is based on discipline, clarity, and accountability. Clear targets, defined responsibilities, and strong follow-up are essential. I believe in solving problems at their root cause and developing strong middle management to ensure operational stability and long-term growth.

How is sustainability shaping operational practices in textile manufacturing?

Sustainability is no longer optional it is a business necessity. Reducing waste, optimizing energy usage, and improving process control not only support environmental goals but also strengthen cost efficiency and operational performance.

What advice would you give young professionals aspiring to leadership roles?

Young professionals should focus on learning practically from the shop floor. Build strong fundamentals, stay consistent, and take responsibility for results. Leadership is earned through performance, integrity, and commitment not just by title.



SUSTAINABILITY

&

ENVIRONMENT

Integrated 1.1 MW Solar Power System



Sustainability isn't just a goal, it is a commitment. We are delighted to share that we have successfully integrated an additional 1.1 MW Solar Power System into our facility. This expansion marks a major milestone in our sustainability roadmap, allowing us to harness the power of the sun to run a cleaner, more responsible operation.

The Environmental Impact:

Carbon Reduction:

We are cutting approximately 800–850 tons of CO₂ emissions every single year.

Energy Independence:

This system significantly lowers our reliance on the grid, ensuring more stable and sustainable energy consumption.

Greener Footprint:

Every kilowatt generated is a step toward a smaller carbon footprint and a healthier planet.

The Biomass Boiler: A Leap in Decarbonization

The adoption of our new Biomass Boiler marks one of our most significant steps toward a carbon-neutral future. By shifting to renewable thermal energy, we are radically changing our environmental profile.

The Impact:

Annual CO₂ savings exceeding 6,000 tons, allowing us to offer our customers responsibly manufactured products with a drastically reduced carbon footprint.



INNOVATION & PRECISION IN OPERATIONS



ADVANCED 1,800KG EXHAUST DYEING INTEGRATION

Our processing capabilities have reached new heights with the integration of 1,800 kg advanced exhaust dyeing machines. This technology ensures that high volume production remains resource efficient.

The Impact:

- Higher production output and consistent quality achieved with reduced utility consumption, delivering greater value to our partners



SAM Based Planning Transforms Production

Successful rollout of SAM (Standard Allowed Minutes) based planning across all production floors. By moving to a data driven scheduling model, we have fundamentally changed how we allocate our most valuable assets time and talent.

The Impact:

- Better utilization of manpower and resources
- Enhanced production efficiency and planning accuracy
- Reduced delays and improved on time delivery
- Increased overall operational productivity

PEOPLE & CULTURE

Fostering an inclusive,
transparent, and engaged
workplace



BUILDING A CULTURE OF TRANSPARENCY & ENGAGEMENT



We intensified our focus on creating a workplace built on trust and open dialogue. Through regular Townhall Meetings, we’ve bridged the gap between leadership and teams, sharing business challenges and future plans to ensure every employee understands their vital role in our success.

This platform also encouraged employees to share their feedback, concerns, and suggestions directly with leadership. This approach helped in developing stronger coordination, mutual understanding, and a greater sense of involvement among teams.



FOSTERING CULTURAL HARMONY & INCLUSION

The true beauty of our workplace is seen in the smiles that light up every face when we gather for celebrations. We are not just a company, but “one family”. Like a vibrant tapestry, the combination of our different colors and backgrounds creates our greatest strength. Here, every individual feels at home, proving that our unity is what makes us unstoppable.



OUR HEART FOR THE COMMUNITY: CSR WITH PURPOSE

Think of the moments that truly stay with you it's never just the numbers, but the lives we touch and the hands we hold. Our commitment to the community is the very heartbeat of who we are, fueled by a deep seated desire to pour love back into the world that sustains us. We don't just give, we show up, we sit, we listen, and we share our time, ensuring that our presence leaves behind a lingering sense of hope and the genuine warmth of companionship for those who need it most.

Deaf Reach School Visit

Our team spent a day with the students and educators at Deaf Reach. It was a powerful reminder of the importance of inclusive education and the incredible potential within every child. By supporting social integration for differently abled children, we are helping to build a world where barriers are replaced with opportunities.



Old Age Home Visit

We spent meaningful time with our senior members at the old age home, aiming not only to extend support but also to offer genuine companionship and care. The visit focused on creating moments of warmth and human connection by listening to their life experiences, sharing light conversations, and engaging in heartfelt interactions that brought comfort and happiness.

A small gestures of time, kindness, and attention can leave a meaningful and lasting impact on someone's day.

These initiatives are the heartbeat of ITL's corporate citizenship, reflecting our pledge to grow not just as a business, but as a force for good in our society.



Fostering A Culture Of

Continuous Learning

Stimulating intellectual growth and cross functional collaboration.



Strategy Sprint Meetings for Leadership



Strategy Sprint Meetings were conducted by Furqan Qureshi, to equip leadership teams with forward looking strategies focused on strengthening ITL’s competitive position and long term performance. These sessions encouraged leaders to explore new approaches, identify improvement opportunities, and align on how ITL can continuously enhance its operations, service quality, and market responsiveness.

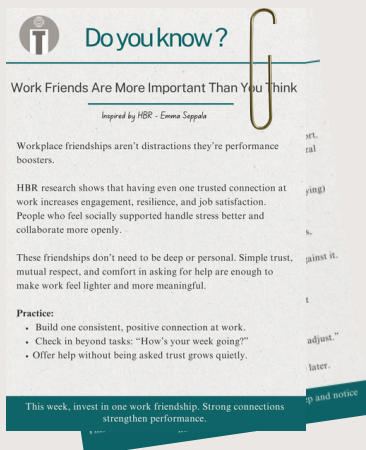
Driven by design methodology, the goal was to craft a strategy based on ITL’s Winning Aspiration, Where to Play, How to Win, What Capabilities Must We Have and What Management Systems will We Need. To execute the Strategy.

The free fall discussions and strategic thinking, the leadership team members assessed current challenges, evaluated growth opportunities, and developed actionable plans to improve execution and customer value delivery. This strategic alignment ensures that ITL remains proactive, resilient, and well positioned to meet evolving client expectations and industry demands.

WORKPLACE THAT LEARNS TOGETHER

Open House Knowledge Café

Monday Morning Quick Reads



Staying ahead in a competitive market requires a commitment to lifelong learning.

To kickstart every week with a growth mindset, we initiated “Quick Reads” to inspire employees with fresh perspectives, industry insights, and thought provoking content at the start of every week.

Every Monday, we share high impact, insightful content including curated articles from the Harvard Business Review (HBR) focused on workplace effectiveness, leadership, and professional excellence.



The Open House Knowledge Café is a short, focused 15 minute learning forum where employees are invited to participate both as speakers and audience. In each session, a team member shares an interesting, practical, or insightful topic that may benefit colleagues across different functions.

This open platform encourages knowledge exchange, cross department collaboration, and mutual learning, helping break silos and strengthen interdepartmental understanding while have some fun.



Women

Empowerment & Wellbeing



Women Empowerment & Wellbeing

Breast Cancer Awareness Session

An awareness session was organized to educate female employees and workers on breast cancer risk factors, early detection methods, and the importance of timely medical screening. The session provided factual information and guidance on preventive health practices. Promoting health awareness supports early diagnosis and reduces long term health risks, contributing to employee wellbeing. The session was conducted by Aga Khan University Hospital and Patel Hospital.



Self Defense Training for Women

Self defense training sessions were organized to empower female employees with practical skills and confidence to protect themselves in challenging situations. The program engaged on building awareness, personal safety techniques, and situational preparedness, helping participants feel more secure both within and outside the workplace.

RECOGNITION

MATTERS



EMPLOYEES RECOGNITION PROGRAMS

Recognizing performance and encouraging positive workplace behaviors are integral to ITL's people strategy. During the year, multiple recognition programs were introduced to acknowledge individual and team contributions, promote collaboration, and reinforce performance driven culture.

THRIVE Employee Recognition Program



THRIVE program, a new initiative to recognize employees who consistently demonstrate our core values while delivering outstanding results. Awards under THRIVE reflect both performance and behaviors, including customer focus, results orientation, teamwork, initiative, and a strong sense of urgency.

This program reinforces a culture of high performance, motivates our employees, and acknowledges the holistic contributions that drive ITL forward.

Cheers to Peers

Cheers to Peers is a peer driven recognition platform where employees acknowledge colleagues for collaboration, support, and positive workplace behaviors. The program promotes mutual appreciation and strengthens cross functional teamwork. Peer recognition reinforces engagement and contributes to a cooperative work environment, supporting smoother execution of daily operations.



Project Champions



The Project Champions program has been introduced to recognize teams and individuals who successfully deliver key projects and process improvements. This program highlighted contributions related to operational efficiency, compliance, and service quality. By recognizing project ownership and results, the initiative promotes accountability and encourages continuous improvement across collaborative work culture amongst the departments.

BEST CIO / CISO AWARD

WORLD CIO SUMMIT & AWARDS

2025



Mr. Nauman Ahmed - General Manager IT has been honored with the Best CIO / CISO Award at the prestigious World CIO Summit & Awards 2025 Pakistan Edition. The award places among the top 50 award recipients selected from over 500 nominations, recognizing leadership in digital transformation and cybersecurity excellence.

The summit brought together more than 1,000 business, IT, and cybersecurity leaders from Pakistan, along with 100+ overseas Pakistani COs, highlighting its significance as a national platform for technology leadership and innovation.

This recognition reflects International Textile continued focus on strengthening digital infrastructure, information security, and governance frameworks to support reliable, scalable, and secure business operations reinforcing confidence among clients and partners in International Textile's technology driven growth journey.

THANK YOU

