

The background of the entire page is a photograph of a pond. In the foreground, there are several white daisies with yellow centers growing in tall green grass. The pond's surface is calm, reflecting the blue sky and the surrounding greenery. The overall tone is peaceful and natural.

INTERLOOP

PURPOSE to IMPACT

SUSTAINABILITY REPORT 2025



TABLE OF CONTENTS

INTRODUCTION 03

Message From Our CEO.....	03
About This Report.....	04
Impact Summary.....	05
Award & Accolades.....	09

PEOPLE 10

Diversity, Equity & Inclusion (DE&I)	12
Talent Development	18
Environment, Health & Safety.....	25
Employee Well-being	30

PLANET 32

Carbon	34
Water.....	40
Materials	44
Waste.....	51

COMMUNITY 56

Education.....	58
Health.....	61
Sports	65
Literary Activities	67

PROSPERITY 68

Economic Returns.....	70
Company Profile	72
Business Model	76
Customers.....	77
Supply Chain.....	78

REPORTING APPROACH 80

Governance & ESG Oversight	82
Risk Management	84
Managing Material Impacts.....	92
Certifications & Memberships.....	95

APPENDIX 96

GRI Index	96
SASB Index	103
SDGs Index.....	104
UNGC Index	106
Glossary & Acronyms.....	107
Feedback Form.....	108

MESSAGE FROM OUR CEO

We are proud to be one of Pakistan's largest apparel manufacturers with a global footprint, generating employment for over 37,000 people and impacting many more lives through our community programmes. This purpose drives our business forward and fuels our commitment to accelerating short- and long-term performance, creating value for all our stakeholders.

Our work is underpinned by our commitment to our people and communities across our value chain. We have leaned into our long-term commitment to promoting diversity, equity, and inclusion, with a particular focus on women in leadership.

Through our sustained efforts, 44% of the company board is now represented by women, and 25% of our executive leadership is represented by women. These numbers have been made possible through a series of interventions, including our Champions of Change programme. The programme has created meaningful opportunities for women to lead and address structural barriers through the CEO Listen and Learn sessions, which I am personally committed to leading.

We have also invested in market-leading pay and benefits, along with a special focus on physical and mental well-being. I am pleased to share Qadam Hum Qadam, a free online counselling service that has evolved into a learning ecosystem

supporting employees where it matters most. Quarterly insights from counselling and group sessions guide initiatives such as mindfulness workshops, emotional intelligence and leadership training, and role-based stress management resources.

In FY 2025, we reduced 31,510 tonnes of CO₂e as part of our commitment to science-based targets. Along the way, we have realised that sustainability at scale comes with many complexities and trade-offs, from complex government energy policies to varying maturity of lower-carbon technologies.

Despite these challenges, we have invested in available solutions, including biomass boilers for steam generation, and expanded our solar capacity to 17.3 MW, resulting in 80% of our fuel consumption coming from low-carbon sources.

Scaling sustainability across our extended supply chain remains a challenge that requires better data, stronger collaboration, and scalable solutions. Interloop Regen

Kapas is our flagship cotton farming programme to promote biodiversity and reduce emissions in our supply chain. We have reached an important milestone, achieving Regenagri certification, awarded by Control Union.

This recognition celebrates the successful adoption of regenerative farming practices that revive soil health and strengthen biodiversity, advancing our aspiration to source fully sustainable cotton.

Our sustainability efforts have been recognised by many of our partners, and I am particularly proud to share our nomination to Nike's Supplier Sustainability Council. We have joined a group of 15 global vendors from over 200 suppliers in Nike's supply chain, which reflects the depth of our commitment to responsible manufacturing.

Looking ahead, our teams have progressed with admirable conviction, yet the challenges that lie ahead are even greater. As we approach the



final year of Vision 2025, our focus will be on maintaining momentum and shaping our next strategy with a stronger emphasis on climate resilience and people-centred strategies.

I am truly grateful to our people and our partners for their contributions to our journey. Together, we are transforming the future of our organisation, our communities, and the industry.

DAVID FAZIL
CEO



OUR TARGETS ABOUT THIS REPORT

Interloop has articulated its corporate targets for FY 2021 to FY 2026 under a refined Triple P framework centred on People, Planet, and Prosperity. This framework affirms our long-term intent to generate substantive impact through environmental stewardship, the advancement of our people, meaningful community development, and resilient economic performance.

We aim to achieve these targets through strategic planning, the adoption of emerging technologies, the implementation of practical solutions, and the development of robust corporate policies. Our practices are conveyed to the wider industry through formal disclosures and transparent reporting allowing others to draw on our experience where relevant.

What distinguishes our approach:

- Advanced technologies and disciplined governance keep our objectives precise, accountable and consistently achievable.
- Responsible practice runs through our entire supply chain, upheld as a continuous operational norm.
- Transparent environmental disclosures provide clarity and completeness that reinforce stakeholder trust.

Interloop's 7th Annual Sustainability Report presents our FY 2025 performance, key sustainability impacts, risks, and opportunities, alongside our contributions to the SDGs. The report outlines each target, strategic initiatives undertaken, challenges encountered, and measurable outcomes achieved throughout the year.

The report showcases the programmes and initiatives that contribute to our impact and the actions that drive our progress. It is prepared in accordance with the GRI Sustainability Reporting Standards 2021, and includes partial disclosures aligned with IFRS S1 General Requirements & IFRS S2 Climate-related Disclosures, with plans to achieve full alignment in future reporting cycles. It covers Interloop's activities from July 1, 2024, to June 30, 2025, including the impacts of our Hosiery, Denim, Apparel, Activewear, and Yarns divisions.

However, it does not include information about associated/affiliate companies and supply chain partners. The report was published on [December 02, 2025](#).

The report's data is based on actual recordings, with any unavailable data estimated and clearly stated. It does not include any restatements.

IMPACT SUMMARY 2025

PEOPLE



WOMEN DIRECTORS
ON THE BOARD

44%



TECHNICAL
TRAINING

507,236 HOURS

PLANET



GHG EMISSIONS
REDUCED

31,510 TONNES



WATER
CONSERVED

363,014 m³

PROSPERITY



REVENUE
IN USD

615 MILLION



INVESTMENT
IN COMMUNITY

PKR 3.36* BILLION

* In the past decade

PEOPLE

A diverse, inclusive and engaged workforce creating a high performing organisation.

PEOPLE TARGETS 2025-26



30%

WORKFORCE
DIVERSITY



75%

BOOST EMPLOYEE
ENGAGEMENT



80%

TRAIN WORKFORCE ON RELEVANT
AND FUTURE COMPETENCIES

ACHIEVEMENTS VS TARGETS FY 2025

IMPACT AREA		TARGETS	ACHIEVEMENTS	REMARKS
WORKFORCE DIVERSITY		15%	11%	Women ratio
EMPLOYEE ENGAGEMENT		65%	65%	
WORKFORCE TRAINING	Events/ Sessions	63	69	For executives only
	Manhours	22,671	26,594	For executives only
	IDPs*	560	336	It is based on Formal / Blended learning & Coaching, and Mentoring

* Individual Development Plan

PLANET

Lead the way in responsible manufacturing meeting highest standards of environmental & social performance.

ENVIRONMENTAL TARGETS 2025-26



25%

CARBON
FOOTPRINT
REDUCTION



25%

WATER
CONSUMPTION
REDUCTION



70%

INCREASE
USE OF
SUSTAINABLE
RAW MATERIALS



100%

WASTE
DIVERSION
FROM
LANDFILLS



100%

ZDHC
(SUPPLIER TO
ZERO)
(ASPIRATIONAL LEVEL
COMPLIANT FACILITIES)

ACHIEVEMENTS VS TARGETS FY 2025

IMPACT AREA	TARGETS	ACHIEVEMENTS
GHG EMISSIONS (KG CO ₂ e/KG)	-20%	-21%
WATER (LITERS/KG)	-20%	-20%
SUSTAINABLE MATERIAL (% OF TOTAL MATERIAL PROCURED)	70%	63%
SOLID WASTE (DIVERSION FROM LANDFILLS)	90%	90%
CHEMICAL MANAGEMENT	ZDHC (Supplier to Zero) Progressive level compliant facilities	Achieved

COMMUNITY

Creating inclusive and fair opportunities for community well-being.

SOCIAL TARGETS 2025-26



4%

OF PROFIT INVESTED
IN COMMUNITY
WELL-BEING

5,700+ children receiving quality education via 36 TCF schools

833+ scholarships for higher/technical education

2,000+ children with disabilities supported through education & rehabilitation

Supported ECO Schools, Pakistan's 1st and largest nationwide sustainability initiative

Sponsoring Faisalabad Literary Festival since 2014, promoting literature, arts, and culture

Promoting the Punjabi language and literature by sponsoring the Lyallpur Punjabi Sulekh Mela

Collaborating with ConnectHear to support people with hearing impairment through sign-language trainings, interpretive app support and inclusive hiring at Interloop



Sponsored establishment & operations of KDSP Faisalabad chapter for early intervention & essential support for children with Down Syndrome

Autism Unit in Faisalabad in coordination with the District Government, serving 30 children and aspiring for more

Over 200,000 underprivileged patients have received free medical services

Established a new Operation Theatre at Mujahid Hospital, Faisalabad

2,127+ students served daily nutritious meals across 14 schools under School Khana Programme



6,000+ local athletes supported, including players with disabilities, through grassroots sports initiatives

Provided sports facilities & equipment to a Government Girls School, Faisalabad

Partnered with Karishma Ali Foundation to empower 1,000 girls via sports, leadership & climate advocacy



PROSPERITY

ECONOMIC PERFORMANCE

	FY 2025	FY 2024
REVENUE (PKR MILLION)	175,600	157,583

AWARDS & ACCOLADES



COLLABORATE TO
ACCELERATE AWARD
BY NIKE



ENVIRONMENT
EXCELLENCE AWARD
BY ADIDAS



ETHICAL
PERFORMANCE AWARD
BY TESCO



2ND DISABILITY
INCLUSION AWARD
BY EFP

A photograph of three people in a clothing store. On the left, a woman with long dark hair, wearing a black dress with a red floral pattern and a red shawl, is looking towards the center. In the middle, a man with a beard, wearing a blue button-down shirt, is looking at a woman on the right. The woman on the right is wearing a maroon and black patterned hijab and a matching long-sleeved top. She is smiling and pointing at a dark blue denim jumpsuit hanging on a rack. The rack also holds a beige t-shirt and a pair of white pants. A grey long-sleeved shirt is hanging to the right. The background shows more clothing racks and a store interior.

PEOPLE

Together we are a team of purpose-driven innovators, pushing boundaries with resilience and collaboration. Rooted in our mission, we are agents of positive change. We live inclusivity, breaking barriers with our diverse strengths to innovate and grow together.

WHY IT MATTERS

At Interloop, we work towards a more equitable world by promoting inclusive leadership through development programmes, meaningful engagement and growth opportunities, and competitive benefits. Our commitment to the personal, professional, and overall well-being of our people underpins every facet of our organisation.

GOAL

A diverse, inclusive and engaged work force creating a high performing organisation.

WHAT WE'RE DOING

We are committed to building an inclusive culture where diversity thrives and equity is the norm. Our strategy rests on five pillars which include Listening & Advocacy, Policy & Process, Programmes & Initiatives, Learning & Development, and Strategy & Partnering that drive initiatives shaping our organisation, and benefiting our employees, communities, and suppliers.

PEOPLE IMPACTS 2025

37,789

DIVERSE
WORKFORCE



~4,000

WOMEN WORKING
AT INTERLOOP



~37,000

EMPLOYEES TRAINED
FOR PROFESSIONAL
AND BUSINESS NEEDS





DIVERSITY, EQUITY & INCLUSION (DE&I)

We seek passionate minds to drive progress, knowing that true innovation comes from diverse perspectives and experiences. That's why we are building a workplace that is inclusive, equitable, and supportive where everyone feels heard, valued, and empowered to reach their full potential.

WOMEN IN LEADERSHIP

At Interloop, women are leading change across every part of the organisation. From production floors to senior management, they are driving innovation, teamwork and progress. Gender balance is not just an ideal but a daily practice, built through equal opportunity, fair policies and an inclusive culture.

The organisation continues to strengthen pathways for women's advancement through structured development programmes, mentorship support and

skill-building initiatives. These efforts ensure that women have the confidence, capability and platform to step into leadership roles and contribute to strategic decision making. Their presence across diverse functions reflects a workplace that values competence and encourages growth.

44%

COMPANY
BOARD



25%

MANAGEMENT
COMMITTEE



33%

MARKETING
LEADERSHIP



50%

GRADUATE
INTAKE



CHAMPIONS OF CHANGE

As a member of the Champions of Change Coalition, Interloop, through our CEO Navid Fazil, aligns with a global movement of leaders committed to advancing gender equity and fostering inclusive workplaces.

Building on this commitment, Interloop creates meaningful opportunities for women to lead and excel through strategic workplace initiatives and community engagement. By supporting women-led initiatives and embedding inclusion into organisational practices, we strive to dismantle barriers, enhance participation, and amplify women's impact both within Interloop and across the broader community. These efforts reflect our belief that advancing inclusion is a sustained responsibility, integral to lasting organisational and societal transformation.

CEO "LISTEN & LEARN" ENGAGEMENTS

Throughout the year, multiple sessions were held using Coalition materials on:

- **Power:** Advancing inclusive gender equality in the workplace.
- **Everyday Respect:** Embedding respect into daily workplace culture.
- **Tackling Tough Spots:** Addressing sensitive challenges openly and constructively.

These forums allowed employees at all levels to share feedback, discuss challenges, and co-create solutions, helping leadership shape a more inclusive and supportive environment.

BREAKING THE SILENCE: ADDRESSING MICRO-AGGRESSIONS, MENTAL HEALTH, & NEURODIVERSITY

In partnership with EY Ford Rhodes, Champions of Change hosted a two-day master training in Islamabad for industry leaders.

The programme focused on tackling micro-aggressions, supporting mental health, and addressing neurodiversity, promoting awareness and equipping leaders with practical strategies to create safer, more inclusive organisations.



HUM RAAH: DISABILITY INCLUSION PROGRAMME

Interloop's Hum Raah Programme created an accessible and equitable workplace where people of all abilities can thrive.

Phase 1 focused on hiring individuals with disabilities. Phase 2 strengthened inclusion through sensitization workshops, sign language trainings, and disability champion sessions. Phase 3 conducted audits to ensure full accessibility at facilities.

Through Hum Raah, Interloop partnered with ConnectHear to introduce an interpretation mobile app that enables seamless communication with colleagues with hearing impairment. Employees across the organisation have been trained to use the app, promoting everyday respect and inclusion. This initiative reflects Interloop's ongoing commitment to advancing diversity, accessibility, and equal opportunity in the workplace.



TRAIN THE TRAINER PROGRAMME

As part of a suite of strategic initiatives to institutionalise engagement, enhance wellbeing, cultivate leadership, and elevate organisational performance, Interloop's Train-the-Trainer (TTT) Programme stands out as an achievement to embed Diversity, Equity & Inclusion (DE&I) across the organisation.

The three-day initiative equipped a new cohort of facilitators while providing a refresher for previously trained trainers. This blended approach ensured continuity and enhanced facilitation standards.

22 participants successfully completed the programme, which focused on the latest DE&I policies, frameworks, and facilitation techniques aligned with organisational objectives. Through targeted DE&I sessions, these facilitators are guiding our executive workforce with greater clarity and intent.

THEATRE OF INTENT

In partnership with Schuitema Pakistan, Interloop introduced the Theatre of Intent (ToI) programme, an innovative DE&I initiative that uses interactive theatre to tackle workplace conflicts, ethical dilemmas, and emphasises the importance of respect. Over 750 employees from Apparel Plant 2 participated in the engaging sessions. By stepping into different perspectives, participants engaged with real-life scenarios, practised active listening, and strengthened our collective commitment to a workplace free from harassment, where every voice is recognised and respected.

EQUIPPING LEADERS FOR GRIEVANCE RESOLUTION

As part of Interloop Limited's DE&I journey, grievance-handling capability has been strengthened across frontline management, equipping leaders with the judgement and rigour needed to address employee concerns with fairness and timeliness.

Key focus areas included:

- Complaint procedures and relevant legal frameworks
- Identifying workplace misconduct such as

bullying, harassment, and retaliation

- Ensuring unbiased and confidential decision-making

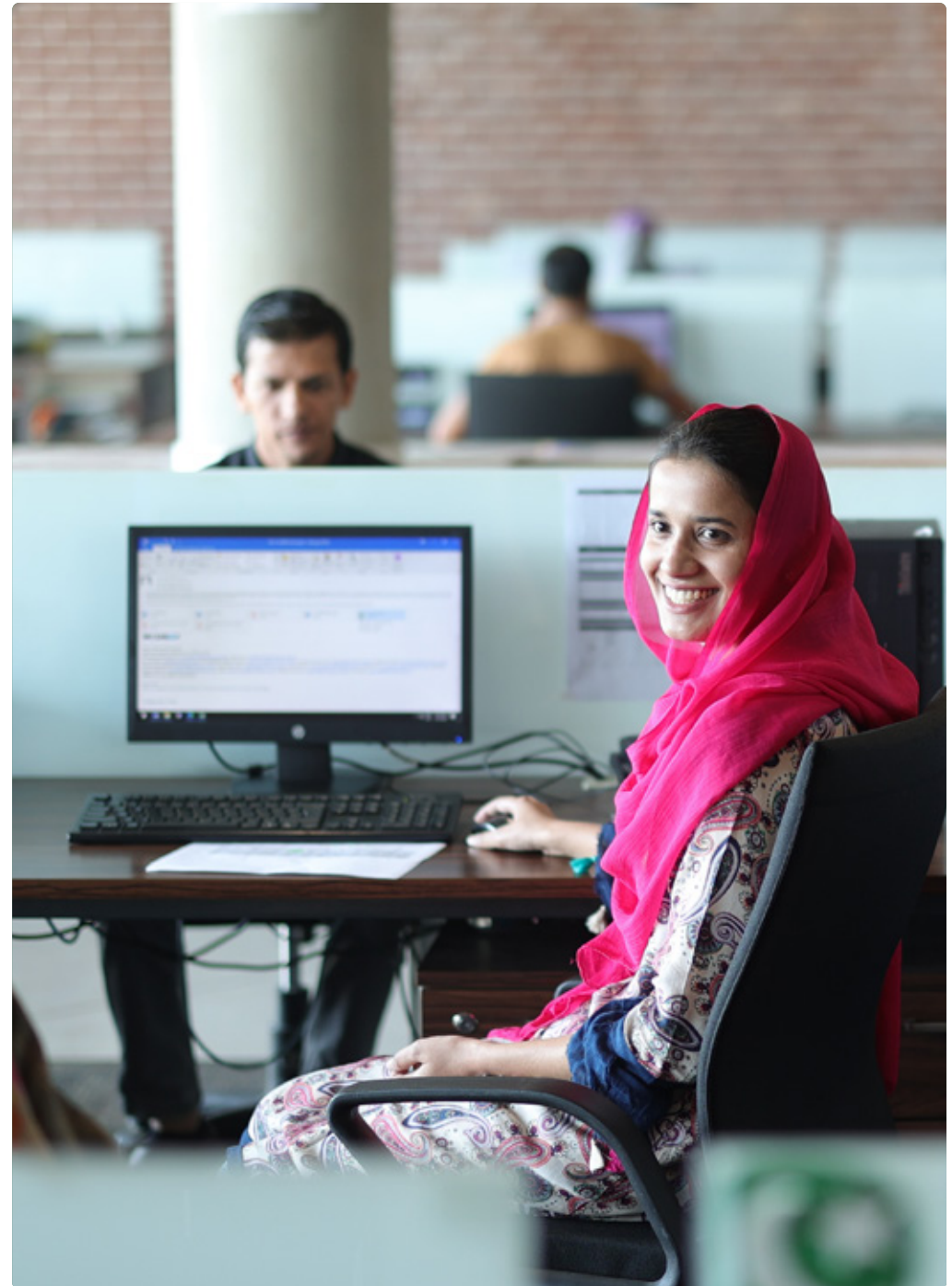
- Reinforcing a zero-tolerance culture for misconduct

The session drew strong participation, with managers actively engaging in discussions and exercises to strengthen organisational culture.

MENTAL HEALTH - QADAM HUM QADAM PROGRAMME

At Interloop, wellbeing is a shared journey. Launched with Saaya Health, Qadam Hum Qadam began as a counselling service and has evolved into a learning ecosystem supporting employees where it matters most.

Quarterly insights from counselling and group sessions guide initiatives like mindfulness workshops, emotional intelligence and leadership training, and role-based stress management resources. With 289 employees enrolled, key stress factors have been identified to drive targeted efforts for better work-life balance.





DAYCARE FACILITIES

To provide peace of mind to working mothers, world-class daycare centres at all Interloop plants offer children of both executive and non-executive employees the same nurturing environment, care, and learning opportunities.

Experienced nannies take good care of children according to their play, rest, and meal timings. The international standard infrastructure includes study, play, and rest areas, and trained teachers ensure quality pre-primary education and the development of these children through curricular and extracurricular activities. A company doctor conducts periodic checkups of these children to ensure that they stay in good health.

weeks at half pay in case of health concerns related to themselves or their newborn. The policy reflects Interloop's dedication to creating a family-supportive workplace that values the importance of work-life balance and the wellbeing of working parents.

In 2025, 189 out of 1,212 eligible women employees utilised parental leave, with 178 returning to work during the year. Of these, 174 remained employed for over 12 months. Among men, 4,095 out of 20,621 eligible non-executives workers availed parental leave, with 3,925 returning to work. Of those, 3,873 continued their employment for more than 12 months, reflecting a strong retention rate and positive employee engagement.

PARENTAL LEAVE UTILISATION

Interloop's Parental Leave Policy ensures that every eligible men and women employee has the opportunity to take time off to welcome a new member of their family.

Men executives are entitled to seven days of fully paid leave on two occasions during their tenure, while women employees receive maternity leave with the option to extend up to four additional

96%

RETURN RATE - A
CULTURE THAT VALUES
FAMILY AND FUTURE



RECONNECT PROGRAMME

GENDER PAY GAP STATEMENT

The Reconnect Programme at Interloop enables women who have completed at least three years of service and left for family or personal reasons to rejoin their professional journey. It provides a seamless pathway back into the workplace through tailored orientation, skill refreshment, and flexible arrangements.

By welcoming experienced women professionals to return, Interloop strengthens its culture of inclusion and benefits from their insight, continuity, and renewed commitment to growth.

340 WOMEN

WITH STEM DEGREES,
INCLUDING 68 RELATED
TO TEXTILES

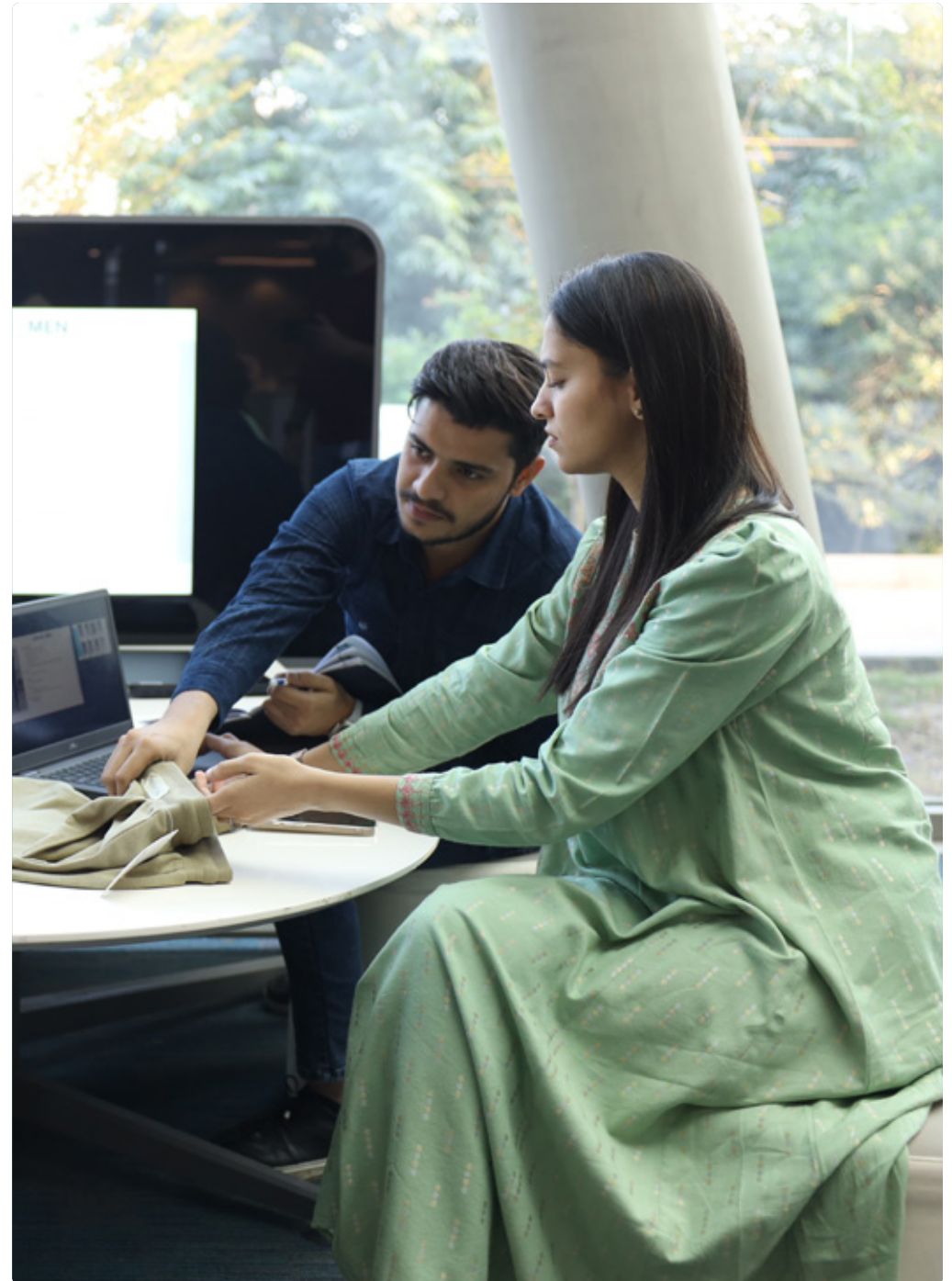


At Interloop, we are dedicated to ensuring fair and equitable pay across all levels of the organisation. For the year ended 30 June 2025, the Gender Pay Gap was calculated for all full-time employees based on gross hourly earnings.

FY 2025	Mean	Median
Gender pay gap	8.2%	3.8%

Men and women performing equal work receive equal remuneration across Interloop. Representation at different organisational levels and in different job families is the main reason of the pay gap. Our hiring practices and reward principles ensure that we are setting remuneration considering both external market data and internal parity to ensure equity and consistency.

Our focus on hiring, retaining and promoting women in leadership roles, as well as across the organisation in more diverse functions, will support the structural changes needed to reduce the pay gaps. In addition, we will continue to focus on transparency in remuneration which will help reduce the pay gaps over time.





TALENT DEVELOPMENT

Our Human Resources Department regularly conducts Training Needs Analyses to identify the developmental needs of our people. Based on these insights, they design and implement comprehensive training programmes aimed at enhancing skills and knowledge, ensuring long-term employability, and promoting career growth of our workforce. We firmly believe that continuous learning is key to personal growth and career

success. To support this, we offer a diverse range of training programmes designed to upskilling employees, enhancing leadership capabilities, and building a culture of innovation. Our learning and development initiatives cover essential areas such as emotional intelligence, high-impact communication, advanced technical skills, and leadership development, ensuring employees are equipped to navigate both personal and professional challenges.

Training hours per Employee		
No. of Employees	Training Hours	Avg. Training Hours
37,789	507,236	13

Training hours per Employee by Gender			
	No. of Employees	Training Hours	Avg. Training Hours
Men	33,496	292,257	9
Women	4,293	214,979	50

Training hours per Employee by Employee Category			
	No. of Employees	Training Hours	Avg. Training Hours
Executive	2,670	26,594	10
Non-executive	35,119	480,642	14

* The man-hours of executives in this table represent the overall company. Trainings are provided by L&D, EHS, Quality, etc.

ELEVATE - TALENT GROWTH INITIATIVE

Elevate is the talent growth initiative that is designed to empower people at Interloop by unlocking opportunities for personal, professional, and career growth within a holistic talent management framework.

The programme emphasises inclusive development by harnessing individual strengths while addressing potential challenges. Through Elevate, the people participate in an engaging, multi-tiered development centre that fosters a personalized and collaborative learning experience. The initiative follows a structured, multi-dimensional approach to ensure measurable progress and sustainable growth.

Executives receive tailored training in technical expertise, managerial skills, and leadership development. As part of the Elevate, company facilitates trainings such as Career Conversations and the Individual Development Plan (IDPs) to further enhance professional growth.

LEADERSHIP FOR GROWTH AND PSYCHOLOGICAL SAFETY

The Leadership Training Programme engaged 52 participants from the Sales and Marketing teams (26 men and 26 women) through two focus groups and eight sessions.

Conceived as part of a broader continuum of leadership development initiatives, the programme is designed to empower individuals and enhance organisational capacity, emphasising that effective leadership is pivotal for driving innovation, growth, and enduring success in today's dynamic business environment. Focusing on essential leadership competencies, the programme nurtures talent, promotes a culture of excellence, and embeds psychological safety across all levels.

Delivered through interactive workshops, discussions, and practical exercises, participants embark on a transformative journey to enhance their skills, expand their perspectives, and unlock their full potential. The curriculum integrates Amy Edmondson's concept of psychological safety and Brené Brown's principles of



MTO & GTE PROGRAMMES

Interloop's MTO Programme enrolled 92 graduates this year, with 49% women and 51% men, while 63 Graduate Trainee Engineers joined for various strategic & operational roles, including 30% women. Both programmes equip young professionals with practical experience and leadership potential in a diverse, inclusive workplace.



authenticity, courage, vulnerability, and empathy, nurturing a leadership style that builds trust and accountability.

It also incorporates transactional analysis theory, equipping participants with practical tools to strengthen communication and deepen understanding of interpersonal dynamics.

Objectives of the Leadership Training Programme:

- Build strong leadership skills across all levels

- Create psychological safety to encourage accountability, innovation, collaboration, and ownership

- Enhance individual competencies to enable participants to make a positive organisational impact

ELEVATING LEADERSHIP FOR A SUSTAINABLE FUTURE

At Interloop, our people are at the heart of everything we do, and we believe sustainable growth begins with investing

in them. To put this belief into action, we launched the Elevate Leadership Competencies (ELCs) framework to nurture empathetic and resilient leaders at all levels. ELCs equip employees with the tools, knowledge, and mindset to lead with purpose, driving long-term success for themselves and the organisation.

Our Vision for Growth through ELCs:

- Opening new doors for growth: ELCs provide a clear roadmap for professional development by aligning personal aspirations with business needs and offering tools and experiential learning to accelerate career growth

- Recognising and nurturing talent: ELCs help identify high-potential employees and provide tailored development plans to build future leaders

- Encourage collaboration & engagement: Aligned with our ICARE values, ELCs encourage teamwork, innovation, and continuous improvement, fostering a workplace where everyone feels included and engaged

Embedding Leadership in Our DNA

Interloop has strengthened its organisational culture by launching the enhanced Uniform Behaviors, now complemented and operationally succeeded by the new Enhanced Leadership Competencies (ELCs), which define leadership and organisational standards across the business.

This campaign introduced the framework to all department heads, trained “Change Navigators” in Train the Trainer sessions to co-lead ELC roadshows, engaged employees through interactive learning sessions, and provided ongoing reinforcement via an ELC handbook, the LoopHR platform, and feedback mechanisms.

Sustainability isn’t just about protecting the planet or responsible operations, it also means investing in our people, and through ELCs, we are creating a legacy of empowered leaders for Interloop’s future.

INTERLOOP UNIVERSITY

As a transformative initiative to build a future-ready workforce, we have laid the foundation for Interloop

University. As a centre for continuous learning, leadership, and innovation, it blends business, technical, and behavioural excellence to strengthen organisational capability.

Through modular programmes in leadership, technical skills, and strategic growth, Interloop University prepares employees at every level to meet evolving business challenges, using global best practices and industry insights. It stands as a flagship initiative shaping tomorrow’s leaders and fostering a culture of continuous growth.

TECHNICAL TRAINING SCHOOL

Interloop’s Technical Training School (TTS) strengthens technical capability, boosts productivity, and ensures consistent quality across operations, reinforcing the company’s competitiveness in local and global markets. In partnership with GIZ Pakistan and expert Sven Buchholz, TTS promotes best training practices aligned with shared Sustainable Development Goals.

Based at Interloop Apparel Park, TTS is a strategic investment in human capital,



SOCK, DENIM & APPAREL COLLEGE

74 Management Trainee Officers (MTOs) and Graduate Trainee Engineers (GTEs), including 38 women and 36 men, explored sock, denim, apparel & activewear production through guided visits to Shop Floors, Quality Labs, and Spinning, gaining practical exposure and technical insight for their professional growth.



supported by FY 2025 training on human rights, diversity, non-discrimination, and the prevention of child and forced labour.

A standout milestone was the 100% participation of women employees, with training programmes of two weeks to 3 months, raising their average training hours from 73.34 - 208 year-on-year.

NORTH STAR WAVE 3: PROCUREMENT

Project North Star continues to guide our 2025 vision of becoming the full-family clothing partner of choice. After transforming core operations and corporate functions in Waves 1 and 2, Wave 3 now extends the model to Procurement & Supplies.

The rollout was carefully sequenced to match capacity and workload, ensuring that each phase builds momentum for the next. Wave 3 builds on a key milestone, the centralisation of capabilities under one unified direction. Standardised hierarchies and clearer role frameworks are now embedded in Procurement & Supplies, creating a single playbook for how we source, decide, and collaborate.

The new structure strengthens process discipline, speeds up decision-making, and enhances collaboration with Planning, Finance, and Operations.

Teams now work towards shared goals with smoother handoffs and greater visibility from need identification to purchase. For relevant stakeholders within the function, North Star clarifies roles and decision rights, promoting agile and performance-driven ways of working.

HR anchors the transition through clear communication, targeted training, leadership coaching, and role clarity sessions, supported by continuous feedback.

With strong foundations in place, the next stage focuses on scaling the model, embedding it into daily routines, advancing innovation, and deepening data-driven decision-making. Investments will focus on technology, talent, and customer experience to strengthen Procurement as a unified, high-performing system that drives growth and sustainability.

WORKFORCE REPRESENTATION

Interloop is an equal opportunity employer, with a workforce of 37,789 employees representing over 15 nationalities. Of this workforce, 4,293 were women and 33,496 were men, resulting in a diversity ratio of 11.4% women employees across the organisation.

Our policies prioritise equal opportunities for career growth and advancement, with a particular focus on empowering women, transgender individuals, and employees with disabilities. After a decline in 2023, women's participation rebounded strongly in 2024 with a 28.2% increase in headcount, and continued to rise in 2025 with a further 9.8% growth.

Overall, from 2023 to 2025, women employees increased by 1,244 in absolute terms, improving the diversity ratio from 10.3% to 11.4% which equals a 40.8% growth over two years.

Notably, 54% of senior management hires were from Faisalabad and Lahore, underscoring Interloop's focus on strengthening local leadership. At the worker level, the company prioritizes recruitment from surrounding communities, ensuring that growth contributes directly to local development.

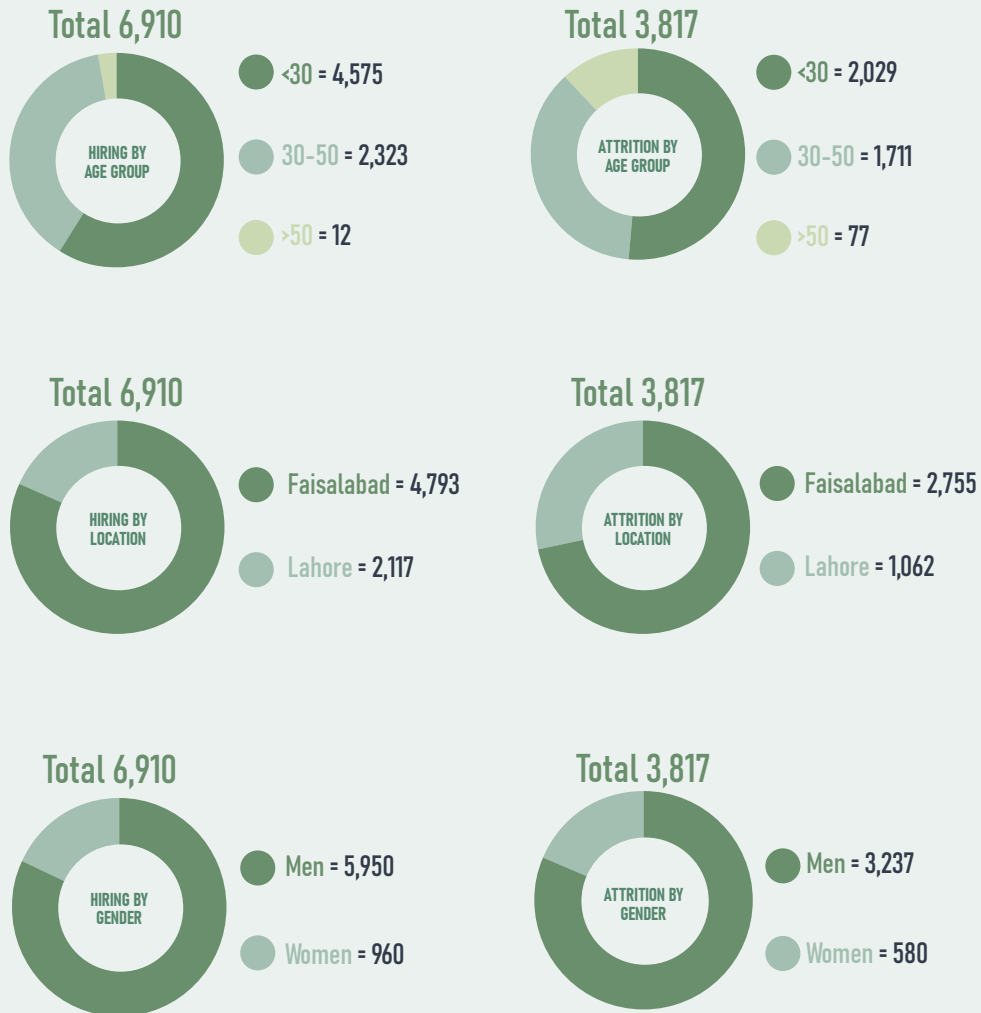
Workforce by employment type broken by gender			
Employee Type	Men	Women	Total
Full Time	33,496	4,293	37,789
Part Time	-	-	-

Workforce by employment contract broken by gender			
Employee Type	Men	Women	Total
Permanent	32,978	4,146	37,124
Temporary (Contractual)	518	147	665
		Total	37,789

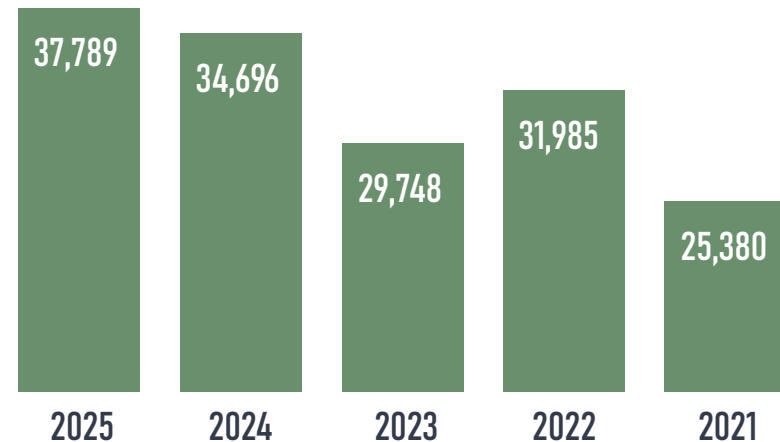
Workforce by employment contract broken by Region			
Employee Type	Permanent	Contractual	Total
Faisalabad	28,628	655	29,283
Lahore	8,496	10	8,506
		Total	37,789



HIRING & TURNOVER STATISTICS - 2025



WORKFORCE STRENGTH



ENVIRONMENT, HEALTH & SAFETY

Our Environmental Management System (EMS) is fully implemented and aligned with the requirements of ISO 14001:2015. We maintain full compliance with all applicable environmental standards, ensuring the identification and management of all our environmental aspects.

The EMS is integrated with our broader EHS framework, promoting continuous improvement, legal compliance, customer & community requirements, pollution prevention, and enhanced environmental performance across all plants.

Interloop believes every individual has the right to work in a safe and healthy environment. Our approach to health and safety is proactive, focused on protecting people, safeguarding operations, and ensuring resilience across all facilities. We comply fully with legal and regulatory standards while prioritising employee well-being. A robust Occupational Health and Safety (OHS) management system covers all employees, operations, and facilities. It promotes a culture of

safety, emphasising the prevention of accidents, illnesses, and major incidents, and ensures that workplaces remain secure. Our approach aligns with legal requirements, industry best practices, customer safety standards, and ISO 45001 compliance. We also engage suppliers to uphold similar standards across their operations. Further information on our supply chain management approach can be found on pages 78-79.

A dedicated corporate Environment, Health, and Safety (EHS) department oversees policies, procedures, and strategic planning, while plant-level EHS teams manage implementation and daily monitoring. Interloop allocates sufficient resources for ongoing safety improvements. All major health and safety expenditures, including personnel, materials, and related costs, are reviewed and approved by the Board of Directors.



RATE OF RECORDABLE INJURY

In 2025, Interloop and its contractors recorded zero work-related fatalities or severe health incidents across 84.8 million man-hours, with a Total Recordable Injury Rate (TRIR) of 0.097, in line with global EHS standards.



EMPLOYEE PARTICIPATION AND HEALTH & SAFETY CONSULTATION

Employees actively engage in health and safety through platforms like the EHS Committee and Worker Management Council. They can report hazards, incidents, or near misses via phone, email, helplines, or suggestion boxes, with all valid reports acknowledged.

Monthly EHS Committee meetings bring together management and non-management representatives to discuss improvements. The Secretary monitors progress, while the Chairperson assigns tasks and resources to ensure timely and effective action.

RISK IDENTIFICATION & MITIGATION STRATEGY CONSULTATION

Safety experts proactively identify and assess potential hazards based on severity and likelihood, ensuring effective risk prioritization. Control measures follow a hierarchy: elimination, isolation, substitution, engineering and administrative controls, and personal protective equipment (PPE).

Risk assessments are reviewed at least annually or whenever there is a change in processes, infrastructure and in case of any incident. Hazard controls are applied across all sites, with performance monitored through KPIs and SOPs.

Annual reviews and updates follow new regulations or incidents. Employees have the right to withdraw from unsafe environments and report risks without fear of retaliation. All reports are promptly reviewed, corrective actions are taken, and feedback is encouraged through on-site suggestion boxes.

MONITORING & REVIEW OF EHS PERFORMANCE

Our Environmental, Health, and Safety (EHS) framework is tracked through KPIs and regular audits. Senior management reviews performance and updates policies to align with changing laws, standards, and client requirements. Employees and contractors report all work-related injuries or health concerns. Major risks include working at heights, machinery, electrical hazards, slips and falls, chemical handling, and vehicle operations. Each risk is assessed for impact, and control measures are enforced to ensure safety.

RESPECTING & PROMOTING HUMAN RIGHTS

We are committed to respecting human rights across our operations, supply chain, and communities. Our policies are aligned with international frameworks, including the UN Guiding Principles on Business and Human Rights, and the International Labour Organisation (ILO) conventions.

We integrate these commitments through due diligence processes, employee trainings, and engagement with suppliers to prevent and mitigate risks of adverse impacts. Human rights considerations are embedded into our codes of conduct, grievance handling mechanisms, and monitoring systems, and we regularly evaluate our performance to ensure transparency and accountability.

ANTI-HARRASMENT & ANTI-DISCRIMINATION

Our policy embodies a steadfast commitment to creating a respectful and inclusive work environment by strictly prohibiting any form of harassment, intimidation, or discrimination. It clearly defines behaviours such as bullying, hostility, and retaliation, outlining that any actions undermining an individual's

dignity or breaching the company's code of conduct will be met with decisive, unbiased intervention.

Through a structured and transparent complaint process including multiple reporting channels and a dedicated Disciplinary Committee the policy ensures that all concerns are promptly investigated and resolved, thereby protecting the rights and well-being of every member of our community.

Furthermore, the policy upholds a zero-tolerance stance towards discriminatory practices, ensuring that disciplinary actions are solely based on verified conduct and remain free from bias regarding race, gender, religion, or other personal characteristics.

By instituting rigorous documentation, clear accountability, and an open, fair resolution process, we not only shield employees from adverse repercussions when they raise concerns but also promote a culture of integrity and mutual respect.

This comprehensive approach reinforces our commitment to ethical practices and continuous improvement, ensuring that our workplace remains safe, supportive, and equitable for all.



CODE OF CONDUCT

To uphold integrity and transparency across all levels of governance and operations, the Board has approved and circulated a comprehensive Code of Conduct. This framework sets clear expectations for professional behavior and ethical decision making, ensuring accountability in every aspect of business activity.

The Code applies to all employees, members of Management and the Board of Directors. It outlines acceptable practices, discourages conflicts of interest and reinforces the organisation's commitment to responsible, fair and law-abiding conduct. Serving as both a guiding document and a moral compass, it strengthens a culture where integrity remains central to every decision and interaction.

WORKERS' RIGHT TO FREEDOM OF ASSOCIATION

Interloop upholds employees' rights to freely associate and collectively bargain. Regular awareness sessions are held across all operations. Workers' Management Councils are active company-wide, with 93% of employees covered under collective bargaining

agreements in 2025. The remaining senior executives and contractual staff hold the same freedom of association rights. Suppliers are also required to uphold these rights, and no violations were reported during the year.

GRIEVANCE HANDLING MECHANISM

Interloop believes a healthy workplace is built on trust, respect, and open communication. Addressing employee's concerns promptly and fairly is central to our inclusive culture. The grievance handling framework is designed not only to resolve issues but to strengthen confidence in systems that protect employee well-being.

Our process is confidential, impartial, and effective. Employees can report concerns anonymously or directly through Management Representatives, HR teams, welfare officers, or worker representatives. They are encouraged to first approach their supervisors, with the option to escalate to HR or senior management if needed. Regular updates & trainings through third-parties ensure continuous improvement of grievance handling mechanism. For sensitive cases such as harassment, specialised committees of senior & regional representatives oversee investigation to ensure fairness & transparency.



STANDING AGAINST GENDER-BASED VIOLENCE

Interloop marked the 16 Days of Activism Against Gender-Based Violence, reinforcing its zero-tolerance policy on abuse through pledges, awareness sessions, and dialogues promoting respect, accountability, and a safe, inclusive workplace.

ENHANCING WELLBEING, PROTECTING OUR PEOPLE

Our commitment to employees' health goes beyond workplace safety, with state-of-the-art medical facilities at all plants. Men paramedics are available 24/7, while women paramedics are on duty during general shifts to address both occupational and non-occupational health issues.

We also organise multiple awareness sessions and campaigns on important subjects such as AIDS, Hepatitis, and Breast Cancer, along with regular vaccination camps for all employees.

SAFETY TRAINING & HEALTH PROMOTION INITIATIVES

We maintain a robust framework to ensure employee health, safety, and comfort across all operations. Comprehensive training programmes address occupational hazards and preventive measures for each workforce group. Annual KPIs are set and reviewed at both plant and corporate levels, while safety days and weeks reinforce awareness across all facilities.

WORKER WELL-BEING PROGRAMMES

In partnership with global brands and retailers such as adidas, Target, Levi's, Amazon, and Tesco, Interloop advances employee well-being through focused initiatives that enhance physical health, strengthen workplace safety, and promote gender equality. These collaborations empower employees to thrive both within and beyond the workplace, reinforcing Interloop's commitment to a safe, inclusive, and progressive environment.



In collaboration with adidas, Interloop successfully implemented the "Wovo" employee engagement platform, featuring pulse surveys, e-learning, and grievance handling to improve communication and employee satisfaction.



Interloop successfully established the "Hamari Awaz Helpline" in collaboration with Target, setting up a grievance reporting system to address concerns related to safety, abuse, and wages, ensuring a more transparent and responsive workplace.



In collaboration with Marie Stopes Society and Levi's, Interloop organised medical camps at the Denim Plant, extending vital healthcare services

to its workforce. Complementing this effort, the Peer Health Educators (PHE) Programme equipped 82 trained educators who conducted 36 sessions and engaged 8,593 workers on nutrition and occupational health and safety.



In partnership with Amazon, Interloop launched the Workers' Voice Programme, introducing ULULA, an anonymous grievance and feedback platform active across Plants 1 and 3. It enables confidential reporting and pulse surveys, strengthening transparency, accountability, and workplace trust.

Alongside, the Benefits for Business and Workers (BBW) Programme enhances HR practices by addressing absenteeism, discrimination, and leave management.

It promotes work-life balance, inclusion, and overall employee well-being, creating a more responsive and supportive workplace culture.



Tesco's Gender Ambition programme focuses on increasing women representation in leadership roles, with the goal of reaching 30% women in leadership by 2025. These initiatives not only prioritise the health, safety, and professional development of employees but also aim to create a more inclusive and supportive work environment.



In partnership with the Punjab Population Innovation Fund, doctHERs, and Naya Jeevan, we launched a six-month health and well-being programme at our Faisalabad and Lahore plants.

The initiative creates safe spaces for men and women to engage in open discussions on everyday health, emotional well-being, and preventive care through interactive learning. To date, 12 sessions have engaged over 500 participants, strengthening awareness, resilience, and a robust culture of health across our workforce.

EMPLOYEE WELL-BEING

EMPLOYEE ENGAGEMENT INSIGHTS

Interloop's success rests on an engaged and motivated workforce. In FY 2024–25, the Employee Engagement Survey recorded a 65% Employee Engagement Index (EEI) with strong participation across business units and corporate functions, offering insights into workplace experience, leadership, and culture.

Guided by the Vision 2025 target of 75% EEI, results were translated into departmental action plans through:

- Results sharing sessions with CXOs, VPs, and HODs to identify priorities
- Workshops where managers and teams co-created 2–3 actionable initiatives
- Accountability embedded by linking EE targets to departmental performance objectives for FY 2025–26

SPORTS

To support employee health and strengthen teamwork, Interloop has established executive clubs, fitness gyms, and dedicated facilities for table tennis, squash, badminton, basketball, cricket and football enthusiasts. In addition,

company-wide annual tournaments are organised to encourage participation and promote active lifestyles.

HOUSING AND WELLNESS FACILITIES

For both executives and nonexecutives, Interloop offers residential facilities including hostels and furnished apartments in Faisalabad and Lahore, subject to availability.

On-site facilities also include a fully equipped sports club and arenas to promote well-being. At the new Apparel Park, a residential colony and additional sports amenities are being developed to gradually accommodate up to 3,000 employees.

WELFARE FUNDS

Interloop has established a Special Welfare Fund to provide financial assistance for employees facing critical life events such as serious illness, bereavement, marriages, or unforeseen personal difficulties. While the fund is primarily designed for non-executive employees, executives may also access this support with special approval from



the CEO. By extending this safety net, Interloop ensures its people have added security and peace of mind in navigating life's challenges.

SCHOLARSHIPS

We annually grant 10 Talent Scholarships to employees' children undertaking undergraduate studies, ensuring consistent academic support. The programme reflects Interloop's belief in the power of education as a pathway to opportunity.

By easing financial burdens, it enables employees to focus on their work and professional development. These scholarships not only reward merit but also inspire young minds to aim higher, helping build a generation ready to lead with knowledge and purpose.

COMPENSATION & BENEFITS

Interloop offers market-based remuneration to all employees based on their skills and performance. Non-executives at all locations are paid above the minimum wages prescribed by the government. Contractual employees working on factory premises are guaranteed at least the minimum wage, with salaries disbursed directly through bank accounts.

The company ensures equal pay and benefits for men and women in the same roles. Comprehensive benefits include gratuity, provident fund, healthcare services, health insurance, and group life insurance covering death, accidents, and disability.

Employees also receive scholarships for children, welfare assistance, free transportation, subsidized meals, and other support services. These benefits are not extended to contractual employees.

EMPLOYEES' RETIREMENT BENEFITS

We operate a contributory provident fund scheme and a defined benefit gratuity scheme for all employees. To manage these independently, an Employees' Provident Fund Trust has been established to oversee its financial affairs.

The Trust is recognised under income tax laws, and its income and contributions are exempt from tax. It receives employee subscriptions in accordance with company policy.



RECOGNITION & CORPORATE SOCIAL GATHERINGS

Interloop practises employee engagement through social gatherings such as the Annual Dinner, Managers' Dinner, International Women's Day, Christmas celebrations & Town Hall meetings. The company also recognises long-standing commitment through Long Service Awards, honouring the dedication & achievements of its people.



PLANET

We are driving science-based emissions reduction across our value chain. With clean energy, efficient technologies, and green buildings, we minimise waste and lower our impact. Embracing circularity, we repurpose materials and conserve resources.

WHY IT MATTERS

Pakistan, home to more than 13,000 glaciers, is on the frontlines of climate change. Rapid glacial melt, extreme heatwaves, and erratic monsoons are intensifying floods, water scarcity, and risks to agriculture, hitting vulnerable communities the hardest.

At Interloop, we view this as both an environmental as well as human rights challenge. We have advanced low-carbon solutions, reduced greenhouse gas emissions, and strengthened water stewardship across our operations.

GOAL

Lead the way in responsible manufacturing, meeting the highest standards of environmental and social performance.

WHAT WE'RE DOING

Interloop is championing environmental leadership in the apparel industry with a clear focus on circularity, water stewardship, clean energy, and low-impact textiles. The company is targeting 100% waste diversion from landfills by FY 2026 through

traceable circular solutions with Reverse Resources. To scale sustainable textiles, Interloop launched Loomshake™, a certified innovation that blends banana fibre derived from agricultural waste with cotton to produce hosiery, denim, and knitted apparel.

The Denim and Hosiery facilities in Lahore hold Alliance for Water Stewardship (AWS) Gold Certification, recognising excellence in water governance, efficient use, and community WASH programmes.

Hosiery Plants 4, 5 & 6 are LEED Gold certified, while Denim and Apparel Plant-2 hold LEED Platinum certifications. On the energy front, solar generation capacity stands at 17.3 MW, achieved after the addition of 4.6 MW in FY 2025, with a roadmap to reach 25 MW by FY 2026.

Through its proprietary Looptrace platform, Interloop ensures supply chain transparency by tracing raw materials to origin with real-time data, in line with global due diligence standards. Meanwhile, the Regenagri Kapas Project, certified by Control Union, is transforming cotton farming by promoting soil regeneration and biodiversity.

ENVIRONMENTAL IMPACTS 2025

31,510
TONNES
GHG EMISSIONS
REDUCED



=

521,021
SEEDLINGS
GROWN FOR
10 YEARS



38,871
GJ
ENERGY SAVED



=

974
HOMES
ENERGY USED FOR
1 YEAR



363,014
m³
WATER CONSERVED



=

302,512
FAMILIES
DAILY WATER
CONSUMPTION FOR
1 YEAR (BASED ON 6
MEMBER FAMILY)



CARBON

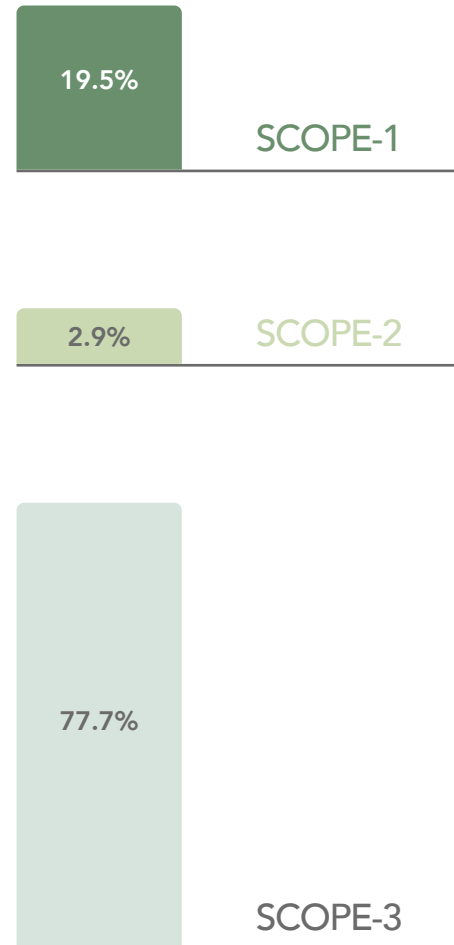
Our climate strategy is anchored in the Greenhouse Gas Protocol, ensuring accurate data, validation, and quality assurance in measuring our corporate footprint.

With FY 2022 as the base year, our science-based targets, validated by the SBTi, align with the Paris Agreement's 1.5°C pathway. By FY 2032, we commit to reducing absolute Scope-1 and 2 emissions by 51% and Scope-3 emissions by 30%.

To deliver on these commitments, we are scaling renewable and low-carbon energy solutions, including biomass and solar, alongside energy-efficient infrastructure and process improvements.

These initiatives reflect our ongoing investment in clean energy, resource efficiency, and responsible business practices, accounting for 30% of renewable fuels strengthening resilience and advancing our journey towards net-zero impact.

TOTAL EMISSIONS FY 2025



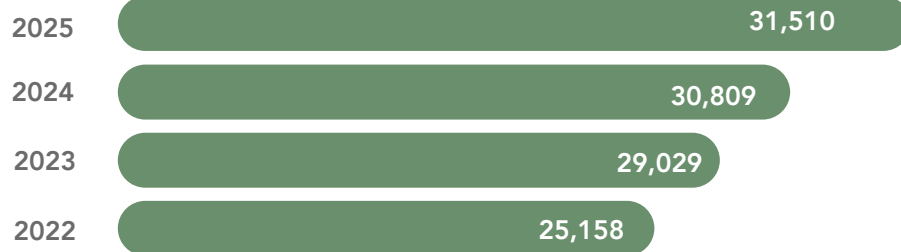
GHG EMISSIONS

Greenhouse gas (GHG) emissions from Interloop's operations are managed in line with Punjab Environmental Quality Standards and guided by our Science-Based Targets, approved in 2023, to align with the Paris Agreement.

Against our Vision 2025 target of 25% reduction by FY 2026, we have achieved an overall reduction of 21.17% by FY 2025 representing 84% progress towards the goal. Year-on-year performance shows -1.35% in FY 2022, +2% in FY 2023, -15% in FY 2024, and -21.17% in FY 2025, reflecting a clear downward trajectory.

Decarbonization measures include scaling renewable energy (solar, biomass), deploying energy-efficient infrastructure, equipment, and optimizing processes across facilities to ensure sustained emissions reduction.

REDUCTION IN GHG EMISSION (MT)



EMISSIONS REPORTING

We actively track and report Scope-1 and Scope-2 emissions, which are being monitored since 2017, while Scope-3 emissions have been comprehensively calculated since 2022 in accordance with the Science Based Targets initiative (SBTi) guidelines.

Our CO₂e emissions are calculated by accounting for gaseous emissions from all point and non-point sources including all stationary and mobile sources.

We do not generate any biogenic emissions. Emission factors are sourced from the International Energy Agency (IEA) Report 2019 and the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report, ensuring adherence to globally recognised standards.





ENERGY MIX

Interloop’s energy mix reflects both conventional and renewable sources. For electricity, the mix includes national grid, natural gas, HFO/diesel, and solar power. For steam, the mix consists of biomass, waste heat recovery (WHR), and natural gas. This diversified portfolio underpins Interloop’s efforts to transition towards cleaner energy while maintaining operational resilience and cost effectiveness.

We are dedicated to reducing energy usage by embracing modern energy-efficient technologies, utilising cleaner energy sources, developing green buildings, and optimizing operations management.

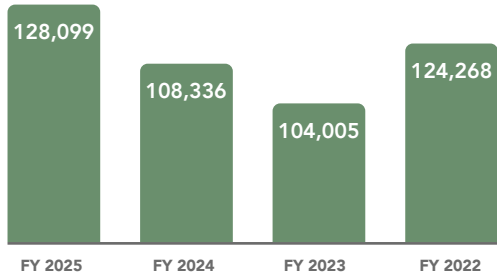
Our energy saving initiatives include the installation of skylights, motion sensors in the finishing and yarn store, inverters for ETP suction blowers and air handling units, speed control for suction fans, highly efficient boarding machines, cooling tower automation, preference for R-407 and R-410 refrigerants, and hot water chillers.

The share of renewable fuel in total fuel mix rose to 23% in FY 2024, and further increased to 30% in FY 2025.

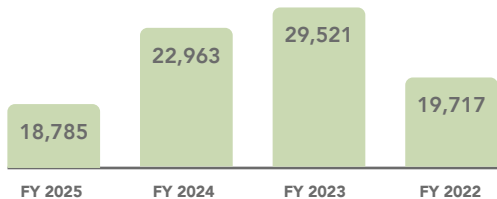
GHG EMISSIONS BY SCOPE

tCO₂e

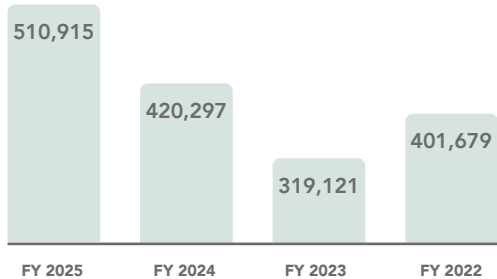
SCOPE-1 (MT)



SCOPE-2 (MT)



SCOPE-3 (MT)



RENEWABLE ENERGY

To advance our climate action agenda, we expanded our renewable energy portfolio, commissioning a 4.6 MW onsite solar plant in FY 2025, bringing total solar capacity to 17.3 MW.

We added two biomass boilers, each with a 27.5 TPH capacity, at Interloop Apparel Park, raising our total biomass steam capacity to 103 TPH and cutting greenhouse gas emissions by nearly 50,000 tonnes a year.

These initiatives strengthen our energy transition and carbon reduction efforts, and renewables now account for almost 40% of our total energy consumption, highlighting both absolute growth in clean energy, and its rising share in the overall mix.

38,871 GJ

SAVED THROUGH
ENERGY-EFFICIENT
TECHNOLOGIES



ENERGY CONSUMPTION NON-RENEWABLES (GJ)

2025	2,098,885
2024	2,062,714
2023	1,903,185
2022	2,364,842

ENERGY CONSUMPTION RENEWABLES (GJ)

2025	889,243
2024	611,477
2023	305,581
2022	103,760

UN FASHION INDUSTRY CHARTER FOR CLIMATE ACTION

In 2021, Interloop became a signatory to the UN Fashion Industry Charter for Climate Action, pledging carbon neutrality by 2050 in alignment with the global Race to Zero campaign.



BIOMASS BOILERS

The Biomass Boilers plant includes two state-of-the-art units, each with a capacity of 27.5 TPH. Powered by bio-fuel, these boilers convert agricultural waste including corn cobs, rice husk, and crushed sesame stalk into clean energy, significantly reducing greenhouse-gas emissions. Biomass now contributes 66% to the energy mix, enhancing steam emission efficiency by 37.15% & lowering steam costs by 15.2%. Together, the plant reduces up to 50,000 tonnes of greenhouse-gas emissions annually, making a substantial contribution to climate action.

CARBON DISCLOSURE PROJECT (CDP)

We have participated in the Carbon Disclosure Project since 2020, submitting annual disclosures that reflect transparency and accountability. Progress in governance, risk management, and policy alignment has strengthened our climate score. We also complete the CDP Water Security Disclosure, supporting a holistic approach to environmental stewardship. Through CDP, we benchmark performance, enhance resilience, and build stakeholder confidence in our climate and water strategy.



INTERLOOP SHOWCASES REAL CLIMATE ACTION AT COP29

Interloop's commitment to environmental stewardship was spotlighted at COP29 in Azerbaijan, where our Head of Sustainability presented the company's sustainability journey.

The presentation emphasised Interloop's progress from science-based commitments to tangible achievements, including 66% renewable steam generation / utilisation and ongoing projects to expand to 25 MW of solar capacity.

Beyond our operational boundaries, initiatives such as Regen Kapas and Loomshake™ demonstrated how regenerative agriculture and circular innovation were being woven into the value chain.

These milestones highlighted how Interloop translated its climate pledges into concrete, measurable action, creating meaningful impact within operations and across communities.

LEED CERTIFIED FACILITIES

As Interloop continues to expand its footprint, sustainability and efficiency remain central to our growth strategy. Each new facility reflects our dedication to integrating responsible manufacturing practices into every layer of our operations.

Our long-term approach combines innovation, environmental stewardship, and employee well-being, ensuring that growth never comes at the expense of the planet or people.

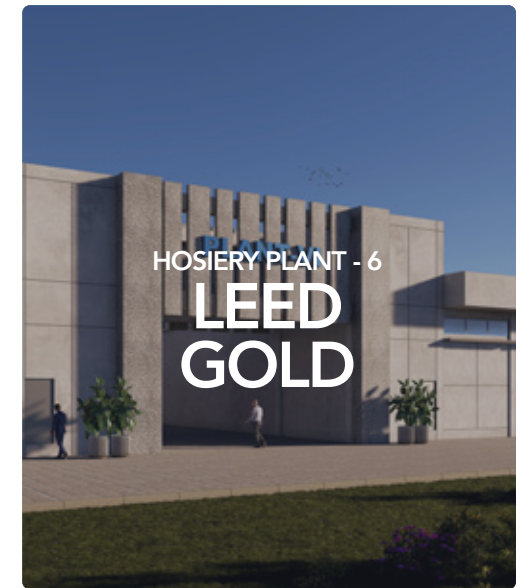
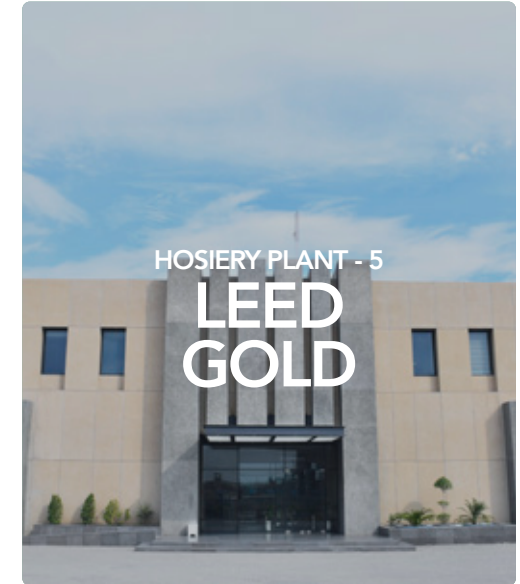
Over the years, we have achieved significant milestones, including LEED Gold certification for Hosiery Plant 4 in 2018, LEED Platinum certification for the Denim Plant in 2020, LEED Gold certification for Hosiery Plant 5 in 2022, and LEED Platinum certification for Apparel Plant 2 in 2024.

These achievements demonstrate our consistent progress towards global green building standards and our commitment to designing energy-efficient, and resource-conscious facilities.



Hosiery Plant 6, successfully completed in 2025, stands as our latest symbol of efficiency, innovation, and sustainability. The facility achieved LEED Gold certification, reaffirming Interloop's dedication to reducing environmental impact while enhancing productivity.

Completed in just 330 days, the project recorded zero EHS nonconformance, supported by strict safety protocols, daily audits, and proactive risk management. The plant represents our commitment to developing workplaces grounded in sustainability, operational excellence, and the well-being of our people.



WATER

Water is a critical resource for Interloop, with operations located in a high-risk region identified by the Water Resources Institute's Aqueduct Tool. Our operations depend on groundwater for both production and domestic purposes, and the tool classifies our operating region as high-risk.

Furthermore, water quality has deteriorated due to the shallow water table and increased mineral contamination. The exact size of the water source is yet to be determined, and it is not designated as a protected area. However, the local community heavily depends on this resource.

Wastewater is treated thoroughly before being discharged into industrial drains. We comply with the Zero Discharge of Hazardous Chemicals (ZDHC) foundational level requirements and the Punjab Environmental Quality Standards for wastewater discharge. The quality of discharged water is monitored through internal laboratories and with third-party evaluations conducted twice a year.

During the year, 1% water was recycled and reused through different initiatives. We are actively investing in programmes that increase the recycling and reuse of processed water.

EFFLUENT TREATMENT & RECYCLING PLANT – INTERLOOP APPAREL PARK

Interloop operates multiple Effluent Treatment Plant (ETP) facilities at its sites, including the newly built Effluent Treatment and Recycling Plant at Interloop Apparel Park, which has a treatment capacity of 300 m³ per hour.

This facility ensures that wastewater from production processes is treated to meet environmental standards before safe discharge or reuse. A key feature of this ETP is its integrated recycling system, which recycles 20% of treated waste water for reuse.

Utilising advanced reverse osmosis (RO) technology, the plant produces high-quality recycled water that is reintegrated into operations, reducing freshwater demand and supporting Interloop's water stewardship goals.



WATER WITHDRAWAL*

Water Withdrawal by Source in ml/year	2025	2024	2023	2022
Ground Water				
Freshwater (≤1000 mg/l Total Dissolved Solids)	5,360	4,256	3,963	4,068
Other water (> 1000 mg/l Total Dissolved Solids)	-	-	-	-
Total Water Withdrawal	5,360	4,256	3,963	4,068

* The water withdrawal is measured through flow meters

WATER CONSUMPTION

Water consumption in ml/year	2025	2024	2023	2022
Water Consumption	1,279	823	928	1,071

WATER DISCHARGE

Water Discharge by Destination in ml/year	2025	2024	2023	2022
Surface Water				
Freshwater (≤1000 mg/l Total Dissolved Solids)	-	-	-	-
Other water (> 1000 mg/l Total Dissolved Solids)	4,082	3,433	3,035	2,997
Total Water Discharge	4,082	3,433	3,035	2,997

NANO-BUBBLE TECHNOLOGY

Interloop utilises Nano-Bubble Technology to efficiently manage water use in the wash process and reduce its water footprint. The Technology reduces water consumption by 95%, chemical consumption by 71%, and energy consumption by 50%, with zero liquid discharge. So far, 34 e-flow machines have been installed across various processing units within the company.

SUSTAINABLE TEXTILE BLEACHING

We are upgrading our processing machines with multiple fill-and-drain systems under a textile bleaching project. The technology enables the reuse of bleached water and chemicals for multiple processing cycles, significantly reducing our water footprint.

ALLIANCE FOR WATER STEWARDSHIP (AWS)

In FY 2024, Interloop achieved 28 goals, prioritising WASH initiatives like girls' school washroom maintenance and a filtration plant at the Social Security Hospital. We organised a workshop at LUMS to engage communities,

suppliers, and partners in collective water stewardship. The same year, we earned AWS Gold Level certification, reinforcing our commitment to responsible water governance and sustainable water management.

In FY 2025, Interloop established a new stewardship plan with 23 targets, including the development and approval of a Water Stewardship Policy. This policy, aligned with our AWS Gold certification, strengthens governance, improves resource efficiency, and extends support to communities facing shared water risks, promoting equitable access to clean water.

A solar-operated water filtration system (1 m³/hr) was installed at Mosque Chirag, Rosa Darbar i.e. an Important Water-Related Area (IWRA) to provide safe drinking water. Centrally located, it enhances public health, reduces the burden on women, children, and the elderly, and supports climate resilience through solar energy use.

All 23 targets were successfully achieved, reinforcing Interloop's leadership in sustainable water management and commitment to safeguarding shared resources, supporting communities, and protecting ecosystems.

COLLECTIVE ACTION ON WATER STEWARDSHIP

In May 2023, Interloop hosted an Awareness and Consultation Workshop at NICL–LUMS, uniting industries, suppliers, NGOs, academia, and governance bodies to promote the AWS Standard and strengthen collective action on sustainable water management. The session addressed pollution, groundwater depletion, and infrastructure challenges, while exploring policy and collaboration opportunities. Experts from WWF, UET, EPA, Punjab Irrigation Department, and LUMS shared insights, and Interloop presented its stewardship initiatives. Building on this momentum, in 2024–25 Interloop strengthened supplier engagement through workshops and digital platforms, shared its AWS journey at WWF–ILES events nationwide, and advanced governance through its ESG Policy, improving water reuse, effluent quality, and community WASH outcomes.

PERFORMANCE REVIEW

Shared Water Challenges	Opportunities	Stakeholders	Priority Ranking & Reason	Interloop Initiatives
Lack of Clear definition of Catchment and the complete study of Catchment	Conduct Hydrological Study to check the variations in water quantity, quality and WASH conditions in catchment.	Interloop Limited, Neighbour Industries.	Most Priority As catchment definition is the first step to plan and implement the AWS.	Complete study of catchment and development of Hydrological Report
Degradation of water quality due to chemical runoff	The chemical usage can be rationalized by using less chemicals and environmentally friendly chemicals.	Neighbour Industries.	Most Priority As water quality needs to be maintained.	Switching to ENV friendly chemicals as well as treatment of water before discharge
Lack of water governance	The company level commitment is the point to start the over betterment in the governance.	Interloop Limited.	Most Priority As the commitment is the first step for better Governance.	Development and finalisation of the water Stewardship policy.
Inadequate sanitation facilities in the community, schools and hospital	Provision of adequate washroom facilities in the schools and hospitals also talk to TMA or the government representative to improve the conditions.	Governance Bodies, TMA.	Most Prioritised as its very important for human health.	Maintenance of WASH facilities in Girls schools.
Lack of access to safe drinking water	Installation of filtration plants in the area for the community to provide them safe drinking water.	TMA, Community.	Most Prioritised as its very important for human health.	Installation of filtration plant in ROSA Village and Social security Hospital for community.
Untreated water discharge in the domestic waste water drains by the industries	Improving governance to address the issue of untreated wastewater discharge, implementation of effluent quality standards and promoting responsible wastewater management practices to protect water quality and the environment.	All stakeholders of Catchment area.	Most Prioritised as this is important for Human health, Aquatic life as well as Environment.	Effluent water quality targets beyond Legal obligations like NEQs and PEQs.

*TMA: Tehsil Municipal Administration

INTERLOOP REGENAGRI KAPAS

CERTIFIED BY REGENAGRI® INTERNATIONAL

Interloop's Regen Kapas Project has been awarded Regenagri® certification by Control Union, marking a significant step towards the company's goal of sourcing 100% sustainable cotton.

Launched in 2024 in partnership with REEDS Pakistan, the initiative now covers more than 6,000 acres across 25 villages in southern Punjab, engaging 1,000 farmers in regenerative practices that restore soil health, support biodiversity, and strengthen rural livelihoods.

In the last season, Regen Kapas produced over 1,600 tonnes of fully traceable cotton lint, verified through Looptrace, demonstrating how regeneration and transparency can be advanced together to build a resilient and sustainable cotton supply chain.





MATERIALS

We are working closely with our supply chain partners to build transparent systems, promote regenerative practices, and ensure complete traceability from farm to floor.

In 2024, we launched a waste-mapping programme with Reverse Resources and the National Textile University to track textile waste. In 2025, the system is being progressively aligned with our in-house waste tracking platform, enabling real-time traceability and data-driven waste reduction.

Interloop produces 32 million lbs of premium yarn annually, converted into 20/s and serves diverse textile customers. Our automated spinning plants feature advanced European and Japanese machinery that meet global standards. Raw materials include virgin fibres such as locally grown and imported cotton, synthetic and acrylic fibres, viscose-based fibres like Modal, Bamboo, Lyocell, and cellulosic fibres such as hemp and flax.

Alongside, we use sustainable and recycled fibres including BCI and organic cotton, PSCP, CMIA, post-industrial and post-consumer recycled cotton. More than 50% of our yarn is consumed internally, with the remaining supplied to global weavers, knitters, denim producers, and towel makers.

All sourcing is done from 100% certified third-party suppliers, compliant with Oeko-Tex Standard 100, BCI, Regen, OCS, GOTS, FSC, and GRS. Interloop continues to scale sustainable fibre use, reduce environmental impact.

For more information, please see pages 78-79.

6%

OF INPUT MATERIALS
USED DURING THE
YEAR CAME FROM
RECYCLED* SOURCES

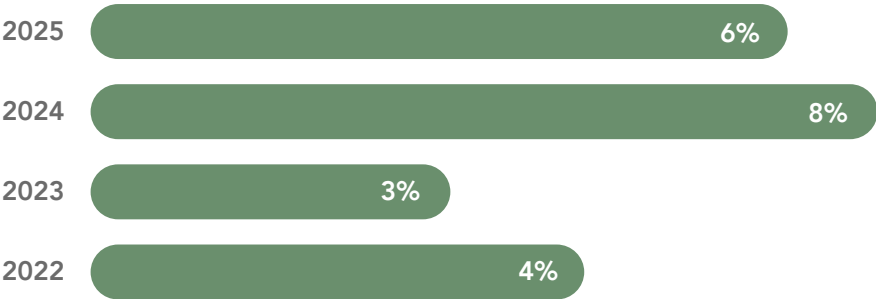


*** The recycled material consists of recycled Nylon, recycled Polyester and recycled Cotton.**

RAW MATERIAL CONSUMPTION

Material	Unit	2025	2024	2023	2022
Raw Material - Yarn	Ton	82,557	70,494	48,860	71,983
Raw Material - Dyes & Chemicals	Ton	21,792	21,901	13,353	9,677
Packaging Material	Ton	10,408	9,206	3,745	7,742
1. Renewable Materials Used	%	60%	60%	60%	59%
2. Non-Renewable Materials Used	%	40%	40%	40%	41%

RECYCLED INPUT MATERIAL



THIRD-PARTY CERTIFIED MATERIALS ENSURING ENVIRONMENTAL & SOCIAL ACCOUNTABILITY

Standard	Material	UOM*	2025	2024	2023	2022
Oeko-Tex	-	%	100	100	100	100
BCI	BCI Cotton	%	45	50	56	57
GOTS	Organic Cotton	%	4	3	3	9
GRS	Recycled Cotton	%	0.45	2.0	0.481	0.003
	Recycled Nylon	%	0.15	0.10	0.003	0.02
	Recycled Polyester	%	5.14	5	1.24	2
Sustainable Materials Programme**		%	8	7	8	2

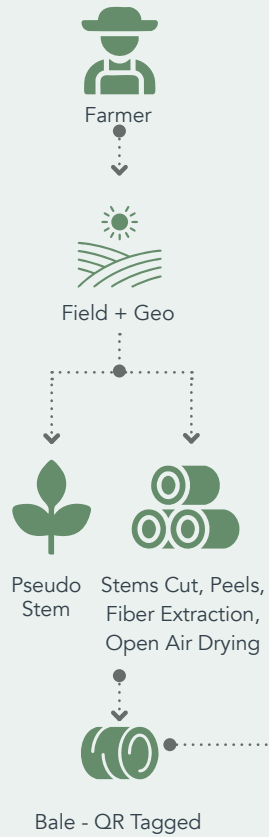
* Percentage of total yarn consumed

** Sustainable Material Programmes (ISCC, FSC, PSCP and Regenagri)

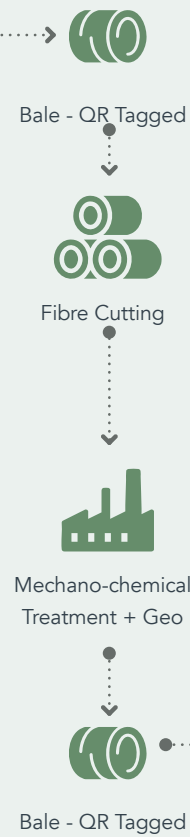


LOOPTRACE: TRACEABILITY FROM FARM TO FASHION

TIER-5: FARMER



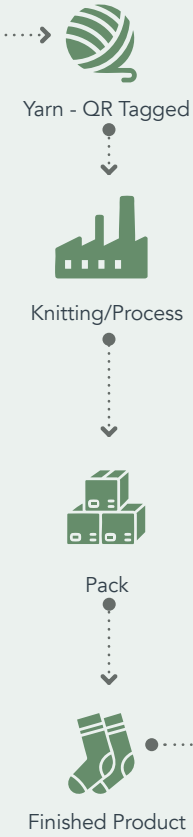
TIER-4: FIBRE PROCESSING



TIER-3: YARN MANUFACTURER



TIER-2 & 1: MANUFACTURER



RETAIL LEVEL



LOOPTRACE BASE

Textile Common (to cover)
Natural Fibres

LOOPTRACE EXTENSION

Business Specific e.g. Knitted garment from yarn
Woven fabric from yarn
Knitted fabric from yarn
Garment from knitted or woven fabric

TRACEABILITY

Our leadership position and continued success in a competitive market are driven by our steadfast commitment to ethical and sustainable practices across all operations, transparent business conduct, and thorough reporting of impacts to stakeholders.

LOOPTRACE – FROM FARM TO FASHION

We have strengthened our commitment through Looptrace to enhance transparency in the cotton supply chain. The digital platform meticulously tracks the cotton journey, providing unprecedented access to raw material data.

Looptrace serves as a digital custody chain, tracing the path from farm to fashion, extending to a comprehensive product passport with integrated logistics.

Farmer Portfolio and Special Projects

The Looptrace farmer portfolio is continuously updated in line with cotton sowing conditions, market dynamics, and Interloop's procurement patterns. The Looptrace procurement project, led by Interloop's agronomist team,

is being implemented in phases, with progressive expansion into conventional, Regenagri, Organic, and BCI cotton, aligned with the company's procurement schedule.

Organic and Regenerative Agriculture

There are currently 1,000 organic farmers and 1,000 regenerative agriculture farmers in Fort Abbas.

Farmer Registration Growth

As of the latest updates, the total number of registered farmers on the Looptrace app stands at 42,000 with growth driven by current season procurement needs.

Ginners Network Expansion

The Looptrace ginners network has grown significantly, from an initial 5 ginners to a current total of 79.

Supply Chain Onboarding

Looptrace has successfully onboarded 4 spinning mills, 17 processing suppliers, and 30 imported yarn suppliers from Japan, China, Thailand, Vietnam, and Indonesia, expanding its global supply chain.



LOOPTRACE KISAAN APP

Looptrace Kisaan App, the tier-5 level of the Looptrace system, is in its pilot phase and engages farmers from Interloop Organic Kapas Project as part of a broader digital empowerment effort. The app records detailed cotton crop life cycle data at the farm level, improving transparency and enabling full traceability from field to customer.

Currently focused on cotton, it is built to integrate with future traceability systems and support multiple crop cycles. By capturing real-time farm data, it enhances Looptrace's ability to deliver deeper insights and strengthen traceable, sustainable agriculture.

INTERLOOP ORGANIC KAPAS

The Interloop Organic Kapas Project is strengthening a local organic cotton supply chain by improving availability, traceability and regenerative farming practices. In partnership with Lok Sanjh in southern Punjab, the project also supports farming communities through training, health & nutrition initiatives and opportunities for women cotton pickers.

In FY 2025, it became the first organically certified initiative in Punjab under European Union (EU) Organic Standards. The project now certifies 1,000 farmers across 5,090 acres, producing around 6,000 bales annually.

TRANSFORMING BANANA STEM WASTE INTO LOOMSHAKE™ YARN

At Interloop, innovation is driven by purpose. Loomshake™ represents this vision as a pioneering natural fibre produced from banana stem waste. Each year, more than 10 million tonnes of stems are discarded in Pakistan, with the potential to yield 1 million tonnes of high-quality textile fibre, transforming agricultural residue into environmental and social value.

Produced in 6/1 to 14/1 Ne counts and blends such as 80% cotton with 20% banana fibre, Loomshake™ is suited for hosiery, denim, and knitwear. Certified by OEKO-TEX 100, it ensures quality, safety, and full traceability from farm to fashion.

This pioneering initiative supports an additional income stream for more than 40 individuals by engaging small and medium-sized enterprises (SMEs) while maintaining a low environmental footprint. As we scale up, our goal is to expand banana waste collection to 400 acres, enabling monthly production of 10,000 kg of yarn. This expansion is set to double our current annual CO₂e emission reduction, furthering our impact in sustainable manufacturing.



URBAN FOREST ENVIRONMENTAL IMPACT



CARBON CAPTURE

Estimated 137 tonnes of CO₂ stored since 2019 and 27.4 tonnes absorbed annually over 12.5 tonnes per acre per year, outperforming natural forest averages.



CLEANER AIR

Reduces smog and airborne particles while improving overall air quality.



COOLER MICROCLIMATE

Lowers ambient heat within the industrial zone and improves worker comfort.



WATER & SOIL HEALTH

Supports groundwater recharge and strengthens soil stability.



BIODIVERSITY & WELLBEING

Provides shade, greenery, and a restorative environment for employees.

URBAN FOREST: BREATHING LIFE INTO INDUSTRY

Interloop Denim's LEED Platinum and AWS Gold certified facility reflects a deep commitment to environmental stewardship, extending sustainability well beyond the boundaries of compliance.

Within its premises, a once-barren 2.2 acres stretch of land has been carefully classified & converted into a flourishing urban forest, now home to 1,270 native trees and a diverse range of plant species. What was once dry and lifeless ground has become a thriving ecosystem that captures carbon, purifies the air, moderates temperature, and nurtures biodiversity.

This green sanctuary stands as a living testament to Interloop's belief that industrial advancement and ecological balance can coexist. It symbolizes a new era of nature-positive transformation in manufacturing, where progress does not come at the cost of the planet, but rather contributes to its healing and renewal.

WASTE

We are devoted to driving the circular economy by developing sustainable products and expanding our recycling initiatives. By converting waste into valuable textiles, we are closing the loop and improving resource efficiency.

Our disposal practices focus on eliminating landfill contributions and preventing the release of hazardous chemicals into the environment, while prioritising environmental responsibility and promoting a cleaner, more sustainable supply chain.

ADVANCING CHEMICAL SAFETY FOR A GREENER FUTURE

We classify materials and chemicals by properties and hazards to manage risks. Employees are trained in safe handling, supported by hazard-based policies applied consistently across operations.

We use ZDHC registered chemicals to ensure compliance with the ZDHC MRSL and prioritise ZDHC Level 3 chemicals in our operations.

Our Hosiery Divisions-1 & 2 scored 100% in the Verified In Check Level-1 Programme, validating the reliability and accuracy of our chemical inventory.

We conduct biannual wastewater testing and focus on phasing out priority chemicals through compliance with ZDHC (Zero Discharge of Hazardous Chemicals) Manufacturing Restricted Substances List (MRSL), certified raw materials, and efficient chemical management. This approach has achieved 100% green chemistry inputs, with all wet facilities certified at the Supplier to Zero Progressive level.

Final products are assessed in accordance with customer Restricted Substances Lists (RSL), the internationally recognised AFIRM (Apparel & Footwear International RSL Management) RSL, and other relevant regulations.

Additionally, compliance is verified through annual evaluations of Tier-1 and Tier-2 suppliers. In cases of non-compliance, we conduct root cause analyses and collaborate closely with suppliers to implement corrective actions.



ECO-FRIENDLY WASTEWATER TREATMENT

We achieved 100% green chemistry input by eliminating priority chemicals through the ZDHC Programme. By improving chemical handling and using certified materials in line with ZDHC/MRSL, all facilities are now certified as ZDHC Supplier to Zero – Progressive Level.



HOW WE HANDLE WASTE

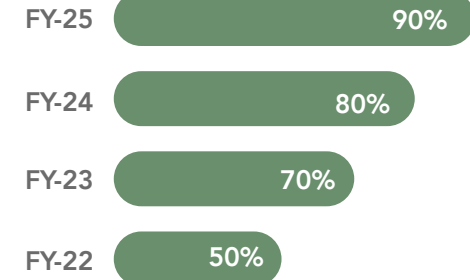
We carefully manage waste disposal with strict controls to prevent chemical leaks, ensuring health, safety, and groundwater quality. Waste reduction targets emphasise equipment maintenance and proactive environmental management.

All plants maintain centralised waste storage areas where waste is temporarily kept before being sold, incinerate, or treated by specialised teams. Supply chain partners are required to follow waste management regulations and international best practices. For further details, see pages 78-79 regarding our supply chain practices.

Waste materials are sold to third parties, with most repurposed as recycled or renewed resources. Non-hazardous waste includes metal, plastic, and textiles, while hazardous waste such as dye cartons, chemical drums, sludge, and medical waste is handled by EPA-approved contractors under verified disposal methods.

Standard Operating Procedures govern hazardous waste handling, storage, transport, and incineration at all Interloop facilities.

WASTE DIVERSION FROM LANDFILL TARGET (FY 2026) 100%



100%

WASTE TRACEABILITY
THROUGH REVERSE
RESOURCE (RR) A
DIGITAL TOOL ENSURING
100% TRANSPARENCY

 Reverse
Resources

WASTE BY COMPOSITION IN METRIC (MT)

Year	Waste Type	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal
2025	Hazardous	102	Nil	102
	Non-hazardous	18,883	Nil	18,883
	Total Waste	18,985	Nil	18,985

Year	Waste Type	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal
2024	Hazardous	64	Nil	64
	Non-hazardous	16,399	Nil	16,399
	Total Waste	16,463	Nil	16,463

Year	Waste Type	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal
2023	Hazardous	37	Nil	37
	Non-hazardous	13,223	Nil	13,223
	Total Waste	13,260	Nil	13,260

Year	Waste Type	Waste Generated	Waste Diverted from Disposal	Waste Directed to Disposal
2022	Hazardous	37	Nil	37
	Non-hazardous	10,648	Nil	10,648
	Total Waste	10,685	Nil	10,685

WASTE DIVERTED TO DISPOSAL-BY-DISPOSAL OPERATION IN METRIC TONNES (T)

HAZARDOUS WASTE

Year	Disposal Location	Incineration (with energy recovery)	Incineration (without energy recovery)	Landfills	Total
2025	Onsite	Nil	Nil	Nil	Nil
	Offsite	Nil	102	Nil	102
2024	Onsite	Nil	Nil	Nil	Nil
	Offsite	Nil	64	Nil	64
2023	Onsite	Nil	Nil	Nil	Nil
	Offsite	Nil	37	Nil	37
2022	Onsite	Nil	Nil	Nil	Nil
	Offsite	Nil	37	Nil	37

NON-HAZARDOUS WASTE

Year	Disposal Location	Incineration (with energy recovery)	Incineration (without energy recovery)	Landfills	Other Disposal Operations	Total
2025	Onsite	Nil	Nil	Nil	Nil	Nil
	Offsite	Nil	Nil	Nil	18,883	18,883
2024	Onsite	Nil	Nil	Nil	Nil	Nil
	Offsite	Nil	Nil	Nil	16,399	16,399
2023	Onsite	Nil	Nil	Nil	Nil	Nil
	Offsite	Nil	Nil	Nil	13,223	13,223
2022	Onsite	Nil	Nil	Nil	Nil	Nil
	Offsite	Nil	Nil	Nil	10,648	10,648

SUSTAINABLE WASTE RECYCLING PRACTICES

We ensure that every material entering our manufacturing process is managed responsibly to reduce waste and protect the environment.

All byproducts and leftover materials are systematically collected, sorted, and recycled to extend their lifecycle and minimize environmental impact.

In addition to managing in-house waste, we also process pre-consumer materials as raw inputs for new products, advancing circularity across our operations. For more details on how we utilise recycled materials, refer to pages 45-46.

PRE-CONSUMER WASTE MANAGEMENT

During the production of denim, knitted apparel, and socks, pre-consumer waste naturally arises. This material is recovered and transformed into fibres using advanced Rag Opening Machines, enabling us to reuse what would otherwise be discarded.

The regenerated fibres are then spun into high-quality yarns, containing 10% to 40% recycled content depending on the product specifications.

This approach conserves resources and supports our goal of integrating circular practices into the manufacturing process.

LEADING THE WAY IN CIRCULAR MANUFACTURING

We are committed to achieving 100% solid waste diversion from landfills by FY 2026. As part of this initiative, our Socks Waste Regeneration Programme currently prevents 850 tonnes of waste from reaching landfill each year.

Through innovative recycling, we now meet 50% of our clip yarn needs in Hosiery using yarn made from this regenerated waste demonstrating our dedication to sustainability and circularity in the textile industry.





COMMUNITY

Embracing our role as catalysts for progress, we are committed to developing resilient social structures within our communities, cultivating sustainability and inclusivity. Our community-driven goals centre on collective growth across education, healthcare, sports, and cultural enrichment.

WHY IT MATTERS

Empowering individuals through education, health, sports, and literary activities creates opportunities for lasting growth and well-being.

By prioritising these areas, we are enriching lives while strengthening communities. Interloop remains committed to driving meaningful change for a brighter, more resilient future

GOAL

Invest 4% of profit in community well-being

WHAT WE'RE DOING

Our initiatives provide access to primary, secondary, and tertiary education, free healthcare services, disaster relief, grassroots sports tournaments, and literary events celebrating literature, art, and culture.

Together, these efforts empower communities, especially young people, equipping them with the knowledge, skills, and resilience needed to create a better future.

COMMUNITY IMPACTS 2025

5,700+

CHILDREN PROVIDED
WITH QUALITY
EDUCATION AT
36 TCF SCHOOLS



833+

HIGHER EDUCATION
SCHOLARSHIPS
FOR YOUNG
WOMEN & MEN



6,000+

LOCAL TALENT
PROMOTED
THROUGH
SPORTS



200,000+

DESERVING PATIENTS
RECEIVED FREE
HEALTHCARE
SERVICES



2,000+

CHILDREN WITH
DISABILITIES
PROVIDED
EDUCATION &
REHABILITATION





EDUCATION

PRIMARY & SECONDARY EDUCATION

Interloop Welfare Trust (ILWT) has remained steadfast in its commitment to expanding access to quality education for underserved communities. In May 2009, the Trust entered into a long-term partnership with The Citizens Foundation (TCF), Pakistan's largest non-profit organisation dedicated to transforming the educational landscape for less privileged children.

Through this partnership, 36 school units have been established across multiple districts, including 20 primary, 13 secondary, and 3 higher secondary schools, each built to provide a safe and encouraging learning environment. To meet the growing demand for education, 3 additional schools are currently under construction, further extending our reach to remote and marginalized areas.

Interloop supports The Citizens Foundation (TCF) for its organised and effective approach to providing quality, affordable education to underprivileged children. All TCF schools supported by Interloop Welfare Trust are managed entirely by women staff, reflecting our

commitment to gender inclusion and empowerment. These schools educate over 5,700 students, 50% of whom are girls, helping bridge the gender gap.

The curriculum nurtures intellectual curiosity, moral reasoning, and spiritual awareness, equipping students with both academic knowledge and values that shape responsible citizenship, while reinforcing Interloop's efforts towards diversity, equity, and inclusion.

Beyond construction and infrastructure, Interloop Welfare Trust ensures long-term sustainability by financing lifetime operational costs of these institutions through an endowment and direct funding.

This sustained support guarantees uninterrupted access to education, teacher training, and community engagement activities.



HIGHER EDUCATION & SKILL DEVELOPMENT

At Interloop, we believe education is the cornerstone of a brighter future. By empowering talented individuals, we aim to create opportunities for growth, innovation, and leadership. Through a diverse range of scholarship initiatives, we've transformed the educational journeys of over 833 deserving students, supporting their aspirations in higher and technical education on an annual basis.

Our support to the National Outreach Programme at LUMS ensures that financial constraints never hinder brilliance. With 21 perpetual full-degree scholarships funded through our Endowment Fund, deserving students gain access to world-class education, unlocking their potential for a promising future.

Since 2015, we have granted 566 bachelor-degree scholarships to women pursuing bachelor's degrees at Government College Women University Faisalabad (GCWUF). This initiative reflects our dedication to promoting gender equality and empowering women through education.

Launched in 2019, our Scholarship Grant at the National Textile University (NTU), Faisalabad, opened doors to international academic experiences. Students can fund a semester at prestigious universities abroad, broadening their horizons and enhancing their skills.

We also promote cutting-edge research in textiles through our Graduate Research Fellowship at NTU and assist 24 financially challenged undergraduates with a need-based Scholarship Programme.

Interloop has paved the way for academic excellence at the University of Agriculture, Faisalabad, since 2017, with 55 full-degree scholarships. The initiative extended to Government College University, Faisalabad, in 2021, ensuring continuous support for emerging talent.

At the Pakistan Knitwear Training Institute (PKTI), we sponsored 14 female students pursuing technical education. In collaboration with Japan International Cooperation Agency (JICA), UNESCO, and international institutes, PKTI equips students with industry-relevant skills to thrive in a competitive world.



ECO SCHOOLS: SUSTAINABILITY AWARENESS & EDUCATION

Interloop supported Pakistan's first and largest nation-wide sustainability initiative, ECO Schools, launched by ALIF (Academic Leaders' Innovation Forum) and led by Aruj Khaliq in partnership with Professor Douglas Bourn and Dr. Naima Qureshi. The programme builds environmental literacy, critical thinking, and youth leadership.

In its first phase, ECO Schools engaged over 300 educators from 167 communities across Pakistan, including

Sibi, Barkhan, Gilgit-Baltistan, Chakwal, Lahore, Islamabad, Karachi, Faisalabad, Hyderabad, and Mirpur Mathelo. Women comprised 96% of participants, and vocational training institutions joined for the first time. Through 16 workshops, educators developed skills aligned with global sustainability frameworks, resulting in 69+ school-based interventions promoting ecological awareness, community engagement, and student empowerment.

The initiative is expected to reach 30,000–40,000 students nationwide, with trained educators serving as multipliers for long-term impact.



Workshop leaders from leading universities and organisations ensured practices were globally informed and locally relevant. ECO Schools sets a benchmark for national-scale sustainability education in Pakistan.

EMPOWERING PEOPLE WITH HEARING IMPAIRMENT THROUGH ACCESSIBILITY AND INNOVATION

Interloop has long partnered with ConnectHear to enhance accessibility and promote deaf-inclusion for people with hearing impairment through sign

language technology and support services. The ConnectHear app, powered by the company, is completely free and widely adopted globally, making accessibility a meaningful and integrated part of daily life. The collaboration also provides on-ground interpretation and sensitivity training, ensuring clear and confident communication. Complementing these services, awareness sessions have been organised at the National Incubation Centre, interactive sessions for girls at the Government Special Education School, and a dedicated session at the company's premises, further strengthening understanding, inclusivity, and engagement across communities.

HEALTH

SUPPORTING KARACHI DOWN SYNDROME PROGRAMME (KDSP)

We believe that true progress lies in creating inclusive communities where every individual is valued and empowered. This belief was augmented with the inauguration of the KDSP's 1st facility in Faisalabad, a space Interloop donated as part of our journey towards a more inclusive Pakistan.

This milestone marks the expansion of KDSP's mission beyond Karachi, bringing early intervention and essential support closer to the children with Down Syndrome in the region.

The new centre, designed around KDSP's KASHTI framework, offers holistic support through healthcare, education, therapy, awareness and skills development. More than just a building, it represents a safe haven where families can find hope, support and empowerment. By nurturing meaningful collaborations, we aim to spark lasting change. As the Faisalabad chapter begins its journey, Interloop is sponsoring its operational cost annually, reinforcing our long-term support for

this initiative. This endeavor will serve as a catalyst for awareness, acceptance and opportunity, helping individuals with Down syndrome realise their full potential and lead purposeful lives.

BUILDING BRIGHTER FUTURES FOR CHILDREN WITH AUTISM

Autism, a neurodevelopmental condition, presents unique ways of experiencing and interacting with the world. Children on the spectrum often face challenges in social communication, exhibit repetitive behaviours, show heightened sensitivity to changes, and may experience developmental delays. Yet, beneath these challenges lies immense potential, creativity, and individuality that deserve nurturing and support.

Recognising the importance of early intervention and a supportive environment, we partnered with the District Government to establish a dedicated Autism Unit in Faisalabad.

This specialised unit provides a safe, structured, and nurturing space where children can learn, grow, and thrive through tailored therapy, educational activities, and developmental programmes.





Currently supporting 30 children, the unit fosters personalized care that encourages social engagement, cognitive development, and emotional well-being. Our vision is to expand this initiative, reaching more families and creating inclusive opportunities for every child with autism to realize their full potential.

By investing in compassionate care, innovative therapies, and a holistic approach, we aim to illuminate paths of growth, learning, and joy, truly building brighter futures for these exceptional children.

FREE MEALS PROGRAMME AT SCHOOLS

Transforming lives begins with creating an inclusive, equitable, and healthy society where every child can reach his or her full potential. Through our School Khana Programme, in partnership with Allah Walay Trust, we deliver daily nutritious meals to underserved schools in Faisalabad and Lahore.

The programme currently benefits over 2,127 students across 14 Government schools, providing carefully planned meals that meet dietary needs, combat malnutrition, and enhance attendance, health, energy, focus, and academic performance.

These measurable improvements highlight the programme's impact and our commitment to building healthier, more inclusive communities.

FREE TREATMENT FOR DESERVING PATIENTS

Access to quality healthcare is a fundamental right, yet many in our communities continue to struggle for even the most basic medical support. Guided by our commitment to compassion and social responsibility, we strive to bridge this gap by extending care to those who need it most.

We have supported the provision of free, high-quality medical treatment to over 200,000 patients across hospitals in Pakistan, ensuring financial constraints never hinder recovery and well-being. As part of strengthening healthcare infrastructure, a new Operation Theatre was established at Mujahid Hospital, Faisalabad, expanding its capacity to deliver advanced, life-saving procedures.

MOBILE HEALTH CLINICS

We have partnered with Lok Sanjh Foundation, the implementation partner for the Better Cotton Initiative (BCI) in Pakistan, to fund mobile health services for marginalised rural communities in cotton-growing areas, including Toba Tek Singh and Fort Abbas.

Our Mobile Health Clinics bring free primary healthcare directly to villages daily, staffed with a medical doctor, medical assistant, and licensed driver, with critical cases referred to hospitals. Services include check-ups, essential medicines, and timely referrals, with site

teams closely monitored by Lok Sanjh Foundation to ensure impact.

TOTAL PATIENTS SERVED IN FY 2025

45,861

CHILDREN (46.2%)

21,179

WOMEN (34.6%)

15,878

MEN (19.2%)

8,804



ALZHEIMER SOCKS

Alzheimer's disease reshapes the lives of those who live with it and deeply affects the families and caregivers who walk beside them. The emotional strain, the gradual loss of memory, and the daily challenges create a weight that is felt far beyond the individual diagnosis.

Interloop has teamed up with Interloop Europe to produce Alzheimer Socks since 2015, creating awareness about Alzheimer's disease and supporting essential research. Every pair of socks sold contributes directly to the

Alzheimercentrum in Amsterdam, strengthening work on early detection, personalized treatment pathways, and preventive solutions.

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

SUPPORTING INDIVIDUALS WITH SPECIAL NEEDS

Through our health and development programmes, more than 2,000 children with diverse abilities accessed education, therapy, and rehabilitation shaped around their specific needs.

These are children who often navigate barriers far beyond the classroom, and providing spaces where they feel seen, supported, and encouraged makes a profound difference in their daily lives.

In collaboration with Syeda Khatoone Jannat Trust Hospital and Special Education Centre, Roshni Homes Trust, Tanzeem al Lissan, Eliya Care, the Vocational Training Institute, Government Hearing Impaired Schools, the Child Protection & Welfare Bureau, Affiyat Centre and several other partners, we continue to expand pathways for care, learning, and long-term development.

Together, these partnerships help create environments where children and their families can access the support they need with dignity and hope.

TAWF – A HOME FOR THE FORGOTTEN

We continue to support the Tahira Animal Welfare Foundation to promote kindness towards animals and strengthen community well-being in Faisalabad.

Our contribution this year advanced both the Trap Neuter Vaccinate Return programme, which helped around 100 dogs, and the Animal Rescue Project, which enabled the rescue and rehabilitation of nearly 100 animals. We also provided a dedicated rescue vehicle to strengthen TAWF's field operations.

TAWF rescues and rehabilitates free roaming animals including dogs, cats, donkeys and horses.

Its TNVR model is reducing the stray population and improving public health. Building on this progress, we are sustaining the ARC with a shared goal of rabies free communities and a more compassionate future.

Together with TAWF, we are shaping a society where people and animals live safely and with dignity.



SPORTS

We believe in nurturing talent by promoting sports, competitiveness, and healthy entertainment for youth, community, and the society.

SPORTS DEVELOPMENT

Believing in the power of sports as a tool for youth development and community engagement, Interloop has engaged more than 6,000 local youth, including athletes with disabilities, through grassroots programmes that build skills, strengthen teamwork and

promote healthy lifestyles. These initiatives create opportunities for young people to participate in structured sporting activities, develop discipline and confidence, and stay connected to their communities in positive ways.

In addition, Interloop has supported a Government Girls School in Faisalabad by improving sports facilities and providing equipment, encouraging more girls to take part in physical activities and discover their potential through sport.



INTERLOOP & KAF: EMPOWERING GIRLS THROUGH SPORT

Our strategic partnership with the Karishma Ali Foundation (KAF) continues to empower young girls in marginalised regions such as Chitral, Gilgit, and Quetta through sports, leadership, and climate advocacy. Together, we are reaching over 1,000 girls, building confidence, resilience, and a sense of agency.

KAF's sports camps, training sessions, and local tournaments provide hands-on opportunities for skill development and teamwork. Selected players have

also represented their communities internationally, competing in the IUIC Women Futsal Tournament, the 2nd National Olympic Games 2025.

Beyond sports, initiatives like the We Rise Art Session in Quetta engage girls in creative expression. During a three-day workshop, participants used art therapy to paint a collective mural in Dari, English, and Urdu, reflecting their dreams, hopes, and vision of safety.

INTERLOOP PAKISTAN CHAMPIONS LEAGUE 2025

The 3rd Interloop Pakistan Champions League 2025, the country's largest domestic wheelchair cricket tournament, was held in Faisalabad by the Pakistan Wheelchair Cricket Council (PWCC) and proudly sponsored by Interloop Limited.

With the theme "Play for Change, Play for Country," the league brought together over 100 passionate wheelchair cricketers from across Pakistan and AJK, celebrating inclusivity through sport. As the title sponsor, we proudly supported this meaningful initiative.

The league unfolded over several weeks at Bohran Wali Cricket Ground, featuring 15 thrilling matches and culminating with Lahore Sikandars claiming their third consecutive title against Peshawar Lions in the final.



PWCC's leadership expressed heartfelt gratitude for our continued support since 2017. With all matches live-streamed, the tournament stood as a testament to resilience, talent and the transformative power of inclusive sports.

SPONSORING PAKISTAN WOMEN'S BLIND CRICKET TEAM - T20 WORLD CUP 2025

Interloop Limited, as the title sponsor, proudly supported the Pakistan Women's Blind Cricket Team in the 1st ever Women's T20 Blind Cricket World Cup 2025, co-hosted by India and Sri Lanka.

The tournament featured a competitive field including Pakistan, Sri Lanka, India, Nepal, USA, and Australia, marking a historic milestone in women's blind cricket.

Through this sponsorship, Interloop reaffirmed its commitment to promoting women in sports, advancing diversity, supporting equity, and inclusivity across all levels of competition.



SPONSORING EMPLOYEES FOR GLOBAL TAEKWONDO CHAMPIONSHIPS

We take pride in supporting our employee, Mazhar Ali Khan, who has brought home multiple international medals, including Gold at the WATA Open in Japan and the Heroes Championships in Malaysia and Thailand, along with a Bronze at the MBW Championship in Malaysia.

His success reflects Interloop's commitment to nurturing talent and global excellence.

DUTCH DELEGATION CELEBRATES THE SPIRIT OF SPORTS AT INTERLOOP

We had the honour of hosting H.E. Henry de Vries, Ambassador of the Netherlands to Pakistan; legendary Olympic hockey player Floris Jan Boveland; Dutch-Pakistani footballer Kaya Bokhari; and senior embassy executives to celebrate King's Day under the theme "Building Bridges Through Sports". Interloop sponsored the visit of both athletes to Pakistan, enabling them to connect with grassroots talent, encourage shared learning, and inspire the next generation.

LITERARY ACTIVITIES

We believe a society thrives when intellect and imagination flourish together.

Through the Lyallpur Literary Council, our not-for-profit platform promoting Punjab's cultural heritage and Lyallpur's literary, artistic, and musical legacy, we celebrate creativity that unites communities, nurtures empathy, and strengthens collective identity.

FAISALABAD LITERARY FESTIVAL

Since its inception in 2014, Interloop has continuously sponsored the annual Faisalabad Literary Festival, a landmark event in the city's cultural landscape.

This festival presented by Lyallpur Literary Council (LLC) brings together poets, writers, artists, and thinkers from across Pakistan, offering audiences the chance to engage with the nation's leading creative voices.



Through open sessions, book readings, and interactive dialogues, students, families, and professionals are invited to immerse themselves in literature, poetry, philosophy, and art.

The festival has grown into a space where curiosity meets culture, where stories inspire reflection, and where imagination is continually awakened.

LYALLPUR PUNJABI LITERARY FESTIVAL

The Lyallpur Punjabi Literary Festival, also known as the Lyallpur Punjabi Sulekh Mela, has celebrated Punjabi language and culture for over a decade presented by LLC & sponsored by Interloop Limited the festival brings together poets, historians, musicians, and journalists for conversations on literature, identity, and social change, where music, verse, and dialogue animate the event, bridging Punjab's rich traditions with contemporary voices.



PROSPERITY

Our integrated business planning process fuels Interloop's ESG performance, bringing us closer to our Vision 2025. Our strategic goals aim to drive sustainable growth that benefits our partners, people, and communities.

WHY IT MATTERS

At Interloop, economic value creation underpins sustained growth and resilience. By reinvesting in innovation and expanding capabilities, we preserve our competitive advantage in a rapidly changing marketplace.

We cultivate enduring, performance-driven partnerships with suppliers that encourage shared progress and operational efficiency.

This collaborative model reinforces a robust value chain and delivers enduring benefits to employees, communities, and shareholders alike. Through this integrated approach, Interloop transforms profitability into purpose, ensuring that every gain contributes to collective advancement and long-term sustainability.

GOAL

To become a \$700 million full family clothing business by FY 2026.

WHAT WE'RE DOING

Guided by a growth-driven strategy anchored in a customer-first philosophy, Interloop aspires to become the Full Family Clothing Partner of Choice.

We focus on delivering responsibly manufactured, multi-category products that uphold the highest environmental and social standards.

While sustaining leadership in hosiery, we continue to elevate the reputation of our denim, knitted apparel, and seamless activewear lines, ensuring accessibility and engagement across all ages, genders, and abilities.

Alongside our core products, we are expanding value-added services, leveraging digitization and innovative solutions to enhance customer experience, streamline operations, and deliver tailored offerings that meet evolving market needs.

615 MILLION

REVENUE IN USD
WITH 11% GROWTH
YEAR-ON-YEAR





ECONOMIC RETURNS

Interloop Limited remained profitable during FY 2025, reflecting resilience amid a challenging business environment.

Net sales reached PKR 173,382 million, up 11% from PKR 156,129 million in FY 2024. However, higher input costs, inflation & global headwinds caused a 19% drop in gross profit to PKR 35,171 million from PKR 43,544 million, while operating profit declined 34% to PKR 18,320 million (FY 2024: PKR 27,933 million).

Refer to pages 92–97 of the Annual Report 2025 for full financial details. Increased financial charges from expansion projects and a shift to the normal tax regime further impacted results, with tax incidence rising ~67% year-on-year. Consequently, net profit declined 66% to PKR 5,377 million (FY 2024: PKR 15,771 million), and EPS fell to PKR 3.84 from PKR 11.25.

Despite these pressures, Q4 FY 2025 demonstrated a notable recovery, with revenues increasing by 16% quarter-on-quarter and the net profit margin improving to 5.6% from 3.2% in Q3,

supported by effective cost-control measures and a stronger performance in export markets.

We recognise the risks and opportunities posed by climate change and are taking proactive steps to manage them while pursuing potential benefits for our organisation. Domestically, Pakistan faced a series of macroeconomic and sectoral challenges in mid-2025.

Devastating monsoon floods disrupted agriculture, transport infrastructure, and rural supply chains, significantly affecting local communities and industries.

The textile sector, a cornerstone of Pakistan's exports, was particularly impacted by losses in the local cotton crop, leading to increased reliance on imports and rising input costs.

High energy and interest rates, coupled with the rollback of export incentives under the Export Finance Scheme (EFS), added further operational pressures across the industry.

The company also benefits from LTFF, and ERF-II government schemes supporting cost efficiency and export competitiveness.

Please refer to pages 86-90 for more details on climate and sustainability related risks and opportunities.

DEFINED BENEFIT PLANS

Interloop operates an un-funded gratuity scheme covering all eligible employees completing the minimum qualifying period of service as specified by the scheme.

Annual provision is made on the basis of actuarial valuation to cover obligations under the scheme for all employees eligible to gratuity benefits respective of the qualifying period. Refer to page 104 in the Company's Annual Report 2025 for further details.

The company also operates a contributory provident fund scheme for only executive staff for which contributions are charged to profit or loss as and when incurred. Equal monthly contributions are made to the fund, both by the company and the employees at the rate of 7.5% of the monthly basic pay.

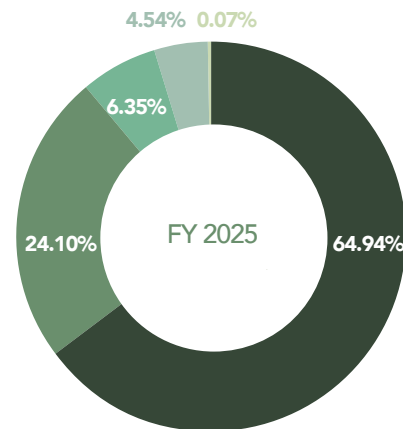
However, employees have the option to contribute more than 7.5% but not exceeding 12.5% of the basic pay subject to the written approval of the Board.

The assets of the fund are held separately under the control of trustees. As of FY 2025, the liability for the defined benefit plan stood at PKR 13,713 million, up from PKR 10,695 million in FY 2024.

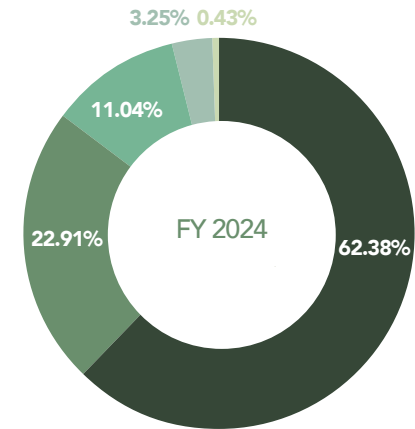
ECONOMIC PERFORMANCE

PARTICULARS		FY 2025	FY 2024
		PKR MILLION	PKR MILLION
DIRECT ECONOMIC VALUE GENERATED			
REVENUE	a	175,600	157,583
DIRECT ECONOMIC VALUE DISTRIBUTED			
OPERATING COST	b	111,570	92,679
EMPLOYEE WAGES/BENEFITS	c	41,408	34,041
PAYMENT TO PROVIDERS OF CAPITAL	d	10,908	16,402
PAYMENT TO GOVERNMENT	e	7,795	4,824
INVESTMENTS IN COMMUNITY	f	125	633
ECONOMIC VALUE RETAINED	g=a-b-c-d-e-f	3,793	9,005

ECONOMIC VALUE DISTRIBUTED (IN PERCENTAGE)



- Operating Cost
- Employee Wages and Benefits
- Payment to Providers of Capital
- Payment to Government
- Community Investments



COMPANY PROFILE

Interloop, headquartered in Pakistan, is a vertically integrated full-family clothing company that manufactures hosiery, denim, knitted apparel, and seamless activewear products for top international brands & retailers, aiming to become a Partner of Choice.

As the largest listed apparel company on the Pakistan Stock Exchange by market capitalization and the only textile company from Pakistan included in the Morgan Stanley Frontier Market Index (MSCI), Interloop is also the country's leading textile exporter.

It employs 37,000+ highly motivated and engaged individuals from 15 nationalities, operating across a global network spanning 6 countries. Its extensive industrial infrastructure includes state-of-the-art manufacturing facilities in Pakistan, an associate manufacturing company in Sri Lanka, a manufacturing facility and sourcing office in China, and marketing services offices in the USA, Europe, and Japan.

Interloop is reshaping Pakistan's apparel landscape through advanced sustainability practices. The company is targeting complete waste diversion from landfill by FY 2026. Its Denim and Hosiery facilities in Lahore hold AWS Gold

Certification, recognising excellence in responsible water governance and community-focused WASH initiatives. Strengthening this framework further, Interloop's proprietary Looptrace platform provides end-to-end visibility across the supply chain by tracing raw materials back to their origins and capturing real time data.

Innovations such as Loomshake, a fibre blend of banana plant waste and cotton, capture our drive for low impact textiles and are certified under ISCC Plus and OEKO TEX 100. This sustainability focus extends across operations, with Hosiery Plants 4, 5, and 6 holding LEED Gold certification and Denim and Apparel Plant 2 achieving LEED Platinum.

Renewable energy capacity continues to grow, bringing total onsite generation to 17.3 MW. The Regenagri Kapas Project, certified by Control Union, further strengthens this trajectory by advancing regenerative cotton farming that improves soil health and biodiversity.

The company's digital transformation advances through automation and AI. Our ISO 27001:2022 certification and IT Governance framework reinforce secure and compliant digital operations.

Renowned globally for manufacturing excellence, Interloop is a pioneer in environmental stewardship and a catalyst for social change, embracing a Triple Bottom Line approach that focuses on Planet, People, and Prosperity.



BUSINESS CATEGORIES

(ANNUAL PRODUCTION CAPACITIES)



* Based on current mix ** Converted into 20/s

To learn further about our capabilities, machinery, processes, production, and future capacity enhancements, refer to pages 14-18 of the Annual Report 2025.

Our Vision 2025

To Become a Full Family Clothing
Partner of Choice

INTERLOOP

HOW WE'LL DO IT



People

A diverse, inclusive and engaged workforce
creating a high performing organization



Digital Transformation

Drive efficiencies through digitalization and provide
transparency to our customers with real time information



Agile Manufacturing

Drive an agile organization retaining our competitive
position as a responsive high quality manufacturer



\$700M

Revenue By FY 2026

Transforming into a full family clothing business
will build further credibility with our customers

2.5x

Revenue Through Value Added Services

Providing value added services creating
strong lasting partnerships

25%

Lower Carbon Footprint And Resource Consumption

Lead the way in responsible manufacturing
meeting highest standards of environmental
and social performance

MISSION



TO BE AN AGENT OF POSITIVE CHANGE FOR THE STAKEHOLDERS AND COMMUNITY BY PURSUING AN ETHICAL AND SUSTAINABLE BUSINESS.

CORE VALUES



INTEGRITY



CARE



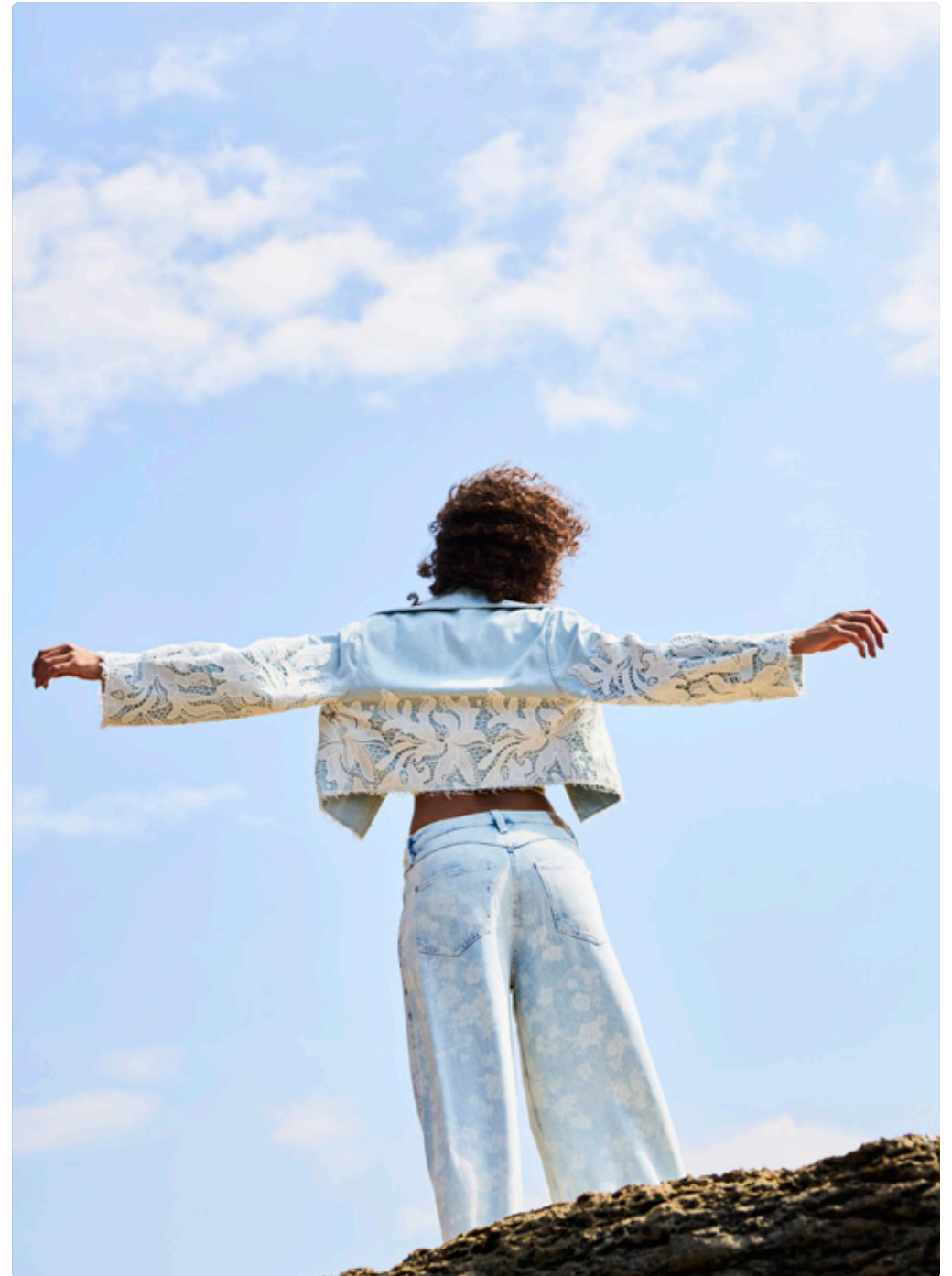
ACCOUNTABILITY



RESPECT



EXCELLENCE



BUSINESS MODEL

MANUFACTURED CAPITAL

Vertically integrated manufacturing with hi-tech facilities in Pakistan, Sri Lanka, and China

ECONOMICAL VALUE GENERATED

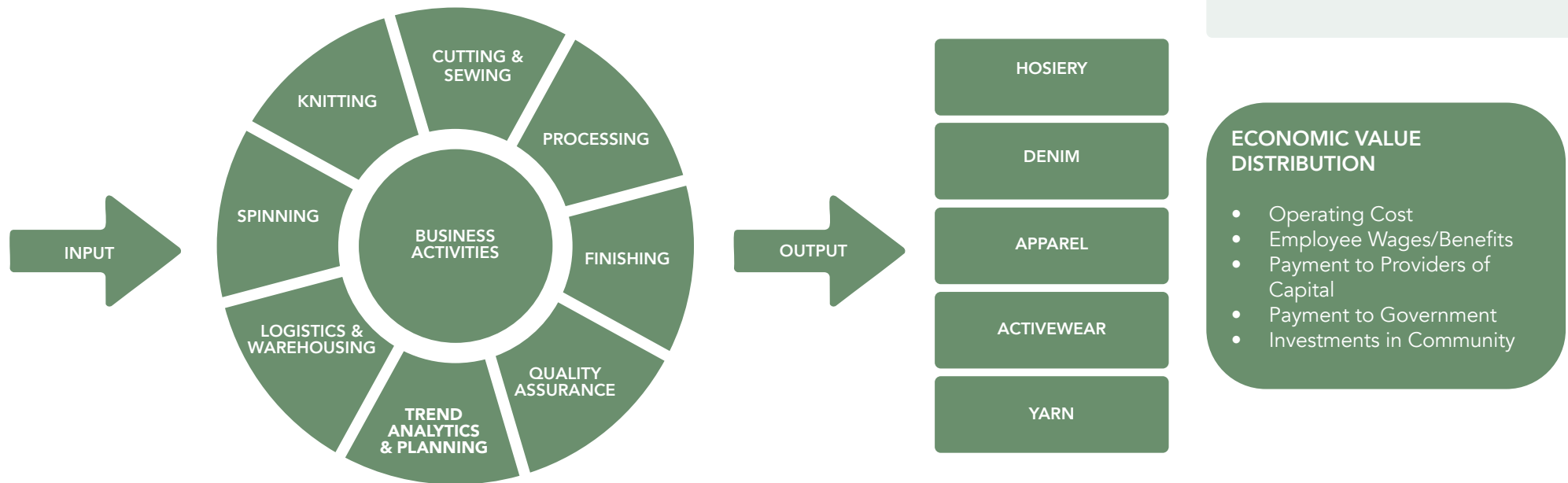
- Total Sales: **PKR'B 173.38**
- Earning per Shares: **PKR 3.84**
- Return on Equity: **9.74%**

HUMAN CAPITAL

37,000+ diverse, inclusive and engaged workforce creating a high-performing organisation

INTELLECTUAL CAPITAL

- Expert teams with cutting-edge skills and innovation driven mindsets
- Empowering a dynamic and adaptive organisation to maintain leadership as a high-quality, responsive manufacturer



SOCIAL & RELATIONSHIP CAPITAL

- International and regional presence with a robust manufacturing and sales network
- Strong customer-centric partnerships built on trust and loyalty
- People and planet focused initiatives for managing sustainability in business and the environment, both nationally and internationally

MULTI-CATEGORY SOLUTION PROVIDER

- Wide product range
- Strengthen core functions: Sales, Merchandising, HR, Finance, IT, Strategy, Yarns, & Procurement
- Offer diverse products with flexible order sizes
- Prioritise excellence in quality and innovation

CUSTOMERS

Some of our top clients across Europe, USA and Asia.



HUGO BOSS

GUESS
JEANS



GYMSHARK



M&S



ZARA



carter's

BESTSELLER

PRIMARK

SUPPLY CHAIN

Our suppliers are key growth partners, helping us meet production targets and responding to the demand for sustainable products. Committed to ethical supply chain practices, we promote sustainability to minimise negative impacts, build customer trust, and strengthen brand loyalty. This approach positions us as leaders in corporate responsibility.

OUR APPROACH & PERFORMANCE

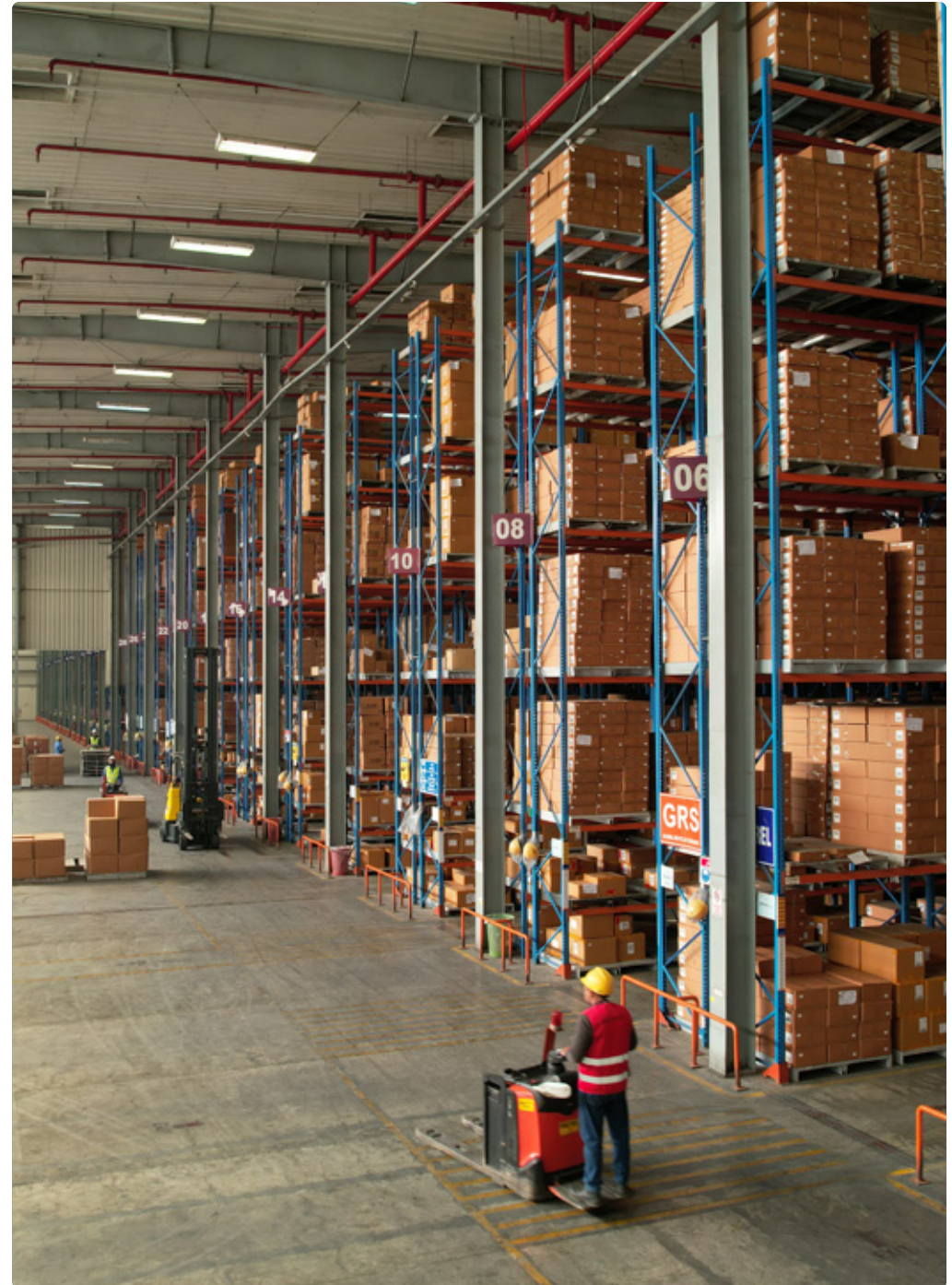
Our supply chain management strategy aims to address disruptions, ensure operational continuity, meet rising product demand, and realize our goal of becoming the full family clothing partner of choice. Interloop's Procurement & Supplies department delivers high-quality materials promptly to meet our needs. Our procurement approach and policies emphasise quality, cost-effectiveness, and positive change for the stakeholders by committing to ethical and sustainable practices.

Our Green Purchasing Strategy is designed to reduce our environmental footprint by highlighting essential actions and considerations for smart

procurement choices. We require our suppliers to comply with international product quality and specifications standards. Moreover, our procurement approach and supplier code of conduct emphasise health and safety, ethical labour practices, and the protection of human rights within our suppliers' operations.

To reinforce these commitments, we organise awareness sessions with our business partners, focusing on the significance of social and environmental accountability, sustainability efforts, effective chemical management, and adherence to the Higg Index.

We prioritise sustainability criteria when onboarding suppliers, and our regular audits ensure compliance and minimise impacts across the supply chain. We screened all 42 new suppliers for their environmental and social impacts. As part of our supply chain management strategy, we also evaluated 80 existing suppliers (36 from Tier-1 & 44 from beyond Tier-1) for their environmental impact. No adverse environmental effects were found. 91% of our Tier-1 & 2 suppliers met the applicable wastewater discharge regulations. Among our suppliers, 17 are certified under the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) including 15 from Tier-1 & 2 from lower Tiers.



Similarly, we audited 80 of our existing suppliers (36 from Tier-1 and 44 beyond Tier-2) according to Pakistan's Labour Laws and SA-8000 using our internal auditors or third-party auditors.

Our findings revealed that a few of our suppliers were adversely affecting their workers' health and safety, showing insufficient emergency preparedness and facing issues related to overtime and non-payment of minimum wages.

We collaborated with these suppliers to develop improvement plans to address these challenges. No suppliers were removed following this assessment. We obtain declarations from overseas vendors and verify local vendors to ensure they are not sourcing from regions at risk for child labour or forced labour.

The evaluation scope was comprehensive, encompassing:

- Verification of legal and environmental licences.
- Assessment of capacity and capability (production lines, machinery, workforce)
- Health, Safety & Environment (HSE) and social compliance requirements.
- Quality Management Systems (QMS) and site conditions
- Process control measures such as machine calibration and production oversight

- Claimable material assessments, ensuring suppliers handling recycled, certified, or other claimable inputs met international traceability requirements

Complementing these evaluations, 16 yarn and fabric vendors were selected for traceability drills. These drills specifically targeted suppliers dealing with claimable materials, testing their ability to maintain chain-of-custody records and validate sustainability certifications.

As a fully integrated hosiery, denim, and apparel manufacturer, cotton is at the heart of our operations. To enhance transparency, we have already introduced Looptrace - a proprietary solution that provides end-to-end traceability for cotton-derived products, from their origin on the farm through to production.

The Looptrace platform allows supply chain stakeholders to track, trace, and access transparent raw material information, helping Interloop and its partners meet shared sustainability goals.

We procure the following items from our wide range of supplier base:

- Fibres (raw material), Fabric, Hosiery yarns. (Cotton Yarns,

Man-Made Yarns, Regenerated and Recycled Yarns).

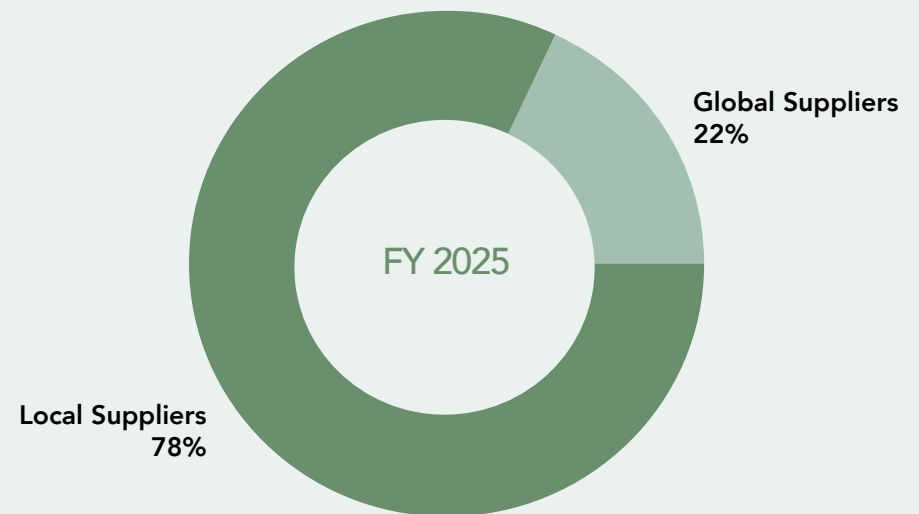
- Dyes & Chemicals which meet Oeko-Tex requirements and other international certifications.
- Accessories and Packaging.
- Machinery & Spares.
- Services General (repair & maintenance, construction, etc.)


Our supply chain comprises 11,530 suppliers, of which 2,435 are active suppliers spanning more than 21 countries. This supply chain covers business of Hosiery, Activewear, Denim and Apparel. The suppliers in Pakistan (Yarn suppliers) are mainly labour-

intensive, while suppliers abroad (parts, machines, and plants) are technology-intensive. We primarily procure materials and services from local suppliers, in line with our strategy to encourage the development of a local supply chain, leading to economic development within the country. The equipment, materials, and services that are unavailable in Pakistan or don't meet the end customer requirements are procured from abroad.

During FY 2025, we made payments of approximately PKR 166.91 billion, with 78% sourced from local suppliers and 22% from global suppliers.

PROCUREMENT SPLIT



A photograph of two women in a meeting. One woman, with long brown hair and wearing a grey patterned dress, is writing on a flipchart. The other woman, with grey hair in a bun and wearing a yellow and pink sari, is looking at the flipchart and holding a pen. The flipchart has the title 'Biggest Wins' and lists 'GOOD WILL RETENTION', 'ADDITION OF NEW & PROFITABLE', and 'MERS'.

Biggest Wins

GOOD WILL RETENTION

ADDITION OF NEW & PROFITABLE
MERS

REPORTING APPROACH

Through a rigorous and transparent reporting framework, we highlight our sustainability progress, the impact of our initiatives, and the steps driving Vision 2025, reinforcing value creation for stakeholders and society alike.

WHY IT MATTERS

Strong governance and ESG oversight are key to sustainable business and long-term value creation. The Company Board ensures accountability and transparency, with a clear differentiation of Chairperson and CEO roles. Specialised committees, like the ESG Committee, enhance sustainability oversight.

GOAL

Our long-term ESG goals include exploring carbon markets, growing our LEED footprint, enhancing operational efficiency, switching to low-emission-intensive fuel, and ramping up renewable energy.

WHAT WE'RE DOING

The Board of Directors, elected every three years, are the highest governance authority at Interloop. The Board comprises nine members: three executives, two non-executives, and four independent directors.

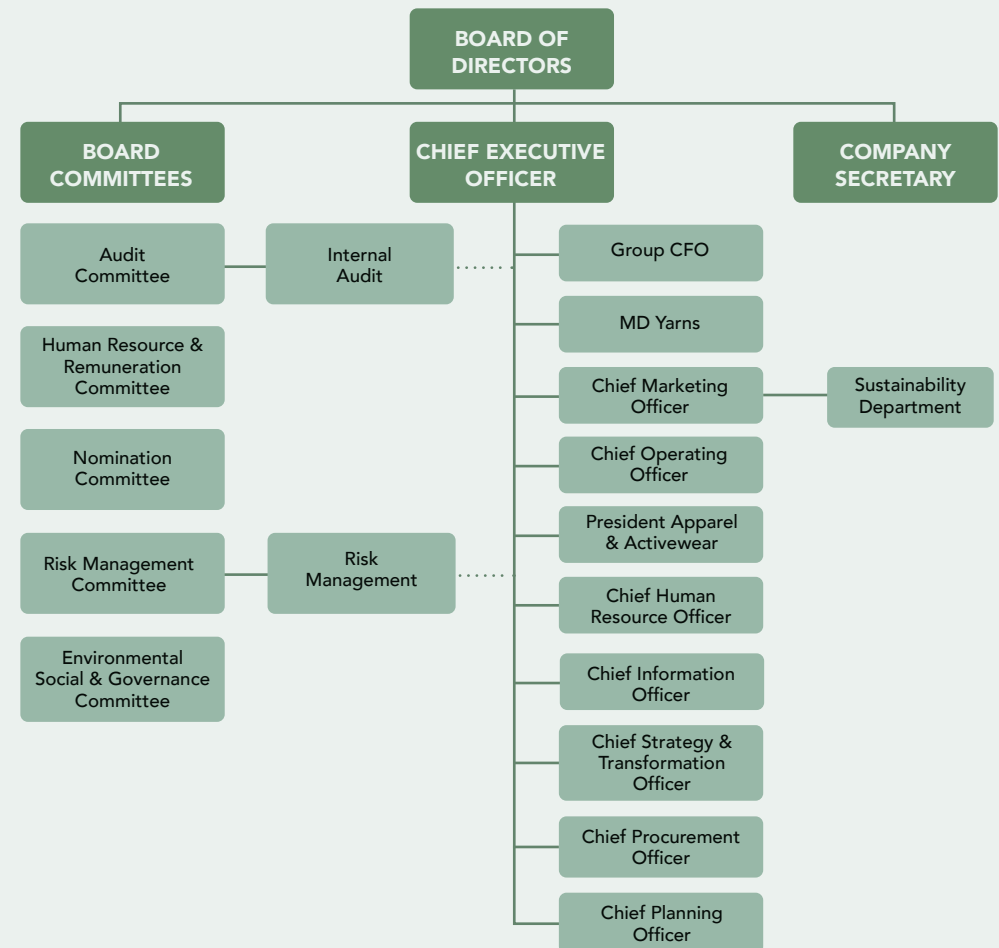
The Chairperson and CEO roles are held by separate people, with the Chairperson elected from among the Directors. Non-executive and independent directors have no

monetary relationship with Interloop, except for directorship fees. The Board includes 5 men and 4 women members with diverse expertise in engineering, finance, and related fields. To ensure effective governance, the Board has established key committees, including the Audit Committee, Human Resource & Remuneration Committee, Risk Management Committee, Nomination Committee, and ESG Committee. These committees have clear objectives and support the Board in decision-making. For details on the Management and Board Committees, refer to pages 24–29 of the Annual Report 2025.

To strengthen expertise in sustainable development, the Board and top management stay updated on ESG trends, participate in sustainability-focused events, and engage in related initiatives. Interloop also conducts training sessions and workshops for company executives in order to promote continuous learning and informed decision-making.

The Nomination Committee reviews and recommends changes to the Board's structure, emphasising diversity in gender, ethnicity, skills, and expertise, per the Listed Companies (Code of Corporate Governance) Regulations, 2019. The CEO oversees sustainability initiatives, ensuring daily operations align with long-term sustainability goals.

ORGANISATIONAL STRUCTURE



GOVERNANCE & ESG OVERSIGHT

The Board is responsible for developing, approving, and updating the organisation's purpose, vision, values, policies, strategies, and goals related to sustainable development. This includes setting the direction for sustainable practices and ensuring alignment with the organisation's overall mission.

The Board's Risk Management Committee (RMC) oversees due diligence processes to identify and manage impacts on the economy, environment, and people, reporting directly to the Board. These outcomes help integrate a comprehensive understanding of impacts into strategic decisions, enhancing the organisation's ability to identify and mitigate risks effectively.

The Board regularly reviews the efficacy of these processes in Board Meetings to ensure effective management of impacts and responsiveness to changing contexts and emerging challenges.

The evaluation of the Board's oversight role and its effectiveness is an ongoing process, appraised by the Board itself. A

comprehensive evaluation mechanism, developed in accordance with the Code of Corporate Governance Regulations, 2019, and global best practices, is in place. Based on self-evaluation, the Board plans and implements appropriate actions to enhance its effectiveness.

POLICIES & PROCESS TO DETERMINE REMUNERATION

The remuneration policies for the highest governance body are developed in accordance with the Code of Corporate Governance, with no Director participating in the determination of his/her own compensation. Non-Executive Directors are only compensated with fees for attending Board meetings, with no additional emoluments paid.

The Human Resource and Remuneration Committee (HR & RC) is tasked with creating, reviewing, and refining the remuneration policies, ensuring they reflect current industry standards, business practices, and align with the objectives for managing impacts. The Board approves the remuneration policies, confirming they are in line with the organisation's strategic direction. No external consultants were engaged in determining remuneration during the year.

CONFLICT OF INTEREST & CRITICAL CONCERNS

Our code of conduct is a vital part of our governance structure, guiding ethical business practices, relationships with our business partners, and the expected conduct from our people. We have strict processes in place to prevent and mitigate conflicts of interest within the organisation. Clear policies are communicated to all members, ensuring awareness and adherence to ethical standards.

Any conflicts arising from cross-board memberships, cross-shareholding, controlling shareholders, and related party transactions are actively identified and managed through the Audit Committee. Also, these arrangements and transactions are clearly highlighted and presented for approval by shareholders during the Company's general meetings.

Interloop has established grievance-handling mechanisms and other processes that enable stakeholders to raise concerns regarding the organisation's potential and actual negative impacts. Any critical concerns raised by stakeholders, covering issues related to ethics, compliance, environmental impact, social responsibility, and other significant

areas, are promptly communicated to the Board through the relevant Committees. Interloop maintains an open and accessible channel through which employees, customers, suppliers, and other stakeholders can report these concerns.

The Board actively engages with Board Committees, expert advisors, and relevant stakeholders to address these concerns effectively, in line with policies and applicable regulations, ensuring all responses are ethical, timely, and aimed at resolving the concerns satisfactorily.

ESG MANAGEMENT

The ESG Committee is tasked with advising the Board on all ESG-related matters. While the overall responsibility for managing sustainability impacts lies with the Chief Executive Officer, the Head of Sustainability Department is specifically responsible for overseeing environmental impacts.

The Sustainability Department supports the ESG Committee by helping define long-term goals and strategies, assisting businesses with target setting, baseline calculations, and identifying potential sustainability projects related to environmental impacts. Moreover, the department develops new policies, recommends actions, and monitors performance. The CEO Secretariat and

CSR department also collaborate with the ESG Committee to shape strategies and set targets for social and economic impacts. Specific responsibilities are delegated to various teams across the organisation, ensuring a comprehensive approach to sustainability.

Regular reporting mechanisms are in place, involving senior executives, the Sustainability Department, the ESG Committee, and other designated team members. Sustainability performance is reviewed quarterly at the business vertical level, bi-annually at the corporate level, and annually at the Board level.

The responsibility for reviewing and approving material topics and the annual sustainability report has been assigned to the Chief Marketing Officer, who reports to the CEO and presents findings for further deliberation by the ESG Committee.

POLICY COMMITMENTS

Our code of conduct and policies require conducting due diligence at the outset to identify potential negative impacts and develop appropriate strategies to mitigate them. The CEO approves all policy commitments applicable to our operations, employees, and supply chain partners. To promote sustainable practices,

employees and supply chain partners are informed about policies and updates through various channels, including the internal employee portal (eloop), mobile application LoopHR, emails, and business meetings. Our commitment to responsible business conduct, as well as the respect and promotion of human rights, forms the foundation for developing and revising our relevant policies.

Managers are responsible for implementing and ensuring that our activities align with approved policies, procedures, and commitments. We also organise regular sessions for employees and supply chain partners to ensure the effective integration of these policies and procedures into day-to-day operations. Compliance with policies and procedures is ensured through internal audits, external reviews, and certifications, all of which are discussed in the management approaches for material topics.

OUR STRATEGY

Rooted in our company's mission and fully embraced by our dedicated teams, our sustainability strategy is deeply embedded in our business planning, processes, policies, and practices. Across all our operations, we focus on effectively managing our impacts in key sustainability areas, including

reducing our environmental footprint, safeguarding the well-being of our people and communities, upholding labour and human rights, and promoting sustainable practices throughout our supply chain.

Our five-year environmental and social targets, aligned with Vision 2025, and our approved science-based targets reflect our long-term strategic priorities. As an industry leader, we recognise the significant influence we have in driving positive change, and we remain committed to advancing sustainability practices that contribute meaningfully to global sustainability challenges. Furthermore, we are actively mapping our supply chain and collaborating to develop a unified roadmap, ensuring emissions reduction across all scopes.

MITIGATING ADVERSE IMPACTS

Our proactive approach, supported by risk assessments, enables the early identification of potential negative impacts from our activities and the implementation of appropriate measures to prevent them. However, in cases where negative impacts are unavoidable, plans are developed based on the severity and scale of the impacts to address them within our operations and supply chain.

Affected stakeholders can submit complaints through our grievance reporting mechanisms, which include LoopHR and suggestion/complaint boxes located at each business site. The complaints are reviewed by the respective teams for resolution, and the outcomes are communicated to the concerned parties.

TORs OF ESG COMMITTEE

1. Oversee the implementation of company's ESG strategy;
2. Review the results and performance of the company against key ESG metrics;
3. Consider emerging ESG issues to understand their materiality with regard to our long-term value creation;
4. Oversee the delivery of environmental sustainability initiatives and commitments, including performance, challenges and opportunities;
5. Oversee the implementation of our social sustainability initiatives or commitments, including performance, challenges and opportunities, with a view to their effectiveness in delivering social impact;
6. Review and endorse to the Board the Company's Governance Management Framework.



RISK MANAGEMENT

Risk management at Interloop involves the systematic identification, assessment, mitigation, and reporting of risks integrated into the company's processes and systems. We recognise that effective risk management is forward-focused, emphasising proactive measures to minimize both the probability of risk occurrence and its potential impact, rather than reacting to issues after they arise.

The Risk Management Committee (RMC) supports the Board in developing and overseeing the implementation of the Risk Management framework. Furthermore, the RMC is tasked with evaluating strategic and operational controls to ensure that appropriate mitigation measures are in place.

Our Risk Management Policy is structured around the "Three Lines of Defense" model, which clearly defines the roles of the Board, RMC, Senior Management, and the Risk Management Department (RMD).

To ensure the effective execution of the Risk Management Policy and associated mitigation strategies, the Board has established a dedicated Risk Management Department (RMD).

The RMD is responsible for supporting the development, implementation, and continuous enhancement of risk management practices, including the establishment of internal controls across all levels.

Furthermore, the RMD works collaboratively with other departments to identify and assess risks within their respective areas and implement suitable mitigation strategies. Similarly, cybersecurity risks are among the key challenges globally.

As technology advances, organisations become increasingly vulnerable to cyberattacks on company and customer data. To address these risks, we have implemented Information Security Policies and an Information Security Procedure Manual in compliance with ISO 27001:2022. Our Information Security Management System (ISMS) has been audited and approved by our customers.

For further details on our risk governance framework, please refer to pages 68-69 of the Annual Report 2025.

IDENTIFYING MATERIAL SUSTAINABILITY RELATED IMPACTS, RISKS & OPPORTUNITIES

We assessed the sustainability-related impacts, risks, and opportunities by reviewing stakeholder interests, Interloop's risk register, feedback from grievance mechanisms, industry-specific sustainability challenges, and external factors affecting our future, along with its significant environmental, economic, and social consequences.

We considered the IFRS S1 & IFRS S2 requirements for identifying sustainability-related risks and opportunities and reviewed the SASB Apparel, Accessories & Footwear Sustainability Accounting Standard (VERSION 2023-12).

After identifying sustainability-related risks, we evaluate them through our established risk management framework. This includes assessing their potential impact and likelihood, which helps us determine their relative significance and prioritise risk management efforts in alignment with our overall strategy.

The prioritisation of topics is based on their positive and negative impacts, which involved assessing the severity and probability of adverse outcomes as

well as the extent and likelihood of positive effects. We also examined how sustainability-related risks and opportunities influence Interloop's prospects, market position, and the decision-making processes of investors and lenders. To identify the material topics for the report, we employed a double materiality framework encompassing both impact materiality and financial materiality. This analysis led to the identification of significant impacts, risks, and opportunities, which were categorised into material topics and finalised through discussions with senior management and experts.

This year, the list of material topics was re-evaluated, combining market presence and security practices with employment practices and human rights. Given advancements in the field and the increasing regulatory demands, the materiality process will be updated annually.

Various sections of the report address these material topics, detailing the management approach, key initiatives, performance data, and outlook.

These topics form the foundation for developing sustainability strategies and programmes to mitigate negative impacts while maximising value-enhancing activities.



WHAT ARE IROs*?

SUSTAINABILITY IMPACTS

We actively identify, manage, and respond to significant positive and negative impacts that affect people, the environment, and the economy. To ensure comprehensive coverage, these impacts are thoroughly addressed in our Sustainability Report.

This report serves as a vital document for a diverse group of stakeholders, detailing the various concerns raised and analysing how our operations contribute to sustainable development in multifaceted ways. It highlights the positive impacts, such as advancements in social equity and environmental protection initiatives, as well as adverse effects, thereby providing a balanced perspective on our commitment to sustainability.

SUSTAINABILITY-RELATED FINANCIAL RISKS AND OPPORTUNITIES

Interloop is dedicated to identifying and addressing the material sustainability-related financial risks and opportunities that may significantly impact our cash flows, financing alternatives, or capital expenditures over various time horizons: short, medium, and long term.

To ensure transparency and accountability, this critical sustainability-related information is meticulously included in our annual and sustainability reports, allowing stakeholders to gain comprehensive insights into our financial health and long-range strategies.

A detail is deemed material if its omission, misrepresentation, or obscuring could reasonably influence investment decisions, thus emphasising our commitment to thorough and clear disclosure for all investors and interested parties.

*IRO: Impact, Risk & Opportunities



ESG RISK MANAGEMENT

MATERIAL TOPIC	SRR/CRR/SRO/CRO	IMPACT, RISK AND OPPORTUNITY	VALUE CHAIN	TIME HORIZON
Emissions	CRR, CRO	IMPACT Climate change contributes to extreme weather patterns such as flooding and droughts, which disrupt supply chains, affect business operations, and reduce the availability of raw materials. RISK Failure to adapt to technology and market shifts can create a trust gap and decrease product demand, affecting the company's value. Failing to comply with emissions standards can also result in fines and penalties. OPPORTUNITY Proactive emission control could enhance efficiency, reduce costs, and ensure compliance with sustainability standards, resulting in a positive brand reputation, attracting eco-conscious customers, and unlocking green financing opportunities.	Own operations, upstream	Medium-term to Long-term
Energy	CRR, CRO	IMPACT Contribution to climate change using fossil fuel energy sources. RISK Increasing pressure to decarbonize and implement net-zero policies may lead Interloop to accelerate its shift towards low-carbon energy sources, requiring it to incur transitional costs, including investments in new technologies and higher operational expenses. Risk of reputational damage due to non-compliance with international energy standards and high fossil fuel consumption. OPPORTUNITY Interloop can meet its science-based targets and lower its annual energy costs by investing in renewable energy and alternative fuels with reduced carbon emissions.	Own operations, upstream	Medium-term to Long-term
Materials Sourcing & Usage	SRR/SRO	IMPACT Use of scarce material resources and effects on the supply chain. RISK Risk of increased costs due to reliance on limited material resources without sustainable sourcing strategies. OPPORTUNITY Opting for sustainable materials can influence costs in both positive and negative ways; however, sustainable sourcing presents an opportunity to achieve cost savings over the medium to long term while simultaneously strengthening supply chain resilience.	Own operations, upstream	Medium-term to Long-term

- * **CRR** Climate related risks
- * **CRO** Climate related opportunities
- * **SRR** Sustainability related risks
- * **SRO** Sustainability related opportunities

MATERIAL TOPIC	SRR/CRR/SRO/CRO	IMPACT, RISK AND OPPORTUNITY	VALUE CHAIN	TIME HORIZON
Waste	SRR/SRO	<p>IMPACT Affects climate, health and safety of employees and communities through generation and disposal of both hazardous and non-hazardous waste.</p> <p>RISK Ineffective waste management and disposal in Interloop's operations can harm local biodiversity, water, and soil essential for the community. This could jeopardize future business prospects, lead to fines and penalties, and create a trust deficit with stakeholders.</p> <p>OPPORTUNITY There might be an opportunity of cost savings over the medium to long term in relation to broader waste handling and disposal and increased circularity.</p>	Own operations, upstream	Medium-term to Long-term
Water and Effluents	SRR/SRO	<p>IMPACT Affects the availability of freshwater leading to water scarcity and health and safety impacts of water discharge.</p> <p>RISK Risk of operational disruption and community backlash due to water scarcity or non-compliance with water discharge regulations.</p> <p>OPPORTUNITY There might be an opportunity of cost savings over the medium to long term in relation to broader water management solutions and increasing recycling.</p>	Own operations, upstream	Medium-term to Long-term
Health and Safety	SRR/CRO	<p>IMPACT Health and safety of employees impacting productivity, compliance with applicable laws as well as customers' requirements.</p> <p>RISK Unsafe working conditions can result in serious safety incidents or fatalities, along with reduced productivity, financial losses, increased costs, legal liabilities, and damage to reputation.</p> <p>OPPORTUNITY Stronger health and safety practices can reduce accidents, improve productivity, and strengthen reputation among global buyers.</p>	Own operations, upstream	Short-term

* **CRR** Climate related risks
* **CRO** Climate related opportunities
* **SRR** Sustainability related risks
* **SRO** Sustainability related opportunities

MATERIAL TOPIC	SRR/CRR/SRO/CRO	IMPACT, RISK AND OPPORTUNITY	VALUE CHAIN	TIME HORIZON
Employment & Labour Practices	SRR/SRO	IMPACT Providing jobs for economic development, compliance with applicable laws, customer charters and international conventions. RISK Challenges in attracting talent, limited agility, insufficient diversity, lack of entrepreneurial spirit, and inadequate digital skills can impede the organisation's capacity to achieve strategic goals and explore new opportunities. Additionally, non-compliance with labour laws and international conventions may result in penalties. OPPORTUNITY Access new markets through better employment and labour practices and collaborating with governments in developed and developing countries.	Own operations, upstream	Short-term to Medium-term
Training & Education	SRR/SRO	IMPACT Active engagement with local communities strengthens social cohesion, supports workforce development, and enhances long-term productivity and business sustainability. RISK Risk of operational disruptions due to lack of skills and insufficient workforce capabilities. OPPORTUNITY Investing in training employees can enhance efficiency, innovation, and resilience.	Own operations	Short-term to Medium-term
Local Communities	SRR/SRO	IMPACT Effects on local communities due to operations, the contribution for provision of education and health facilities and creation of livelihood opportunities for economic development. RISK Risk of operational disruptions due to social unrest and in case company activities negatively impact local communities. OPPORTUNITY Access new markets through collaborating with governments and community groups in developed and developing countries.	Own operations	Short-term to Medium-term

* **CRR** Climate related risks
* **CRO** Climate related opportunities
* **SRR** Sustainability related risks
* **SRO** Sustainability related opportunities

MATERIAL TOPIC	SRR/CRR/SRO/CRO	IMPACT, RISK AND OPPORTUNITY	VALUE CHAIN	TIME HORIZON
Economic Impacts	SRR/SRO	IMPACT Important for business continuity, return to investors and contribution to the economy and society. RISK The inability to generate significant economic impacts, coupled with unpreparedness for changing global tariff scenarios, could erode investor confidence, impede transition and diversification initiatives, shift customer priorities, restrict talent attraction, and hinder the realization of strategic objectives. OPPORTUNITY Supporting sustainable practices helps drive the transition to a low-carbon economy, enhances investor confidence, and ensures readiness for evolving tariffs and regulatory requirements.	Own operations, upstream	Short-term
Procurement Practices	SRO/SRR	IMPACT Creation of business opportunities for local vendors, economic development, reliable supply chain. RISK Risk of over-reliance on suppliers with inadequate sustainability practices, which may lead to compliance challenges and reputational risks. OPPORTUNITY Supporting local suppliers can result in a more efficient supply chain, job creation, and economic growth.	Own operations, upstream	Medium-term to Long-term
Anti-Corruption	SRR/SRO	IMPACT Affects competitiveness and leads to misuse of power resulting in poverty. Compliance with laws and international charters. RISK Risk of legal and trade sanctions due to involvement in corrupt practices and affecting market competitiveness. OPPORTUNITY Proactively implementing strong anti-corruption frameworks enhances stakeholder trust, strengthens corporate governance, and improves market reputation.	Own operations	Short-Term to Medium Term
Supply Chain Impacts	SRR/SRO	RISK Failing to adhere to ethical standards leads to regulatory penalties, harm to reputation, and jeopardizes supply chain stability. OPPORTUNITY Enhance responsiveness to disruptions and strengthen supply chain resilience by promoting sustainable practices.	Own operations	Short-term to Medium-term

* CRR Climate related risks
 * CRO Climate related opportunities
 * SRR Sustainability related risks
 * SRO Sustainability related opportunities

STAKEHOLDERS' ENGAGEMENT

Our mission to be an agent of positive change for the stakeholders and community reflects our commitment to a stakeholder-centric approach while pursuing ethical and sustainable business practices. We maintain close proximity and demonstrate a willingness to engage actively.

Stakeholders are engaged throughout the year via relevant departments to discuss issues pertinent to both; them and Interloop. This engagement enables us to gather input for identifying material topics, devising strategies to address their concerns, and creating and delivering value.

We systematically identify, map, and prioritise stakeholders based on their relationship & ability to impact us, or their vulnerability to our activities and operations.

STAKEHOLDERS	ENGAGEMENT METHOD	ENGAGEMENT FREQUENCY	TOPICS IDENTIFIED BY STAKEHOLDERS	OUR RESPONSE
Shareholders/ Investors	AGM/EOGM/Corporate Affairs Department	Ongoing/ Occasional	Economic returns, management of health and safety of employees and environmental risks, investment to drive positive change in local communities.	Continuous focus on innovation and business development, investment in production capacity & expansion and investing in environmentally friendly technologies and CSR programme
Analysts	Briefing, Reports, Corporate Affairs Department	Ongoing/ Occasional	Investments/Expansion, environmental initiatives, and CSR programme	Production capacity & expansion, pursuing environment friendly initiatives and regular CSR programmes for the betterment of local communities
Customers	Customer Surveys, Customer Feedback, Marketing Department	Ongoing	New Products/Designs, quality, impacts on the environment and society	Continuous innovation and up-gradation and enhanced focus on quality, management of impacts on the environment and society through internal initiatives and CSR programme
Employees	Annual Dinner, CBA Meetings, Human Resource Department, Open House Sessions, Mission Awareness Sessions, Employees Surveys	Ongoing	New Products/Designs, quality, impacts on the environment and society	Continuous innovation and up-gradation and enhanced focus on quality, management of impacts on the environment and society through internal initiatives and CSR programme
Suppliers	Supplier Surveys, Suppliers Code of Conduct, Request for Quotations	Ongoing	Business opportunities, environmentally friendly material and guidance on new material requirements and assessment of suppliers for environmental and social impacts	Continuous innovation and up-gradation and enhanced focus on quality, management of impacts on the environment and society through internal initiatives and CSR programme
Regulation/ Government	Reports, Consultative Sessions, Corporate Affairs Department	Ongoing/ Occasional	Compliance with laws and regulations	Compliance with laws and regulations in all business activities
Local Community	Meetings, Employee Engagement, CSR programme	Ongoing	Intervention in the field of health, education especially sports, clean water and infrastructure development and women empowerment	CSR programme based on community needs assessment and investment in education, health, and sports and women empowerment for the betterment of local communities



MANAGING MATERIAL IMPACTS, RISKS & OPPORTUNITIES

Our management approach aligns with Article 15 of the Rio Declaration, emphasising the timely identification of issues and taking appropriate measures to address their impacts.

This approach helps us prevent potential negative effects of our operations and, when such impacts do occur, manage, mitigate, and collaborate on their resolution. Moreover, it enables us to maximize the positive outcomes of our operational activities and business relationships. We regularly evaluate this approach by comparing actual outcomes with planned results, adjusting as needed to ensure its effectiveness.

PLANET

Our environmental policy guides all business units to manage their environmental impacts and ensure compliance with our commitments, applicable laws, and customer codes of conduct. The Sustainability Department evaluates environmental sustainability

initiatives, monitors their impacts, and sets relevant targets. EHS (Environment, Health, and Safety) representatives at each plant ensure adherence to applicable laws and customer requirements.

Our manufacturing facilities are certified under various management systems, including ISO 9001:2015, ISO 14001:2015, ISO45001, ISO 50001:2011, SA 8000, ISO 17025, and ISO 17043.

Regular training sessions are conducted across all plants to enhance the knowledge and skills of the workforce. Performance against set targets is monitored throughout the year, and corrective measures are implemented as needed.

An environmental grievance-handling mechanism is in place across the company, enabling affected parties to file complaints. Employees are encouraged to propose ideas and suggestions for system improvements during regular training and awareness sessions.

Multiple platforms, such as the Worker Management Council (WMC), EHS Committees, and Focus Group Meetings, provide opportunities to discuss issues and develop solutions.

Each plant's Health & Safety Manager is responsible for addressing grievances. During the reporting year, there were no instances of noncompliance with environmental laws, regulations, or customer requirements.

Our environmental management approach addresses key material topics, including material sourcing and usage, energy, emissions, water and waste.



PEOPLE

Our HR policies focus on attracting skilled professionals, equipping them with essential training, and providing a supportive work environment that enables them to excel and contribute effectively. Interloop places importance on hiring from the local community to drive economic growth and gain a deeper understanding of community needs. Performance-based career development and job rotation are key elements of our HR framework.

The Chief Human Resource Officer (CHRO) leads the HR function, while Support Services Heads at each plant ensure the effective implementation of HR policies. We are committed to adhering to laws and international charters to safeguard human rights across all our operations. Our code of conduct and shared values emphasise empathy and respect for the rights of employees, communities, and stakeholders. A well-defined grievance-handling mechanism is in place, with Management Representatives (MRs) appointed at each plant to address concerns related to work conditions, welfare, discipline, or code of conduct violations.

These representatives actively engage with employees on shop floors and in offices to identify and address

challenges that could hinder a positive work environment. All employee-related matters are systematically monitored at the plant level and reported to the corporate level. The Human Resource & Remuneration Committee of the Board reviews these policies and suggests improvements to the Board for further action.

COMMUNITIES

We have established development goals and programmes aimed at achieving inclusive growth across all our operational sites. Community engagement, needs assessment, and impact analysis play a key role in shaping our policies and procedures at each location. Interloop Welfare Trust (ILWT) also plays a vital role in this effort, ensuring sustained contributions to societal welfare through various community initiatives. Our well-structured CSR management system is supported by long-term KPIs and a fixed annual CSR spending target, which is diligently executed.

The Head of CSR oversees programme implementation and reports directly to the CEO. Aligned with Interloop's mission "To be an agent of positive change," our initiatives in education, sports, healthcare, literary activities, and disaster relief are designed to create meaningful impacts and deliver lasting benefits to society and the community. Our operations have not



caused significant adverse effects on local communities, apart from environmental impacts, which are actively managed to minimize our footprint.

A grievance-handling mechanism is in place to address community concerns following established procedures. Policy implementation is reviewed by the CEO for further discussion and action at the Board level. Moreover, the Lyallpur Literary Council (LLC), a not-for-profit, promotes cultural heritage of Punjab and historical and contemporary significance of Lyallpur with emphasis on literature, arts, music, poetry, festivals.

PROSPERITY

Economic performance at Interloop is guided by our mission, values, and the targets established by the Board. The CEO and Management Team are responsible for implementing the necessary activities to meet these objectives.

We uphold a zero-tolerance policy for corruption across our operations and business relationships. The Internal Audit Department conducts regular audits of all activities and reports findings to the Board Audit Committee. Corrective actions are promptly taken when required.

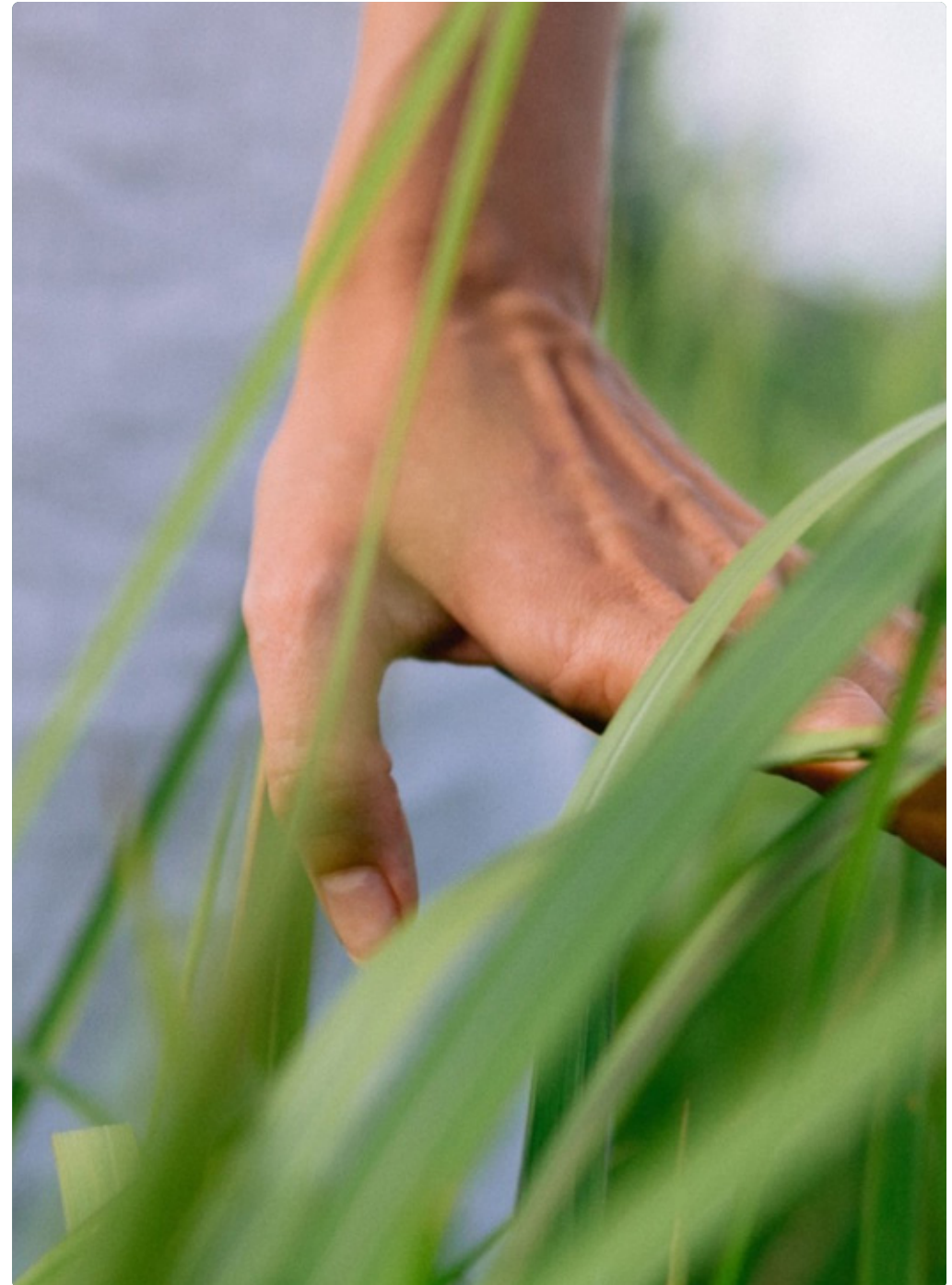
Anti-Corruption and Ethical Governance
In FY 2025, Interloop reinforced its commitment to ethical governance by conducting internal audit assessments across four major business functions – Spinning & Yarn Dyeing, HR & Administration, Apparel, and Hosiery. These reviews enabled a systematic evaluation of corruption risks, ensuring that preventive measures were firmly embedded within critical areas of operation.

The audits identified three significant risks related to corruption, which were promptly addressed through strengthened controls and oversight.

During the year, three confirmed incidents of corruption were recorded. As a result, two employees involved in misconduct were dismissed. Two business partners had their contracts terminated in line with Interloop's Supplier Code of Conduct. Importantly, no public legal cases regarding corruption were brought against the Company.

Through decisive actions and transparent disclosures, Interloop continues to foster a culture of integrity and accountability. By addressing risks head-on and taking swift corrective measures, the Company ensures that its governance practices remain resilient, safeguarding stakeholder trust and reinforcing ethical standards across its operations and supply chain.

To learn about our materiality process and material topics, please refer to pages 84-91.



CERTIFICATIONS

ENVIRONMENTAL CERTIFICATIONS



*Hosiery Plant 4,5 & 6 **Denim & Apparel Plant 2 ***Hosiery Plant 2 ****Hosiery Plant 3 & Denim
*****Spinning & Denim Plant ***** Hosiery Plants & Spinning

SOCIAL CERTIFICATIONS



CHEMICAL MANAGEMENT



COMMITMENTS & COLLABORATIONS



OTHER CERTIFICATIONS



* Hosiery Plant 1, 2 & IL Apparel Park

MEMBERSHIPS



GRI INDEX

The GRI content index is a navigation tool to locate the content within the report. The GRI Standards, together with the related disclosures, are listed, and each disclosure is referred to the relevant page in this Sustainability Report or other publicly available source.

STATEMENT OF USE	Interloop has reported in accordance with the GRI Standards for the period 1st July 2024 to 30th June 2025 .
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD	No sector standard is available for our sector.

				OMISSION	
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	72			
	2-2 Entities included in the organization's sustainability reporting	4			
	2-3 Reporting period, frequency and contact point	4			
	2-4 Restatements of information	4			
	2-5 External assurance	4			
	2-6 Activities, value chain and other business relationships	72, 77			
	2-7 Employees	23			
	2-8 Workers who are not employees	23			
	2-9 Governance structure and composition	81-82			
	2-10 Nomination and selection of the highest governance body	81-82			
	2-11 Chair of the highest governance body	81-82			
	2-12 Role of the highest governance body in overseeing the management of impacts	81-82			
	2-13 Delegation of responsibility for managing impacts	82-83			
	2-14 Role of the highest governance body in sustainability reporting	82-83			
	2-15 Conflicts of interest	82			

OMISSION					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES					
GRI 2: GENERAL DISCLOSURES 2021	2-16 Communication of critical concerns	82-83	b	Confidentiality constraint	
	2-17 Collective knowledge of the highest governance body	81			
	2-18 Evaluation of the performance of the highest governance body	82			
	2-19 Remuneration policies	82			
	2-20 Process to determine remuneration	82			
	2-21 Annual total compensation ratio	-	a, b, c	Confidentiality constraint	Sensitive information
	2-22 Statement on sustainable development strategy	3			
	2-23 Policy commitments	83			
	2-24 Embedding policy commitments	83			
	2-25 Processes to remediate negative impacts	83			
	2-26 Mechanisms for seeking advice and raising concerns	83			
	2-27 Compliance with laws and regulations	92-94			
	2-28 Membership associations	95			
	2-29 Approach to stakeholder engagement	91			
	2-30 Collective bargaining agreements	28			
MATERIAL TOPICS					
GRI 2: GENERAL DISCLOSURES 2021	3-1 Process to determine material topics	84-85			
	3-2 List of material topics	86-90			

OMISSION					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
ECONOMIC PERFORMANCE					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	90-94			
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	71			
	201-2 Financial implications and other risks and opportunities due to climate change	69-70 31,71			
	201-3 Defined benefit plan obligations and other retirement plans	70			
	201-4 Financial assistance received from government				
PROCUREMENT PRACTICES					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	78-79, 90-94			
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	79			
ANTI-CORRUPTION					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	90-94			
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	94			
	205-2 Communication and training about anti-corruption policies and procedures	83			
	205-3 Confirmed incidents of corruption and actions taken	94			
MATERIALS SOURCING & USAGE					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	78-79, 86-90			
APPAREL, ACCESSORIES & FOOTWEAR: 2018 (SASB)	CG-AA-440a.1. Description of environmental and social risks associated with sourcing priority raw materials	44, 78-79			
	CG-AA-440a.2. Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	45-46			

OMISSION					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
MATERIALS					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	87, 92-93			
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	45-46			
	301-2 Recycled input materials used	45-46			
	301-3 Reclaimed products and their packaging materials	-	a-b	Information unavailable.	
EMISSIONS					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	88, 92-93			
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	35-36			
	305-2 Energy indirect (Scope 2) GHG emissions	35-36			
	305-3 Other indirect (Scope 3) GHG emissions	35-36			
	305-4 GHG emissions intensity	-	a-d	Information unavailable.	
	305-5 Reduction of GHG emissions	36			
	305-6 Emissions of ozone-depleting substances (ODS)	-		Interloop is not engaged in ODS production, export, or transport ozone	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-	a-c	business Information unavailable.	
ENERGY					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	87, 92-93			
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	37			
	302-2 Energy consumption outside of the organization	-	a-c	Information unavailable.	
	302-3 Energy intensity	-	a-d	Information unavailable.	
	302-4 Reduction of energy consumption	37			
	302-5 Reduction in energy requirements of products and services	N/A			

OMISSION					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
WATER					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	40, 88, 92-93			
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	41-42			
	303-2 Management of water discharge-related impacts	40			
	303-3 Water withdrawal	41			
	303-4 Water discharge	41			
	303-5 Water consumption	41			
WASTE					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	51, 88, 93			
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	51-52			
	306-2 Management of significant waste-related impacts	52			
	306-3 Waste generated	53			
	306-4 Waste diverted from disposal	53			
	306-5 Waste directed to disposal	53			
SUPPLY CHAIN IMPACTS					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	78-79, 90			
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 New suppliers that were screened using environmental criteria	78-79			
	308-2 Negative environmental impacts in the supply chain and actions taken	78-79			
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 New suppliers that were screened using social criteria	78-79			
	414-2 Negative social impacts in the supply chain and actions taken	78-79			








OMISSION					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
EMPLOYMENT AND LABOR PRACTICES					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	89, 93			
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	23, 24			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	30-31 16			
	401-3 Parental leave	17			
	405-2 Ratio of basic salary and remuneration of women to men				
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	27-28	a-b	Information unavailable.	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	27-28			
HEALTH AND SAFETY					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	25, 88			
GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018	403-1 Occupational health and safety management system	21			
	403-2 Hazard identification, risk assessment, and incident investigation	26			
	403-3 Occupational health services	25-26, 29			
	403-4 Worker participation, consultation, and communication on occupational health and safety	26			
	403-5 Worker training on occupational health and safety	29			
	403-6 Promotion of worker health	29			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25			
	403-8 Workers covered by an occupational health and safety management system	25			
	403-9 Work-related injuries	25			
	403-10 Work-related ill health	25-26			










OMISSION					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
TRAINING AND EDUCATION					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	89			
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	18			
	404-2 Programs for upgrading employee skills and transition assistance programs	18			
	404-3 Percentage of employees receiving regular performance and career development reviews	18			
HUMAN RIGHTS					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	12			
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	27, 78-79			
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	27, 78-79			
LOCAL COMMUNITIES					
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	89, 93			
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	56-67			
	413-2 Operations with significant actual and potential negative impacts on local communities	93			

SASB INDEX

CODE	INDICATOR DESCRIPTION	PAGE NO.
Management of Chemicals in Products		
CG-AA-250A.1	Discussion of processes to maintain compliance with restricted substances regulations	78-79, 95
CG-AA-250A.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	7, 51-52
Environmental Impacts in the Supply Chain		
CG-AA-430A.1	Percentage of (1) Tier-1 supplier facilities and (2) supplier facilities beyond Tier-1 in compliance with wastewater discharge permits or contractual agreements	78-79
CG-AA-430A.2	Percentage of (1) Tier-1 supplier facilities and (2) supplier facilities beyond Tier-1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	78-79
Labour Conditions in the Supply Chain		
CG-AA-430B.1	Percentage of (1) Tier-1 supplier facilities and (2) supplier facilities beyond Tier-1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	78-79
CG-AA-430B.2	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers' labour code of conduct audits	
CG-AA-430B.3	Description of the greatest (1) labour and (2) environmental, health and safety risks in the supply chain	78-79
Raw Materials Sourcing		
CG-AA-440A.3	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing	44, 78-79
CG-AA-440A.4	business risks and opportunities (1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party	45-46
	environmental or social standard, by standard.	
CG-AA-000.A	Activity Metric Number of (1) Tier-1 suppliers and (2) suppliers beyond Tier-1	78-79

SDGs INDEX

SDGs	PAGE NO.	GRI STANDARDS DISCLOSURE
 1 NO POVERTY End poverty in all its forms everywhere	89	413-2
 2 ZERO HUNGER End hunger, achieve food security and improved nutrition and promote sustainable agriculture	56-67, 71, 93	201-1, 413-1, 413-2
 3 GOOD HEALTH AND WELL-BEING Ensure healthy lives and promote well-being for all at all ages	25-26, 35-36, 51-53	305-1, 305-2, 305-3, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 403-8, 403-9, 403-10
 4 QUALITY EDUCATION Ensure inclusive and quality education for all and promote lifelong learning	18, 82-83	2-17, 404-1
 5 GENDER EQUALITY Achieve gender equality and empower all women and girls	12, 16-17, 27, 71, 78-79, 81	2-9, 2-10, 201-1, 401-1, 401-3, 404-1, 404-3, 406-1, 414-1, 414-2
 6 CLEAN WATER AND SANITATION Ensure access to water and sanitation for all	41, 51-53	303-3, 303-4, 303-5, 306-1, 306-2, 306-3, 306-4, 306-5
 7 AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable, and modern energy for all	37, 71	201-1, 302-1, 302-3, 302-4
 8 DECENT WORK AND ECONOMIC GROWTH Promote inclusive and sustainable economic growth, employment, and decent work for all	12, 15-17, 23, 25-27, 29-31, 37, 41, 45-46, 71, 78-79	2-7, 2-8, 2-30, 201-1, 301-1, 301-2, 301-3 302-1, 302-3, 302-4, 303-5, 401-1, 401-2, 401-3, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3, 407-1, 408-1, 409-1, 414-1, 414-2

SDGs		PAGE NO.	GRI STANDARDS DISCLOSURE
	Build resilient infrastructure, promote sustainable industrialization, and foster innovation	71	201-1
	Reduce inequality within and among countries	56-67, 93	413-1, 413-2
	Make cities inclusive, safe, resilient, and sustainable	-	Not applicable
	Ensure sustainable consumption and production patterns	35-37, 45-46, 51-53, 81	204-1, 301-1, 301-2, 301-3, 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4
	Take urgent action to combat climate change and its impacts	35-37, 70	201-2, 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4
	Conserve and sustainably use the oceans, seas, and marine resources	35-36, 51-53	305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-1, 306-3, 306-5
	Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss	35-36, 51-53	305-1, 305-2, 305-3, 305-4, 305-5, 305-7, 306-3, 306-5
	Promote just, peaceful, and inclusive societies	12, 14, 27-28, 78-79, 81-83, 92-94	2-9, 2-10, ,2-11, 2-12, 2-15, 2-20, 2-23, 2-26, 2-27, 205-1, 205-2, 205-3, 406-1, 408-1, 414-1, 414-2
	Strengthen the means of implementation and revitalize the global partnership for sustainable development	-	Not applicable

UNGC INDEX



United Nations
Global Compact

SDGs	PAGE NO.	PAGE NO.	GRI STANDARDS DISCLOSURE
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	56-67, 93	413-1, 413-2
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	56-67, 78-79	413-1, 414-1, 414-2
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	27-28	2-30, 407-1
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	27	409-1
Principle 5	Businesses should uphold the effective abolition of child labor.	27	408-1
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	18, 23-24, 27-28	2-7, 2-8, 401-1, 401-3, 404-1, 404-3, 406-1,
Principle 7	Businesses should support a precautionary approach to environmental challenges.	35-37, 41, 45-46, 69-70	201-2, 301-1, 302-1, 303-3, 305-1, 305-2, 305-3, 305-6, 305-7
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	35-37, 41, 45-46, 51-53, 78-79, 92-94	2-27, 301-1, 301-2, 302-1, 302-2, 302-3, 302-4, 303-3, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5, 308-1
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	36-37	302-4, 305-5
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	82-83, 93-94	2-23, 2-26, 205-1, 205-2

GLOSSARY AND ACRONYMS

BCI	Better Cotton Initiative
CBA	Collective Bargaining Agent
CSR	Corporate Social Responsibility
ELCs	Elevate Leadership Competencies
GHG	Greenhouse Gases
GJ	Giga Joule
GOTS	Global Organic Textile Standard
GRI	Global Reporting Initiative
GRS	Global Recycled Standard
HSE	Health, Safety and Environment
IFRS	International Financial Reporting Standards
ISO	International Standards Organization
MW	Megawatt
TMA	Tehsil Municipal Administrations
TNVR	Trap Neuter Vaccinate Return
TPH	Tonnes Per Hour
TTS	Technical Training School

FEEDBACK FORM

SUSTAINABILITY REPORT 2025

Information provided on material topics covered in the report

☐ Comprehensive ☐ Adequate ☐ Inadequate

Clarity of the information provided in the report.

☐ High ☐ Medium ☐ Low

The quality of design and layout of the report.

☒ Excellent ☐ Good ☐ Average

Your comments for adding value to the report.

Name:

Designation:

Organization:

Contact Details:

Tel:

Email Your Feedback to:

Muhammad Fauz Ul Azeem

GM Corporate Sustainability

Interloop Limited | 7 KM, Khurrianwala – Jaranwala Road, Khurrianwala, Faisalabad, Pakistan.

Phone: +92 41 4360400 | **Email:** sustainability@interloop.com.pk






CORPORATE OFFICE

1-KM, Khurrianwala – Jaranwala Road,
Khurrianwala, Faisalabad, Pakistan
T +92 41 4360400

REGISTERED OFFICE

15-A, Peoples Colony No. 01,
Faisalabad, Pakistan
T +92 41 4360400
Email: sustainability@interloop.com.pk



 [InterloopLimited](#)
 [InterloopLtd](#)
 [interlooplimited](#)
 [interlooplimited](#)
 www.interloop-pk.com