

sustainability report 2024



journey to building character



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the AGENCY.

table of contents

overview of company

about the report

report methodology and data collection	01
company information	02
our vision & mission	03
our strategic commitments	05
group structure	07
our footprint in Pakistan	09
our timeline	11
core values	13
organizational structure	15
our value chain process	17
our integrated business approach	19
swot analysis	20
our integrated business approach	21

united nations sustainable development goals (unsdg)

our milestones	23
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principles of governance

chairman’s review	35
ceo’s message	37
approach to governance	39
internal control framework	40
board of directors	41
principal board committee	53
risks and opportunities	58
ethics & compliance	64
stakeholder engagement	69
materiality assessment	73

prosperity

2024 at a glance	79
economic performance	81
statement of value addition & distribution	82
our initiatives and programs	85
digitalization & innovation	88

people

diversity, equity & inclusion	94
people philosophy	95
talent & culture – the employee lifecycle	98
wage level	110
risk for incidents of child, forced and compulsory labor	110
health & safety	111
hse initiatives	114

planet

planet	121
energy	123
GHG emissions	124
water consumption and withdrawal in water-stressed areas	125
waste management	126

external assurance

auditor’s report	128
indices	132
world economic forum stakeholder capitalism metrics	132
SECP ESG Disclosure Guidelines	139
UN SDGs	142

about the report

Our Sustainability Report provides an in-depth overview of Engro Powergen Qadirpur Limited’s (referred to as "EPQL") sustainability initiatives and performance. It highlights the impact of our activities on the economy, environment, and society across our value chain and business relationships, addressing key factors that are crucial for stakeholder engagement and decision-making.

This report outlines how EPQL’s core values and governance framework integrate sustainable practices into our daily operations, laying the foundation for a sustainable future.

This report has been prepared keeping in view the core business and corporate functions of EPQL including our business operations and our community outreach programs. This report presents our sustainability strategies against financial and non-financial goals, and the opportunities, risks and outcomes attributable to our activities and how they affect both our key stakeholders and value creation abilities. This report also provides stakeholders with an overview of our performance on the prioritized impacts of our business operations with respect to the three pillars of sustainability i.e. People, Planet and Prosperity.

Information disclosed in this report only reflects the consolidated operations of EPQL (Qadirpur site & Head Office). Due to the unavailability of verifiable data, this report does not concern itself with the effects of our activities beyond our business operations.

reporting period

This report covers the period from January 1 — December 31, 2024, which is the annual reporting cycle of the Company.



reporting content

This report is aligned with:

- World Economic Forum (WEF) Stakeholder Capitalism Metrics (core metrics)
- UN Sustainable Development Goals (SDGs)



We have additionally referenced our disclosures to SECP’s (Securities and Exchange Commission of Pakistan) Guidelines on ESG Disclosures for Listed Companies, 2023.

report methodology and data collection

The data compilation is based on scientific calculations aligned with international standards and best practices as outlined in the reporting frameworks. In cases where data is unavailable, various methods have been adopted to generate reasonable estimates.

This report supplements our corporate annual report which details EPQL’s financial position and performance during the reporting period. EPQL strives to ensure accurate reporting throughout this Sustainability Report.

reporting audience

This report is intended for all EPQL stakeholders, including shareholders, customers, communities, and individuals directly or indirectly impacted by the Company’s activities, products, or services. EPQL actively engages with these stakeholders to continually deepen its understanding of their concerns. This report provides stakeholders with a holistic view of how EPQL creates sustainable value within the economic, environmental, and social spheres. Our key stakeholders are shareholders, investors/lenders, employees, suppliers, customer & regulators.



feedback

For any suggestions or feedback, please contact:
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external assurance

The report has been externally reviewed by an independent reviewer to provide a Limited Assurance conclusion in accordance with the International Standard on Assurance Engagements (ISAE) 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" on the selected metrics reported in the Sustainability Report, aligned with World Economic Forum (WEF) - Stakeholder Capitalism Pledge (Core) Metrics. The Independent Limited Assurance Report is included within this Sustainability Report.



company information

organization details

Legal Name	Engro Powergen Qadirpur Limited
Nature of Ownership & Legal Form	Public Listed Company
Location of Headquarters	Karachi, Pakistan

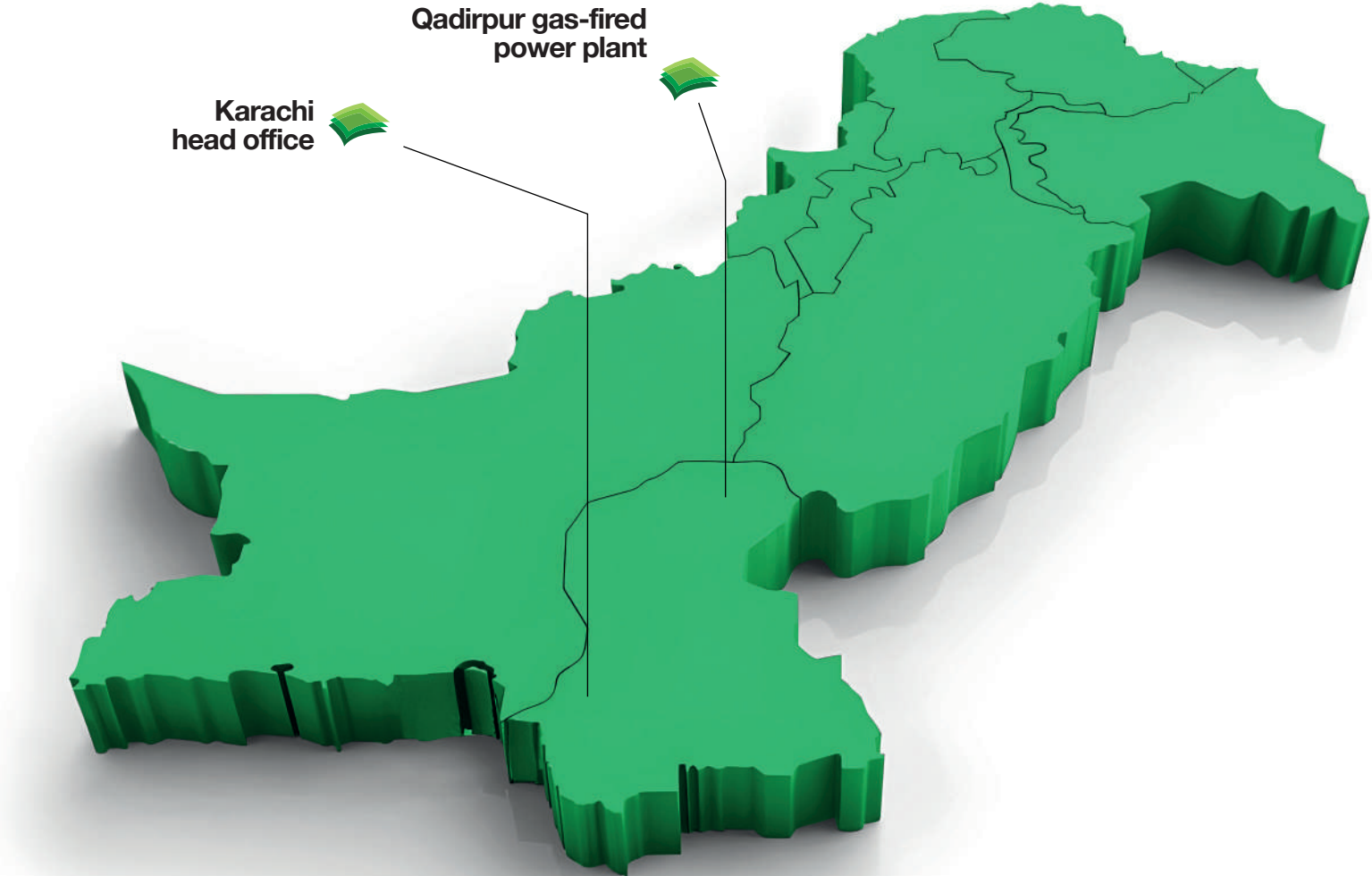
Engro Powergen Qadirpur Limited (EPQL), is a 217 MW combined cycle power plant and is the first green facility in Pakistan to utilize permeate gas, which was previously being flared through Qadirpur Gas Field. The construction of this plant started in 2008 & on 27th March 2010, Engro Powergen Qadirpur Limited declared commencement of commercial operations. EPQL is the only gas based Independent Power Project in Pakistan to reach completion within the stipulated time frame.

The project is unique as it converts low-BTU, high sulphur content permeate gas, which was earlier being wasted and flared, into much needed electric power. The Plant is a combined cycle plant, with 1+1+1 configuration, i.e. one gas turbine, one heat recovery steam generator (HRSG), and one steam turbine. The Plant uses permeate gas as its primary fuel source and HSD as backup fuel. The unique fuel usage, which was previously being flared, makes Engro Powergen Qadirpur Limited one of the lowest opportunities cost thermal power plants in the country.

The electricity generated through the Plant is transmitted to the National Transmission and Dispatch Company (NTDC) under the Power Purchase Agreement (PPA) dated October 26, 2007, which is valid for a period of 25 years from the Commercial Operations Date.

Engro Powergen Qadirpur Limited is a publicly listed company that is traded on the Pakistan Stock Exchange under the symbol “EPQL”. EPQL was listed on the Karachi Stock Exchange in October 2014. As of now Engro Powergen Qadirpur Limited is 68.9% owned by Engro Corp via Engro Energy whereas the remainder is distributed among public shareholders.

The Plant has a huge social impact as it helps provide non-stop electricity supply to areas that face severe load shedding, and employment to the locals.



vision

To ensure affordable energy and reliable operations thereby creating value for all stakeholders.

mission

Plant operations and maintenance in a manner resulting in continuous supply to national grid by harnessing human talent and local resources giving high priority to health, safety and environment in a positive, sustainable and affordable way.



our strategic commitments



Maintain highest workplace safety standards



Continue with our commitment towards education, health, infrastructure, and livelihood areas in which we operate



Continue to benchmark performance against acclaimed environmental practice as per World Bank and National Environmental Quality Standards



Ensure reliability and sustainability of operations and business processes

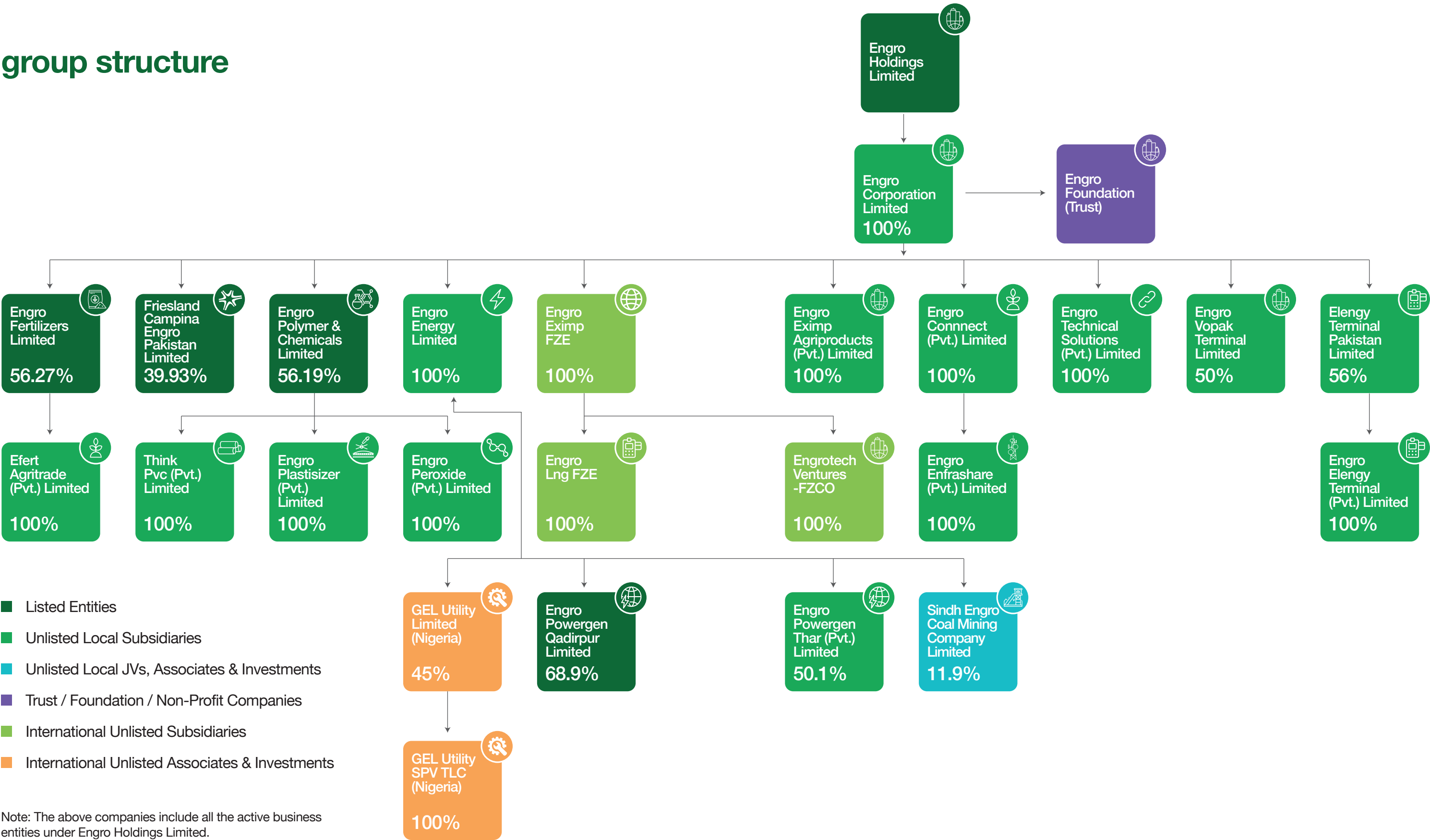


Explore options on alternate sources of fuel supply for future needs



Develop and retain high performance teams/talent with a focus on deploying a diverse, inclusive and equitable workspace.

group structure



our footprint in Pakistan

business revenues (Rs. in billion)



revenue
13.25 billion

wealth generated (Rs. in billion)



wealth generated
4.3 billion

employees

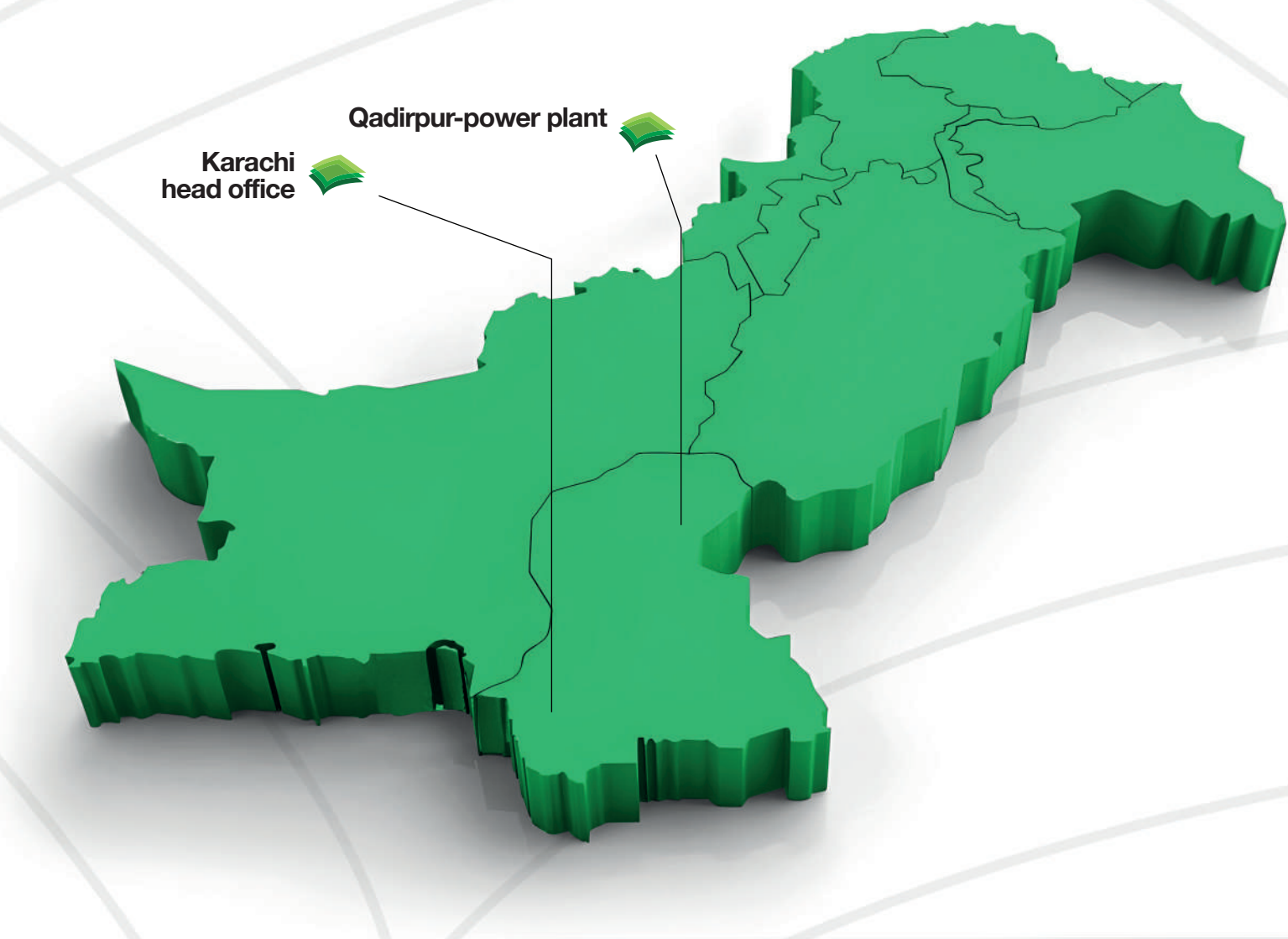


total employees
(as of 31st dec 2024)
109

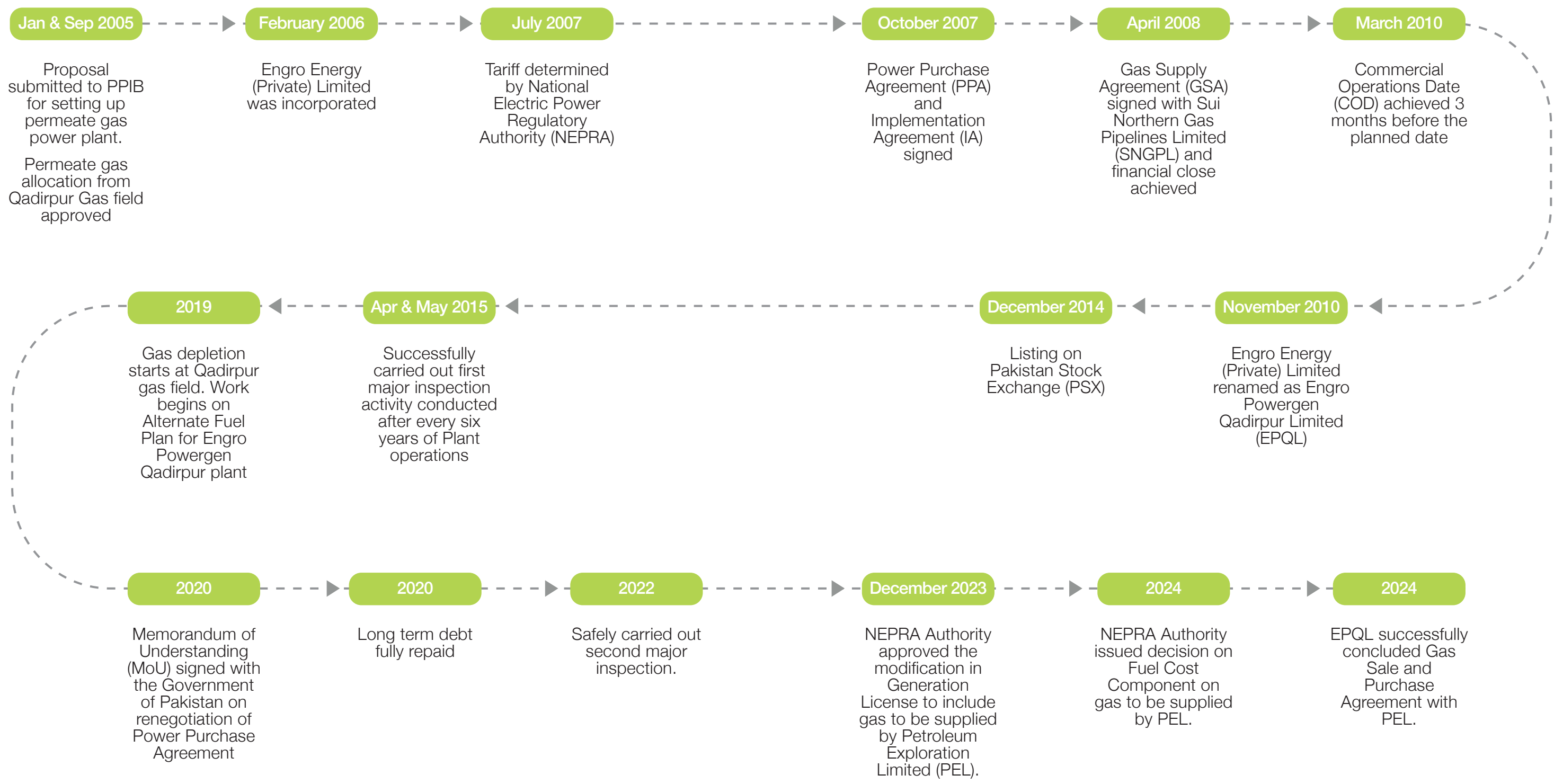
CSR (Rs. in million)



total social spend
18.25 million



our timeline



our core values

At Engro, we support our leadership culture through unique systems and policies which ensure open communication, foster an environment of employee and partner privacy, and guarantee the well-being and safety of our employees. Our core values form the basis of everything we do at Engro; from formal decision-making to how we conduct our business to spot awards and recognition. At Engro we never forget what we stand for.



health, safety & environment

Cares deeply about environmental impact and safety of people



ethics & integrity

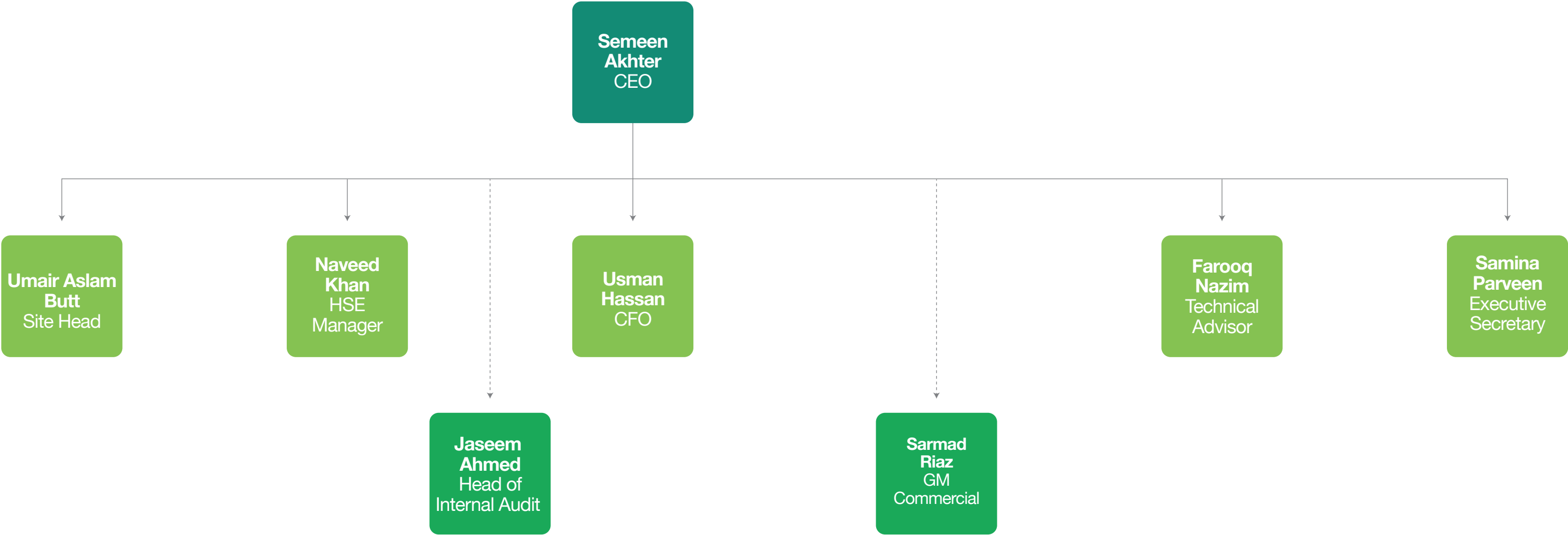
Has impeccable character and lives by highest standards of integrity and accountability



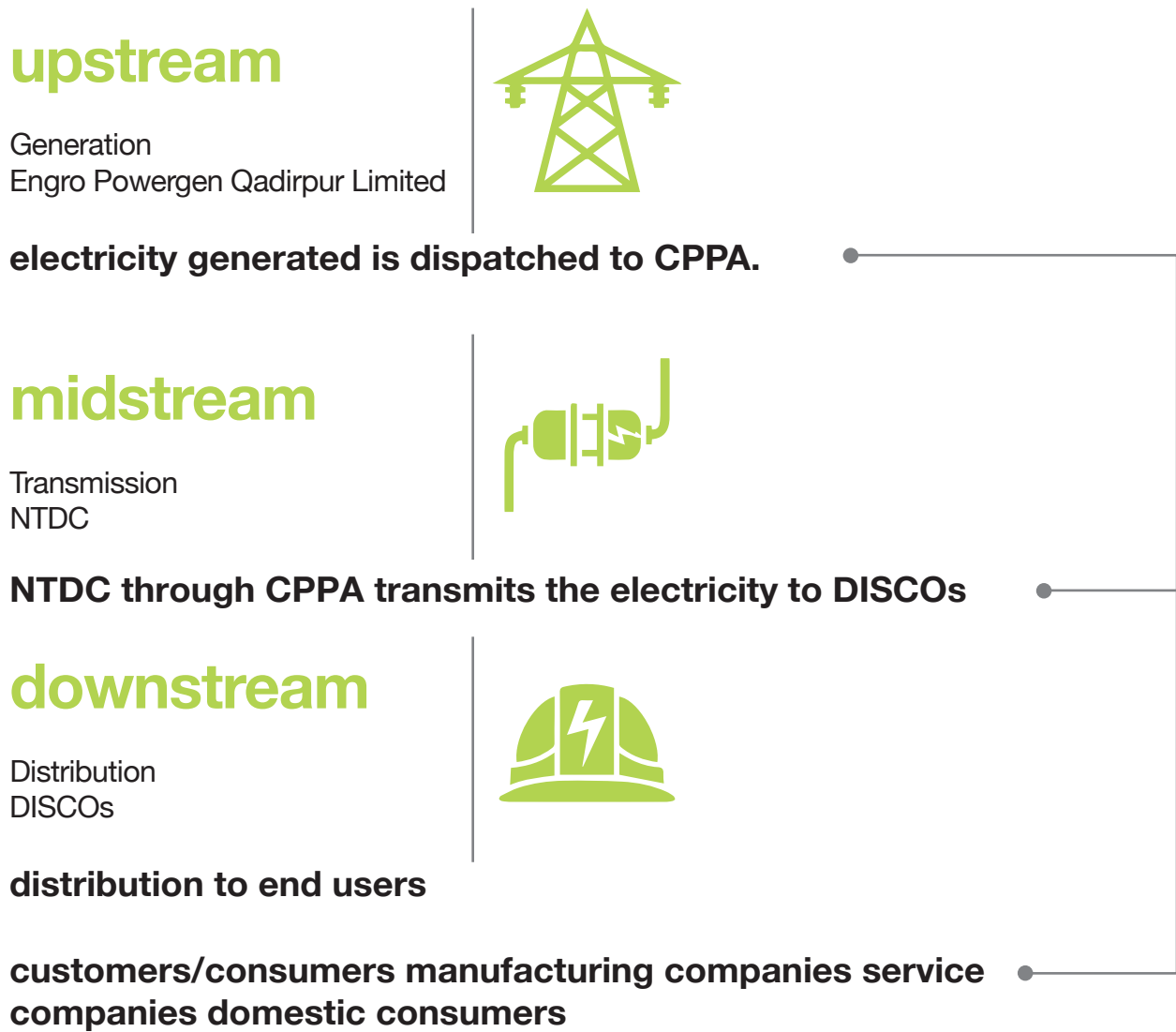
community & society

Nurtures passion to serve country, community and company, with strong belief in the dignity and value of people

organizational structure

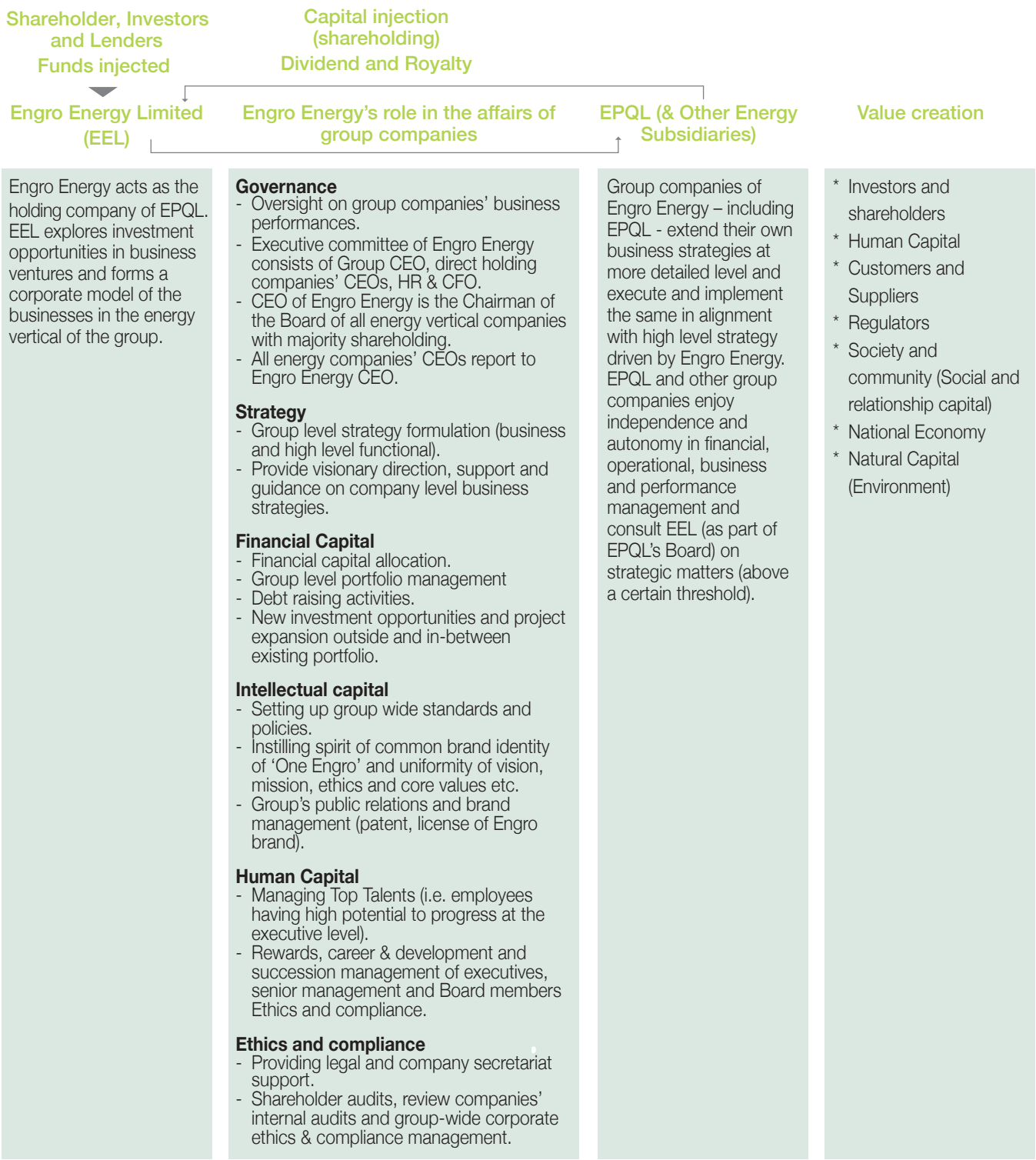


our value chain process



We strongly believe that our pursuit of an inclusive growth model will continue to yield greater success and value for all our stakeholders. Together through concrete processes and mechanisms, we fulfill our responsibilities with everyone we interact with whether it be our customers, suppliers, communities or the government.

our integrated value creation model



swot analysis



- indigenous fuel-based plant which utilizes permeate gas that was previously being flared
- Green fuel
- Operational excellence with Management team that has vast experience and technical expertise
- High credit ratings, which reflect strong financials and management expertise.

- High receivable balance due to delays in payments by the power purchaser
- Exposure to international fuel prices that affect merit order position
- Dependence on fuel availability

- Investment in sustainable initiatives by developing social capital.
- HR transformation to ensure sustainable business operations whilst remaining an agile and flexible organization.
- Availability of low BTU fuels in plant vicinity.

- Reduction in the prices of various fuels and addition of renewables / new indigenous fuel based plants in the system, which may impact EPQL’s dispatch and merit order position.
- Slowdown in economy affecting growth of power demand
- High government exposure and non-resolution of the circular debt situation.
- Limitations on foreign exchange outflow may affect procurement of critical spares.

our integrated business approach

inputs



social

- Key stakeholder and community relationships
- Organization's social license to operate
- Stakeholder trust and willingness to engage Engro
- Shared norms, common values and behaviors (Engro foundation manages community interventions on behalf of all group companies)



human

- Competencies, capabilities and experience of human resource
- Motivations to innovate and loyalties
- Ability to lead, manage and collaborate



natural

- Air, water, land, minerals, energy and forests
- Biodiversity and eco-system



finance

- Shareholders investments and funding from financial institutions



manufactured

- Buildings
- Equipment
- Infrastructure



intellectual

- Engro brand
- Intellectual property (patents, copyrights, software, rights and licenses)
- Tacit knowledge, systems, procedures and protocols

business engine



energy

- Thermal energy converted into electrical energy

outcome



social

- Improved facilities for customers & communities
- strong value chains
- collaborative partnerships



human

- Employee satisfaction
- Talent development



natural

- Reduction in emissions and waste water
- Conservation of energy, water and other natural resources



finance

- Financial growth
- investment growth
- Shareholder's return
- Contribution to GDP



manufactured

- Improved processing facilities



intellectual

- Improved brand reputation and penetration

United Nations Sustainable Development Goals (UNSDG)

EPQL is dedicated to creating value for its stakeholders while prioritizing sustainable development. With a strong commitment to growth, EPQL believes in the collective efforts of all stakeholders across the value chain in advancing towards the UNSDGs.

At the group level, ENGRO is a member of the UN Global Compact and is dedicated to making a meaningful impact by integrating the UN’s ten principles into its strategy, culture, and daily operations.

We at EPQL focus our efforts on positively impacting Pakistanis, emphasizing education, healthcare, livelihoods, infrastructure development, and environmental sustainability. Our shared purpose is to create a sustainable value chain, with community responsibility as one of our core values. We promote CSR activities at all levels of our organization and recognize the importance of addressing environmental challenges. We actively support the UNSDGs and encourage all stakeholders to work together toward achieving them. EPQL is committed to aligning its activities and policies to meet today’s goals without compromising the needs of the future.

As part of our sustainability strategy, we have integrated relevant SDGs into the company’s overall operations. Below is a summary of EPQL’s contributions toward the SDGs, based on their relevance to our business operations.

SDG: 07 Affordable & Clean Energy

The Company uses low-BTU high Sulphur content permeate gas from Qadirpur gas field, which was previously being flared, for electricity generation. This utilization results in lower carbon emissions compared to other thermal plants and is hence considered a ‘green solution’. The unique fuel usage makes the Company one of the lowest opportunities cost thermal power plants in the Country.



In 2024, EPQL demonstrated operational excellence and maintained system reliability through ensuring plant availability and remaining compliant with international standards in safety and environment in providing reliable and affordable energy. The company provides affordable & reliable electricity to the consumers through National Grid.

SDG: 03 Good Health & Well-Being

Consistent with its core value of health, safety & environment, EPQL has always held the safety and wellbeing of employee’s integral to its operations; and strives to provide a positive and healthy working environment, with a safety culture embedded in all its operations.

EPQL operates based on international standards and best practices within the realms of regulatory rules and regulations and continuously monitors and measures safety performance to ensure compliance. EPQL Health Safety is aligned with Dupont best practices, remains compliant with OSHA guidelines and follows ISO-14001 & ISO 45001 certification for elevating occupational health and environment standards.



To achieve this, we focus on providing training to our workers, consistently monitoring safety protocols, and implementing feedback loops to identify any deviations from the norm. This ongoing process keeps us vigilant and drives us to consistently meet globally recognized safety standards.

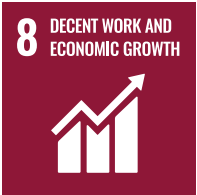
EPQL team with its continued focus on safety completed 11,258 Training Hours onsite in Year-2024

Also, EPQL provides operational support for a dedicated Primary Healthcare Centre (PHC) for our surrounding villages in partnership with Engro Foundation & HANDS and patients have received timely medical treatments from this facility.

In Year 2024 total 10,826 patients received medical treatment at sponsored Health Clinic.

SDG: 08 Decent Work & Economic Growth

The company uses local gas to generate electricity &hence injects significant sum into the National economy for the purchase of this local gas and saves precious foreign exchange reserves on the other hand. In 2024, the company generated total revenue of around PKR 13.25 billion & wealth of around PKR 4.3 billion.



SDG: 01 | 10 | 04
No Poverty | Reduced Inequalities | Quality Education

EPQL strives to uplift communities and strengthen the financial circumstances of underprivileged factions of society, by reducing inequalities in income and economic status. EPQL understands that to achieve this is to empower people financially, by improving the accessibility and quality of education. EPQL, in collaboration with Engro Foundation, sponsors one of the largest adopted school networks in district Ghotki, supporting operational costs of 3 government schools, benefiting over 856 students.

In December 2024, the EPQL Ghotki site organized and conducted awareness sessions to educate and empower children on personal safety, home safety, fire safety, road hazards, self-defence, and personal hygiene. Designed for students in grades III to VIII, the sessions were made engaging through interactive activities, including a safety quiz and a game where students identified safe versus unsafe practices.

Fifteen sessions were conducted throughout the year under the supervision of the academic team to enhance safety and personal hygiene awareness. These sessions were coordinated by the school management and successfully covered 100% of the students.

Engro supports technical education and skill development for young women, empowering them through education and career opportunities. TTC College Daharki: Currently, 15 girls are enrolled and fully sponsored by Engro Powergen Qadirpur at TTC College, Daharki.

We give preference to local manpower & local contractors for supply of material & services. 100% of our un-skilled manpower and more than 50% of skilled resources are from local vicinity.

We spend more than 30 Mn rupees per annum on services & materials procurement through local contractors, and this amount is increasing with every passing year. Also, EPQL spent around PKR 18.25 million in 2024 for various CSR initiatives related to community development.

SDG: 06 | 14 | 15
Clean Water & Sanitation | Life Below Water | Life on Land

Operating in the power sector and given that water is a scarce resource, we understand our responsibility to keep our water sources clean and ensure responsible disposal of water effluents. We developed a multilayered approach to ensure a high quality and control standard when managing our effluent generation, quality, and disposal at EPQL site. Furthermore, when it comes to water consumption, EPQL has been focusing on reusing the water in our



processes to keep our water footprint to a minimum, thereby reducing the need for fresh water sources. Our water consumption program is based on maximizing recycling and reusing water through state-of-art design approach whereby steam & cooling water system at our plants operate in closed circulation by going through series of treatment facilities. Resultantly, total water consumption at site is reduced by 69-70% thus minimizing fresh-water demand.

EPQL site is equipped with 01 evaporation pond that stores water when the canal discharge facility is unavailable. To avoid soil and underground water contamination, the evaporation pond is provided with HDPE membrane lining.

EPQL last year took an initiative of Optimization of Cooling Water System for Partial Load Operation that resulted in minimizing water consumption by 900 T/Day.

Also, in 2024, EPQL ensured 100% compliance to National Environmental Quality Standards (NEQS) & World Bank Guidelines (WBG) with respect to our effluent discharge, air emissions & waste disposal.

SDG: 13
climate action

Pakistan, being one of the most vulnerable countries to climate change, requires businesses and society to take proactive steps in building resilience against its impacts. Therefore, EPQL has developed a climate resilience strategy to identify climate change risks to the business and create action plans to address them.

EPQL is a green facility that reduces net greenhouse gas emissions by utilizing waste/flared gas for power generation. Additionally, we carry out plantation activities at the plant site to improve the surrounding environment. As part of our commitment to combatting climate change, in 2023, EPQL launched the "Planting Trees, Changing Lives" initiative. This effort aimed not only to enhance the green cover around the plant area but also to involve nearby schools in the ecological restoration process, enriching their educational experience. This initiative continued in 2024 with the same enthusiasm and dedication and 3000 trees were planted in 2024.

SDG: 05
Gender Equality

At EPQL we take pride in providing everyone an equal opportunity at employment and growth and take steps in reducing the gender gap. Paving the way for a more diverse and inclusive workforce.



In 2024, the number of permanent female employees at EPQL rose significantly. This growth highlights the company’s ongoing commitment to fostering gender diversity. EPQL remains focused on further enhancing female employment, with the goal of being recognized as a leader in promoting inclusivity and equality in the workplace. The company is dedicated to continuing to improve gender representation and advancing diversity across all levels.

EPQL women-friendly policies being managed centrally by Engro Corporation also include "She Moves Reimbursement Plan" for commuting convenience and "Travel w/ Child Policy" to support mothers during travel, covering costs for child and attendant. Our generous parental leave includes 6 months for maternity and 15 days for paternity, ensuring a healthy work-life balance.

EPQL female employees also have the facility of centrally managed in-house daycare facilities for children aged 4 months to 6 years. There is also an Anti-Harassment Committee to maintain a safe workplace for women. Our groundbreaking centrally managed initiative "Break Ke Baad" facilitates the return of professional women after career breaks, offering flexible work arrangements and opportunities for senior roles. Through these initiatives and our ongoing commitment, we aim to lead in fostering diversity and inclusiveness.

SDG: 09 | 12
Industry, Innovation & Infrastructure | Responsible Consumption & Production

EPQL believes in innovation, as evident from the fact that it is the first & only power plant in Pakistan that is generating electricity using permeate gas, which was previously being flared. EPQL is committed to innovation, as demonstrated by being the first and only power plant in Pakistan generating electricity from permeate gas, which was previously flared. EPQL continues to drive initiatives that promote innovation and responsible business practices. In 2024, EPQL advanced its Digital Transformation initiative by converting several manual processes into digital ones. The following digital dashboards were implemented:

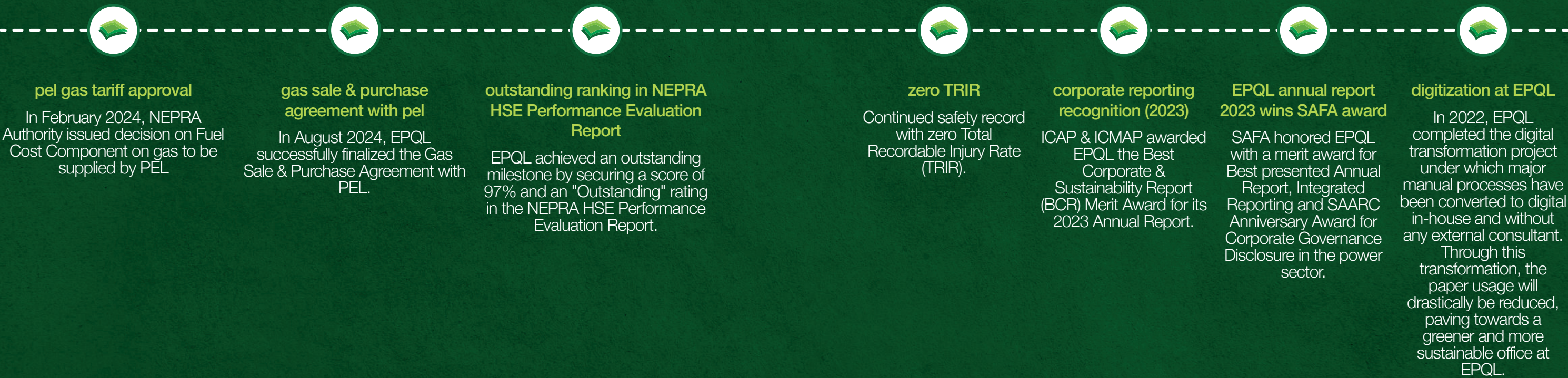
- Maintenance KPI Dashboard
- HSE & Sustainability Dashboard
- Maintenance KPIs Dashboard
- Control Systems Surveillance Dashboard
- Transformer DGA Dashboard
- Warehouse KPIs Dashboard
- Fixed Cost Budget Dashboard
- HVAC Maintenance Dashboard
- Open Action Items and Incidents Investigation Dashboard
- Machinery Surveillance Dashboard

Additionally, EPQL prioritizes information security with:

- Online Information Security Awareness Training
- Information Security Awareness Sessions for all levels
- Administrative Controls including restricted USB access



our milestones



principles of governance



chairman’s review

On behalf of the Board of Directors of EPQL, it is my privilege to present to you our Sustainability Report for 2024 aligned with World Economic Forum’s Stakeholder Capitalism Metrics initiative.

With nearly fifteen years of impact, Engro Powergen Qadirpur Limited (EPQL) continues to play a vital role in Pakistan’s energy landscape by utilizing indigenous fuel sources. Our commitment to operational excellence, sustainability, and value creation remains unwavering as we invest in our people, communities, and economy. Despite industry challenges such as power demand fluctuations, circular debt, and fuel supply constraints, EPQL maintained a high merit order position in 2024, ensuring reliable electricity generation. We achieved a commendable ~100% billable availability factor, dispatching 847 GWh of net electrical output and maintaining strong financial stability through effective receivables management. Safety and environmental stewardship remain core to our operations. In 2024, we successfully completed 11.2 million safe work hours since commercial operations began. I am pleased to inform you that we received an "Outstanding" rating in the NEPRA HSE Performance Evaluation Report, ranking 4th among 164 licensees nationwide. Our employees remain our greatest asset, and we are dedicated to fostering an inclusive and equitable workplace. EPQL has introduced policies supporting female employees, including maternity benefits, childcare facilities, and anti-harassment measures. Our workforce collectively completed 1,960 training hours focused on leadership, strategy, and technical skills. Employee engagement remained high, with an 85% engagement index in our 2024 survey. EPQL has a Gas Supply Agreement (GSA) with Sui Northern Gas Pipelines Limited (SNGPL) for the supply of permeate gas from the Qadirpur Gas Field. However, with the depletion of the Qadirpur Gas Field, to mitigate the impact EPQL is engaged with Petroleum Exploration Limited (PEL) for the supply of low BTU gas from the Badar Gas Field. NEPRA has approved modifications in the Generation

License and Fuel Cost Component for PEL gas. In August 2024, we successfully signed the Gas Sale and Purchase Agreement (GSPA) with PEL. We are now working towards obtaining the necessary regulatory approvals to implement key contractual amendments. In addition, EPQL continues to engage with regulators and stakeholders to explore additional fuel options for its long term sustainability. Additionally, the Government’s Energy Task Force Committee has initiated discussions to renegotiate Power Purchase Agreements (PPAs) with IPPs, including EPQL. Under a proposed “Hybrid Take and Pay” model effective November 2024, the power purchaser will settle outstanding receivables accumulated up to November 01, 2024 within 90 days. The organization in 2025 will focus on operating in a cost-efficient mode under the new tariff model. Beyond operations, EPQL remains deeply committed to social responsibility. Through the Engro Foundation, we invest in education, technical training, and healthcare for surrounding communities. In 2024, our Primary Healthcare Centre (PHC) provided medical treatment to over 10,000 patients, while our school network in Ghotki supported the education of more than 800 students, with 37% being female. Additionally, 15 girls from underprivileged communities received full scholarships for a three-year diploma in Electrical Engineering at the Technical Training College (TTC) Daharki.

As we move forward, I extend my sincere appreciation to EPQL’s management, employees, customers, partners and stakeholders. Your trust and commitment drive us toward a sustainable and prosperous future. I am confident that like previous years, 2025 will be a year of success for EPQL, where we continue to strive to Pakistan’s success.

Sincerely,



Athar Abrar Khwaja
Chairman, Engro Powergen Qadirpur Limited (EPQL)



ceo's message

Dear Shareholders,

I am delighted to present Engro Powergen Qadirpur Limited's Sustainability Report 2024 highlighting our sustainability related programs and performance. The report is aligned with World Economic Forum's Stakeholder Capitalism Metrics initiative, a global ESG reporting framework that promotes transparency with investors and other key stakeholders.

As we reflect on another year of powering our communities, I am filled with immense pride at the dedication and resilience of our team at Engro Powergen Qadirpur Limited (EPQL) in navigating a complex and changing energy landscape in Pakistan. We consistently delivered affordable electricity harnessing indigenous fuel sources while maintaining our outstanding safety and operational record and continuing our pledge to ESG and supporting the communities we work in.

In 2024, the company maintained an exceptional billable availability factor of nearly 100% and delivered a total net electrical output of 847 GWh, with a load factor of 45%.

Despite a dynamic and evolving landscape, the company remained focused on long-term prosperity in 2024, sustaining business revenues of 13,250 million, a clear testament to its resilience, strategic clarity, and operational excellence.

Our commitment to sustainability is also evident in our operational practices. In 2024, we reinforced our operational excellence through robust predictive and preventive maintenance programs, along with successful plant turnarounds in Q2 and Q4. These efforts included comprehensive inspections and maintenance, ensuring reliable operations.

HSE remains a cornerstone of our operations, and 2024 was a testament to that commitment. EPQL recorded 11.2 million safe work hours since commercial operations began in 2010. Moreover, we successfully executed two major outages with zero injuries, reinforcing our commitment to a safe work environment. Our dedication to HSE excellence was further recognized with a 97% score and an "Outstanding" rating in the NEPRA HSE Performance Evaluation Report. At EPQL, our commitment extends beyond safety to environmental stewardship as well. In 2024, we achieved 100% compliance with National

Environmental Quality Standards (NEQS). Additionally, we renewed our ISO 14001 and ISO 45001 certifications, reaffirming our dedication to global best practices in HSE management.

Our people continue to be our greatest asset, and we are committed to their growth and development. In 2024, we dedicated approximately 11,000 work hours to training and upskilling initiatives ensuring that our employees remain concurrent with the latest technology trends and enhance their soft skills.

We also continue to maintain our commitment to diversity and inclusion and in 2024, our female graduate trainees hired in 2023 were inducted into permanent positions within the company.

We also achieved an impressive 85% employee satisfaction score in the employee engagement survey —significantly above global and industry benchmarks.

Being a socially responsible entity, we continue to sponsor 15 girls from under privileged communities to complete their technical engineering diplomas. Our Primary Healthcare Centre (PHC) in Daharki also continues to provide medical care to neighbouring villages, treating over 10,000 patients in 2024.

Additionally, we signed a Gas Sale and Purchase Agreement with Petroleum Exploration Limited (PEL) for additional gas and are awaiting regulatory approvals to utilize this fuel and continue to explore alternative fuel options for the company's long-term sustainability.

Looking ahead we remain focused on our vision to be a leading provider of sustainable and affordable power. We remain committed to delivering on our financial, operational, and ESG goals while empowering our workforce and communities.

In closing, I sincerely thank our stakeholders for their trust and support as we continue to build a stronger more sustainable energy future for the country.

Sincerely,



Semeen Akhter
CEO, Engro Powergen Qadirpur Limited



approach to governance

At EPQL, Our Board of Directors hold the ultimate responsibility for setting direction and approve all significant matters in good faith and in best interest of the Company and its stakeholders.

EPQL's system of internal controls comprises clear governance structures, authority limits and accountabilities, well understood policies, procedures, and a budgeting process.

internal control framework

responsibility

The Board is ultimately responsible to ensure that a system of sound internal control is established, which is effectively implemented and maintained at all levels within the Company. However, such a system is designed to govern rather than eliminate the risk of failure to achieve business objectives. The Board, whilst maintaining its overall responsibility for governance of risk within the Company, has delegated the detailed design and operation of the system of internal controls to the Chief Executive.

framework

The Company maintains an established control framework comprising clear structures, authority limits, and accountabilities, well communicated and understood policies and procedures and budgeting for review processes. All policies and control procedures are documented in manuals. The Board establishes overall corporate strategy and the Company's business objectives. Divisional management integrates these objectives into divisional business strategies with supporting financial objectives.

review

The Board meets at least once in a quarter, to consider the Company's financial performance, financial and operating budgets and forecasts, business growth and development plans, capital expenditure proposals and other key performance indicators. The Board Audit and Risk Committee receives reports on the system of internal financial controls from the external and internal auditors and reviews the process for monitoring the effectiveness of internal controls. There is a Company-wide policy governing appraisal and approval of investment expenditure and asset disposals. Post completion reviews are performed on all material investment expenditure.

internal audit

EPQL has an Internal Audit function, manned with suitably qualified and experienced staff. The Board Audit and Risk Committee annually reviews the appropriateness of resources and authority of this function. Moreover, the Board Audit and Risk Committee in coordination with the Board People Committee ensures that the performance review and compensation mechanisms of the Internal Audit personnel are appropriate to maintain their independence from the Company's management. The Head of Internal Audit functionally reports to the Audit and Risk Committee and has indirect reporting to the Head of Corporate Audit of the Ultimate Parent Company i.e. Engro Corporation Limited. The Head of Internal Audit only reports for administrative matters to the CEO of the Company. The Board Audit and Risk Committee approves the audit program, based on an annual risk assessment of the operating areas. The Internal Audit function carries out reviews on the financial, operational and compliance controls, and reports on findings to the Board Audit and Risk Committee.

ethics and compliance

The Company ensures appropriate focus on its business ethics policies through an inhouse Ethics and Compliance section, housed within its Internal Audit department that monitors compliance against all ethics related policies, inter alia the following:

- Governance of Transactions/Contracts with Related Parties
- Code of Conduct
- Governance of Conflicts of Interest
- Statement of Ethics and Business Practice
- Whistleblower Policy – Speak Out

board of directors



board composition

1. The total number of directors are eight (8) in the following manner:



*Including the CEO, who is a Deemed Director.

2. The composition of the Board is as follows:

Category	Name
Independent Director - Male	Mr. Kaiser Bengali
Independent Directors - Female	Ms. Maryam Aziz Ms. Nausheen Ahmad
Non-Executive Directors	Mr. Athar Abrar Khwaja Mr. Shabbir Hashmi Mr. Vaqar Zakaria Mr. Mohammad Yasir Khan
Executive Director	Ms. Semeen Akhter





Athar Abrar Khwaja

Chairman

Athar A. Khwaja is currently serving as the interim Chief Executive Officer of Engro Energy Limited (EEL). In this role, Athar is responsible for the company's power generation assets - Engro Powergen Thar Limited (EPTL) and Engro Powergen Qadirpur Limited (EPQL).

In a professional career spanning nearly 20 years, he has diverse experience in Process Engineering, Projects, Marketing, Strategic Sourcing and Business Development.

Prior to this, Athar had been working as CEO EPTL since 2023 & continues to hold this position alongside his interim role. He joined EPCL in 2004 as a Process Engineer and worked his way to the position of GM Technical in 2014. During this period, he was part of the project team responsible for the relocation, construction, and commissioning of the VCM plant from Baton Rouge LA as well as heading the business planning department where he negotiated with first long-term EDC sourcing agreement for EPCL along with executing record VCM exports of 20 KT in 2013.

From 2015 – 2018, he led the marketing function for the chemicals business at ICI Pakistan.

He re-joined Engro Polymers as GM Expansion Projects in 2018. His achievements at EPCL include leading the PVC 3 and VCM DBN Expansion projects. He strategically navigated the project during the Covid pandemic and ensured project completion and successful commercialization. He later went onto assume the position of Vice president projects and business development where he was responsible for crafting the long term growth strategy of the organization.

He holds a bachelor's degree in chemical engineering from McGill University, Montreal, Canada.



Semeen Akhter

Chief Executive Officer

Semeen Akhter has over 22 years of diverse professional experience spanning multiple geographies including the Middle East, South Asia, South Africa, Europe, Latin America, and Australia.

She has been leading Engro Powergen Qadirpur Limited as CEO since May 2023. She has previously held several C-suite global and regional roles for BP Plc, Unilever, SBM Offshore and Johnson Controls International, focused on strategy, commercial, operations, business transformation, digital transformation and energy transition.

Semeen is also a member of the board of Directors for Engro Enfrashare since April 2023.

Semeen holds a Bachelor's degree in electrical engineering from NED University, Karachi and a MBA from the Institute of Business Administration (IBA) Karachi

She is an active advocate of women in technology and women in Engineering and is part of several global organizations such as the global T-200. She is an advisor to "Teach for Pakistan". She is also a core committee member for "Women In Business" and "Women in Networks" supporting women leadership development in Pakistan



Shabbir Hashmi

Director

Shabbir Hashmi currently serves as a Non-Executive Director at Engro Powergen Qadirpur Limited. He also serves as a Director on the Boards of Engro Corporation Limited, OJ Engineering Limited, and FINCA Microfinance Bank Limited. Additionally, he serves on the Board of Governors of The Help Care Society, which operates K-12 schools in Lahore for underprivileged children.

With over 35 years of experience in development planning, impact financing and private equity Shabbir Hashmi's multifaceted contributions reflect a seamless blend of business acumen and philanthropic spirit. He is passionate in making a positive impact in both the corporate and social spheres.

In executive roles, he has directed Pakistan operations of Actis Capital, a major PE player in the emerging market. Prior to this, he managed a substantial investment portfolio at CDC Group Plc, focusing on Pakistan and Bangladesh. In addition, he has held pivotal roles with USAID and then briefly with the World Bank in Pakistan, related to policy and price setting in the energy sector.

So far, Shabbir Hashmi has served on over 24 boards as a nominee of CDC/Actis and 17 others as an independent board member. Notably, he brings heightened governance and accountability to listed companies, emphasizing their crucial need for robust oversight.

He is an engineer from Dawood College of Engineering & Technology, Pakistan and holds an MBA from J.F. Kennedy University, USA



Mohammad Yasir Khan

Director

Mohammad Yasir Khan is currently working as Vice President & Company Secretary of Engro Corporation Limited. He joined Engro Corporation in 2018 in the Corporate Strategy Division and was subsequently transferred to Finance where he was responsible for establishing and leading the Mergers & Acquisition function. Subsequently in 2022, he was transferred to the newly formed Investments team.

During his role as the M&A lead and as part of the investments team, Yasir evaluated numerous capital deployment opportunities relevant to Engro's business verticals, particularly in the telecom infrastructure and energy space. He has also been instrumental in recommending and executing various portfolio moves for Engro Corporation including the recent buyback of Engro Corp shares, restructuring of Engro Corporation & DH Corporation and the telecom infrastructure transaction with Jazz & Veon.

From 2020 to early 2023, Yasir also served as the Secretary to the Engro Corporation's Steering Committee for Capital Allocation as well as the Board Investment Committee.

Yasir brings a wealth of experience from his previous roles in investment banking, M&A advisory, portfolio management and corporate strategy. He has worked in the Capital Markets Division (Treasury & FIs Group) at Bank Alfalah Limited (2016 to 2018) and in the Investment Banking Division at AKD Securities Limited (2011 to 2016).

Yasir has a Bachelor's and Master's degree in Business Administration from the Institute of Business Management.



Vaqar Zakaria

Director

Vaqar Zakaria has over 45 years' experience in energy and environmental management in Pakistan and in the region. His professional focus has been on business policy and strategy evaluation, planning of energy production and distribution systems, energy pricing, demand forecasting, and environmental assessment of energy projects. With private sector firms, he has been extensively involved in power, and oil and gas infrastructure projects, including conceptual planning, engineering and project management. He has assisted the Planning Commission, energy ministries, state owned utilities, the World Bank, the Asian Development Bank, and the private sector in the development of energy infrastructure, policies to promote investment in the energy sector, and in formulating short and long-term energy plans. He played a key role in setting up Hagler Bailly Pakistan in 1990, where he continues to oversee all organizational matters. He has also been instrumental in establishing the Himalayan Wildlife Foundation, an NGO active in setting up national parks and assisting the communities and government in management of the protected areas. He holds Bachelors and Master's degrees in Chemical Engineering from the Massachusetts Institute of Technology (MIT), USA. He joined the EPQL Board in 2008.



Kaiser Bengali

Director

Kaiser Bengali is an economist with over 40 years of experience in teaching, research and policy advice in Pakistan and abroad. He has a master's in economics from Boston University, USA, and a Ph.D. in Economics from the University of Karachi, Pakistan. He has taught and conducted research at prestigious institutions in Pakistan, such as the Applied Economics Research Centre (AERC), University of Karachi, Sustainable Development Policy Institute (SDPI), Islamabad, Shaheed Zulfikar Ali Bhutto Institute of Science & Technology (SZABIST), and was Managing Director of the Social Policy & Development Centre (SPDC), Karachi.

His areas of research interest include issues in planning & development and macro-economic and fiscal policies, particularly relating to inter-personal and inter-regional inequality, poverty, unemployment, and social justice, urban and regional planning, decentralization and local government and finance, education, and ethnic, sectarian and religious militancy and violence. His areas of expertise and experience include political management of planning & development, management of institutions, personnel and finance. He has also served in a number of government positions. Till recently, he was Head of the Chief Minister's Policy Reform Unit, Government of Balochistan. Earlier, he was Advisor to the Chief Minister of Sindh for Planning & Development. He was also the first head of the Benazir Income Support Programme and designed the programme. He was also Sindh's representative on the 7th National Finance Commission, which gave a successful Award. He has now been nominated on the 8th NFC to represent Balochistan.

He has over 50 research publications in national and international journals and conferences and he is the author/editor of 8 books on subjects ranging from unemployment, inequality and poverty to education, water, gender, and regional development. He has regularly contributed articles on economic and political issues in newspapers and appears on electronic media. He joined the Board in 2019.



Nausheen Ahmad

Director

Nausheen Ahmad joined the Board of Directors of Engro Powergen Qadirpur Limited in October, 2022. She is also a member of the Human Resources, Remuneration & Compensation Committee of the Board.

She holds an LL.B. from Kings College, London, an LL.M. degree from the University of London and a degree in the Philosophy of Religion from Kings College, London. She was called to the Bar from the Honorable Society of Grays Inn London and is registered as an Advocate of the Sindh High Court. She was also accredited as a mediator and master trainer by the Centre for Effective Dispute Resolution, UK and has also completed a negotiation and conflict resolution course from Harvard Law School.

Having spent over three decades in the corporate sector, Ms. Ahmad brings with her a tremendous amount of experience and expertise in the legal field as well as proven leadership skills. She began her legal practice with the corporate law firm Surridge and Beecheno. Later, she went on to hold the position of Legal Counsel at Pakistan Petroleum Ltd. and Unilever Pakistan Ltd. She has also served with ICI Pakistan Ltd. and Habib Bank Limited as the Company Secretary and General Counsel.

Ms. Ahmad left inhouse legal practice in mid-2021 to establish a boutique law firm called the Legal and Governance Advisory to provide corporate governance advice and training to businesses. She is also associated with Khaadi Corporation as consultant/ company secretary. She is an executive trainer and teaches the Directors Certification Training and the Corporate Law and Taxation diploma at IBA. She conducts diversity and inclusion training and conflict resolution and negotiation skills courses. Ms. Ahmad is an executive volunteer providing pro bono governance advice to Child Life Foundation and Kaarvan Crafts Foundation.



Maryam Aziz

Director

Maryam Aziz is a highly experienced finance and audit professional, with a career spanning over 20 years in financial reporting, internal & external audit and risk management. She is a Fellow Chartered Accountant from the Institute of Chartered Accountants of Pakistan. In addition, she has achieved professional certifications from Institute of Internal Auditors, US, Association of Chartered Certified Accountants, UK and Chartered Institute of Management Accountants, UK. She is a certified director from the Pakistan Institute of Corporate Governance.

She began her professional accounting career with KPMG Taseer Hadi Khalid & Co. from where she completed her articleship. During her 5 years with the firm, she covered external audits, internal control reviews, due diligence reviews and privatization assignments at major financial institutions including Deutsche Bank, Standard Chartered Bank, UBL, State Bank of Pakistan, ANZ Grindlays and National Development Finance Corporation.

In 2002, she joined ORIX Leasing Pakistan Limited, a subsidiary of ORIX Corporation, a Japanese multinational financial group operating in 34 countries globally. In her 20 years' career with ORIX Group, she served in diverse roles, both within Pakistan and with group companies in the Middle East, Far East and Central Asia. As part of the International division of OLP, she performed critical due diligence reviews of strategic investment projects in the MENACA region and Russia. She was designated Finance Director at the IFC led joint venture investment by ORIX in a leasing company in Kazakhstan. She was a crucial resource in multiple assignments involving improvements to accounting and reporting processes in Kazakhstan, Indonesia and Pakistan. While she was Chief Internal Auditor in Pakistan, she was also designated as ORIX Group's Internal Control Advisor in the Middle East and headed audits in Oman, Saudi Arabia and UAE. Her other critical roles in ORIX Pakistan include Chief Financial Officer and Head of Enterprise Risk Management.

She also served for 3 years as a director and Chairperson of the Risk Committee on the Board of ORIX Modaraba, a subsidiary of ORIX Pakistan, and the oldest modarabas in the sector. Since 2019, she has been a member of the Board of Fauji Fertilizer Company Ltd.

Ms. Aziz brings valuable experience in governance of financial reporting and risk management to the EPQL Board.

principal board committee

board people’s committee

The committee meets multiple times through the year to review and recommend all elements of the compensation, organization and employee development policies relating to employees including senior executives and to approve all matters related to the salary plans, employee development plans, executive appraisals and succession planning.

The committee met one time during 2024.



Nausheen Ahmad

Chairperson

Maryam Aziz

Member

Vaqar Zakaria

Member

The secretary of the Board People’s Committee is Ms. Amina Wahid.

the board audit and risk committee

The committee meets at least once every quarter and assists the Board in fulfilling its oversight responsibilities, primarily in reviewing and reporting financial and non-financial information to shareholders, systems of internal control and risk management and the audit process. It has the power to call on information from management and to consult directly with the external auditors or their advisors as considered appropriate.

The Chief Financial Officer regularly attends the Board Audit and Risk Committee meetings by invitation to present the accounts. After each meeting, the Chairman of the Committee reports to the Board.

The Committee met four times during 2024.



Kaiser Bengali

Chairman

Mohammad Yasir Khan

Member

Shabbir Hashmi

Member

The Secretary of the Board Audit and Risk Committee is Mr. Jaseem Ahmed Khan.

EPQL complies with the requirements of the Listed Companies (Code of Corporate Governance) Regulation, 2019. Our statement of compliance is published in the annual report on Page # 44-45

directors orientation program

The Human Resource department chalks out a formal orientation plan, which is followed at the induction of a new Board member. The orientation plan is devised to familiarise the new member with the business. Each Divisional Head of the Company takes them through a presentation pertaining to their own divisions, and macro-level policies are discussed. During the year, two new directors were appointed, and orientation course was conducted

chairman EPQL board

Chairman is responsible for providing effective leadership to the Board particularly during Board and shareholders' meetings. He sets the agenda of the Board meetings and ensures that reasonable time is available for discussion of the same. He ensures a conducive environment for overall effectiveness of the Board and facilitates and encourages the contribution of executive, non-executive and independent directors in carrying out the Board’s business in line with applicable laws, rules and regulations. At the start of the term of newly appointed directors, the Chairman informs them about their roles, responsibilities, duties and powers to help them effectively manage the affairs of the Company.

CEO of EPQL

The CEO is responsible for providing effective leadership to the management and employees and for overseeing the day-to-day operations and management of the Company’s businesses and affairs by ensuring that the executive team implements the policies and strategies approved by the Board. She keeps the Board updated on significant and sensitive issues that might affect the Company. She ensures that operational plans and control systems are in place, and she regularly monitors actual performance against plans and takes remedial actions, where necessary.

operations of the board

The Board is responsible for setting strategic objectives, overseeing the effective management and control of the Company, and identifying significant business risks and ensuring that policies and mechanisms are in place to adequately manage those risks. The Board has delegated certain responsibilities to its committees for review of relevant matters and making recommendations to the Board. All Committees operate in accordance with their TORs approved by the Board. The permanent Committees of the Board are the Board Audit and Risk Committee and the Board People Committee. Any agenda or matter that requires Board’s approval is first presented to relevant Committee of the Board which, after thorough deliberations, presents its recommendations to the Board for final decision.

board’s policy on diversity

EPQL has a diverse and balanced Board which not only represents the shareholders proportionately but also provides a mix of professional expertise in leadership, finance, economics, engineering, legal, corporate law, energy and business management skills and experiences covering adequately all areas of EPQL’s business undertakings.

Furthermore, in compliance with regulatory requirements, three female directors have been on the Board.

formal orientation of our board

The Human Resource department chalks out a formal orientation plan, which is followed at the induction of a new Board member. The orientation plan is devised to familiarise the new member with the business. Each Divisional Head of the Company takes them through a presentation pertaining to their own divisions, and macro-level policies are discussed. During the year, two new directors were appointed.

matters decided and delegated by board of directors

The powers of the Board of Directors and the management of the Company have been defined with special reference to, and in compliance with, the Companies Act 2017, the Code of Corporate Governance and the Articles of Association of the Company. In addition to approving the vision, core values, corporate strategy and the policies for conduct of business of the Company, the types of decisions taken by the Board includes the following:

- To issue shares
- To issue debentures or any instrument in the nature of redeemable capital
- To borrow moneys otherwise than on debentures
- To invest and divest funds of the company
- To make loans
- To authorise a director or the firm of which he is a partner or any partner of such firm or a private company of which he is a member or director to enter into any contract with the company for making sale, purchase or supply of goods or rendering services with the company
- To approve financial statements
- To approve bonus to employees
- To incur capital expenditure on any single item or dispose of a fixed asset in accordance with the limits as may be specified
- To undertake obligations under leasing contracts exceeding such amount as may be notified
- To declare interim dividend Having regard to such amount as may be determined to be material (as construed in Generally Accepted Accounting Principles) by the board
- To write off bad debts, advances and receivables
- To write off inventories and other assets of the company
- To determine the terms of and the circumstances in which a lawsuit may be compromised and a claim or right in favour of a company may be released, extinguished or relinquished
- To take over a company or acquire a controlling or substantial stake in another company
- Any other matter which may be specified

matters delegated to the management

Management of the Company is entrusted with the responsibility to conduct operations of the Company adhering to the vision, core values, corporate strategy and the policies for conduct of business approved by Board of Directors. The delegation of authority to the management has been formally documented in the Limits of Authority Manual (LOAM) which is periodically reviewed and appropriately updated.

conflict of interest among board members

A formal code of conduct is in place that promotes ethical culture in the company and prevents conflict of interest in capacity as member of the board, senior management and other employees. The code of conduct also includes a section on fiduciary duties of Directors which included the following:

- Duty not to place themselves in a position of conflict between their personal interests and those of the company – this includes the duty to disclose any such personal interests to the Company and the duty not to make secret and/or incidental profits at the expense of the company
- Duty to account for profits, and not to make secret or incidental profits
- Duty not to act on behalf of Company in any matter in which he/she has an interest that conflicts, or may conflict, with his duties to his/her company
- The Directors of the Company excuse themselves from the meetings when the matters under discussion involve a conflict or potential conflict of interest with the activities of any undertaking in which they may hold a real or beneficial interest

risks and opportunities

Risks are inherent in the businesses and can relate to strategic threats, operational issues, compliance with laws and regulations, and reporting obligations. To deliver value to all stakeholders, it is important that the Company understands and manages the risks faced across the entire organization.

risk governance

The Board of Directors are responsible for ensuring that the Company has a robust process in place for assessment of principal risks facing the Company, including those that would threaten the business model, future performance, solvency, or liquidity. The Board Audit and Risk Committee is responsible to oversee implementation of the Enterprise Risk Management methodology approved by the Board. In addition, the Board People’s Committee focuses on risks relating to human capital including assessment of compensation programs and succession planning.

Further, management level committees have been constituted which perform regular oversight of performance of the Company with respect to Organization & Employee Development, Health Safety & Environment, Execution of Planned Capital Projects, Business Continuity Planning and Business Process Reengineering.

The Company has a dedicated Internal Audit function which provides independent and objective evaluations while reporting directly to the Audit Committee on the effectiveness of governance, risk management and control processes.

enterprise risk management process

Enterprise Risk Management (ERM) methodology implemented at the Company provides a structured, disciplined, and consistent approach to risk management that facilitates risk-informed decision-making throughout the organization. The Framework implemented at the Company is illustrated below:

formulation of strategy and business objectives

The focus of ERM at the Company is to ensure achievement of the organization objectives. Defining the organization’s strategy and objectives is pre-requisite to identifying risks and opportunities. During this step, the management defines strategy and objectives for different areas of the organization which are then approved by the Board of Directors.

identification of risks and opportunities

The purpose of this step is to identify a comprehensive list of risks and events that may potentially impact the achievement of organization’s mission and strategic objectives. To identify enterprise-level risks to be managed, a structured and systematic “Enterprise Risk Register” is used. Broad types of risk which are used for categorization of risk and opportunities are as follows:

Risk type	Description
Strategic Risk	Strategic risks are risks that affect or are created by an organization's business strategy and strategic objectives.
Commercial Risk	Commercial risks refer to potential losses arising from third party stakeholders or the sector in which the Company operates.
Operational Risk	Operational risk refers to the risk of loss resulting from inadequate or failed internal processes, people, and systems or from external events.
Financial Risk	Financial risk is an umbrella term for multiple types of risk associated with financing, profitability, liquidity, and credit. The Company's overall risk management program focuses on having cost efficient funding as well as to manage financial risk to minimize earnings volatility and provide maximum return to shareholders. The Company's policy for management of financial risks is explained in notes to the financial statements for the year ended December 31, 2024.

risk assessment

The process involves consideration of the causes and sources of risk, the probability that the risk event will occur, their consequences and magnitude, and the likelihood that those consequences may occur. The Board has approved formal criterion for assessment of the ‘likelihood’ and ‘impact’ which is used by the management for risk assessment. Each risk is assigned a rating and recorded in the Risk Register. Risk assessment provides the basis for evaluation and decisions regarding risk response or treatment.

prioritization of risk

The purpose of this step is to develop a prioritized list of enterprise-level risks for response options. By ranking and prioritizing the enterprise-level risks, the Company’s leadership can respond as appropriate with strategic allocation of resources while responding to the risks. The risks are ranked according to Impact and likelihood rating.

implementation of risk responses

The purpose of this step is to select a combination of risk response options that will optimize the Company’s resources in managing its portfolio of risks. The process involves identifying and assessing the range of risk response options and preparing implementation plans for selected response options. Using a prioritized list of quantified risks requiring response options, the leadership makes informed strategic decisions about how to allocate resources to risks reflected in the Enterprise Risk Register.

The following table lists down different risk response strategies that are considered:

Risk type	Description
Accept Risk	<ul style="list-style-type: none"> Retain risk at its present level, taking no further action
Avoid Risk	<ul style="list-style-type: none"> Prohibit unacceptably high-risk activities and asset exposures through appropriate policies. Stop specific activities by redefining objectives, refocusing strategic plans and policies, or redirecting resources. Screen alternative projects and budgeted investments to avoid off-strategy and unacceptably high-risk initiatives. Eliminate at the source by designing and implementing internal preventive processes.
Reduce Risk	<ul style="list-style-type: none"> Disperse financial, physical, or information assets to reduce risk of unacceptable catastrophic losses. Control risk through internal processes or actions that reduce the likelihood of undesirable events occurring to an acceptable level. Respond to well-defined contingencies by documenting effective plan and empowering appropriate personnel to make decisions; periodically test and, if necessary, execute the plan. Diminish the magnitude of the activity that drives the risk. Improve capabilities to manage a desired exposure. Redesign the approach to managing the risk.
Share risk	<ul style="list-style-type: none"> Outsource non-core processes (a viable risk transfer option only when risk is contractually transferred). Delegate risk by entering arrangements with independent, capable authorities.

monitoring and reporting

The ERM Risk Register is reviewed on periodic basis to ensure updating for changes in external and internal environment. The ERM Risk Register, and mitigation strategies are also presented to the Management Committee and the Board Audit and Risk Committee on bi-annual basis.

risk and mitigation plan

Following are the major risks affecting the operations of the business, along with the management assessment of their source, likelihood, impact, and the mitigating strategies implemented by the Company for these risks:

strategic risk

Risk Type		Risk Assessment	
Strategic Risk	Likelihood	Impact	Mitigation Strategies
Reduction in Company's Net Electrical Output Source of Risk: External	Medium	Medium	Economic slowdown may have an impact on power demand. The Company is actively monitoring changes occurring in the power sector. The Management is closely working with key stakeholders to improve its dispatch position.
Adverse impact of increasing Circular Debt on Company cashflows Source: External	High	High	The Company has developed liaison with relevant stakeholders for clearance of outstanding dues and recovery profile is closely monitored for any advance triggers.
Reduction in gas supply from Qadirpur Gas Field Source of Risk: Internal	High	High	The Company is engaged with relevant stakeholders for finalization of an alternate fuel plan. EPQL is engaged with PEL for supply of 8-13 mmscfd gas, which will supplement Permeate Gas supply. During 2024, EPQL also successfully signed Gas Sale and Purchase Agreement with PEL.

commercial risks

Risk Type		Risk Assessment	
Strategic Risk	Likelihood	Impact	Mitigation Strategies
Slowdown in corporate lending and increase in financing spread due to increased exposure in the energy sector taken up by majority commercial banks. Source: External	Medium	Medium	The Company's management has maintained valuable relationships with lenders to minimize financing costs.

operational risks

Risk Type		Risk Assessment	
Strategic Risk	Likelihood	Impact	Mitigation Strategies
Emergence of new variants of virus resulting in plant outage. Source: External	Low	Low	The Company has a strong Business Continuity Plan in place to keep the plant operational. Key site personnel have been identified along with back-ups.
Compromised Plant availability due to operational issues at Plant site. Source: Internal	Low	High	The Company has control, and mitigation plans to maintain the likelihood of operational issues within the agreed tolerance levels. An efficient technical team, trained for remedial actions, is deployed at the site.
Delay in procurement in case of low forex availability Source: External	Low	Medium	The company is actively engaged with relevant stakeholders to ensure timely procurement for critical equipment / spares.

financial risks

Risk Type		Risk Assessment	
Strategic Risk	Likelihood	Impact	Mitigation Strategies
Liquidity constraints due to circular debt. Source of Risk: Internal / External	Medium	Medium	The Company has a pro-active treasury function which ensures that adequate funds and credit lines are kept available for any unforeseen situation.
Inability of the Company to recover billed amount resulting in delayed payment obligations and adverse impacts on shareholder value.	Medium	High	The Company has ensured strong relationships to ensure an improved collections profile and manages liquidity prudently by engaging key stakeholders and leveraging relationships to retrieve payments, smoothing out cashflow issues.

opportunities

The Company is currently pursuing opportunities to create value in the short, medium, and long term through identification of cost optimization strategies associated with its strategic objectives, policies, and targeted growth.

Key Opportunity	Impact Area	Way Forward
Development of Business Sustainability	Natural Capital	The Company is actively pursuing its gas depletion mitigation plan to safeguard shareholder value and improve operational efficiencies.
Investment in Sustainable Initiatives	Social Capital	The Company takes a concerted effort to help communities prosper by investing in initiatives that provide education, technical training, health-care facilities, and basic infrastructure to beneficiaries.
HR transformations	Human Capital	The Company focuses on HR transformation to ensure sustainable business operations whilst remaining an agile and flexible organization. The Company has identified and resolved to move to a system which is more performance driven, better aligned with the market and creates opportunities for growth.

way forward

The Company remains wary of the gas situation in the country and has been taking measures to efficiently use its allocated share. The Company has engaged with all stakeholders and had prepared and submitted a gas depletion mitigation plan to PPIB. The Company has been actively working towards finalizing an alternate fuel plan. The Company had identified an additional source of local fuel from PEL and is engaged with relevant parties for approval. NEPRA Authority had approved the modification in Generation License for EPQL to include gas to be supplied by PEL. The decision on Fuel Cost Component on gas to be supplied by PEL was also announced by NEPRA. Meanwhile, during the year, EPQL successfully signed Gas Sale and Purchase Agreement with PEL. Onwards, the Company is working towards obtaining remaining approvals to implement essential amendments in the existing key agreements.

The Company takes a holistic view while detailing out plans for the coming years, which includes studying the industry position and taking prudent measures to formulate strategies for cost effective solutions.

ethics & compliance

EPQL prides itself with a robust culture of ethics and integrity managed through a strong code of conduct and governance structure. We believe in constant reinforcement, periodic reviews, and accountability to sustain our culture of integrity. We have a dedicated Ethics and Compliance (E&C) team to look at all E&C related issues. EPQL ensures compliance with all regulatory and governance requirements while conducting its operations and has formulated various policies and standards which are being continuously monitored through our Ethics and Compliance function which report into the Board Audit and Risk Committee (BARC). Our values and commitment to ethical practices are reflected in our statement of Ethics and Business practices:

“Integrity is a vital part of Engro’s core values and how we conduct business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity throughout our organization.

The Company ensures that its business is conducted in compliance with the highest ethical standards of business practice and in compliance with all relevant legal principles. Where the law allows flexibility, we commit to upholding the highest standards of integrity.

These values are ingrained into our identity as a company and guide the way we interact with each other, customers, business partners and other stakeholders. We are committed to fostering a strong ethical culture that upholds these principles in every aspect of our business.

This above statement is in accord with the other stated policies of Engro Corporation Limited.”

Ethical conduct is a core part of Engro’s culture and its human capital philosophy. The bedrock of this philosophy is Character and Good Manners (CGM), which we believe is the best foundation for any organization’s success. Great companies are built on the back of thousands of micro-interactions between teams; when people commit to collaboration and growth through the lens of CGM, it is our conviction that organizations perform better.

We have adopted several policies related to good corporate governance which reflect the high standard of ethical and responsible conduct which we pledge ourselves to as an organization. This has always been our core strength and is reinforced through reporting of irregularities, periodic reviews and audits of business practices, and our external reporting.

code of conduct

Engro’s Code of Conduct outlines the Group’s position on an array of topics and highlights the key commitments and principles of our compliance program and applies to all Engro employees, whether full-time, part-time, permanent, or temporary, and to the members of the Board of Directors. The Code of Conduct is reviewed periodically and is available on our website. The policies emanating from the Code of Conduct include, but are not limited to:

Statement of Ethics and Business Practices	Policy governing of Conflicts of Interest (Col)	Insider Trading Policy
Whistleblower Policy – “Speak Out”	Statement of Internal Control System	Gifts and Business Entertainment Guidelines
Transactions/contracts with related parties	Statement of Competition policy	

The company also has centralized portals for all employees where they are mandatorily required to:

- Disclose on actual/perceived Col.
- Disclose any gift received.
- These portals are managed and managed by the E&C team.

Speak up at engro

At Engro, we have a robust whistleblower mechanism which helps us identify risk and carry out due process for risks assessed based on which appropriate actions are taken which are available for both internal and external stakeholders.

Facilitating dialogue, providing channels for reporting complaints and communicating critical concerns are important elements of our stakeholder management process. We have several company-wide channels and processes to identify areas for improvement or complaints. We regularly engage with employees, customers, suppliers and other stakeholders through our regular operational engagement, business meetings and networking sessions, engagement surveys (for employees), questionnaires, town hall meetings, performance, and development discussions, and more. We actively promote discourse and sharing of feedback to ensure critical concerns and complaints can be raised and addressed.

The Company expects employees, suppliers, and contractors at Engro and its group companies to abide by our standards, and should they have or wish to report any concerns regarding business ethics, safety and environment, human rights violations, employment-related matters or other possible breaches of compliance, they may do so using our Speak Out platform, which ensures confidential and independent investigation into the case. Complainants can report anonymously on this platform. The Speak Out platform is managed by our E&C team which is an independent reporting to the Board Audit and Risk Committee. The Speak Out email details are publicly available on our website.

Besides employees, our external stakeholders such as business partners, our suppliers, contractors, vendors, customers, and local community members can also utilize the Speak Out platform. To specifically manage Investor relations, the Company’s contact details are disclosed in “Company Information” section of the annual report and on its website under “Investor relations” section to facilitate shareholders /other investors’ and timely resolve their complaints, if any.

To seek advice on internal ethical and lawful practices or address any queries and concerns pertaining to ethics and compliance, individuals can contact the E&C team.

Open and candid communication is an important part of our culture, and all stakeholders are provided with channels to freely share their concerns, complaints, grievances etc.

We believe that dialogue and discussion are essential to building and preserving good relations amongst employees. Employees are encouraged to share any work-related concerns with their immediate supervisors. However, if they are unable to do so, they can utilize the Speak Out email. The E&C team is committed to ensuring that any form of retaliation against individuals who report concerns is not tolerated under any circumstances.

All negative impacts, grievances, and complaints, whether reported through the Speak Out platform, audits, and reviews, or identified otherwise, are investigated through the Internal Investigation Procedure which is a structured and systematic approach by the E&C department, where independent people / teams are appointed to investigate the case confidentially.

Engro believes in nurturing a safe work environment which is free from any forms of harassment. A dedicated Harassment Committee exists solely for dealing with all harassment related cases at the workplace. The Committee maintains highest standards of confidentiality when investigating harassment-related complaints whether received through the Speak Out platform or directly by the Harassment Committee.

The investigations of proven cases result in corrective, remedial and/or disciplinary action being taken. Within all cases whether proven or not feedback is provided to the complainant at the time of case closure. A summary of all cases that are investigated whether they are substantiated or not, is presented to the Board through the Board Audit & Risk Committee, on a quarterly basis along with actions taken.

In 2024 and 2023, no case pertaining to corruption & bribery (substantiated) was reported across EPQL

Relevant and appropriate action is taken to deal with all confirmed and substantiated cases to remediate negative impacts in a timely manner and prevent future occurrence where possible.

As an organization we realize the importance of maintaining an enabling and positive work environment which transcends from physical work conditions to emotional wellbeing. Engro is dedicated to ensuring that employees can work with physical and psychological safety in the workplace. This is made possible through implementing strong occupational health and safety practices, promoting fair and equitable employment policies, providing state-of-the-art office spaces, upholding a culture of strong character and integrity, and enabling personal and professional growth.

Engro’s commitment to contributing towards improving the broader work environment was characterized through our partnership with ACCA global on the celebration of the Global Ethics Day, 2024, in Pakistan. The theme of the Global Ethics days, 2024 was to explore how ethics shape culture and the vital need for ethical leadership in addressing the challenges faced in today’s rapidly changing world.

Our commitment letter to UNGC is a further testament to our continuous dedication to promoting ethical and anti-corruption practices.

trainings & awareness

Given the importance of the subject, E&C conducts in-person Awareness Roadshows covering code of conduct, anti-corruption policy, speak out platform, workplace harassment and conflict of interest policy for all Engro companies. The E&C Awareness roadshows are open to the entire Engro workforce wherein these sessions impart key learnings from sanitized cases to promote a forward-looking approach for continuous improvement. Additionally, two group wide employee engagement activities and several awareness communications were shared during 2024.

Ethics and Compliance Training Data		2024
Training hours		195
No. of Attendees		78
Training Sessions		3
No. of employees who attempted Online Module		87

To facilitate better understanding and promote a culture of ethics and integrity, all applicable policies and training materials are available on the internal portal. In case of any ambiguity, employees can reach out to the E&C team for clarity.

Furthermore, as per statement of compliance with listed companies (Code of Corporate Governance) regulations, 2019 given in our annual report 2024, all Directors have either duly obtained training under the Directors' Training Program or are exempted from the Directors' Training Program.

stakeholder engagement

EPQL believes that the success of its business relies on effective engagement with key stakeholders and understanding of their interests, level of influence & dependency as it can contribute to value creation for both the Company and the value chain. Stakeholder engagement, therefore, forms a core component of its corporate responsibility. This belief is reflected in our commitment to stakeholders as spelt out in our Code of conduct.

A strategic approach to stakeholder engagement helps build trust and develop strong partnerships, make use of stakeholder capital, gather business intelligence, and seek & incorporate stakeholder perspectives which can contribute to company’s growth and success.

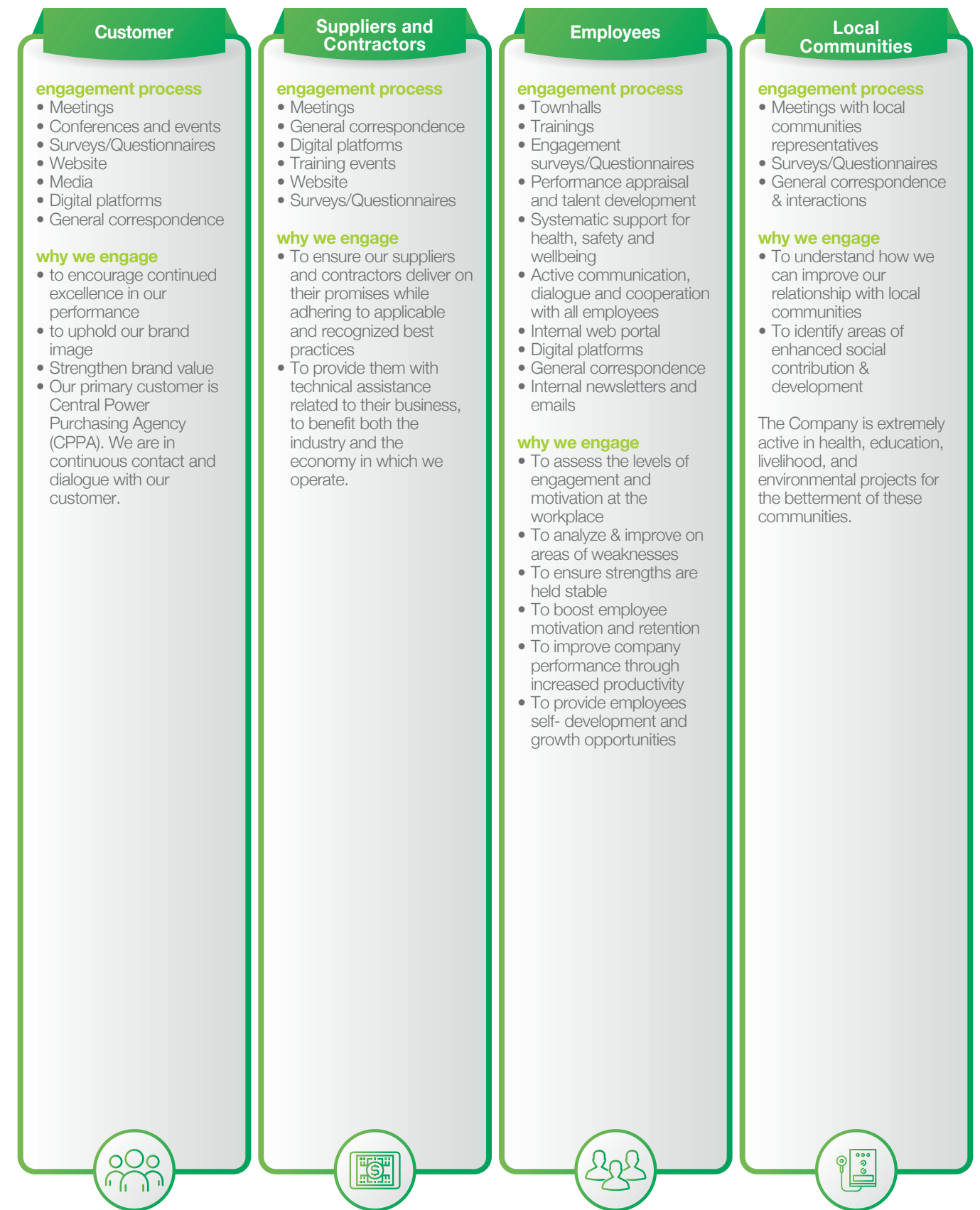
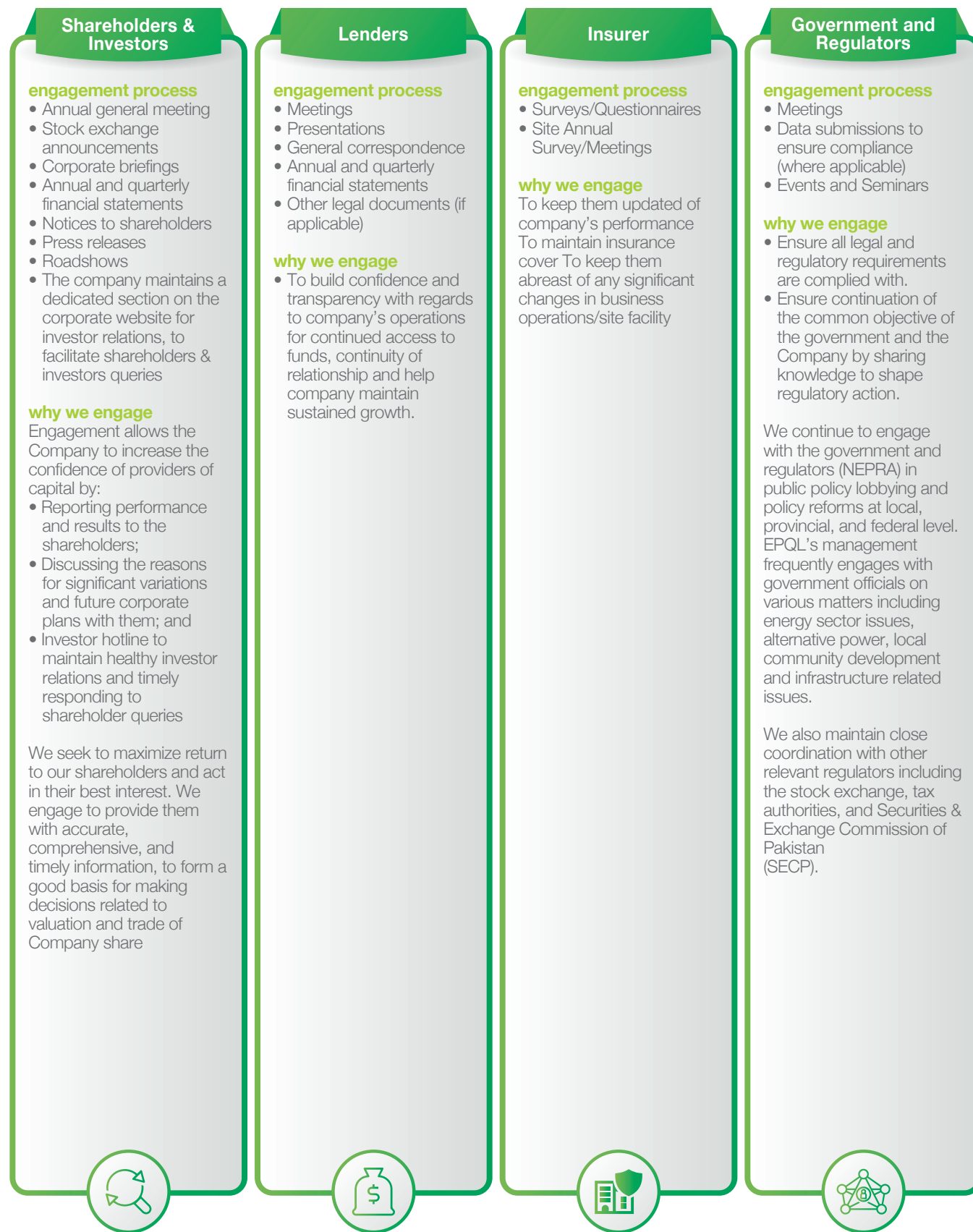
Our Stakeholder Engagement Process provides a structured approach to the way we consult, involve and collaborate with stakeholders. We conduct stakeholders’ analyses as part of our business planning, or in the case of specific events/initiatives.



EPQL’s stakeholder engagement approach focuses on the identification of relevant and important stakeholders by considering those groups or individuals who can be significantly affected by our business activities, outputs, or whose actions can be expected to significantly affect our ability to create value over time. These groups are mapped and profiled based on two important factors i.e. influence of stakeholder group on company’s operations & dependence of Company’s operations on the stakeholders. Broadly, our stakeholders’ groups include – shareholders, investors & lenders, insurers, government and regulators, customers, employees, suppliers & contractors, local communities, civil society organizations/NGOs and media.

Engagement with these stakeholders is an ongoing process through our relevant departments and individuals at different engagement levels using a variety of communication methods. In addition to this direct form of engagement, we have provided our contact information and speak-out hotline details on our website that any stakeholder can use to reach out to us for any concerns. Any findings and concerns raised, feedback and matters brought to light through these engagements are documented and responded to in a timely and appropriate manner.

While engagement is with a large set of stakeholder groups, particular focus is on primary stakeholders for routine operations and for focused understanding on our impacts. Details of engagement with these primary stakeholders is given below:



materiality assessment

To assess EPQL’s impacts on the economy, environment, and society, we evaluated EPQL’s activities, business relationships and voice of its primary stakeholders, as these form a critical base in understanding the overall sustainability context. To identify topics that are material for EPQL, we conducted a detailed exercise in 2024:

Engaging primary stakeholders for their views and concerns based on our context

Carrying out an internal impact assessment

Reviewing issues and impacts derived from the first two steps against materiality criteria set for EPQL

The shortlisted impacts identified in step 3 were then mapped to allow for a structured approach to holistically evaluate impacts and report on the relevant data.

These are elaborated further:

stakeholder engagement survey:

For specific purpose of identification of impacts and to finalize material topics for reporting purposes, we reached out to our primary stakeholders (see Table for the complete list of primary stakeholders) that were shortlisted on the basis of two parameters – stakeholder dependency and stakeholder influence. These stakeholders were approached formally through questionnaire surveys to solicit their feedback on key impacts. Each shortlisted stakeholder group was approached by relevant departments in a manner suitable for the stakeholder. This exercise provided insights on key impacts.

For specific purpose of identification of impacts and finalisation of material topics for reporting purposes, we reached out to our primary stakeholders (see Table for the complete list of primary stakeholders) that were shortlisted based on two parameters – stakeholder dependency and stakeholder influence.

These stakeholders were approached formally through questionnaire surveys to solicit their feedback on key impacts. Each shortlisted stakeholder group was approached by relevant departments in an appropriate manner. This exercise provided insights on key impacts.

internal impact assessment:

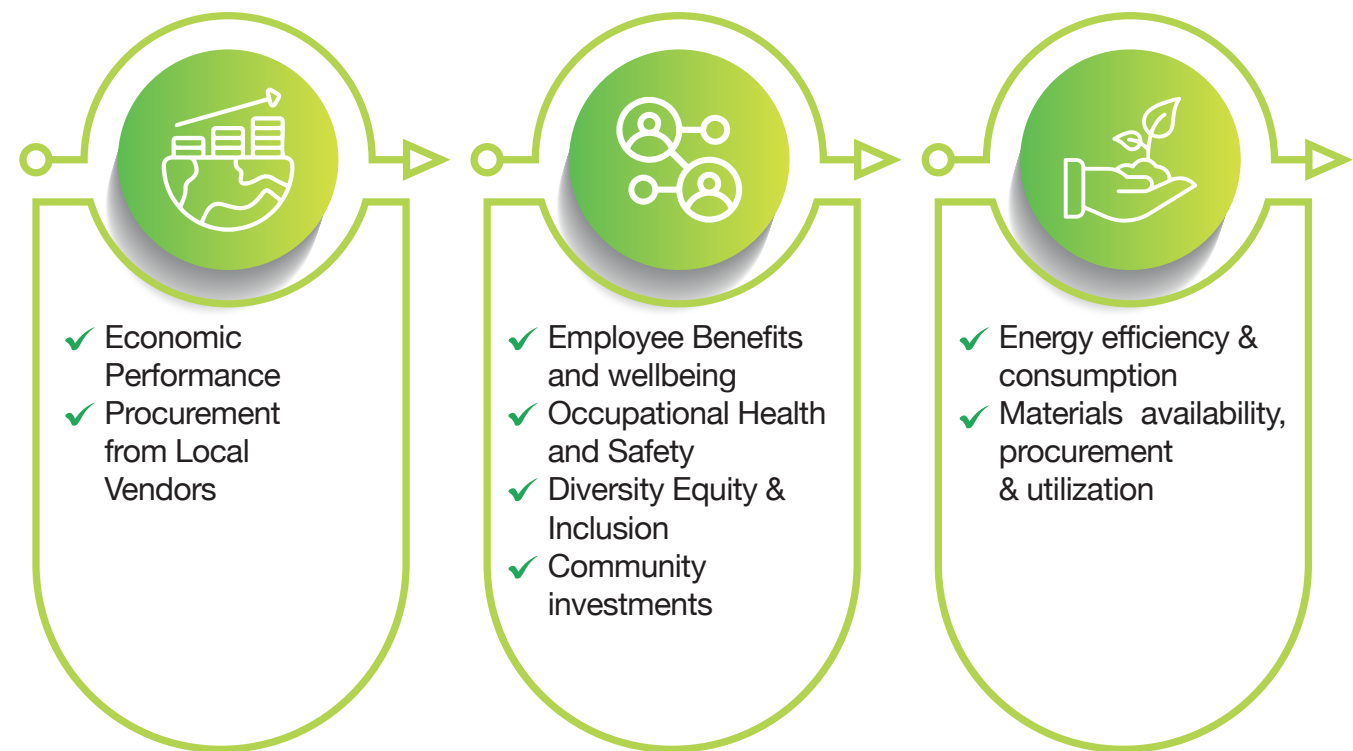
The impacts were also evaluated internally based on quantitative and qualitative parameters. Each topic was assessed on basis of impact on/off the company. Once all impacts were evaluated, the impacts were further prioritized based on significance which is a factor of the severity and likelihood of these impacts.

prioritization

Based on stakeholder views and impact assessment, the material topics are prioritized through a materiality threshold that has been influenced by EPQL’s Enterprise Risk Management Framework for a uniform and structured scoring. The combination of severity and likelihood yields the final assessment score which is ranked against a threshold - impacts that exceed the threshold are considered as Material for the organization.

list of material topics

Material topics for EPQL are listed below:



economic performance

Creating value for all stakeholders as profits (dividends) for shareholders, retained earnings for future projects creating economic impact, employment generation, contributions to society for socio-economic development and taxes to government.

employment practices (employee benefits)

Our business generates economic activity that results in direct and indirect employment generation and other social and economic benefits for our employees. As an employer, our impact is not limited to an individual's financial remuneration but extends to their professional growth and development through learning opportunities that add value to the employees' skills set. Additional benefits such as health insurance and other recreational opportunities are extended to employees and their families.

occupational health and safety

Implementing stringent health and safety policies to safeguard people from the risk of accidents and injuries at work, which could affect a person’s productivity, health or quality of life. Senior management considers OHS of paramount priority, closely tracking KPIs and incidents to ensure zero tolerance for any lapses.

energy efficiency & consumption

EPQL ensures optimal energy performance, contributing to economic value and sustainable practices. Our commitment to energy efficiency focuses on efficient resource use, creating value for stakeholders by minimizing environmental impact. Major suppliers adhere to regulations mitigating non-compliance risks. Agreements incorporate stringent environmental clauses and penalties, exemplifying our dedication to responsible energy consumption and sustainability. Through a comprehensive approach to energy management, we aim to enhance economic performance.

community investments

At EPQL, the commitment to social and economic development within local communities is ingrained in our core values. Recognizing the pivotal role of "Community & Society" in our mission, we extend our impact beyond non-stop electricity supply to areas facing severe load shedding. Our dedication to social development aligns with our holistic approach to value creation. In tandem, our procurement practices serve as a strategic cornerstone, seeking a sustainable competitive advantage through the efficient sourcing of goods and services. Grounded in principles of innovation, risk/return benefit, product quality, timely deliveries, reliability, and controls, our procurement policy is an integral component of our commitment to both community welfare and an optimized value chain.

diversity, equity and inclusion

At EPQL, Diversity, Equity, and Inclusion (DEI) are integral to the organizational DNA. We prioritize creating a workplace where every individual, regardless of background or identity, feels valued, respected, and empowered. Our commitment to DEI extends across recruitment, career development and decision-making processes. Through initiatives like diversity training and recruitment drives, we cultivate an environment that fosters innovation and better serves our diverse workforce and communities. By championing DEI, we not only enhance employee engagement and satisfaction but also drive sustainable growth and impact.

material availability, procurement & utilization

At EPQL, efficient material utilization with sustainability efforts is a keystone. We strive to optimize the use of materials throughout our operations, from procurement to production and waste management. Through stringent inventory management, responsible sourcing and employee engagement, we aim to reduce our environmental footprint while driving operational excellence and cost savings. By prioritizing material competence, we uphold our commitment to sustainability and responsible resource stewardship.

procurement from local vendors

EPQL places significant emphasis on sourcing goods and services from local vendors. By consorting with local suppliers, we reduce transportation emissions and contribute to job creation in our operating regions. Our procurement practices focus on ethical and sustainable standards, empowering local businesses and fostering economic resilience.



prosperity



2024 at a glance



EPQL’s performance is guided by its central idea and its mission that we have an undeniable responsibility in our individual and institutional capacity, to solve one of the most pressing issues of our time i.e. reliable & affordable electricity. In the pursuit of building a better future for the citizens of Pakistan, EPQL views the challenges faced by the nation as opportunities to change the status quo.

Economic performance is recognized as a critical responsibility and a key driver to achieve the company’s strategic and operational aspirations under the guidance and governance from the Board of Directors.

Our financial performance and effectiveness of controls is reviewed by BOD through its Board Audit and Risk Committee (BARC), guided by local regulations and various polices approved by the board. There exists an independent Internal Audit and Compliance department that reviews the operational and financial performance, including the risk management processes of the Company and reports its findings independently to the BARC.

To inform investors and other stakeholders of our performance, and as part of the regulatory requirements, EPQL submits comprehensive financial statements to the Securities and Exchange Commission of Pakistan (SECP) and the Pakistan Stock Exchange (PSX). Additionally, to safeguard shareholders’ interest, all material information is publicly disclosed on a timely basis, and, for any concerns, investors can refer to the details on investor relations section on our website.

Our risk management process encapsulates compliance to regulatory, legal and corporate governance requirements. All activities undertaken by the business carry an element of risk. At EPQL, the exposure to these risks is managed through the practice of Enterprise Risk Management (ERM). The purpose of ERM is to identify potential risks and uncertainties and to define the strategy for managing the impact of these risks, as well as the mechanisms to effectively monitor and evaluate identified strategies for enhancing the capacity of the Company to build and preserve value for its shareholders. It is the policy of EPQL to view ERM as integral to the creation, protection, and enhancement of shareholder’s value by managing the uncertainties that could influence the achievement of corporate goals and objectives. To achieve this, an appropriate framework is adopted by the management and approved by the Board. At EPQL, we believe that a robust and prosperous society is imperative for the growth of our business. EPQL is fundamentally committed to creating shared value and believes that, for any project to have lasting impact, it must be connected to a larger value chain. EPQL is committed to creating sustainable and meaningful change through wealth creation, healthcare, education, and environmental stewardship. With a dream of an uplifted society, EPQL aims to maximize the social and economic impact of our developmental work through an inclusive business model that targets low-income communities where our business is based.

economic performance

EPQL maintained its 11th rank on permeate gas in 2024 in the Merit Order Ranking issued by NTDC.

EPQL is operating Pakistan’s first 217 MW combined cycle power plant on permeate gas, supplying affordable energy and providing employment to the local people. The project converts low-BTU, high Sulphur content gas, which was earlier being wasted and flared, into much-needed electric power. The unique fuel usage makes EPQL one of the lowest-cost thermal power plants in the country and reduces reliance on costly imported fuels.

The notable highlights of the period include net electricity generation of 847 GWh, with billable availability factor of 100% in FY-24 as compared to 100% in FY-23 and a load factor of 45% in FY-24 as compared to 46% in FY-23.

EPQL posted a PAT of PKR 2.1 billion for FY-24 as compared to PKR 2.5 billion in FY-23. For detailed comments on financials, please refer to EPQL Annual Report 2024.

The company is conscious of its huge social impact and remains fully committed to Health, Safety & Environment (HSE) standards. It has been making significant contributions to the society through its energy project by providing them affordable & reliable electricity source. During the year 2024, EPQL generated total wealth of PKR 4.3 billion for its stakeholders.

direct economic value generated

Despite economic and sectoral challenges, EPQL delivered strong operational & financial performance. The business ensured prudent cost management and productivity-enhancing measures to navigate any short-term impacts that may arise from the macroeconomic environment.

For the year 2024, a snapshot of economic value generated and distributed, based on our consolidated financial accounts, is presented below:

statement of value addition & distribution

(Rupees in thousand)

	2024Rupees....	2023
wealth generated			
Total revenue inclusive of sales tax and other income	15,884,201		16,345,754
Bought-in-raw material and services	(11,567,925)		(11,190,665)
	4,316,276		5,155,089
wealth distributed			
To Employees			
Salaries, benefits and other costs	597,722		707,423
To Government			
Taxes and duties	12,371		3,463
To Society			
Donation towards education, health, environment and natural disaster	18,247		11,068
To Providers of Capital			
Dividend to shareholders	2,428,845		1,133,453
Mark-up/interest expense on borrowed money	689,467		1,066,490
	3,118,312		2,199,943
Retained for reinvestment and future growth			
Depreciation, amortization and retained profit (net of dividend paid)	569,625		2,221,127
	4,316,276		5,155,089

For detailed financial statements, please refer to EPQL Annual Report-2024.

total tax contribution

EPQL’s tax approach is guided by its Tax Policy approved by the Board which focuses on a high level of tax compliance in all jurisdictions in which it operates.

Tax break-up for 2024 as compared to 2023 is provided in below table.

Tax Category (PKR. in Thousands)			
corporate income tax		sales tax	
2024	8,146	2023	11,221
2024	1,705,306	2023	1,703,572

The Company’s profits and gains from power generation are exempt from tax under clause 132 of Part I of the Second Schedule to the Income Tax Ordinance, 2001. The Company is also exempt from minimum tax on turnover under clause 11 A of part IV of the Second Schedule to the Income Tax Ordinance, 2001. Accordingly, the Company has not recognized any deferred tax. However, the Company’s income from other sources is subject to taxation.

financial investment contribution

capital expenditure:

EPQL investment strategy is based on the goal of seeking returns for its shareholders whilst generating economic growth and prosperity by ensuring reliable plant operations and creating additional employment opportunities.

This is linked to Engro’s central idea and investment strategy that aims to solve the country’s most pressing issues, one of which is the supply of reliable & affordable electricity. Also, EPQL puts in best efforts with a balanced approach to ensure distribution of capital to shareholders via dividend payments.

Our consolidated capital expenditures in 2024 were PKR 474,397 thousand (FY: 2023: PKR 330,263 thousand) whereas total depreciation charge on all assets amounted to PKR 857,318 thousand(FY 2023: PKR 843,308 thousand).

Dividend Paid:

Rupees in Thousand



financial implications and other risks and opportunities due to climate change

EPQL is cognizant of the fact that climate change presents physical and financial risks and opportunities to its operations, profitability, future growth and overall enterprise value.

To better capture these, we have conducted a preliminary assessment of climate related risks and opportunities and classified them as physical or transition risk, guided by the TCFD framework. This exercise is aimed at providing insights to broaden our understanding of climate related risk and opportunities and prepare strategies and action plans to be put in place. Given the exercise is at a nascent stage, the financial implications of the risk or opportunity or the costs of taking these actions are not available but will be worked upon in future.

We are mindful of the growing importance of reporting climate related disclosures through credible frameworks such as the IFRS standards and will align our climate related reporting in due course.

financial assistance received from government

The Company has not received any financial assistance / incentives from government during the year.

For an extensive review of the company’s business performance and its financial position for the year 2024, please refer to EPQL Annual Report 2024 published on our website.

social contribution

EPQL firmly believes that sustainable growth and prosperity are intricately linked to the development of the communities in which we operate. We are committed to going beyond the standard practices and investing in an inclusive business model that transforms communities positively across various dimensions of their economic and social lives. This comprehensive approach is embedded in our entire value chain, recognizing and contributing to the societal elements that directly and indirectly influence our business.

Our corporate social responsibility strategy aligns seamlessly with our vision of serving all stakeholders and surpassing their expectations. The vision to inspire positive change, leading to socio-economic development and aiding those in need, culminated in the establishment of Engro Foundation (EF) in 2010. EF serves as the dedicated CSR arm for all Engro companies, striving to improve the quality of lives of people in the surrounding communities of our projects through the implementation of various impactful initiatives.



At EPQL, our concerted efforts to foster community prosperity involve targeted investments in key thematic areas, including education, technical training, livelihoods, healthcare facilities, basic infrastructure, women empowerment, and disaster relief. These initiatives significantly impact the lives of thousands by enhancing access to essential facilities.

Demonstrating our commitment to local communities, we prioritize local manpower and contractors for material and services. Notably, 100% of our unskilled manpower and over 50% of skilled resources are sourced locally.

Regular and meaningful interactions with our local communities are integral to our approach. These engagements serve to deepen our understanding of how we can enhance our relationships and contribute to the ongoing development of the communities in which we operate.

our initiatives and programs

Our commitment to community well-being extends to various development initiatives across different sectors, encompassing education, technical training, livelihoods, healthcare facilities, basic infrastructure, women empowerment, and disaster relief. These initiatives align with our broader strategy to create a positive impact on the lives of those communities in which we operate.

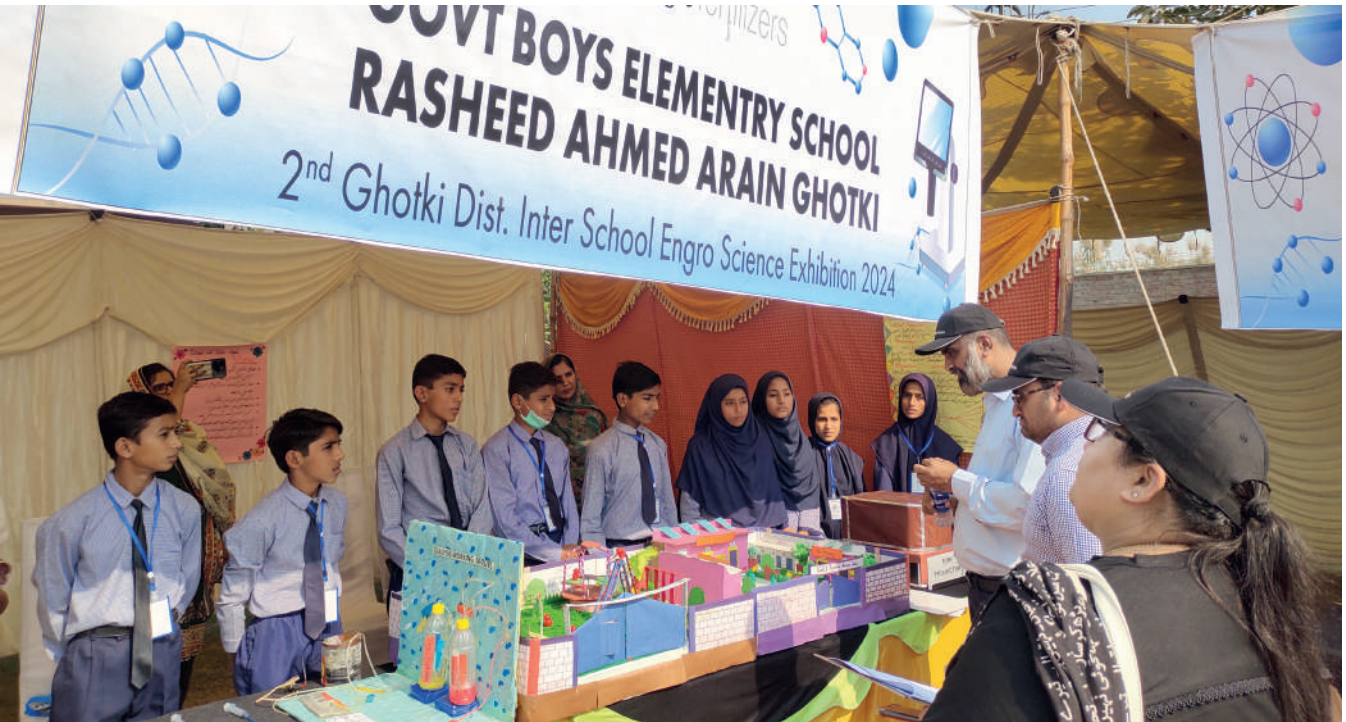
creating livelihoods

To support the social and economic development of the local communities, we give merit-based preference to local manpower and contractors for supply of material and services. This has translated into ensuring that maximum of our un-skilled manpower and more than 50% of skilled resources are from local vicinity. Also, over 67% of our total procurement budget is contracted through local vendors and this amount is increasing every year; ensuring that means of livelihoods is also created indirectly.

education initiatives

EPQL's commitment to education in 2024 continued through strategic initiatives aimed at supporting local schools and empowering students:

- EPQL, in collaboration with Engro Foundation & Indus Resource Centre (IRC), sponsors one of the largest adopted school networks in district Ghotki: This collaboration underscores our commitment to education. The company specifically supports the operational costs of three government schools—Rasheed Ahmed Arain, Gul M Arbani, and Juma Khan Arbani in the Ghotki area. This collective effort plays a crucial role in educating more than 856 students, contributing to the overall improvement of educational facilities in the region. Apart from that, 15 awareness sessions were also conducted to sensitize the local people regarding importance of education.
- Establishment of an Educational Hub with Diploma and Entry Test Preparation, Accompanied by Comprehensive Pick and Drop Services for Girls: EPQL has taken a pivotal step in empowering students by setting up an innovative Education Centre. This centre focuses on providing specialized training for diploma and entry tests, offering invaluable educational support. Additionally, recognizing the importance of accessibility, EPQL ensures inclusivity by providing complete pick and drop services for girls. This initiative aims to eliminate barriers to education, fostering an environment where every student can pursue academic excellence.



healthcare initiatives

- Primary Healthcare Infrastructure: EPQL is providing operational support to a dedicated Primary Healthcare Centre (PHC) in partnership with HANDS, benefiting the surrounding villages. In 2024, this facility provided timely medical treatments to over 10,826 patients.
- Support for Polio Eradication: EPQL supported the district government's Polio campaign with provision of transportation facility, showcasing our commitment to public health.
- Fumigation Drive in EPQL vicinity: EPQL supports the local community in reducing the impact of malaria and dengue by conducting fumigation.
- Vaccination for livestock in EPQL vicinity: EPQL supports the local community by providing livestock vaccinations to treat buffalo skin diseases.

women empowerment:

- Women Skill Development: In 2024, reinforcing our commitment to women's empowerment, we successfully launched a comprehensive initiative. Engro actively supports technical education and skill development for young women, equipping them with essential skills for future career opportunities.
- Currently, 15 girls are enrolled at TTC College, Daharki, with full sponsorship from Engro Powergen Qadirpur.
- EPQL Hunar Program: In this program, two initiatives were conducted successfully: Coaching Academy & Stitching Centre. Under Coaching Academy, around 28 girls attended Entry Test Preparation Classes for Diploma of Associated Engineering (DAE) Admissions and all of them passed entrance exam. However, 16 girls got enrolled in DAE (Electrical). Out of 16, 15 deserving girls from underprivileged community were supported through generous scholarships to pursue their technical education i.e. Three Years Diploma of Associated Engineering (Electrical Program) at Technical Training College (TTC) Daharki.
- The provision of scholarships and transportation is a key step to remove barriers to education, ensuring that talented and ambitious individuals have equal opportunities for skill development.

- Organized Education program for adopted schools by EPQL Employees: In 2024, the EPQL Ghotki site organized and conducted awareness sessions to educate and empower children on personal safety, home safety, fire safety, road hazards, self-defence, and personal hygiene. Designed for students in grades III to VIII, the sessions were engaging through interactive activities, including a safety quiz and a game where students identified safe versus unsafe practices.
- All the above initiatives align with our broader commitment to empowering women in the region by facilitating access to quality education and by providing opportunities for skill development. Through such endeavours, we aim to contribute to the overall socio-economic development of the community.

community engagement and development initiatives

- 14th August Celebration with Students from our Adopted Schools: On Independence Day, employees from our Ghotki plant visited the nearby adopted schools of EPQL, creating a vibrant celebration. Our team, including our female graduate trainee engineers, actively participated in the event. The students showcased their talents through speeches, tableaux, and games, creating an engaging and educational atmosphere. Sweets were distributed among the students, enhancing the joyous occasion. This initiative reinforced our commitment to community engagement, strengthening our connection with the adopted schools and fostering a sense of patriotism and community spirit.
- Family Park at Ghotki: EPQL developed a family park and playground, covering 22,000 square feet near one of our adopted schools in Ghotki. It features a beautiful lawn area and the installation of outdoor playing materials, like seesaw, slides etc. enhancing recreational opportunities for families. The project aims to foster community connections and support the physical and social development of individuals, especially children.
- Provision of Electrical appliances: EPQL provided electrical appliances for the public and office bearers in the Court to the District Government. Recognizing the shortage of water dispensers, air conditioners, and televisions, this initiative aims to enhance facilities and support the district government in serving the public visiting the area. By addressing these needs, EPQL contributes to creating a more comfortable, efficient, and welcoming environment for locals of Ghotki residence.
- Enhancing Community Infrastructure: EPQL's Streetlight Initiative: EPQL is committed to supporting the local vicinity by providing streetlights, ensuring improved visibility, safety, and ease of movement for the residents of Ghotki. This initiative contributes to the overall welfare of the community, fostering a more secure and well-lit environment.

digitalization & innovation

Committed to innovation and responsible business practices, EPQL stands as the pioneer in Pakistan's power generation sector, being the first to produce electricity using permeate gas. Fuelled by this innovative spirit, EPQL envisions a seamless Digital Transformation. Our vision emphasizes efficient data management—acquisition via mobile devices, secure cloud storage, and authorized user access.To propel this transformation journey, EPQL embarked on a significant Digital Transformation initiative, converting manual processes into digital workflows. Notably, this transformation was achieved using in-house resources and the Microsoft Office 365 platform, underscoring EPQL's commitment to cost-effective and sustainable digitalization.

digitalization initiatives

Digital Transformation of Workflows: In Phase-I of the Digital Transformation project in 2023, EPQL seamlessly transitioned critical manual processes into digital workflows. Maintenance and operational processes were transformed. This not only streamlined operations but also enhanced data accuracy and accessibility for maintenance personnel. Key processes digitalized include:

maintenance processes:

- Maintenance Log Sheets
- Maintenance Surveillance Sheets
- Tools Issuance
- Reliability Incidents Reporting

operational processes:

- Operations Check Lists
- Mess/Travel Feedback Forms

Data Driven Decisions through Dashboards, In 2024 EPQL expanded its digital footprint, further reinforcing its position as a leader in the industry. EPQL conducted a competition to develop maintenance dashboards. This competition aimed to harness insights from different datasets, fostering a culture of continuous improvement and data-driven decision-making. Several multidimensional dashboards were developed using Microsoft Power BI by our team to monitor specific data streams, providing comprehensive insights into preventive and corrective maintenance activities. These dashboards included:

Equipment Surveillance Dashboard:

- Provides insights (predictive maintenance indicators) for optimal asset performance & maintenance requirements.

Plant Overall Performance and Efficiency Dashboard:

- Offering a holistic view of plant performance metrics, enabling continuous optimization for enhanced efficiency.

Fixed Cost Budget Dashboard:

- Providing insights into fixed cost budgetary allocations and expenditures, ensuring effective utilization, monitoring & management.

HSE & Sustainability:

- Delivers critical HSE (Health, Safety, and Environment) and sustainability performance metrics

Maintenance KPIs:

- Provides compliance status of PMs and CMs work orders for Engineering Jobs

Control Systems Surveillance:

- Provides overview of surveillance observations for Plant Control Systems.

Transformer DGA:

- Offers an overview of the health status of oil-filled transformers based on in-house DGA test results.

HVAC Maintenance:

- Provides an overview of HVAC maintenance at the plant, assisting in identifying recurring issues, determining replacement needs, and optimizing cost management of the HVAC maintenance contract.

Warehouse KPIs:

- Displays a summary of warehouse performance and stock levels

Open Action Items and Incidents Investigation Dashboard:

- Helps in tracking of Open action items and incidents investigations closure.

Digital Learning for HSE Practices: In a bid to digitalize learning, EPQL introduced self-graded quizzes regarding PSM Elements during weekly D-level meetings. This digital learning initiative leverages technology to enhance Health, Safety, and Environment (HSE) knowledge among employees. By seamlessly integrating educational content into routine safety meetings, EPQL ensures continuous improvement in HSE knowledge, demonstrating the multifaceted impact of digitalization beyond operational processes.

Centralized Email for Microsoft Office 365 Power Platform: EPQL further strengthened the security of its in-house digital workflows by centralizing the Microsoft Office 365 account. This strategic move enhances data integrity, continuity, and showcases EPQL's commitment to digital best practices.

EPQL's journey exemplifies a blend of innovation, efficiency, and environmental responsibility in the power generation sector. Through these initiatives, EPQL sets a benchmark for sustainable digital transformation, driving positive change within and beyond its operational boundaries.

Information Security Initiatives at EPQL:

In response to the evolving landscape of cyber threats, EPQL has implemented robust information security initiatives to fortify its digital defences and ensure the safety of its workforce.

Online Information Security Awareness Training: In a proactive effort to fortify EPQL's defence against cyber threats, employees engaged in an online Information Security Awareness Training. This training, completed by an impressive 89% of the EPQL population, serves as a crucial step in enhancing the organization's overall cybersecurity posture by equipping the workforce with the latest insights and best practices.

Information Security Awareness Session: To educate and empower the workforce to recognize and mitigate potential security risks, Information Security Awareness Session were conducted at the site. This session was attended by all levels of the employees at the site, including top management. The primary goal was to educate employees about potential security risks and instil a culture of proactive vigilance. By fostering a shared responsibility for information security, EPQL ensures a resilient defence against cyber threats at every echelon of the company.

Administrative Controls for Cyber Defence: As part of its proactive cybersecurity strategy, EPQL has implemented various effective administrative controls to regulate system access and mitigate cyber risks. One of them includes the restricted access of USB for all employees, a strategic measure aimed at minimizing potential security vulnerabilities associated with external devices.

people



	2024	2023
Total number of employees	109	107

onheadcount basis	2024	2023
Total number of employees	109	107
Number of permanent management employees	96	87
Number of contractual / temporary employees	13	20

hiring

Includes Permanent Employees only

hiring by gender	2024	2023
Male	10	8
Female	11	2
Total	21	10

hiring by age group	2024	2023
30 and Under	12	5
31-50 years	9	5
Over 50 years	-	-
Total	21	10
Total Hiring Percentage	21.88%	11.49%

turnover

Includes Permanent employees only

turnover by gender	2024	2023
Male	7	10
Female	2	3
Total	9	13

turnover by age group	2024	2023
30 and Under	4	2
31-50 years	5	11
Over 50 years	-	-
Total	9	13
Total Turnover Percentage	9.38%	15%

Note: The above data does not include internal transfers/postings.

diversity at EPQL

Diversity by Gender for key employee categories

total employees	2024	2023	2024	2023
Male	90	86	83%	80%
Female	19	21	17%	20%

permanent employees	2024	2023	2024	2023
Male	80	77	83%	89%
Female	16	10	17%	11%

contractual employees	2024	2023	2024	2023
Male	10	9	77%	45%
Female	3	11	23%	55%

diversity by age group for key employee categories:

	30 and Under		31-50 years		Over 50 years	
	2024	2023	2024	2023	2024	2023
Permanent Employees	23	17	64	60	9	10
	24%	20%	67%	69%	9%	11%
Contractual Employees	4	12	5	6	4	2
	31%	60%	38%	30%	31%	10%

people philosophy

Human Capital remains a strategic priority at EPQL as we aspire to attract the best-in-class talent to help create value and drive impact in challenging and changing times. EPQL understands that the challenges for its businesses in the future will be different from those in the past, and the Company must invest in developing the required leadership competencies to face those challenges. For our continued success, and to ensure we continue to bet big on our people, we are focused on transforming our talent management approach along with our commitment to the desired culture – from attracting and developing the best people, to enhancing their engagement and sustaining a performance-oriented culture of learning and leadership.

At EPQL, we recognize that our success as a Company is contingent upon the multiplier effect of our people. Our employees play a central role in the continued success of our businesses and are an integral part of our Central Idea and Core values. We work towards building a performance-driven culture that fosters an environment of truth, trust and transparency, promoting open communication, diversity, equity and inclusion, learning and development, entrepreneurship, commitment to excellence, and safeguarding the health and wellbeing of our people to ensure that we remain well positioned to manage our growth and tackle any challenges faced by businesses today and in the future.

EPQL strongly believes in “Putting People First”. We understand that we can only deliver on our aspirations if we have the best-in-class talent on board. Therefore, EPQL’s Board places great importance on policies and processes related to People development as these are at the heart of our core values. To ensure dedicated focus on HR matters, the Board has established the Board People Committee (BPC) that exercises oversight over HR policies and systems. The committee meets multiple times through the year to review and recommend all elements of the compensation, organization and employee development policies relating to employees including senior executives and to approve all matters related to the salary plans, employee development plans, executive appraisals, and succession planning.

The Company’s HR policies have been developed encompassing following principles:

equal opportunity

- Provide equal opportunity to all job applicants through clearly defined and consistently applied induction standards.
- Create a work environment where every employee has an equal opportunity to develop their skills and talents.

training and development

- To meet employee and organizational needs, provide opportunities to employees for acquisition of knowledge for technical and managerial skills through classroom and on-the-job learning.

performance management

- Have a transparent and merit-based performance management system in place.
- Have a formal career development and succession planning system.
- Clearly defined system for career progression based on merit and potential.

compensation and benefits

- Rewards policies aligned with best companies in the market that compete for high quality talent.
- Clear linkage of reward policies with performance and potential.

diversity, inclusion and non-discrimination

- Provide an environment free from all forms of discrimination and harassment at workplace.
- Foster gender diversity at all levels within the Company
- Policies aimed at creating flexible, inclusive and conducive workspace for all irrespective of any difference

At EPQL, we celebrate continuous learning, in which people development is a critical responsibility of all managers. Our leaders are expected to create learning opportunities, provide coaching and give regular, constructive feedback - a philosophy further reinforced in our performance management, goal setting, and learning management systems. Our Leadership Competency Model, increased digitization efforts, and robust people processes are designed to promote collaboration, innovation, data-driven insights & evidence-based decision making whilst keeping “People-First” at its core.

To strengthen the focus on health and wellness of its employees, EPQL has implemented various initiatives through a structured Wellness Program being centrally managed by Engro Corporation. These include access to Saaya Health (for emotional wellbeing), consultations as well as webinars and workshops with a nutritionist, and access to gym facilities and fitness training classes along with the flagship 41 Day Fitness Challenge.

EPQL takes special care to attract, hire, retain, and develop the right talent to drive its results. We routinely map out skill gaps and offer tailored training and development programs to enhance the employee experience and supplement these with favourable HR campaigns such as GTE Drive, Qadirpur Trainee Engineer Drive, Break Ke Baad, Talent Development Program and the DE&I Leaders Program, which help us ensure long-term, shared value creation for both women and men from all backgrounds

The HR department has robust processes and wide range of policies governed by its Code of Conduct, People strategy and its Leadership Competency Model. To ensure a workplace where employees feel safe, respected and appreciated, EPQL has competitive and transparent policies to attract, develop, retain and engage its talent, which are made accessible to the employees through a comprehensive HR policy manual.

We believe that dialogue and clear communication are essential to building and preserving good relations between management and employees. Our leadership messages and townhalls provide opportunity to employees to engage with senior management and get their views and clarity on strategic matters. We have a culture that promotes open communication, and employees are encouraged to raise their concerns or seek clarifications with line managers. We also have a whistleblower platform: Speak Out, that allows employees to speak about any concerns they have regarding business ethics and compliance, safety, environmental performance, harassment, and other employment related matters. There is also an Anti-Harassment Committee to take decisions on harassment related complaints. These matters are investigated independently, and results are communicated to the Board. Adherence to HR policies and processes is ensured through our internal control framework whereby Internal Audit conducts periodic reviews to gauge effective implementation and identify any gaps so that timely corrective action can be taken.

To build a culture promoting merit and competence, we have a performance appraisal system for individuals’ annual evaluation, focusing on the current year’s performance and future development needs. The effectiveness of our systems, HR driven initiatives, organizational culture and company policies are gauged through an annual employee experience survey, results of which are communicated organization wide to promote transparency while areas of improvement are identified, and action plans are developed.

We consistently enhance the user experience by delivering top-notch operational services to our employees. Through the utilization of cutting-edge technology, we ensure that EPQL maintains effective people-related operational controls, administrative and reporting procedures, and robust people systems. Our internal Success Factor portal streamlines processes for employees, facilitating benefit claims, reimbursements, performance evaluations, succession planning, learning, training, recruitment, and onboarding. Additionally, our operational system supports back-end operations and record-keeping. Leveraging the networking platform "Workplace from Facebook" and disseminating periodic newsletters, we foster an efficient system with rapid turnarounds, promoting a connected and learning-oriented culture.

We are proud of the engagement of our workforce at EPQL which has helped us become one of the leading conglomerates in Pakistan and an employer of choice.

talent & culture – the employee lifecycle

Our people’s strategy is guided by our core belief that people are the driving force behind the organization’s growth. With a strong emphasis on fostering new business opportunities, we cultivate an entrepreneurial spirit and an innovative mindset within our workforce to drive our success. Our core competencies and a robust and comprehensive people’s strategy help us to successfully navigate through the changing business landscape, and ensure that we continue to attract, retain and develop talent.

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hiring: talent acquisition

Talent acquisition plays a pivotal role in an organization's success by identifying, acquiring, assessing, and hiring individuals who can contribute to the company's goals and culture. Its main purpose is to attract and retain high-quality talent that aligns with the organization's mission and objectives. It ensures the right skills for specific roles, aiding strategic goals, improves team productivity by hiring the right talent, evaluates alignment with values creating a positive workplace ensure diversity in hiring bringing fresh ideas and fostering growth.

Following is some of the programs being run under the Talent Acquisition umbrella:

- **Job Fairs and Corporate Connect Sessions:** Conducting Job Fairs in Technical Universities in Pakistan such as NED, DUET & MUET was pivotal in fortifying visibility and fostering vital connections between the corporate sphere and universities. Their primary aim was to cultivate stronger ties and bridge the gap between academic knowledge and prospective talents.
- **Qadirpur Trainee Engineer:** Paving the way for a more diverse and inclusive workforce, we were able to induct 10 Qadirpur Trainee Engineers hailing from local communities (now working as permanent engineers) were the first females to work on technical roles at Qadirpur Plant
- **Suleman Dawood Internship:** Suleman Dawood Internship has undergone centralization across the Engro group. We initiated an internship campaign via social media and universities, participating in campus drives. To enhance their understanding of Engro, we arranged leadership sessions for interns, aligning their learning with practical insights. Projects were assigned, and specific lines supervised and evaluated their performance, providing constructive

feedback for their future growth. We organized a comprehensive orientation across Engro to ensure a consistent and positive candidate experience, including a thoughtful goodie bag as part of their onboarding process.

- **Sourcing Channels:** Consolidating sourcing channels like LinkedIn, head-hunters, and internal job postings in talent acquisition brings a multitude of advantages. This consolidation of sourcing channels streamlined the entire recruitment process, offering recruiters a centralized platform to explore and engage with diverse talent pools.
- **Onboarding:** Our onboarding module on SuccessFactors provides a seamless experience for new joiners, ensuring a smooth transition into the organization. This end-to-end service guarantees a consistent employee experience across all locations, enabling every new hire to integrate effortlessly into their role.

engagement: culture (employee engagement)

EPQL acknowledges that employee engagement is essential for retaining valuable talent and enhancing the employee experience. Our success is evaluated through a defined set of engagement parameters tailored to our working environment. Each year, we conduct an employee engagement survey, with the results shared with both employees and the Board. These results are then analysed to develop actionable plans for further improvement and growth of the Organization. The survey addresses following dimensions:

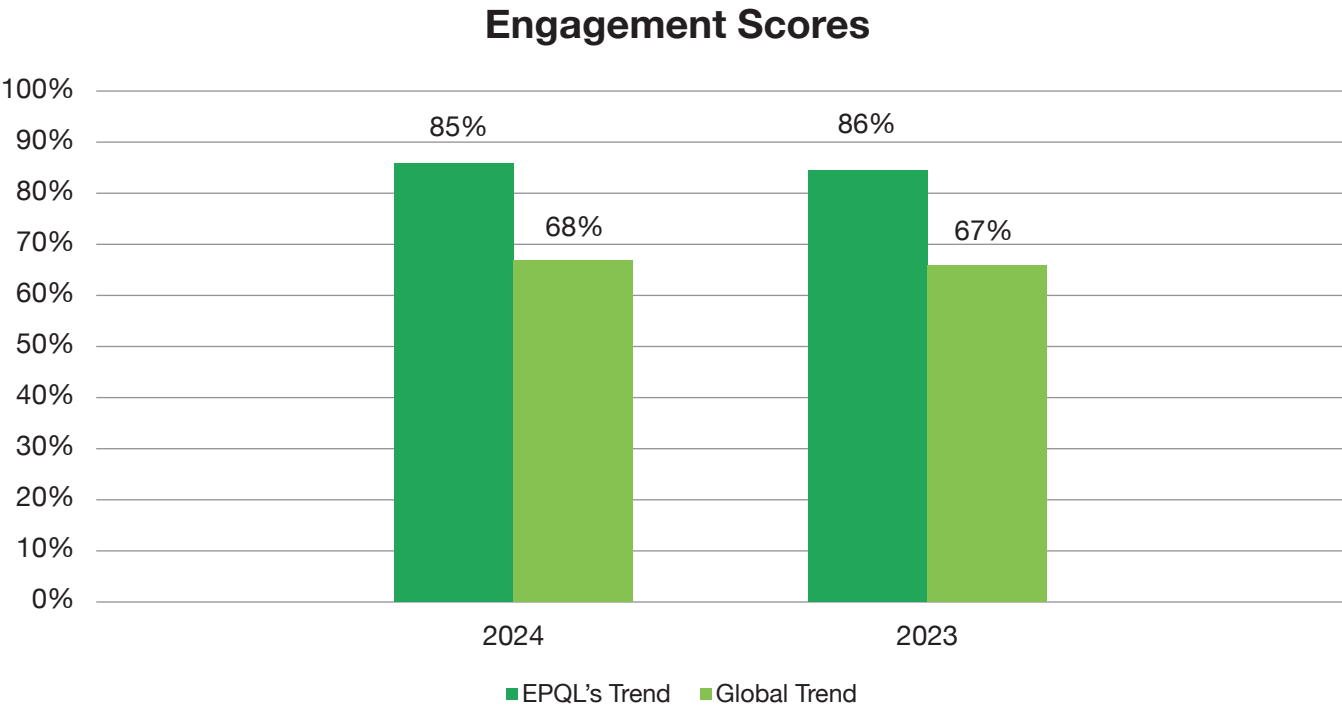
Purpose	Overall Leadership
Values	Truth, Trust & Transparency
Puts People First	Diversity & Inclusion
Encourages Innovation & Change	Wellbeing
Collaborates Openly	Engagement
Acts with Ownership	

During 2024, the results of engagement survey for EPQL were:

85%
engagement score
(2024)

86%
engagement score
(2023)

In 2024, the Company successfully achieved a healthy engagement index of 85% which is significantly higher from the overall vertical score of 79% of this year - demonstrating high engagement levels and employee morale in EPQL. We aim to score above the global average which, according to Qualtrics 2024 Employee Trends report, was 67% in 2023. Over the last few years, we have managed to remain above the target with variation on year-to-year basis.



These results are analysed by each division’s HRBP to understand the factors that are encouraging as well as factors that need interventions and accordingly plans are designed to improve employee experience in those areas.

In 2024, the following engagement activities took place at EPQL in addition to multiple Baithak sessions:




- Happy Hours & Baithak Sessions (Monthly)
- Mannequin Challenge
- Office Scavenger Hunt
- Fitness Showdown
- Donut Meetings (Quarterly)
- Birthday Bashes (Monthly)
- Movie Nights
- Eid Breakfast & Giveaway
- Pakistan Independence Day Celebration
- EPQL Annual Awards Ceremony



wellness:

As part of EPQL’s commitment to improve employee well-being, programs are designed to achieve high levels of employee wellness – such as nutritional and emotional well-being initiatives, which help us foster a culture of proactive engagement. They act as practical tools.

Over the year, there have been several centrally managed wellness programs including Emotional Wellness, Nutritional Wellness & Physical Wellness. Additionally, a flagship centrally managed 41 Day Fitness Challenge was launched that acts not just as a wellness tool but also enhances employee engagement.

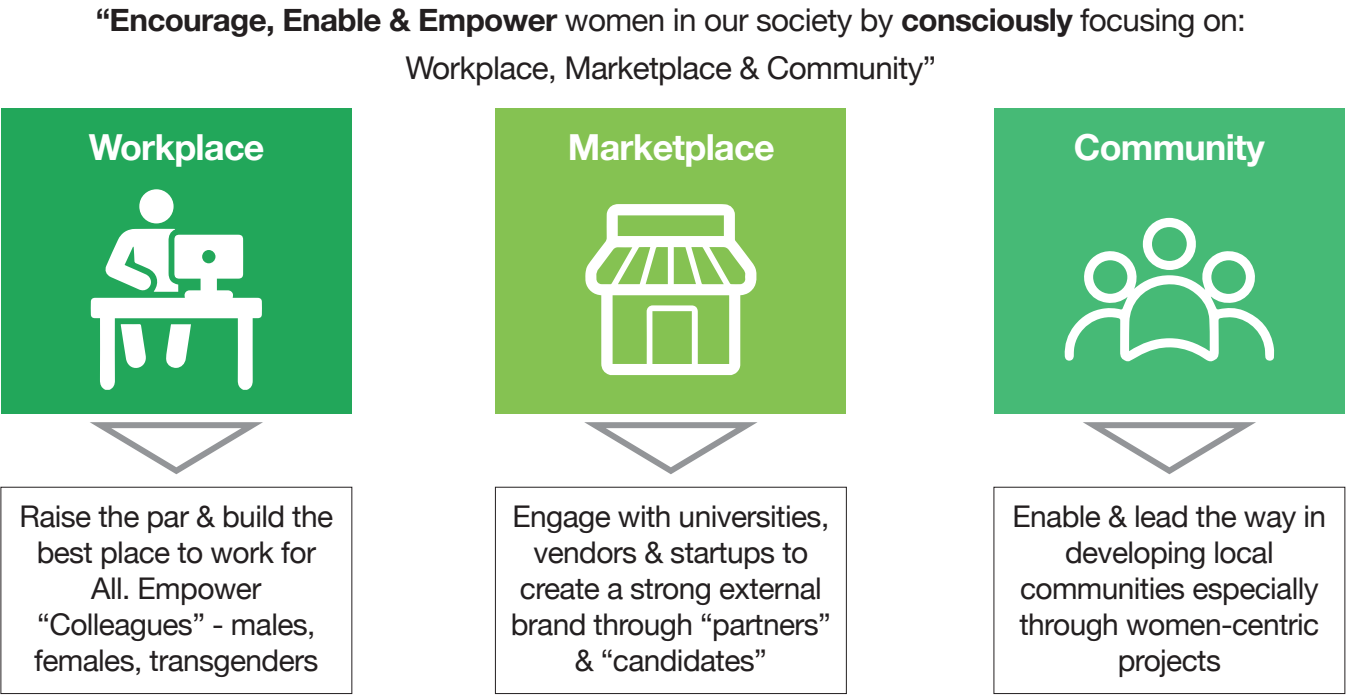
dimensions	initiatives
Emotional 	<ul style="list-style-type: none">• One-on-one counselling sessions for employees and their families• Workshops (in-person & online)
Physical 	<ul style="list-style-type: none">• 41 Day Fitness Challenge• Yoga• HIIT• In-house gym
Nutritional 	<ul style="list-style-type: none">• One-on-one sessions• Workshops (in-person & online)• All Females session

diversity, equity & inclusion

At EPQL, we believe that our Diversity, Equity, and Inclusion (DEI) strategy fosters a culture of belonging, creating an inclusive work environment that aligns with our social and economic values. In this environment, employees feel respected, valued, and empowered to express their perspectives. Embracing diverse viewpoints enables teams to make more informed decisions, enhancing their performance and adaptability in an ever-evolving business landscape.

EPQL views Diversity, Equity, and Inclusion (DEI) as a key strategic pillar that enhances our commitment to building a more diverse, inclusive, and future-ready workforce. Our people strategy, initiatives, and employment practices are designed to provide equal opportunities, fair representation, and an environment where every employee is valued, treated equitably, and empowered to reach their full potential. From recruitment onwards, we strive to ensure that all candidates, regardless of gender, religion, or background, have equal access to opportunities, fostering a culture of inclusivity and professional growth.

our purpose statement



We have multiple programs to ensure diversity at our workplace and believe that the current and future initiatives that we undertake to further our DEI ambition, will help us achieve our goal to encourage, enable and empower women in our workplace, marketplace and communities. This includes increasing our gender diversity footprint at both the senior leadership as well as fresh induction levels.

A few of our key initiatives to promote DEI at Engro include:

diversity, equity & inclusion leaders program (DEILP)

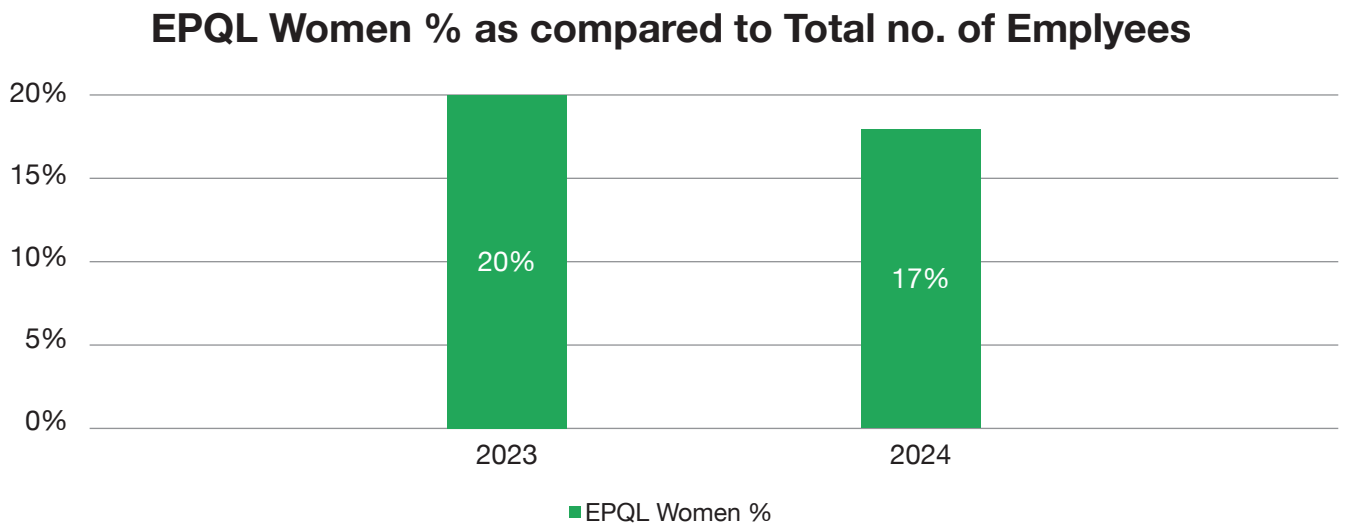
The Diversity, Equity & Inclusion (DE&I) Leaders Program equips employees at all levels with the skills and tools necessary to inculcate a culture of inclusion across the Company. A key part of the program is studying various forms of exclusion and discriminatory behaviours common in office spaces, and the adverse effects they may perpetuate on employee productivity.

DE&I Leaders Program has been designed on a sustainable model that features in-house volunteer trainers (DE&I Ambassadors) to ensure employees undergo comprehensive and customized sensitization training. This Program includes four modules: Awareness, Acceptance, Advocacy & Anti-Harassment. DE&I Leaders Program not only shapes our present but also paves the way for a more enlightened and inclusive future for all.

qadirpur trainee engineers program

In its commitment to DE&I agenda, EPQL inducted 10 Qadirpur Trainee Engineers (QTEs) hailing from local communities who were the first females to work in technical roles at Qadirpur Plant and are now working in permanent roles.

With the induction of these QTEs, female employees now represent 17% of the total workforce on company payroll and this is the number we are working hard to improve further. We aim to build on this momentum in the future and be recognized as one of the most diversity fostering entities in the country.



Moreover, The HR team focused extensively on engaging with the female workforce of EPQL by holding sessions which discussed concerns, if any, and areas of improvement towards creating a more diverse and inclusive organization.

DE&I related policies

- She Moves with Careem: Enabling women employees by offering commute facilities in partnership with Careem.
- Travel w/ Child Policy: Offering local and international travel with child and attendant for all permanent women employees and trainees with children up to 3 years of age where the company covers the cost of child and attendant
- Parental Leave: EPQL offers its women 6 months of paid maternity leave, and its men 15 days of paid paternity leave to support their partners at home.
- Daycare: 2 in house daycares at different office locations are available for children between 4 months to 6 years.
- Anti- Harassment Committee: The Anti-Harassment Committee, as a dedicated reporting platform, empowers employees to confidently report harassment or bullying cases. Operating for years and committed to ongoing support, it ensures a safe and respectful workplace.

DE&I programs:

- **Break Ke Baad (BKB)**
Engro centrally launched a first-of-its-kind initiative ‘Break Ke Baad’ as a stepping stone for professional women who want to transition back to the workplace after taking a break. The objective was to build a high-quality pool of women for senior roles by providing opportunity to all talented women, including Ex-Engro employees, The program has a flexible working model which offers associates full-time employment, part-time employment and flexible working hours. Break Ke Baad seeks to induct applicants with at least 3 years of prior experience, after a gap of at least 2 years.
- **Khudi**
Khudi introduces a one-year contractual training program that is managed centrally by Engro Corporation and is meticulously designed to empower and nurture PWDs. Through exposure to various roles across Engro, this initiative aims to instil pride, identity, and purpose within individuals. By creating pathways for growth, development, and meaningful contributions, Khudi actively addresses the challenges faced by PWDs in securing meaningful employment.

With regards to DE&I, we are proud of the impact created in terms of the upward trend of women in the organization.

compensation & rewards

As a commitment to diversity, equity, and inclusion, Engro has a fair and non-discriminate compensation policy.

Our rewards philosophy does not differentiate any individual based on their gender, ethnic or religious background. Our principles for pay determination and pay progression are based on 1) pay equity compared to market 2) individuals’ performance 3) experience, and 4) leadership competency rating through a comprehensive performance management process.

During the lifecycle of an employee at Engro, employee remuneration is decided at three stages, 1) at the time of hiring, 2) at the time of increment and 3) at promotion. Our compensation philosophy is built on fairness, transparency, and meritocracy, ensuring that pay is determined by an individual’s competence, years of experience, and performance. To uphold our commitment to fairness, we regularly review our compensation structures to ensure alignment with industry standards and internal equity.

To report gender parity, we have used the following calculation assumptions to determine the Male-to-Female pay ratio, which for EPQL stands at 1:0.90.

- Band wise breakup
- Age-wise brackets based on averages

Below is the breakdown by grade-level:

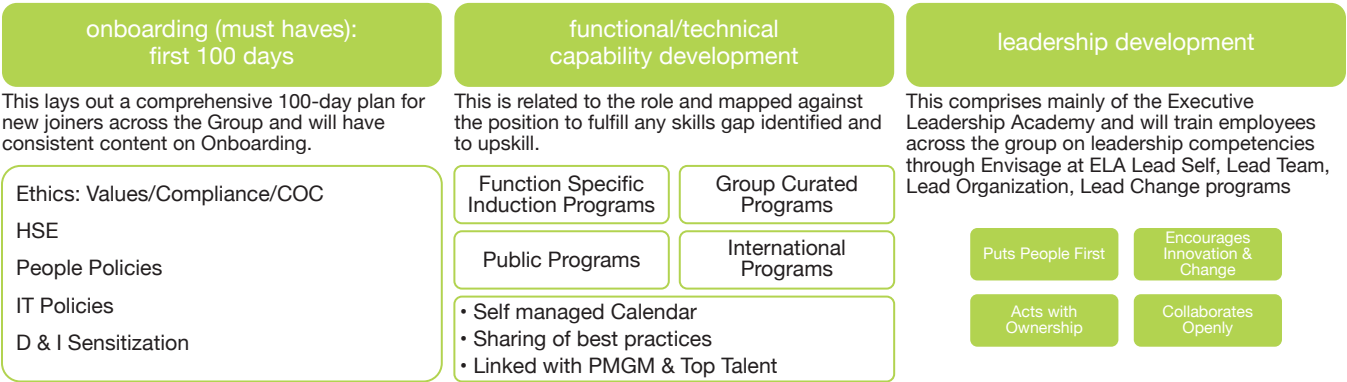
Grade	Mean Ratio	Median Ratio
P4	1.17	1.13
P5	0.88	0.88
M1	0.88	0.85
M2	1.21	1.20
Overall	0.90	0.80

The ratios calculated are based on employees’ experience levels rather than demographic factors. As a responsible organization, we remain dedicated to continuously monitoring and improving pay equity, ensuring that all employees—regardless of gender—are recognized and rewarded equitably for their contributions.

talent development: capability development

LEAP stands as an umbrella brand dedicated to advancing group-wide upskilling through a unified platform. Its core aim is to build a comprehensive framework comprising three vital elements: Onboarding, Functional/Technical Training, and Leadership Development. This framework is tailored to address capability development needs while also prioritizing the development of future skills aligned with our organization's strategy, crucial for sustaining ongoing success and sustainability.

The three verticals under LEAP are illustrated below.



The primary goal is to strategically position 'capability development' as a consultant for learning across the entire organization. This approach emphasizes a shift in mindset, highlighting that capability development is an employee-owned endeavour. The capability strategy is designed to align with employee preferences by offering a variety of options through a structured calendar for personal and professional development, empowering individuals to customize their learning pathways.

functional / technical offerings:

In the realm of Functional/Technical Development, EPQL, boasting world-class manufacturing facilities, has developed training programs on engineering excellence skills over the years. The objective is to foster a unified approach across subsidiaries and enhance knowledge accessibility.

Technical trainings play a crucial role in fostering a culture of continuous learning and ensuring organizational agility in the face of technological advancements. Realizing the importance of technical trainings, EPQL employees have been given access to various technical courses on Learning Management System (LMS) Module of Success Factors. In addition to LMS, site teams of respective departments conduct regular technical trainings sessions. The purpose of technical trainings is to equip individuals with the technical knowledge, skills, and competencies required to excel in their respective roles within the dynamic and evolving technological landscape. These trainings are designed to address specific needs within the organization, fostering professional development and enhancing overall performance.

leadership development offerings:

Leadership Development is linked with the Leadership Capability Model (LCM), nurturing leadership and management skills across all tiers. Training series conducted in 2023 covered areas like Self-Development, Team Leadership, Soft Skills and Constructive Feedback.

access to skillsoft

Further promoting the employee development agenda, the Company has also provided the employees with the opportunity to access hundreds of courses offered on online platforms such as Skillsoft. The employees have the convenience to access these courses remotely & complete them at their own pace. During the year 2023, courses covered through Skillsoft included Thriving the high-pressure work, leading through decision making and Problem Solving, Diverse Leadership and many more.

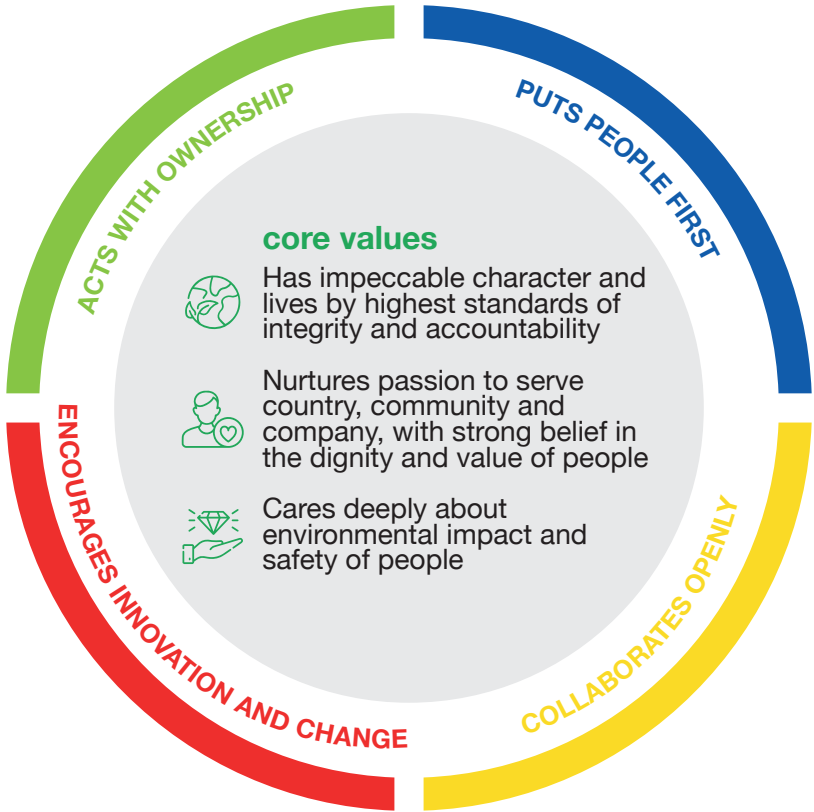


Total Training Hours for Permanent Employees	11,767
Total Training Hours – Male	9,863
Total Training Hours – Female	1,904
Average training hours for permanent employee	122.6
Average Training hours by gender	
Male	123
Female	119

Over the years, our learning model has been developed to offer efficiency to increase our outreach and cover a large employee base through use of technology and in-house expertise. This helps us to manage our cost while helping us to maximize our training efforts. Soft skills training is centralized and is imparted through in-house trainer’s club, with occasional support from external vendors, as and when required and through digital learning courses offered through Coursera and Engro’s Centralized LMS system, ensuring convenience to the employees. Our model is aligned with the changing dynamics of the world today leveraging smart tools and technology to maximize efforts to increase outreach.

talent management

EPQL understands that the challenges for its businesses in the future will be different from those in the past, and the Company continues to invest in developing the required leadership competencies to face those challenges. Our Talent Development outreach stems from Engro’s Leadership Competency Model (LCM), instilling a sense of responsibility towards our core values.



Performance
Management
System

Developing a leadership mindset is important at all levels, therefore, to nurture leadership we evaluate our people based on key behavioural indicators and invest in them by developing quality leadership skills through tailored capability development programs. We encourage a culture, where talent development is a critical responsibility of the line manager. We believe that continuous growth and development of our people is key to surviving in a dynamic, complex, and challenging business environment.

succession planning policy

The Company’s Succession Planning policy is aimed at ensuring seamless business continuity, through a stronger talent pipeline for future leadership positions. Keeping People Development at the core and recognizing that change is imminent, focus is on skill enhancement for all current and future business needs to ensure that the organization remains abreast with changing times. Career growth for employees has also been mapped keeping in view, the individual’s potential, experience, display of EPQL competencies along with other factors. Each employee is provided training and development opportunities and is equipped with the necessary tools and resources to perform at the job.

wage level

Our Entry level is through GTE program and the ratio for entry level wage to minimum wage is 3.1x & this pay does not vary by gender

risk for incidents of child, forced and compulsory labor

At EPQL, we are compliant with Pakistan labour laws and therefore have no incidents of child, forced or compulsory labour within our organization.

health & safety

highlights:

- 11.2 M Manhours w/o LWI since COD
- 5394 Safe Working days since COD
- “Zero” TRIR & DART
- 11200+ Training Hours
- Safe & Successful completion of Both April & October-2024 schedule outage without even a First Aid Case.

At EPQL, the health, safety, and well-being of our employees and the communities we engage with are central to everything we do, making it one of our Core Values. We are committed to a “Safety-First” culture, ensuring that all our operations and work practices deliver best-in-class HSE performance, aligned with international standards. Our investment decisions always include provisions for implementing inherent safety features from the outset, as we take pride in being the custodians of the people who come to our workplaces.

The quality of our Process Safety Management (PSM) and Process Safety & Risk Management (PSRM) systems is reflected in the fact that the Company has maintained zero Loss Workday Injury; completing 11.2 million safe man hours & 5394 days safely without LWI since Commercial Operations Date (COD) of the project.

EPQL Plant HSE Committee, chaired by Site Head meets every month & EPQL HSE Committee, chaired by Company’s CEO meets every 3 months to discuss monthly HSE statistics, initiatives, preventive/pro-active actions & learnings from past incidents to focus on areas of further improvement. HSE department provide actual statistics of following to both the committees in comparison to the baseline & stretched yearly targets.

- Behaviour Related Leading Indicators
- Process Related Leading Indicators
- OHIH Related Leading Indicators
- Environment Related Leading Indicators
- Transport Management System Leading Indicators

In 2024, 100% Closure of all Recommendations generated through The Risk-Based Assessment (RBA) HSE program, launched at EPQL in 2023(focused on evaluating top risks and assessing how management system elements and other controls are implemented to manage these risks) was achieved. A detailed exercise was conducted, including a review of major accidental hazards, followed by the development of bowties, performance standards, and a Critical Activity Catalogue.

As part of Hazards and Effects Management Process, EPQL carried out Process Hazard Analysis (PHA) & Safety Integrity Level (SIL) study of the Gas Turbine & its auxiliaries.

occupational health and safety management system

EPQL has implemented an internationally accredited occupational health and safety system at the plant site. The system has been implemented based on regulatory requirements of the Environmental Protection Act 1997, National Environmental Quality Standards and the OSHA Guidelines for Health and Safety. The system also encompasses the Company's risk management plans related to the health and safety of its employees and workers. It applies to all employees, workers, activities, and workplaces, including those who are not direct employees but whose work or workplace is controlled by the Company. Additionally, all employees and contractors working in or at EPQL-controlled sites are required to comply with the health and safety management system requirements.

The Company’s safety management system meets the requirements of the standards ISO-14001 (Environmental Management System), and ISO-45001 (Occupational Health and Safety).

process safety management (PSM)

Process safety is an integrated management approach designed to evaluate processes that could lead to catastrophic incidents, such as fires, explosions, or toxic releases. The program focuses on three critical areas related to operational risks: technology, facilities/equipment, and personnel. It ensures the application of safe practices, systems, and controls to processes, allowing hazards to be identified, risks to be understood, and incidents to be prevented.

At its core, process safety involves managing risks associated with site operations through a structured approach that includes risk assessments, exercises, and the integration of safety measures in the design of new facilities, as well as the modification of existing ones to improve safety.

integrated management system (IMS)

IMS system is in place at company with a vision to ingrain a continuous improvement cycle which enables the Company to continuously assess, envision, plan, and implement. Creating a safe working environment is not just about eliminating safety hazards, it is about implementing safety procedures and inculcating safe work practices. It is about people, their attitudes, their approach towards safety & their behaviour. People are the critical factor in making the workplace safe. Safety management is a means and methodology of changing behaviours leading to a mindset of safety. This change can occur only when everyone in the organization “owns” the culture of safety. The progression from a “reactive” approach to safety based on enforced compliance to an independent ability to take care of oneself as an “interdependent team” approach, illustrates the behavioural change that takes place as a culture of safety takes hold.

The Company’s safety systems are based on DuPont integrated world-class management systems and ISO integrated framework. These systems highlight the elements of leadership, management structure and capacity building. The following are the process and behavioural safety elements which ensure HSE excellence at EPQL:

- Management Commitment
- Policies and Principles
- Integrated Organization Structure
- Line Management Accountability & Responsibility
- Goals, Objectives, and Plans
- Safety Personnel
- Motivation and Awareness
- Effective Communication
- Training and Development
- Audits and Observations
- Incident Investigation
- Contractor Safety Management
- Process Safety Information
- Risk Assessment and Process Hazards Analysis
- Procedures and Performance Standards
- Management of Change – Facilities
- Management of Change –Technology
- Quality Assurance
- Pre-start-up Safety Reviews
- Mechanical Integrity
- Management of Change – Personnel
- Emergency Preparedness and Contingency Planning

Multiple process & maintenance activities related risk management studies like PHA/HAZOP/JSA/PTW etc. are followed along with high standards of design practices to make plants/equipment inherently safe for workers.

For processes, PHA/HAZOP are used to identify hazards, access & assign rating to associated risks & apply relevant controls to eliminate/substitute the hazards & minimize the risks. PHAs of different systems are done on cyclic basis as per applicable frequency defined in Company's SOP. PHA team leader nominated by Plant HSE Committee chairman leads PHA study & final report is presented to Plant HSE Committee. The recommendations of PHA study are stewarded by HSE department to ensure timely closure.

For routine maintenance jobs, rigorous PTW (Permit to Work) system is in place to ensure "Safety from the System" for working party. No maintenance job at plant could be carried out without PTW.

For non-routine or critical jobs, JSA (Job Safety Analysis) is being carried out to identify hazards/risks associated with each step of the job & take precautions accordingly for safe execution of the job.

For any new change/modification, PSSR (Pre-startup Safety Review) is done before taking the system in service to ensure that potential hazards have been properly addressed.

Also, workers are encouraged in toolbox & safety talks to utilize STA (Stop, Think & Act) approach before proceeding for work & they are advised to stop work in case they see any safety concern.

EPQL as a company that has HSE as its core value encourages safety concerns being raised by anyone including workers & tries to address those concerns on priority. There are no reprisals in case a genuine safety concern is being raised by any worker & our record for external concerns raised through "Speak-out" platform is evident of it.

velocity-ehs licenses issuance:

Also, to promote HSE culture further, EPQL is using HSE MIS portal called "Velocity-EHS" & all EPQL employees have its access where they may login anytime to file any concern/incident or unsafe act/condition. There is a detailed procedure for incident investigation in which incidents are classified based on their Risk Rating & investigated accordingly as per applicable investigation approval matrix.

velocity-ehs qlik dashboard

To ensure that our Digital Journey progresses further, GHSE in coordination with Site HSE team has developed cloud-based Velocity- EHS Qlik HSE Dashboards. This comprehensive platform integrates various dashboards, each providing a detailed view of safety-related tasks, including incident reports (IRs) and their status, action items and progress, audit details, hazard identification status, inspections, MOC and waivers, as well as safety meetings and training activities. The development of these dashboards marks a significant step forward in ensuring the timely completion of all HSE-related tasks.

For OHIH matters, HRA (Health Risk Assessment) is performed to make sure people are protected and all hazards identified are addressed. HSE department has the lead in it and all the hazards identified are marked to relevant group leaders through HSE Software (Velocity-EHS) for proper tracking & closure.

In addition to above, related KPIs for safety & occupational health (Behaviour/Process/OHIH/Environment Related Leading Indicators) are reviewed monthly by the Plant HSE committee and Quarterly by EPQL HSE Committee.

HSE initiatives:

transport management system

Improvements have been made to the existing transport management system to provide safe transportation for Rota employees. This initiative was driven by the identification of hazards, which were considered serious safety concerns. The hazards fall under the following categories:

- Defensive Driving Certification:
- Journey Management Plan

- Route Risk Assessment
- Revamping of Transport SOP:
- IVMS & Caution Alerts
- Transport KPIs
- Training session for transport safety & JMP
- 1122 Emergency Response Training

1122 rescue training at epql ho & site team

All employees participated in comprehensive training and conducted demonstrations on the following:

- Vital Signs of Life
- Life Saving measures
- Foreign Body Airway Obstruction/Chocking (Infant/Adult)
- CPR (infant, Child, Adult)
- Bleeding Control (Internal & External)
- Fracture (Open & Close)
- Spinal Injury & its handling
- Head Injury
- Fire & Its Classification
- Extinguisher methods & Use of Extinguisher & Hydrant
- Emergency Drill Demonstration- Work at Height

world environment day-2024

World Environment Day was celebrated at the EPQL site, with officials from SEPA. The following activities were carried out:

- Environment Walkdown
- Cake Cutting Ceremony
- Plantation Drive
- Awareness Session on Environment

HSE awareness sessions

The EPQL team with its continued focus on safety has completed 11200+ training hours in the Calendar year. Keeping in view the limited site manpower, this is a big achievement & shows our relentless focus on the Core Value of “Health, Safety & Environment”. In addition to these training sessions, multiple emails & awareness messages related to various diseases (dengue, heat stroke etc.) are being circulated on regular basis to ensure employees are aware of the preventive & remedial actions to be taken against respective diseases.

Our occupational health and industrial hygiene services aim to protect the health of our employees through rigorous risk assessment and strict compliance with mitigating controls. Regular process monitoring controls, including technical checks, ensure safe working conditions at the plant. This program also focuses on training employees, keeping them abreast of the numerous technological changes evolving in the current paradigm and enlightening them with various safety and health-related aspects of their jobs.

training manhours conducted

general & technical trainings

2023 **1,637** 2024 **973**

HSE related trainings

2023 **12,899** 2024 **10,285**

The trainings & refresher sessions on PSM, PHA, PTW & JSA are being conducted by HSE & Line team to enhance awareness among employees. Also, safety meetings (D-level & B-level) and toolbox talks are carried out on routine basis to highlight the importance of HSE. Some of the trainings conducted during this year focused on.

- Velocity Incident Reporting & Investigation
- Safe Work Practices Electrical Safety
- OHH elements
- PSM Elements Refreshers
- Defensive Driving Course
- PTW Refresher
- Fire Fighting Techniques
- Kitchen & Porta Hygiene
- Drinking Water Management
- Manual Material Handling
- Transport Management System
- First Aid & CPR
- Blood Borne Diseases & Prevention
- Environment Awareness Session

To stay true to our commitment to Core Value “Health, Safety & Environment”, we ensure that our health programs exceed basic healthcare treatment facilities at plant site and lean towards providing awareness, prevention, and treatment strategies as well. Full time employees receive a wide variety of health/medical benefits including basic health and welfare benefits & life insurance. For our workers, we ensure to provide awareness on prevention of diseases and provide them first aid in case they require it at plant.

audits

Regular 1st party or 2nd party (by Group HSE (GHSE)) audits are being carried out for various elements of Safety Management system to check compliance & highlight areas of improvement. Below are the in-house audits conducted during this year-2024 include but not limited to:

- Injury Prevention Audit
- Scarp Yard Audit
- Quarterly Environment Monitoring by Third Party.
- PTW Audit
- HSE Site Surveillance
- PSI Package Audit

- Earth Resistance Audit.
- Catering & Hygiene Audit.
- Lux Survey
- Heat Stress Survey
- Vehicle Emission Monitoring
- Housekeeping Audit
- Management Safety Audit

indicators	2023	2024
Total Number of Man-Hours	741,893	608,040
Employee Manhours	233,922	223,627
Contractual Man-hours	507,971	384,413
Total Number of Fatalities	0	0
Total Number of Lost Time Accidents	0	0
Lost Day Rate	0	0
Fatality Rate	0	0

Notes:
Total Recordable Incident Rate (TRIR) for the year is calculated as follows.
 $TRIR = \frac{\text{Total Number of Recordable Cases} \times 200,000}{\text{Total man-hours}}$
There have not been any work-related ill-health issues identified at EPQL in 2022, 2023 & 2024.

year	2023	2024
Total Injuries	0	0
Fatalities	0	0
LWIs	0	0
RWCs	0	0
MTCs	0	0
First Aid Cases	3	3
Process Fire Incident	01	01
General Fire Incident	01	06
Environment Internal incident	07	03
Total Incident+ Near Miss	261	261

outstanding rating in nepra hse performance evaluation report

EPQL has been ranked “Outstanding” with a score of “97%” in NEPRA HSE Performance Evaluation Report for year 2024 from National Electric Power Regulatory Authority. The ranking criteria gauges performance in Occupational Health, Safety & Environment (HSE) in line with NEPRA Power Safety Code. Performance is accessed via detailed questionnaire of 20 common “Assessment Categories”. The evaluation is done to formulate a baseline for power sector & identify top HSE performers with a score ranging from 81-100%.

certifications

ISO-45001

The Company conforms to the standards of ISO 45001. During the year, the company successfully recertified ISO 45001 rating; signifying its commitment to OH&S.

ISO 55001: 2014 Certification

In 2020 EPQL was recertified for the ISO 55001:2014 certification by the British Standards Institute (BSI) for effective asset management – making it the first subsidiary in the group to achieve this certification.

DuPont Certification

DuPont’s Process Safety system has been acknowledged as one of the top safety management systems worldwide. DuPont best practices are followed at EPQL site since COD and cover all processes and personal safety risks.

5-S Certification

In the past, EPQL was awarded with the 5-S Certification for Warehouse Management by National Productivity Organization (NPO), Ministry of Industries, and Government of Pakistan. To date EPQL continues to align its practices with the 5-S methodology.

planet



ENGRO POWERGEN DIRPUR

highlights:

100% National Environmental Quality Standards and World Bank Guidelines Compliance with respect to our effluent discharge, air emissions & waste disposal.

Engro Powergen Qadirpur Limited (EPQL) exemplifies a proactive approach to environmental stewardship, weaving it into the fabric of its organizational culture. EPQL aligns its initiatives with Engro's commitment to sustainable value creation, focusing on resource efficiency, technological interventions and nature conservation.

As one of the leading players in the energy sector, we recognize our responsibility to engage a broader stakeholder community to establish a truly sustainable business framework. We, as a company are passionate about ensuring that our policies & procedures remain eco-friendly and over the years, we have demonstrated our focus on the environment by taking ownership of our environmental footprint year on year. Our environmental stewardship strategy to align our focus on driving an eco-friendlier approach towards doing business we continue to focus our efforts on a four-pronged strategy to manage our investments in health, safety and environment. Based on these identified focus areas, we formulate our own health, safety and environmental stewardship strategy catering to our specific business operations.

We treat our ecosystem management and resource utilization as our own natural capital and continuously strive for its betterment. A key aspect of this ever-evolving process is our fundamental core value of Health, Safety & Environment, defined as ‘cares deeply about environmental impact and for the safety of people’.

At Engro, our approach towards natural capital management has always been that of a responsible stakeholder while delivering excellence in production operations.

our environmental stewardship strategy

To align our focus on driving an eco-friendlier approach towards doing business we continue to focus our efforts on a four-pronged strategy to manage our investments in health, safety and environment. Based on these identified focus areas, we formulate our own health, safety and environmental stewardship strategy catering to our specific business operations. This agenda includes:

- Environmental Footprint Management
- Adherence to Local Laws and Global Standards
- Occupational Health & Safety
- Conservation of Natural Resources

EPQL's environmental management system

Over the years, we have been able to maintain business growth while reducing our environmental impact through a focused eco-efficient approach. Our operations are ISO 14001 certified and fully compliant with the national environmental regulations. Moving beyond regulations and compliances, we incorporate international best practices and maintain a well-established environmental management system. The system includes Standard Operating Procedures, extensive internal as well as external audit programs, and systematic monitoring of environmental footprint, ensuring a structured approach to risk management and continuous improvement.

In 2024, EPQL demonstrated its commitment to environmental responsibility through regular monitoring of its Environmental Action Plan and Environmental Covenants. Quarterly reports sent to the Sindh Environmental Protection Agency reflected 100% compliance with National Environmental Quality Standards.

The major plan of the operations-phase environmental monitoring at Qadirpur Site are as follows:

Activity	Objectives of monitoring	Parameters to be monitored	Measurements	Location	Frequency	Remarks
Plant noise Emission	To ensure that the noise levels at the plant boundary wall comply with the world bank noise standards	Ambient noise level at the boundary and various locations within the plant	A-weighted noise levels – 24 hours, readings taken at 15 s intervals over 15 min. every hour, and then averaged	Along the plant boundary wall at 100 m intervals and near the various noise emission sources in the plant 15.2 m from the source in four direction	Once in 3-months	Done as per plan. No deviation occurred.
Liquid Effluent Discharge	To ensure the discharge of liquid effluent in compliance with NEQS	pH, TDS, oil, Temperature	in house & 3rd party SEPA Lab on set frequency	Waste water dilution pit	Once in 3-months detail analysis. Daily monitoring of pH, TSS and sulphates	Done as per plan. No deviation occurred.
Plant Air Emissions	To ensure that the air emissions from the plant are in compliance with the NEQS and IFC standards	NOx, SOx, CO, and PM10	Plant stack emissions through sampling	At the plant stack	Once every three months on a typical working day	Done as per plan. No deviation occurred.
Exhaust Gas Quality	To estimate the air emissions from actual fuel consumption	Fuel consumed per day	Estimated through actual fuel usage	Import pipeline gas metering station	Daily	Done as per plan. No deviation occurred.
Ambient Air Quality	To ensure that the ambient air quality around the plant site is within the required standards	NOx, SOx, CO, and PM10	12-hour ambient air sampling at each of the selected points	Maximum points of pollutant concentration worked out from air dispersion modeling	Once in 3 months	Done as per plan. No deviation occurred.
Solid Waste Disposal	To check the availability of waste management system and implementation	Inspection of waste generation, collection, segregation, storage, recycling and disposal will be undertaken at each site of the project activity	Visual inspections, waste records	Plant and office areas	Daily	Done as per plan. No deviation occurred.

energy

EPQL believes in conducting sustainable operations with a focus on optimizing energy consumption by constantly reviewing energy sourcing decisions and monitoring operational efficiencies. To generate electricity, EPQL uses permeate gas as its primary fuel source and HSD as backup fuel. The remainder of our energy supply comes in the form of purchased electricity for Head Office as well as for site auxiliary equipment operation while plant is on standby owing to maintenance outage.

affordable & clean energy

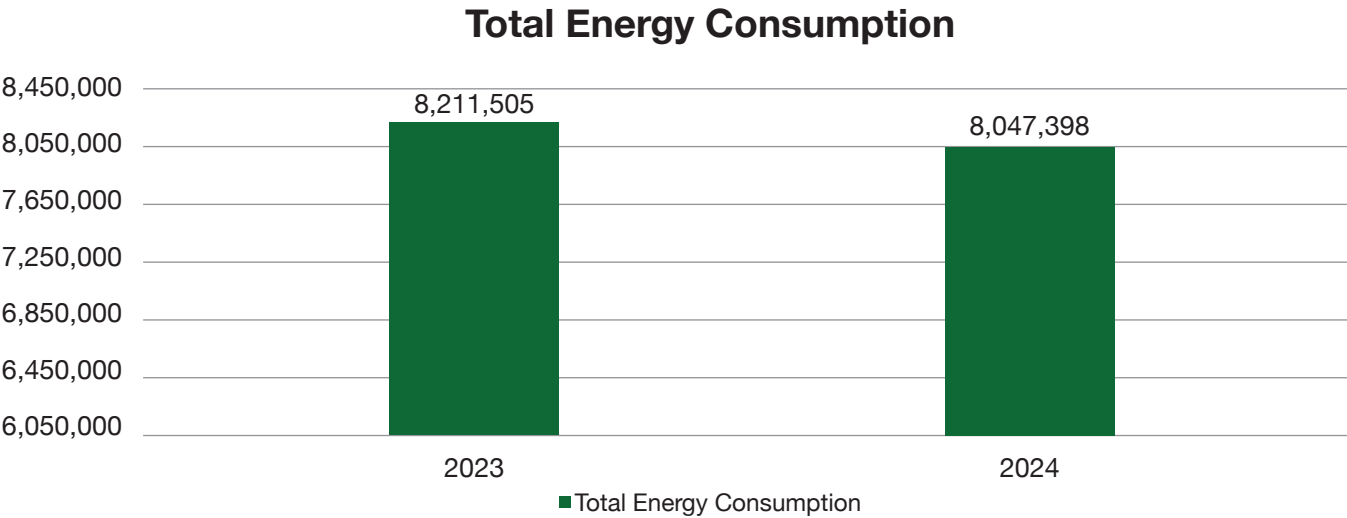
In 2024, EPQL demonstrated operational excellence and maintained system reliability by ensuring plant availability and remaining compliant with international standards of safety and environment in providing reliable and affordable energy. The company remained among the top 11 IPPs in Power Regulator Merit Order Ranking in 2024, which means that EPQL is among the top 11 power plants in Pakistan with respect to generating affordable electricity. The Company uses low-BTU high Sulphur content permeate gas from Qadirpur gas field, which was previously being flared, for electricity generation. This utilization results in lower carbon emissions compared to other thermal plants and is hence considered a ‘green solution’. The unique fuel usage makes the Company one of the lowest opportunities cost thermal power plants in the Country.

EPQL has appropriate processes in place for measuring and monitoring energy consumption at the plant site and Head office. Our total energy consumption stood at approximately 8.05 million GJ (2023: 8.2 million GJ).

Total Energy Consumption (GJ)		
group company	2023	2024
EPQL	8,211,505	8,047,398

Note: The decrease in the consumption is due to the decrease in the production as compared to 2023.

Chart 1 – 2024 Versus 2023 Energy Consumption In Gj



GHG emissions

As one of the leading energy players, we are aware of our commitment to include a broader stakeholder community so we can establish a truly sustainable framework of doing business. We, as a company are passionate about ensuring that our policies & procedures remain eco-friendly and over the years, we have demonstrated our focus on the environment by taking ownership of our environmental footprint year on year. We are already reducing net GHG emissions by generating power through permeate (high sulphur) gas, which was previously being flared through Qadirpur Gas Field for a decade.

EPQL regularly monitors its GHG emissions to follow NEQS limits at the plant site to steward its CO2 footprint at the Company level.

highlights:

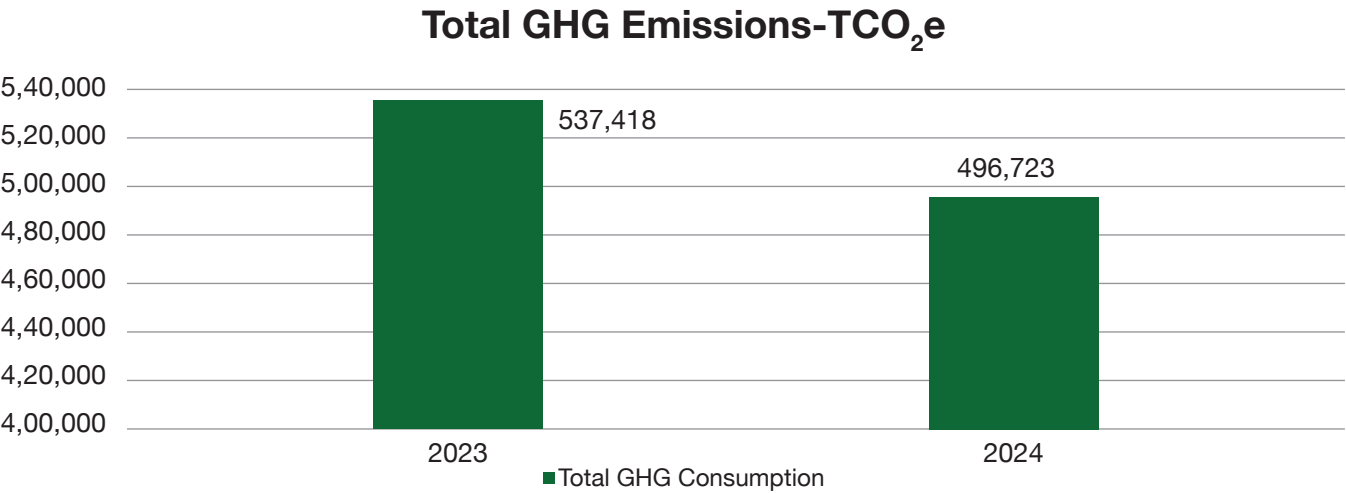
100% National Environmental Quality Standards and World Bank Guidelines Compliance

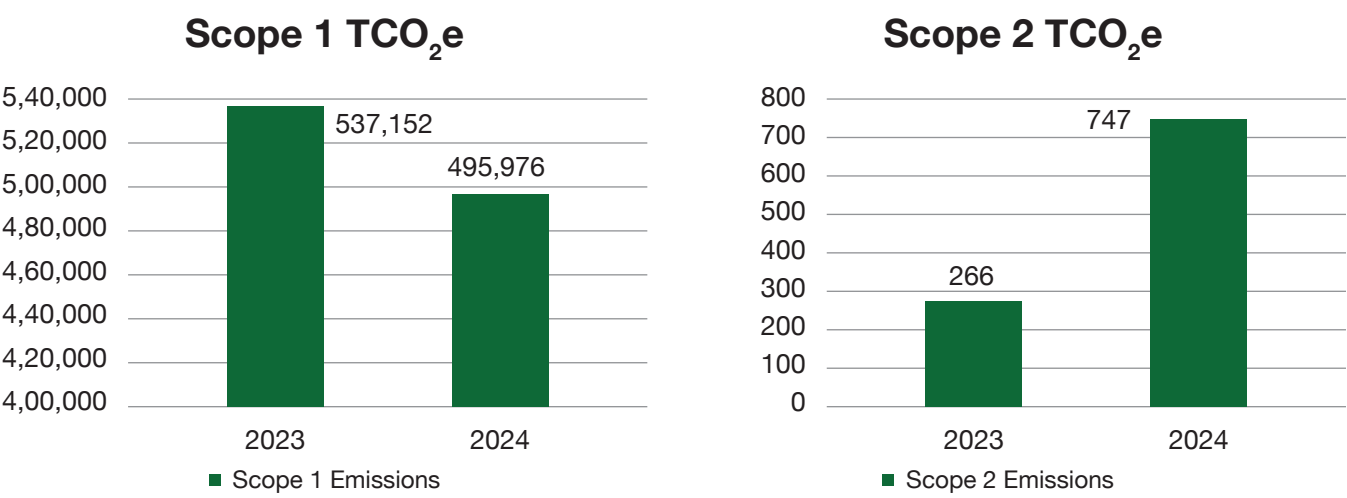
parameter	Unit	2024	2023
Total Emissions	TCO2e	496,723	537,418
Scope 1	TCO2e	495,976	537,152
Scope 2	TCO2e	747	266

In the above tables depicting Scope 1 and Scope 2 calculations, three of the GHGs - carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O) have been captured out of the seven GHGs - carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), sulphur hexafluoride (SF6), perfluorocarbons (PFCs), hydrofluorocarbons (HFCs), and nitrogen trifluoride (NF3). Furthermore, the sources of emissions include stationery, process and mobile combustion including employee commute in company owned vehicles as applicable in Scope 1 and Scope 2 and as per nature of businesses involved. Fugitive emissions have not been calculated. The calculations for emissions given in the table, are based on our current data collection systems and in the future, we plan to continue to capture additional data, as and where applicable in our businesses.

Scope 1 emissions include permeate gas & HSD combustion in Gas Turbines for power generation, Diesel/Petrol consumption in mobile equipment (Cranes, Fork-lifters & LTVs) and LPG combustion.

Scope 2 emissions include purchased electricity for site & head office and purchased gas.





We are committed to managing our GHG emissions performance through rigorous internal & external audits.

As part of the plantation drive, in 2024 EPQL planted 3,000 trees at local schools and plant sites and in 2023 EPQL planted 5000 saplings of 30 different types of trees, in the plant vicinity & neighbouring schools contributing to the enhancement of local ecosystems and supporting overall environmental sustainability.

water consumption and withdrawal in water-stressed areas

Operating in the power sector and given that water is a scarce resource, we understand our responsibility to ensure responsible disposal of water effluents. Throughout the year 2024, we have ensured 100% compliance to the discharge water quality as per applicable standards & no violation was observed. Furthermore, when it comes to water consumption, EPQL has been focusing on reusing the water in our processes to keep our water footprint to a minimum, thereby reducing the need for fresh water sources. Our water consumption program is based on maximizing recycling and reusing water through state of art design approach whereby steam & cooling water system at our plants operate in closed circulation by going through series of treatment facilities. Resultantly, total water consumption at site is reduced thus minimizing freshwater demand.

For operations, data for water withdrawn and consumed is tabulated below:

parameter	Unit	2024	2023
Total Water Withdrawal	megalitres	1,536	2,139
Total Water Discharge	megalitres	628	664
Total Water Consumption	megalitres	908	1,475

Note: For residential area, the municipal liquid is treated through sewage Treatment Plant and water is discharged to nearby canal after meeting all requirements of National Environmental Quality Standard.

EPQL site is equipped with 01 evaporation pond that stores water when the canal discharge facility is unavailable. To avoid soil and underground water contamination, the evaporation pond is provided with HDPE membrane lining.

EPQL Site Operations fall in water stressed area according to WRI Aqueduct water risk atlas tool.

Decrease in total water consumption reflects EPQL commitment to water conservation by taking initiatives as highlighted below.

- Optimization of Cooling Water System** was carried out for Partial Load Operation that resulted in minimizing water consumption by ~900 T/Day. This process not only enhanced operational efficiency but also yielded significant environmental benefits by reducing water consumption by approximately 900 tons per day. The successful optimization underscores our commitment to sustainable resource management and aligns with our overarching natural resources conservation goals, contributing to a more environmentally responsible operation.
- Installation of Sensor Taps** was carried out in year 2024 as well in areas of significant potable/tap water usage to minimize water consumption further.
- Awareness campaign** with Slogan “Save Water, Save Life” was carried out at plant site in 2023 to sensitize employees and workers on the importance of conserving water through optimal usage and the good water conservation practices are still followed at EPQL site

waste management

EPQL has implemented effective waste management procedures that involve reduction in waste generation by employing efficient ways for disposal, treatment and pursuing recycling and recovery options wherever feasible. Solid waste generated at sites (paper, wood, kitchen waste etc.) are handled and managed by SEPA approved contractors and disposed / recycled in accordance with SEPA guidelines. During the year 2024, EPQL ensured 100% compliance to SEPA rules while disposing off waste.

EPQL also continues to work on waste reduction and effective management to improve our environmental footprint

For operations, where waste is material, the data is tabulated below:

parameter	Unit	2024	2023
Hazardous Waste	Tonnes	3	44
Non-Hazardous Waste	Tonnes	69	67
Total Waste	Tonnes	72	112

* The number for hazardous waste in 2024 is lower due to SEPA guidelines, which prohibited industries from disposing of waste in Sindh. As a result, the NOC (No Objection Certificate) for all vendors was cancelled, leading to the suspension of warehouse scrap disposal activities for the year*

highlights:

Engro Powergen Qadirpur Limited has implemented the following initiatives in collaboration with the Engineering, Administration and Health, Safety, & Environment (HSE) departments:

- **Beyond Plastic:**
In 2024, EPQL continued the good practices initiated in 2023 as part of the Beyond Plastic Project, focusing on minimizing plastic bottle usage and eliminating unnecessary paper consumption.
- **Minimizing Paper Consumption:**
In 2024 as well EPQL implemented various digital initiatives throughout our operations. By transitioning to digital platforms and embracing technology, we have minimized our reliance on paper, contributing to the reduction of waste generated from traditional printing and document handling processes.

The above achievements align with our sustainable practices, contributing to waste reduction and promoting responsible consumption patterns. These initiatives not only reaffirm our commitment to environmental responsibility but also underscore our dedication to optimizing resource usage and promoting sustainable business practices.



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To the Management of Engro Powergen Qadirpur Limited
Independent Limited Assurance Report to Engro Powergen Qadirpur Limited

We, KPMG Taseer Hadi & Co. (KPMG in Pakistan, we, us, our), were engaged by the Management of Engro Corporation Limited (ECL, the Corporation) to provide Limited Assurance under International Standard on Assurance Engagements (ISAE) 3000 “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information” on the Sustainability Report (the Report), aligned with World Economic Forum – Stakeholder Capitalism Pledge [Core] Metrics (WEF Core Metrics), for the year ended 31 December 2024 (the reporting period) of Engro Powergen Qadirpur Limited (EPQL, the Company).

Our scope of review is limited only to the selected metrics presented and disclosed in the Report, in accordance with the WEF Core Metrics (the Applicable Criteria) presented in the Company’s Sustainability Report for the reporting period.

Applicable Criteria

The Applicable Criteria for Engro Powergen Qadirpur Limited are defined as the WEF Core Metrics, provided in EPQL’s Sustainability Report in the section *Index - World Economic Forum Stakeholder Capitalism Metrics*.

Management’s Responsibilities

Management is responsible for preparing and presenting the WEF Core Metrics and related explanations and disclosures in accordance with the WEF Core Metrics. They are also responsible for establishing and maintaining appropriate performance management and internal control systems from which the reported performance information is derived.

Management is also responsible for preventing and detecting fraud and for identifying and ensuring that the Company complies with laws and regulations applicable to its activities through its internal due diligence mechanisms and framework.

Management is additionally responsible for ensuring that the staff involved in preparing and presenting the Sustainability Report in line with the WEF Core Metrics are adequately trained, information systems are appropriately updated, and any changes in the Report encompass all significant business units.

KPMG Taseer Hadi & Co., a Partnership firm registered in Pakistan and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.



KPMG Taseer Hadi & Co.

Our Independence and Quality Management

We have adhered to the Code of Ethics for Professional Accountants issued by the Institute of Chartered Accountants of Pakistan (ICAP), which encompasses requirements related to independence and other fundamental principles such as integrity, objectivity, professional competence, due care, confidentiality, and professional behavior. KPMG in Pakistan applies relevant standards on quality management, maintaining a comprehensive system that includes documented policies and procedures for ethical compliance, adherence to professional standards, and meeting legal and regulatory requirements.

Our Responsibilities

Our responsibility is to carry out a Limited Assurance engagement on the Sustainability Report, aligned with the WEF Core Metrics, and to express a conclusion based on the work performed. The KPMG Sustainability Assurance Manual guides us in examining these sustainability metrics. We design our review procedures accordingly, i.e., performed per the International Standard on Assurance Engagements ISAE 3000 [Revised] "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" [ISAE 3000] as issued by the International Auditing and Assurance Standards Board [IAASB].

Procedures Performed

A Limited Assurance engagement on the Report, aligned with the WEF Core Metrics, consists of making inquiries, primarily of persons responsible for preparing the information presented in the Report and applying analytical and other evidence-gathering procedures, as appropriate. These procedures included:

- Assessment of the suitability of the Applicable Criteria in terms of their relevance, reliability, understandability and their consistent application;
- Interviewed the selected key personnel of the Company to understand the current processes in place for capturing sustainability performance data, the Company's sustainability goals, and the progress made during the reporting period;
- Interviewed the relevant staff responsible for providing the information in the Report for WEF Core Metrics;
- Compared the information presented in the Report for WEF Core Metrics to corresponding information in the relevant underlying sources to determine whether all the relevant information contained in such underlying sources has been included in the Report;
- Reviewed the Company's stakeholder engagement processes to understand how stakeholder feedback is incorporated into its sustainability reporting and performance management practices, and in its finalization of material topics;
- Reviewed the relevant documents and systems for gathering, analyzing, and aggregating sustainability performance data in the reporting period and performed site visits as part of the review procedure; and

Page 2 of 4



KPMG Taseer Hadi & Co.

- Read the information presented in the Report on WEF Core Metrics to determine whether it aligns with our overall knowledge of, and experience with, the company's sustainability performance.

Inherent Limitations

The procedures performed in a Limited Assurance engagement vary in nature and timing and are less extensive than those for a reasonable assurance engagement. Consequently, the level of assurance obtained in a Limited Assurance engagement is substantially lower than that which would have been obtained had a reasonable assurance engagement been performed.

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities in the information may occur and may not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Report, aligned with WEF Core Metrics, as the engagement has not been performed continuously throughout the Reporting Period, and the procedures performed were undertaken on a test basis.

Limitations

Our Limited Assurance scope excludes:

- Reviewing, verifying, recalculating, or ensuring the accuracy and validity of the Report's contents or disclosed data and information other than the WEF Core Metrics as defined in the Applicable Criteria;
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim or future intention and national or global socio-economic, sustainability, and environmental aspects;
- Data and information on the economic and financial performance of the Company, which, we are informed, are from the Company's audited financial records and/or statements.

Conclusion

We believe the evidence we have obtained is sufficient and appropriate to provide a basis for our limited conclusions.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Report, aligned with World Economic Forum – Stakeholder Capitalism Pledge [Core] Metrics, as mentioned in section *Index - World Economic Forum Stakeholder Capitalism Metrics* of the Company's Sustainability Report for the year ended 31 December 2024 is not presented, in all material respects in accordance with the Applicable Criteria.

In accordance with the terms of our engagement, this independent Limited Assurance report has been prepared for Engro Powergen Qadirpur Limited in connection with reporting to Engro Powergen Qadirpur Limited and for no other purpose or in any other context.

Page 3 of 4




KPMG Taseer Hadi & Co.

Restriction of Use of Our Report

Our report is released to EPQL on the basis that it shall not be copied, referred to, or disclosed, in whole (save for Engro Powergen Qadirpur Limited’s internal purposes) or in part or without our prior written consent.

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than EPQL, for any purpose or in any other context. Any party other than EPQL who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than EPQL for our work, for this independent Limited Assurance report, or for the conclusions we have reached.


09 JUL 2025

KPMG Taseer Hadi & Co.
Chartered Accountants

indices

Index – World Economic Forum Stakeholder Capitalism Metrics

Pillar	Themes	Core Metrics	Reporting Requirement	Page Reference
Governance	Governing Purpose	Setting Purpose	a. The company’s stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental, and social issues. Corporate purpose should create value for all stakeholders, including shareholders	5
	Quality of Governing Body	Governance Body composition	a. Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	35-68
	Stakeholder Engagement	Material issues impacting stakeholders	a. A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged	69-74
	Ethical Behaviour	Anti-corruption	a. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region	64-67

Pillar	Themes	Core Metrics	Reporting Requirement	Page Reference
Governance			b. The (a) total number and nature of incidents of corruption confirmed during the current year but related to previous years. (b) Total number and nature of incidents of corruption confirmed during the current year, related to this year.	64-67
			c. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	64-67
		Protected ethics advise and reporting mechanisms	A description of internal and external mechanisms for a. Seeking advice about ethical and lawful behaviour and organizational integrity;	64-67
			b. Reporting concerns about unethical or lawful behaviour and organizational integrity	64-67
	Risk and Opportunity Oversight	Integrating risk and opportunity into business process	a. Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data stewardship	58-63

Pillar	Themes	Core Metrics	Reporting Requirement	Page Reference
Planet	Climate Change	Greenhouse Gas (GHG) Emissions	a. For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	121-125
			b. Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050	83
	Nature Loss	Land use and ecological sensitivity	a. Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	Not applicable

Pillar	Themes	Core Metrics	Reporting Requirement	Page Reference
Planet	Freshwater Availability	Water consumption and withdrawal in water-stressed areas	a. Report for operations where material, mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool.	125
			Estimate and report the same information for the full value chain (upstream and downstream) where appropriate	

Pillar	Themes	Core Metrics	Reporting Requirement	Page Reference
People	Dignity and Equality	Diversity and Inclusion	a. Percentage of employees per employee category, per age group, gender and other indicators of diversity (e.g. ethnicity)	94-96
		Pay Equality	a. Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas	94-106
		Wage Level	a. Ratios of standard entry-level wage by gender compared to local minimum wage	106-107
			b. Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO)	106-107

Pillar	Themes	Core Metrics	Reporting Requirement	Page Reference
People		Risk for incidents child, forced or compulsory labor	a. An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk	110
	Health and Well-being	Health and safety	a. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries, main types of work-related injury; and the number of hours worked	111-117
			b. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers	111-117
	Skills for the Future	Training Provided	a. Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees)	93-117
			b. Average training and development expenditure per full time employee	93-117

Pillar	Themes	Core Metrics	Reporting Requirement	Page Reference
Prosperity	Employment and Wealth Generation	Absolute number and rate of employment	a. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region	93-95
			b. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region	93-95
		Economic Contribution	a. Direct economic value generated and distributed (EVG&D) – on an accrual basis, covering the basic components for the organization's global operations, ideally split out by: EVG&D can provide a valuable snapshot of the direct monetary value added to local economies through generation of products and services, servicing of capital, payment of wages, taxes and community investment, while the significant financial assistance received from government, when compared with separate disclosures on taxes, can be useful for developing a more balanced and transparent snapshot of the balance of transactions between the company and government.	79-82
			<ul style="list-style-type: none"> • Revenue • Operating costs • Employee wages and benefits • Payments to providers of capital • Payments to government • Community investment 	

Pillar	Themes	Core Metrics	Reporting Requirement	Page Reference
Prosperity			b. Financial assistance received from the government - Total monetary value of financial assistance received by the organization from any government during the reporting period	79-82
		Financial investment contribution	a. Total capital expenditures (CapEx) – Depreciation supported by narrative to describe the company's investment strategy	79-83
			b. Share buybacks + Dividend payments supported by narrative to describe the company's strategy for returns of capital to shareholders	79-83
		Financial assistance received from government		83
	Innovation of better products and services	Total R&D expenses	a. Total costs related to research and development	Not applicable
	Community and Social Vitality	Total tax paid	a. The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes	79-83

SECP ESG disclosure guidelines

Category	Metric	Measurement Annual, unless specified	Page/Comments
Environment	GHG Emissions	Total amount of Carbon and Green House Gas emissions in metric tons Total amount, in CO2 equivalents, for Scope 1, Scope 2 and Scope 3 (if applicable)	123-126
	Emissions Intensity	Total GHG emissions per output scaling factor (e.g., revenues, sales, units produced) Total non-GHG emissions per output scaling factor	
	Energy Usage	Total amount of energy directly consumed. Total amount of energy indirectly consumed	123-126
	Energy Intensity	Total direct energy usage per output scaling factor	
	Energy Mix	Percentage: Energy usage by generation type Disclose the energy consumption from renewable sources as a percentage of total energy consumption	
	Water Usage	Total amount of water consumed. Total amount of water reclaimed.	125-126
	Environmental Operations	Does your company follow a formal Environmental Policy? Yes, No Does your company follow specific waste, water, energy, and/or recycling policies? Yes/No Specify the quantity of waste recycled or re-used as a percentage of total waste for the current and comparative period. Does your company use a recognized energy management system? Yes/No	126-127
	Environmental Oversight	Does your Board/Management Team oversee and/or manage climate-related risks? Yes/No	28-83
	Sustainable Sourcing	Does your company have a policy and procedures in place for sustainable sourcing? (Yes/No)	75-123
	Climate Risk Mitigation and adaptation	Climate related transition and physical risks, climate related opportunities, capital deployment, internal carbon prices.	28-83
Social	CEO Pay Ratio	CEO total compensation to median Full-time Equivalent (FTE) total compensation Does your company report this metric in regulatory filings? Yes/No	Omitted due to confidential data
	Gender Pay Ratio	Ratio: Median male compensation to median female compensation	106-107
	Employee Turnover	Percentage: Year-over-year change for full-time employees Percentage: Year-over-year change for part-time employees Percentage: Year-over-year change for contractors and/or consultants	93-94

Category	Metric	Measurement Annual, unless specified	Page/Comments
Social	Gender Diversity	Percentage: Total enterprise headcount held by men and women Percentage: Entry- and mid-level positions held by men and women Percentage: Senior- and executive-level positions held by men and women	93-94
		Percentage: Total enterprise headcount held by part-time employees Percentage: Total enterprise headcount held by contractors and/or consultants	93-94
		Does your company have a sexual harassment and/or non-discrimination, diversity, inclusion policy? Yes/No Is there a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidence of harassment and violence? Yes/ No Percentage: differently abled Women and men in the workforce	64-67,93-118
	Global Health & Safety	Does your company follow an occupational health and/or global health & safety policy? Yes/No	111-118
	Child & Forced Labor	Does your company follow a child and/or forced labour policy? Yes/No If yes, does your child and/or forced labour policy also cover suppliers and vendors? Yes/No	110
	Corporate Social Responsibility	Please share a list of CSR activities undertaken along with total time spent on these and amounts (PKR) allocated to these	11,27,84
	Employee training and Succession Planning	Number of training sessions held on the following. Please also mention. the Number of employees and workers trained on these: -Skill Upgradation -Soft Skills - Health and Safety Measures Percentage: Women and men promoted during the year	108,116
	Human Rights	Does your company follow a human rights policy? Yes/No If yes, does your human rights policy also cover suppliers and vendors? Yes/No	64-67
	Working Conditions	Number of complaints made by employees regarding working conditions during the reporting period. Number of complaints regarding working conditions resolved.	110,111-118
	Injury Rate	Percentage: Frequency of injury events relative to total workforce time Number of safety-related incidents during the reporting year and Number of lost production hours as a result Disclose the percentage of employees/workers covered with Health and Safety Insurance	117

Category	Metric	Measurement Annual, unless specified	Page/Comments
	Marketing	Do you have responsible gender sensitive marketing communication policy or a commitment embedded in larger corporate policy? Yes/No	29,55,75,96, 103-104
Governance	Board Diversity	Percentage: Total board seats occupied by men and women Percentage: Committee chairs occupied by men and women	43
	Board Independence	Does company prohibit CEO from serving as board chair? Yes/No Percentage: Total board seats occupied by independents	43
	Board competence	Percentage of ESG-certified board members.	39-57
	Incentivized Pay	Are executives formally incentivized to perform on sustainability? Yes/No	39-57
	Collective Bargaining	Percentage: Total enterprise headcount covered by collective bargaining agreement(s)	64-67,95-118
	Supplier Code of Conduct	Are your vendors or suppliers required to follow a Code of Conduct? Yes/ No If yes, what percentage of your suppliers have formally certified their compliance with the code?	Yes. Our vendor pre-qualification process requires vendors to submit an undertaking to comply with our vendor Code of Conduct.
	Ethics & Anti-Corruption	Does your company follow an Ethics and/or Anti-Corruption policy? If yes, what percentage of your workforce has formally certified its compliance with the policy?	64-67
	Data Privacy	Does your company follow a Data Privacy policy? Yes/No Does your company taken steps to comply with general data protection rules/ framework? Yes/No	88-90
	Sustainability Reporting	Does your company publish a sustainability report? Yes/No Is sustainability data included in your regulatory filings? Yes/No	1-2
	Disclosure Practices	Does your company provide sustainability data in line with any sustainability reporting frameworks? Yes/No Does your company focus on specific UN Sustainable Development Goals (SDGs)? Yes/No Does your company set targets and report progress on the UN SDGs? Yes/No	1-2,142
	External Assurance	Are your sustainability disclosures assured or validated by a third party? Yes/No	2,128-131

UNSDGs

Principle	Statement	Page Number
SDG 1	No Poverty	27,29,85
SDG 2	Zero Hunger	-
SDG 3	Good Health and Well-being	26,85, 111-117
SDG 4	Quality Education	27,29,85
SDG 5	Gender Equality	28, 85, 86, 105-107
SDG 6	Clean water and sanitation	27
SDG 7	Affordable and Clean Energy	25, 123
SDG 8	Decent Work and Economic Growth	79-82
SDG 9	Industry Innovation and Infrastructure	29
SDG 10	Reduced Inequalities	27, 29, 105-107
SDG 11	Sustainable Cities and Communities	-
SDG 12	Responsible Consumption and Production	29
SDG 13	Climate Action	28,126-127
SDG 14	Life Below Water	27
SDG 15	Life on Land	27
SDG 16	Peace, Justice and Strong Institutions	-
SDG 17	Partnerships for the Goals	-