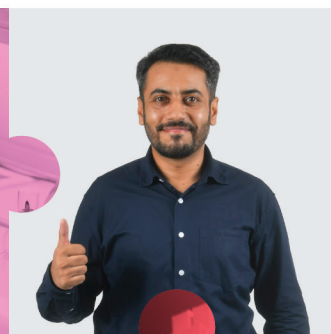
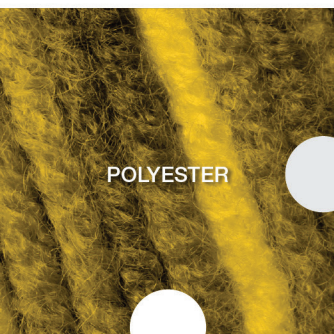


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Publication



People at the Core

A Story of Purpose, Pride and Progress



Dear Engage Readers,

Every organisation is built on systems, strategy, and scale, but it is its people who give it meaning. This edition of Engage celebrates that foundation. Anchored in the spirit of 'People at the Core,' it brings forward the people of LCI whose work, choices, and commitment define the Company from inside out.

In this edition, you will find moments that reflect how the Company moves, thinks, and grows. From teams driving progress across our operations to colleagues strengthening culture through collaboration and care, each story offers a window into the everyday actions that quietly sustain our momentum.

What emerges is not a single narrative, but a shared one, of responsibility, resilience, and pride in belonging. It is this collective strength that continues to anchor LCI as it evolves, and it is the people behind it who remain our greatest constant.

We invite you to explore this edition and discover the stories that sit at the core of who we are.

Happy reading!

Regards,
Team CCPA



We would love to hear your feedback

Reach us at:
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Cover Design

People at the Core A Story of Purpose, Pride and Progress

Like the pieces on this cover, LCI is shaped by the people across its businesses and functions. This issue highlights how their collective efforts, values, and commitment come together to drive progress.

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Cover Story Beyond the Role Peoples Story Writing Competition Inside the Core

Growing Partnership

Visit of the Kazakhstan

By: Shah Saad Moin | PH

On November 25, 2025, a diplomatic delegation from the Republic of Kazakhstan, led by H.E. Yerzhan Kistafin, visited LCI's Head Office and B...

The visit featured a welcome meeting, a guided tour of the production facility, and a tree plantation ceremony. The delegation observed operational workflows and safety pra...

The visit concluded on a positive note, reinforcing good...



Diplomatic delegation from the Republic of Kazakhstan with the EMT Members

os Beyond Borders

Diplomatic Delegation

Pharmaceuticals Business

Ambassador Extraordinary and Plenipotentiary, and Mr. Nurlan Rafkhat, Counsellor, along with their teams visited the 2 Pharmaceuticals Plant.

with senior management, reflecting shared commitment to environmental responsibility and collaboration. The practices, appreciating the site's infrastructure and progress.

will and strengthening engagement between both sides.



The Diplomatic Delegation from Republic of Kazakhstan during their Visit of the Company

Expanding Horizons in Healthcare

Product Launches in the Pharmaceuticals Business

By: Ramla Aftab | Pharmaceuticals Business

LCI's Pharmaceuticals Business celebrated several important milestones in 2025 with the launch of new products across cardiology, cardio-metabolic, hepatic, and pediatric care, reinforcing its commitment to addressing unmet medical needs.

In March 2025, Ovaza was relaunched in the cardiology portfolio. Gempaz-LT was launched in November 2025, expanding the cardio-metabolic portfolio.

Additionally, Rezkew (Resmetirom) was launched in the hepatic care segment. In pediatric care, Ponstan Suspension was launched, bringing together over 90 sales colleagues.

Together, these launches highlight the Company's continued focus on portfolio expansion, scientific excellence, and delivering meaningful healthcare solutions across key therapeutic areas.



Pharmaceuticals Business Team at the Launch of Ovaza



Pharmaceuticals Business Team at the Launch of Gempaz- LT Launch

Pioneering Sustainable Partnerships

Collaborations with the Green Corporate Initiative

By: Anam Shakir | Chemicals & Agri Sciences Business

In a significant step towards transforming Pakistan's agricultural landscape, LCI partnered with the Green Corporate Initiative (GCI) in a ground-breaking collaboration aimed at strengthening agricultural value chains. By focusing on high-value crops such as sesame, chillies, canola, cotton seeds, and sunflower, this partnership not only enhances market access but also drives sustainable growth within the sector.

At its core, the collaboration blends GCI's technical expertise with LCI's extensive domestic and international market reach. Together, the two organisations are committed to boosting productivity, improving crop quality, and creating long-term, sustainable opportunities for farmers across Pakistan.



Chemicals & Agri Sciences Business Meeting with Green Corporate Initiative Team

Cultivating Growth with Agro Partners

Business Partner's Conference in Doha 2025

By: Anam Shakir | Chemicals & Agri Sciences Business

In April 2025, the Agrochemical segment hosted a four-day Business Partners' Conference in Doha, Qatar, bringing together key stakeholders for strategic discussions on the future outlook of the business and its partnerships. The conference also provided focused technical training on upcoming products, alongside the launch of Solubor, LCI Amino and Cockpit, and collaborative sessions to identify opportunities for business and partnership growth.

The conference opened with a welcome address and a review of the year's business highlights by Umad Malik, Business Head of Agri Sciences Business. This was followed by a Health, Safety and Environment training session on pesticide handling and a technical presentation on upcoming products, both led by Saqib Hussain, Group Product Manager. An award distribution ceremony recognised top-performing dealers, reinforcing a culture of performance and partnership.

The conference concluded on a positive note, with participants aligned, motivated and equipped with clear action plans to drive continued success.



Chemicals & Agri Sciences Business Team at the Business Partners' Conference in Doha

From Dialogue to Action

ACFIF Secretary General Meeting 2025

By: Minahil Kamran | Polyester Business

LCI's Polyester Business proudly hosted the first-ever ACFIF Secretary General Meeting in Pakistan from April 8 till April 10, 2025, welcoming delegates from Korea, Japan, Malaysia, China, Indonesia, India, and Taiwan. Marking a significant milestone, the Company also secured the hosting rights for the 2028 ACFIF Conference.

The three-day gathering focused on key themes including sustainability, textile-to-textile recycling, circular business models, innovation, and reducing environmental impact. Alongside strategic discussions, delegates engaged in networking dinners, cultural experiences, and a visit to the manufacturing facility, which was widely appreciated for its operational excellence and high housekeeping standards.

The visit concluded with a tree plantation activity, symbolising a shared commitment to sustainability and reinforcing the collective resolve to drive positive environmental impact through collaboration.



Polyester Business Team at the ACFIF Meeting

The Hungarian Conquest

Customer Conference 2025 in Budapest

By: Minahil Kamran | Polyester Business

Building on its legacy of customer centricity, the business hosted the 8th edition of the Customer Conference 2025 in Budapest, Hungary, from November 20-24, bringing together top customers from key markets worldwide.

This conference served as a strategic platform to strengthen partnerships, align on future growth, and share insights on innovation, and sustainability. Through engaging business discussions and knowledge-sharing sessions, participants collaborated on initiatives aimed at long-term value creation.

Beyond the business agenda, the conference offered curated networking experiences, allowing customers and teams to connect more personally, reinforcing trusted relationships. The event reaffirmed LCI's commitment to building lasting partnerships, delivering customer-centric solutions, and growing alongside its loyal customers.



Polyester Business Team in Customer Conference 2025 in Budapest

Powering the Future

Expanding Our Solar Footprint

By: Minahil Kamran | Polyester Business

At the Polyester Business, sustainability has always been at the heart of our operations. As part of our ongoing commitment to renewable energy, we have focused on reducing our environmental impact while driving growth.

In 2025, we took a significant step by expanding our solar power capacity from 1 MW to 3 MW. This upgrade generated 2.7 million kWh of clean energy, reducing CO₂ emissions by 1.9 million kilograms, equivalent to planting over 76,000 trees.

The milestone highlights the Company's commitment to environmentally responsible practices and positions renewable energy at the core of its growth strategy, advancing a greener, more sustainable future.



Asif Jooma, Chief Executive LCI Inaugurating the Solar Expansion Project

From Commitment to Action

Environmental Stewardship at Soda Ash Plant

By: Naveed Ahmed | Soda Ash Business

Environmental responsibility is integral to the Soda Ash Business's sustainable operations. In alignment with key international environmental observances during 2025, the business undertook a series of integrated initiatives focused on conservation, awareness and responsible resource use. World Forest Day, World Water Day, and World Environment Day 2025 were collectively marked through plantation drives, awareness campaigns, toolbox talks, quizzes, environment walks, and community outreach. These activities reinforced the importance of forest conservation, responsible water usage, and sustainable practices, including efforts to reduce plastic consumption in line with the global theme Beat Plastic Pollution. Eco-friendly alternatives were promoted, and informative materials were shared to encourage mindful environmental behaviour among employees and surrounding communities.

Plantation remained a core focus throughout the year. During 2025, 20,041 trees were planted, contributing to biodiversity, improved air quality, carbon sequestration, and enhanced community well-being.

Further strengthening these efforts, the Soda Ash Business launched Project Green-storm 2025–26, targeting the plantation of 20,000 additional trees. With over 97,000 trees planted to date under the project, the initiative reflects strong leadership commitment and employee engagement, with diverse native species planted to enhance environmental resilience.

Together, these initiatives translate global environmental observances into measurable action, strengthening biodiversity, conserving natural resources, and embedding sustainable practices across operations and local communities.



Soda Ash Business Team Conducting Green Storm Project Drive



Soda Ash Business Team conducting Plantation Drive in Khewra

Building Better Learning Spaces

Community initiatives at Tibbi Hariya Primary School

By: Farwa Farrukh | Polyester Business

Building strong communities begins with investing in education and creating environments where children can thrive. Guided by this belief, LCI's Polyester Business undertook a series of meaningful community initiatives at Tibbi Hariya Primary School in Sheikhpura, focusing on both infrastructure improvement and student engagement. The business undertook a complete renovation, creating a safe, welcoming, and inspiring learning environment.

Beyond physical enhancements, the initiative placed equal emphasis on nurturing a sense of belonging among students. To support this, a monthly birthday celebration drive was introduced, bringing moments of joy, excitement, and inclusion to the school community. This thoughtful addition helped ensure that every child feels valued and celebrated throughout the year.

Through these initiatives, LCI's Polyester Business has not only strengthened the school's facilities but also contributed to building joy, motivation, and a stronger sense of community among students.



Polyester Business Team Celebrating Birthdays at Tibbi Harya Primary School, Sheikhpura

Preserving Heritage Through Collective Environmental Action

Plantation drive in Sheikhpura

By: Farwa Farrukh | Polyester Business

Environmental responsibility remains an important part of LCI's approach to sustainable operations. In line with this commitment, the Polyester Business carried out a large-scale tree plantation drive in Sheikhpura, contributing meaningfully to environmental protection while strengthening ties with the surrounding community.

As part of the initiative, 1,370 trees were planted across key locations in Sheikhpura. The initiative focused on systematic waste collection and proper disposal, while actively involving members of the business and inspiring the local community to encourage collective ownership of the sites. Employees worked side by side, reinforcing the importance of maintaining clean and respectful surroundings.

The initiative was formally appreciated by community representatives for its positive impact on environmental awareness, community engagement, and the preservation of culturally significant locations. Through such sustainability-focused initiatives, LCI continues to foster shared responsibility for environmental protection among employees, partners, and local communities.



Polyester Business Team Conducting Tree Plantation Drive in Sheikhpura

Strengthening Green Cover Through Collective Action

Polyester Business's Clean and Green Drives

By: Farwa Farrukh | Polyester Business

Protecting heritage spaces requires both purposeful action and shared responsibility. Guided by this belief, the Polyester Business carried out Clean and Green drives in February and September 2025 at Hiran Minar and Chand Bagh in Sheikhpura to improve cleanliness and environmental quality. The initiative focused on waste collection and proper disposal, engaging employees and the local community to promote clean, well-preserved surroundings and a sense of collective ownership.

The effort was appreciated by community representatives for its positive impact on environmental awareness, community engagement, and heritage preservation, reflecting the Polyester Business's ongoing commitment to environmental responsibility and community collaboration.



Polyester Business Team Conducting Clean Green Drives in Shiekhupura

Empowering Communities Through Responsible Recycling

PET Bottle Deposit Initiative

By: Minahil Kamran | Polyester Business

Building sustainable systems requires solutions that address both environmental and social needs. In line with this approach, the Polyester Business launched a PET Bottle Deposit Scheme in collaboration with the Aabroo Foundation, aimed at promoting responsible waste collection while creating meaningful social impact.

Under the initiative, households and scavengers were incentivised to deposit PET bottle waste with Aabroo Foundation, encouraging responsible waste disposal and recycling.

As part of this programme, LCI purchased over 2.9 million PET bottles at market price from Aabroo Foundation, strengthening the circular value chain for PET recycling. The proceeds from these purchases were channelled towards funding free education, food, and shelter for more than 150 underprivileged children supported by the Foundation.

The initiative successfully combined environmental responsibility with social welfare, reinforcing the Business's commitment to sustainability, circularity, and community uplift. Through partnerships like these, the business continues to support inclusive growth while reducing environmental impact.



PET Bottle Project with Aabroo Foundation

Championing Eco-Friendly Education

Green School Certification Programme

By: Minahil Kamran | Polyester Business

Integrating sustainability into education plays a critical role in shaping environmentally conscious future generations. Building on the success of its 2022 pilot project, LCI's Polyester Business, in collaboration with the Lahore Biennale Foundation and LUMS, initiated the Green School Certification Programme, which has now been adopted and further developed by the Government of Punjab as a province-wide initiative. The programme brings climate education, literacy, and ecological practices into schools through art education. Schools implementing sustainable practices are certified as "Green Schools," helping instill awareness and responsibility among students and communities across Punjab.

Through initiatives like these, LCI continues to champion environmental stewardship, circularity, and inclusive growth, making meaningful contributions to both society and the planet.



Collaboration Meeting for Green School Certification Programme

Energy, Fun, and Team Spirit

Annual Sports Gala 2025

By: Zain ul Abideen | Pharmaceuticals Business

LCI's Pharmaceuticals Business hosted its Annual Sports Gala on December 6, 2025, bringing together colleagues from the Hawke's Bay, B2 Plant, and Nutraceuticals Plant sites for a day of teamwork and friendly competition. Activities ranged from cricket, races, tug of war, singing, dancing, and interactive games, encouraging broad participation and high energy across all teams.

The gala provided a lively platform for collaboration, inclusivity, and engagement, reflecting the Company's ongoing commitment to a positive, connected, and vibrant workplace culture.



Pharmaceuticals Business Team at the Annual Sports Gala Event

Rallying Together

Padel Tournament

By: Ramla Aftab | Pharmaceuticals Business

The Pharmaceuticals Business team organised a Padel Tournament to promote fitness, teamwork, and cross-functional engagement. Featuring 12 teams, the event encouraged broad participation in an energetic outdoor setting, combining friendly competition with collaboration.

The tournament supported employee well-being while strengthening communication and workplace connections, reflecting the Company's commitment to a balanced and engaged work culture.



Pharmaceuticals Business Team at the Padel Tournament

Celebrating Energy, Teamwork, and Friendly Competition

Polyester Business's Sports Gala Event

By: Farwa Farrukh | Polyester Business

In February 2025, LCI's Polyester Business hosted a spirited Sports Gala, bringing employees together for a day of energy, fun, and engagement.

The event featured cricket and football tournaments, tug-of-war, 100-meter races, and javelin events, allowing employees to showcase skill while enjoying friendly competition.

More than just a sporting event, the gala promoted wellness, reinforced sportsmanship, and offered a memorable opportunity for colleagues to connect, unwind, and celebrate their collective team spirit.



Polyester Business Team at the Sports Gala Event

Celebrating the Champions

Captain Terlyene Award

By: Farwa Farrukh | Polyester Business

At LCI, recognising excellence is at the heart of our culture. The Quarterly Townhall Awards celebrate employees who consistently go above and beyond, embody our Core Values, and make a meaningful impact on the organisation.

These awards inspire peers, foster healthy competition, and reinforce a culture of appreciation. By celebrating achievements in front of the entire workforce, we strengthen engagement, motivate teams, and honour the people who drive our success.

2025 Award Recipients - Captain Terlyene Award

| 2024-2025 | | 2025-2026 |
|--|---|---|
| Q3 | Q4 | Q1 |
| <div>Yasir Randhawa</div> <div>Marketing</div> <div>Mussawar Nawaz</div> <div>Technical</div> <div>Tanveer Iqbal</div> <div>Production</div> <div>Muhammad Ali Latif</div> <div>Production</div> | <div>Usman Sharif</div> <div>Production</div> <div>Muhammad Aslam</div> <div>Production</div> <div>Azhar Ali</div> <div>Engineering</div> <div>M. Wasi Hussain</div> <div>Finance</div> | <div>Sheraz ul Khateeb</div> <div>Engineering</div> <div>Shabbir Ahmad</div> <div>Production</div> <div>Ihtisham Rana</div> <div>Technical</div> <div>Muhammad Dawood Shahid</div> <div>Marketing</div> |

Together, these recognitions reflect our commitment to celebrating talent, dedication, and the people who make LCI exceptional.

Unified for Performance and Growth

Animal Health's Annual Cycle Meeting 2025

By: Muhammad Imtiaz | Animal Health Business

Bringing teams together to reflect, align, and prepare for the year ahead is vital for sustained business performance. With this objective, the Animal Health Business successfully hosted its Annual Cycle Meeting 2025 from October 6 to 8, uniting all five Poultry and Livestock divisions for three days of learning, collaboration, and strategic alignment.

The programme focused on enhancing technical capabilities, addressing key challenges, and sharing best practices. Insightful sessions were led by internal experts and industry Key Opinion Leaders (KOLs), equipping teams with practical insights to elevate performance.

A key highlight of the event was the Awards Distribution Ceremony, recognising top performers of FY 2024–25 with shields and rewards. The gathering concluded with a Qawwali Night, celebrating cultural richness and providing an opportunity for teams to connect, unwind, and celebrate shared success. Overall, the event fostered recognition, motivation, and a renewed commitment to delivering greater value to customers in the year ahead.



Animal Health Business Team at Annual Cycle Meeting 2025

The Pride of Agriculture

Celebrating the Cotton-Picking Women

By: Anam Shakir | Chemicals & Agri Sciences Business

In the heart of Pakistan's agricultural landscape, rural women are the unsung heroes who play a crucial role in feeding the nation. On International Rural Women's Day 2025, LCI's Chemicals & Agri Sciences Business, in partnership with Green Agrimall, took a moment to celebrate these remarkable women cotton pickers who are vital to the country's agriculture. The event, held at the Multan and Bahawalpur Training Centres, honoured their invaluable contributions and highlighted the often-overlooked labor behind every harvest.

The session highlighted women's contribution across the agricultural value chain, from sowing and nurturing crops to harvesting, and highlighted their significance as the backbone of the sector. Participants were educated on health, safety, and safe work practices, with practical guidance to reduce exposure to occupational hazards commonly faced during cotton picking.

This initiative is just one example of LCI's commitment to empowering rural women, fostering inclusive growth, and promoting safer, more sustainable practices in agriculture.



International Rural Women's Day 2025 Session at the Multan and Bahawalpur Training Centres

Mastering Commercial Excellence

Sales 1st Training

By: Sarah Batool | Chemicals & Agri Sciences Business

In a bid to strengthen commercial capabilities and develop future-ready sales talent, the Chemicals & Agri Sciences Business hosted the Sales 1st Training in Lahore. The programme, designed and delivered in-house by Umad Malik, Business Head, Chemicals & Agri Sciences Business focused on equipping participants with core selling principles, segment-specific knowledge, and practice sales frameworks.

Participants from all six Chemicals segments: Hygiene Chemicals, Polyurethanes, Masterbatches, Adhesives, Textiles, and Industrial Chemicals, engaged in interactive discussions, simulations, and scenario-based exercises to translate learning into actionable behaviours. The cross-region and cross-segment participation fostered knowledge sharing, peer learning, and alignment on commercial priorities.

The training was highly praised for its practical content, interactive approach, real-world applicability, reflecting LCI's investment in people development, capability building, and long-term business growth.



Chemicals & Agri Sciences Business Sales 1st Training Session

Advancing Bone Health Awareness

Rejuvenation Day

By: Ramla Aftab | Pharmaceuticals Business

In observance of World Osteoporosis Day 2025, the Pharmaceuticals Business' Vitamins and Minerals Portfolio hosted Rejuvenation Day on October 20, 2025 promoting early awareness of bone health in today's sedentary work environment.

The initiative featured Bone Mineral Density (BMD) screenings, expert consultations, and strength-focused activities, helping employees assess risks and take preventive action. With the message 'Do Not Wait, Rejuvenate!', the event highlighted the importance for stronger bones and long-term well-being.



Pharmaceuticals Business Team at the Rejuvenation Day 2025 Event



Rejuvenation Day activities at Head Office, Karachi

People at the Core: A Story of Purpose, Pride and Progress

By: Pernia Hassan | CCPA

At LCI, culture is not defined by policies, or processes. It is shaped every day by the people who show up with intent, responsibility, and care. This belief sits at the heart of our ongoing campaign, 'We Are the Core', a people-centric initiative that celebrates everyday behaviours, shared values, and the collective spirit that drives our organisation forward. The campaign reflects who we are at our core: a people-led organisation where collaboration, trust, and shared purpose drive progress.





‘We Are the Core’ is not a single moment or message, it is a sustained effort to highlight the people, stories, and experiences that shape our culture. Through authentic storytelling, internal engagement, and shared reflections, the campaign reinforces the idea that culture is built not by intent alone, but by consistent action and ownership at every level of the organisation.

One of the most powerful expressions of this campaign is the Digital Video Commercial (DVC) Project, a film that brings the spirit of the campaign to life. Rather than being a standalone initiative, the DVC is an integral part of a larger narrative: one that places people at the centre of our story and progress as a collective outcome of their commitment and passion.

At its heart, the DVC Project is a film about people created by our people and for our people. We consciously chose authenticity over abstraction. Our own employees became the faces, voices, and energy of the film, representing our businesses, functions, and everyday work environment. By showcasing real people in real spaces, the film offers a genuine reflection of our culture, not as a brand construct, but as a lived experience.



The purpose behind the project was deeply intentional. Internally, it aims at recognising individual and collective contributions while reaffirming the value each person brings to the organisation. External communication opens a window into our culture, offering a genuine view of how collaboration, care, and respect are woven into the way we work. It reflects an environment where people feel supported, trusted, and encouraged to contribute, while contributing meaningfully to shared goals.

What truly made the DVC Project special was not just the final output, but the journey of creation. The project was extensive, spanning multiple phases and four main shoot locations, Khewra, Shikhar, Lahore and Karachi yet it was executed with remarkable unity. Teams came together seamlessly, showcasing the very collaboration and ownership the campaign seeks to celebrate.

From early rehearsals to long shooting days and late nights, the Admin teams played a critical role in ensuring smooth operations working tirelessly behind the scenes. Security teams supported the project with diligence and professionalism, while housekeeping, production staff, and on-ground teams ensured that every detail was managed with care. Their collective efforts transformed a complex production into a deeply engaging and inclusive experience.

Talent management was another demanding aspect aligning calendars, managing availability, and coordinating across busy schedules required persistence and flexibility. Yet, it was met with enthusiasm and cooperation. Every employee who consented to be part of the film stepped forward willingly, reflecting a culture where engagement is fuelled by belief and pride, not obligation.

At LCI, people are not
part of the story instead
they are the story.

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When people
feel valued and
included,
progress
becomes a
collective
achievement.



The collaboration between the Communications and HR teams formed the backbone of this initiative, demonstrating the strength of cross-functional partnership. A special mention goes to our Chief People Officer, Himra Mursil, whose voiceover added warmth, authenticity, and a unifying voice to the film.

Even in its early stages, the campaign has begun to create meaningful impact, strengthening connections, sparking conversations, and reinforcing a shared sense of belonging. It has reminded us that culture is not something we claim; it is something we practice every day through collaboration, care, and mutual respect.

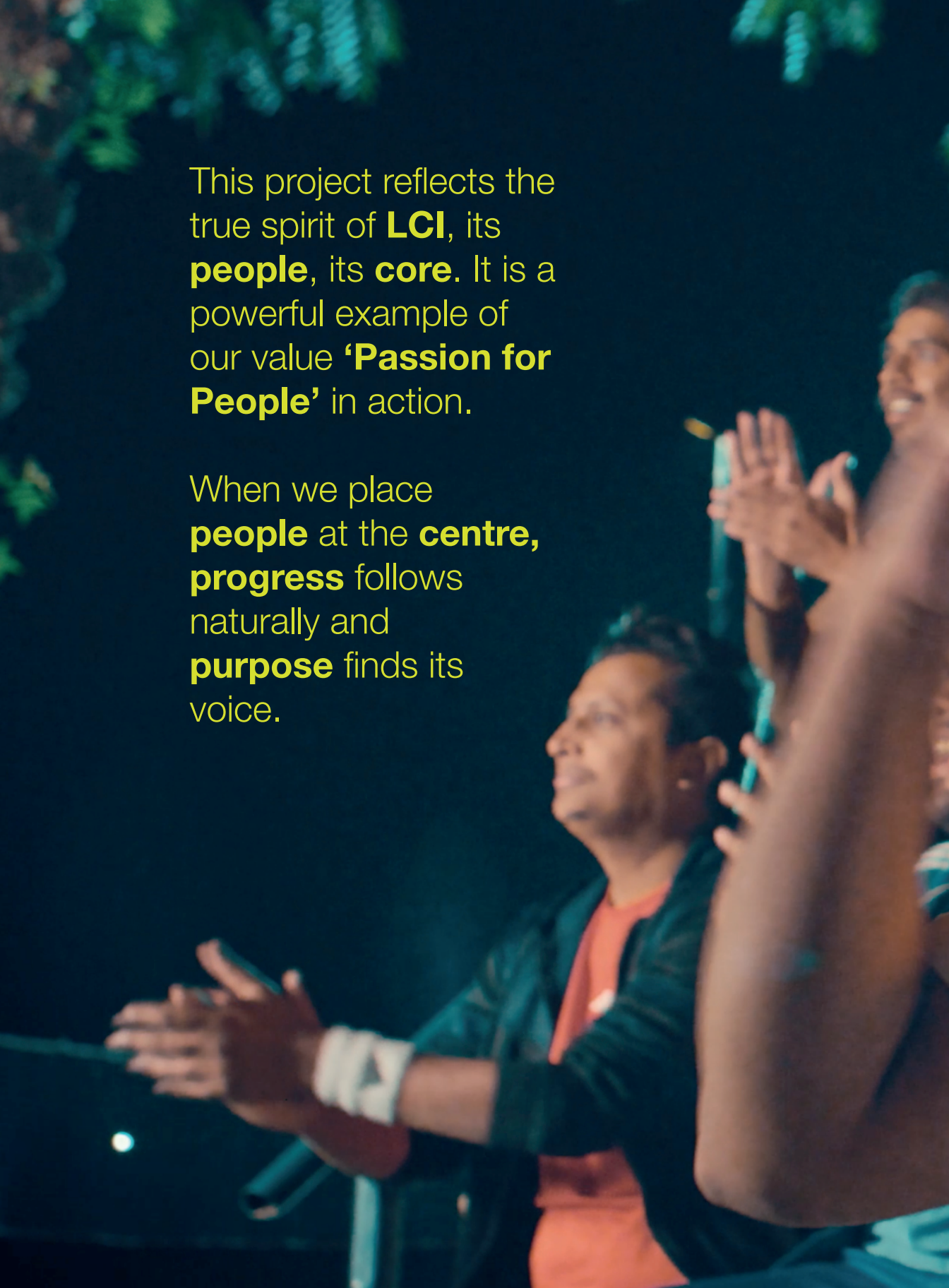
'We are the Core' stands as a reflection of who we are and how we show up for one another. It reinforces a simple truth: when people feel seen, trusted, and valued, progress follows naturally. This is the essence of our culture and a powerful expression of one of our core values: Passion for People.



This film was created by our people, for our people, about our people, reflecting a culture built on collaboration and care.

This project reflects the true spirit of **LCI**, its **people**, its **core**. It is a powerful example of our value '**Passion for People**' in action.

When we place **people** at the **centre**, **progress** follows naturally and **purpose** finds its voice.





[Click here](#) to watch.

Together for a Healthier Tomorrow

Raising Breast Health Awareness

By: Muriel D'Souza | Pharmaceuticals Business

In October 2025, the Pharmaceuticals Business organised Breast Cancer Awareness Sessions across four key Company locations i.e, B2 Plant, Hawke's Bay Plant, Hattar Plant, and the Head Office in Karachi, reaffirming LCI's commitment to employee well-being and a culture of care.

Dr. Mahnoor, a distinguished Medical Oncologist from Jinnah Postgraduate Medical Centre, Karachi, delivered insights on prevention, early detection, and support systems, empowering participants to take proactive steps toward their health. Interactive activities such as games and canvas painting added a creative touch, fostering engagement, connection, and team bonding.

Stronger together, the Company continues to prioritise the health, awareness, and empowerment of female employees at every step.



Breast Cancer Awareness Session at Head Office, Karachi

Mindful Health

Tackling Iron Deficiency

By: Andleeb Sajjad | Pharmaceuticals Business

To mark World Iron Deficiency Day 2025, the Pharmaceuticals Business, in collaboration with Business HR, hosted an awareness session at the Head Office, Karachi, attended by over 80 colleagues. The session featured Dr. Tazeen Abbas, President SOGP and a leading gynaecologist, shared insights on prevention, addressed common misconceptions, and encouraged proactive steps for personal and family health.

Haemoglobin (Hb) screening was offered, followed by one-on-one consultations with Dr. Najia Zamir, who provided practical guidance on maintaining a healthy lifestyle. The session concluded with interactive activities to enhance engagement and participation, raising awareness about iron deficiency while reinforcing the Company's commitment to employee well-being.



Iron Deficiency Awareness Session at Head Office, Karachi

Fostering Connection, C

Celebration

By: Quba Akhter |

Creating a workplace that values connection, inclusion, and well-being remains central to LCI's mission. In 2024, several designed initiatives were delivered across locations, each reinforcing employee engagement and fostering a sense of community.



Core Connect Launch

At the heart of a strong workplace culture lies open communication. Recognising that meaningful engagement begins with listening, Corporate HR launched Core Connect to strengthen dialogue between employees and leaders.

Building on this focus on listening and dialogue, the launch marked an important milestone in strengthening employee engagement at LCI. Grounded in Gallup's framework, the initiative established a foundation for meaningful conversations and action-driven insights, enabling teams and leaders to engage more effectively and drive positive workplace experiences.



Wellbeing at the Core



Independence Day Celebrations

While engagement is strengthened through conversation, it is equally reinforced through shared moments of pride and unity. Independence Day provided one such opportunity to come together as one community.

In this spirit, the day was celebrated across LCI locations, bringing colleagues together in a spirit of patriotism and unity. The collective observance served as a meaningful reminder of freedom, shared identity, and the sense of belonging that connects employees across the Company.



Culture, and Well-Being

ons at LCI

Human Resource

entral to Corporate HR's approach at LCI. Throughout the year, a series of thoughtfully engagement, shared identity, and a sense of belonging among employees.



Diwali Celebrations

Continuing the theme of togetherness, Diwali offered a moment to celebrate shared values through cultural expression. The festival symbolised light, positivity, and new beginnings.

Reflecting these values, Diwali at LCI was marked as a celebration of light, positivity, and meaningful connections. The occasion provided employees with an opportunity to come together, reflect on shared cultural values, and experience the joy that collective celebration brings to the workplace.



Pinktober – Breast Cancer Awareness

Beyond celebration, Corporate HR also focused on initiatives that encouraged awareness, care, and empathy. Pinktober provided an opportunity to address health and well-being through openness and informed dialogue.

In line with this focus, LCI observed Breast Cancer Awareness month through a programme centered on education, openness, and family participation. An insightful session led by a medical expert, alongside the sharing of a survivor's story, highlighted the importance of early awareness, resilience, and hope.

Christmas 2025 Celebrations

As the year drew to a close, the focus shifted to reflection, gratitude, and connection. Christmas offered a meaningful pause to acknowledge shared experiences and relationships.

Bringing this sentiment to life, Christmas celebrations across LCI brought colleagues together in the true spirit of joy and unity. The occasion offered a meaningful pause to reflect, connect, and celebrate the bonds that make the workplace special, reinforcing a culture of togetherness and shared appreciation.

Through these connected initiatives, Corporate HR continued to foster a workplace culture rooted in connection, care, and shared experiences, supporting employee well-being while strengthening the collective spirit of LCI.

The Psychology

What Truly Drives

By: Pernia Ha

A personal reflection on what truly fuels engagement

Over the past several years, I have been quietly observing what truly drives people, including myself, at work. I have seen moments of inspiration, burnout, quiet disengagement, and genuine passion. Somewhere between the noise of corporate goals and the silence of everyday effort, I began to understand the psychology of motivation not as a theory, but as a lived, breathing experience.

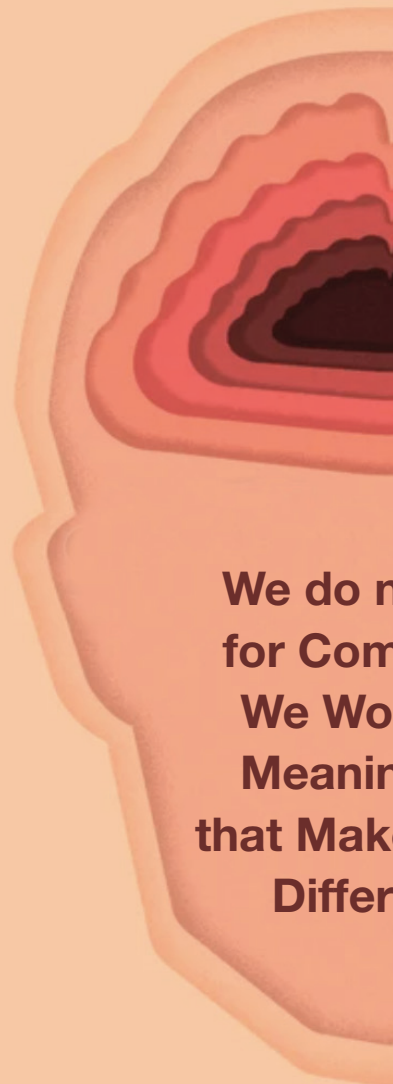
Motivation, I have realised, is deeply personal. It is not always triggered by rewards or recognition, though those help. It is born when a person feels seen, trusted, and purposeful. Recognition, in particular, has layers. There is this surface-level 'good job' that feels nice in the moment, and then there is the quiet, genuine acknowledgment that someone truly understands your effort your thought process, your consistency, your intent. That is the kind of recognition that fuels people for the long haul.

**When People are Trusted, they
start to Trust themselves and
that is where real Motivation
Begins.**

Then there is purpose, the most misunderstood yet powerful motivator. A job title or a paycheck can not sustain energy forever. What does is, feeling that what you are doing adds value, whether to people, the company, or even yourself. When I feel that link between my work and its impact, my energy doubles. But when work feels detached from meaning, even small tasks start to feel heavy.

Autonomy has also become a word I think about often. In these several years of watching teams operate, I have noticed how people light up when they are trusted with responsibility. Autonomy is not about working alone; it is about being given space to think, decide, and create. It turns compliance into commitment. When we micromanage people, we shrink their potential. But when we trust them, they rise to the occasion, often beyond expectation.

**We don't work
for Companies.
We Work for
Meaning.
that Makes
Differences.**



y of Motivation:

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assan | CCPA

ement, purpose, and growth in the workplace.

And then comes growth not the kind that is measured in promotions or pay raises, but in self-awareness, adaptability, and skill. I have realised that people feel most alive at work when they sense movement, when they can say, “I have grown since last year.” Growth is not linear, and it is not always visible, but it is deeply felt. When an environment nurtures curiosity, reflection, and learning, motivation sustains itself naturally.

**Motivation is Deeply Personal.
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Rewards or Recognition, though
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Person feels Seen, Trusted, and
Purposeful.**

What fascinates me most is how all these elements recognition, purpose, autonomy, and growth are interconnected. Remove one, and motivation wobbles. Strengthen all, and a workplace transforms. It stops being just a place of employment and becomes a living ecosystem of energy, drive, and emotional intelligence.

After several years of working through complex situations, shifting dynamics, and observing leadership closely, my biggest learning is this: motivation cannot be imposed. It must be understood. Every individual has a different fuel some are driven by appreciation, others by trust, and some simply by the joy of creating something meaningful.

The psychology of motivation is not about management theory. It is about awareness of ourselves, of others, and of what truly connects effort to emotion. Because in the end, we do not work for companies. We work with meaning. And that quietly and powerfully is what keeps us moving forward.

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Beyond the Role'

Sundus Meher

Pernia Hassan | CCPA



Sundus's journey is a testament to her commitment and dedication. Over the years, she has made her mark for her peers through her visibility, but she also faces challenges and values the

Sundus Meher

Years of Service
20+ years | Joining

Businesses/Functions
Soda Ash and Fertilizers

Personal Achievements
Gold Medal in Master's Degree
University in Malaysia

So let us hear from her

Tell us about your journey

I lost my father in 2010, and he was my guiding and supporting hand. I miss hearing her voice and

Ali

My journey is one of quiet consistency and tireless effort. Having worked across multiple departments over the years, I have developed a deep institutional understanding that makes me a natural problem-solver and a trusted point of support for others. In Administration, I break barriers not through force, but through reliability, empathy, and an ability to anticipate needs before they surface. My work ethic reflects the very foundation the organisation was built on.

Ali | Manager Admin & HSE | Lucky Core Industries

My time with LCI:

Joined LCI in May 2005

Functions I have been part of:

Polyester Business | Corporate Function now.

Achievements:

First Matriculation, Roll of Honor in Bachelor's, Gold Medal, and the topper of Punjab University in Mass Communication.

What I learned from her.

My mother and my family.

From 1998, and since then, my mother has been both a mother and a father to me, supporting me through every challenge. Even today, I can not start my morning without her. I am fortunate to share my life with two siblings, a sister and a brother, who have

been my lifelong companions. I am also blessed with a caring and ever-supportive husband, and together we have two beautiful children, mashallah, who fill our lives with joy and purpose every single day.

Your current wish list.

My hope is to embrace every challenge as a chance to learn, to nurture those I love, and to leave a positive impact wherever I can.

Hobbies and Interests.

I love cooking, traveling, and exploring street foods with my husband—turning every journey into a little adventure.

What is your personal motto?

Raise your children with care, pursue your passions with courage, and live with heart.

A fact about yourself that you would like to change.

One change I want to make in myself is to trust my own judgment more and not rely blindly on others.

How do your friends describe you?

Unflappable, Caring and Supportive, A gem.

Being a third-generation employee is rare today. What stories or values about this company did you grow up hearing at home, and how did they shape your own decision to join?

Being a third-generation employee of LCI is indeed rare, and for me, it has been a meaningful journey. Growing up, from an early age, I was exposed to conversations at home about the company's core values, integrity, respect for people, and a strong commitment to long-term excellence. My family spoke not just about professional success, but about how the company treated its employees like a community and encouraged responsibility, learning, and ethical decision-making.

These stories left a deep impression on me. When I decided to join the company, it felt like a natural alignment of values rather than a coincidence. I was motivated by the opportunity to contribute meaningfully, uphold the legacy established by my previous generations, and continue working within an organisation whose principles I deeply respect.





“Being a third-generation employee of LCI is indeed rare, and for me, it has been a meaningful journey. Growing up, from an early age, I was exposed to conversations at home about the Company’s core values, integrity, respect for people, and a strong commitment to long-term excellence.”

Looking back over your journey here, what feels most personal to you. Not as a role or designation, but as a person who has grown alongside the organisation?

Looking back, what feels most personal to me is the growth I have experienced alongside the organisation both professionally and as an individual. This Company has been a constant presence through different phases of my life, allowing me to evolve, learn, and adapt rather than just perform a role.



I have grown in confidence, resilience, and perspective here. The organisation trusted me with responsibility, supported me through challenges, and encouraged me to keep learning. That sense of mutual growth, where the company evolves and I evolve with it, is what makes my journey deeply personal. It is not just where I work; it is where I have learned who I am, how I lead, and how I contribute with purpose.

As a woman in this age, balancing experience, responsibility, and perspective, how has your definition of success evolved over the years?

Earlier in my career, I defined success largely in terms of roles, recognition, and achieving milestones. Over the years, that definition has evolved. Today, success for me is about balance, impact, and perspective.

As a woman shaped by experience and responsibility, I now define success by the quality of my decisions, the strength of the relationships I build, and the ability to uplift and mentor others. It is about creating lasting value, not quick wins, and leading with integrity rather than position.

True success, for me, is not defined by how far one rises, but by how firmly one is grounded and aligned with values, choices, and purposeful in influence.

If you could go back and speak to your younger self on her first day at work, what reassurance or advice would you offer her today?

I would tell her to trust herself and embrace her journey. Not everything needs to be figured out on the first day, or even in the first few years. I would reassure her that asking for help matters, that it is okay to ask questions, and that growth often comes quietly through consistency and resilience.

I would also remind her not to be afraid of making mistakes, because they will be some of her greatest teachers. Most importantly, I would tell her to stay true to her values, work with integrity, and remember that confidence comes with time and experience, not perfection.

“Administration Department is often about anticipation, empathy, and consistency, and when done well, it builds trust and a sense of order across the organisation.”



Kids' Day at Work
Little Feet. Big Fun



The Admin function serves as the backbone of any organisation, operating quietly behind the scenes. It is often a challenging and underappreciated role. How do you view your contribution to creating a smooth and productive work environment for all? Also, on a personal level, what gives you a sense of pride at the end of a long day?

The Admin function may work quietly behind the scenes, but its impact is felt every day. I see my role as creating an environment where people can focus on their work without friction. Whether that means ensuring processes run smoothly, concerns are handled respectfully, or small details are addressed before they become problems. Administration Department is often about anticipation, empathy, and consistency, and when done well, it builds trust and a sense of order across the organisation.

On a personal level, what gives me pride at the end of a long day is knowing that I have made things easier for others, i.e., resolving an issue, supporting a colleague, or maintaining a workplace where people feel respected and heard. Even when the work goes unnoticed, the smooth functioning of the day itself is a quiet reward.

Over the years, what changes have you observed in workplace culture, expectations, or leadership styles, and how have you adapted to them?

Over the years, workplace culture has been shaped by collaboration, transparency and people-centric leadership, with empathy, accountability and inclusivity continuing to guide how we work.

I have adapted by staying flexible, continuously learning, and aligning my approach with these changes. This ability to

evolve has allowed me to remain relevant and effective while staying true to my core values.

For younger employees starting their careers today, especially in support or administrative roles, what mindset or work ethic do you believe truly sets people apart?

What truly sets people apart, especially in support or administrative roles, is a mindset of ownership, curiosity, and respect for the work they do. When someone treats their role as a responsibility rather than 'just a job,' it shows in the way they anticipate needs, follow through on details, and support others with consistency and care.

Through years of change, evolving roles, and shifting workplace dynamics, Sundus has remained grounded in the values she grew up with. Her impact lies in the calm she brings to complexity and the trust she builds quietly, day after day.



LUCKY CORE INDUSTRIES



Building Connections Beyond the Workplace

CHAG's Away Day 2025

By: Shehreen | Chemicals & Agri Sciences Business

In November 2025, the Chemicals & Agri Sciences (CHAG) teams took part in Away Days in Lahore and Karachi, designed to foster stronger team bonds and encourage greater engagement.

The Lahore session offered a range of exciting activities, from archery and horse riding to cycling, badminton, padel tennis, paintball, zipline, and various sports challenges. Meanwhile, the Karachi session featured volleyball, boating, water slides, motor sports, and more.

Both events included an Awards and Recognition ceremony, where Commercial Champions, Sales Leaderboard performers, and other achievements were celebrated. With delicious meals and ample networking opportunities, the Away Days successfully boosted morale, strengthened team spirit, and encouraged collaboration across the business.



CHAG's Away Day in Karachi



CHAG's Away Day in Lahore

Creativity in Action

Canvas Painting Activity

By: Farwa Farrukh | Polyester Business

At LCI, we believe that creativity and collaboration go hand in hand. In November, the Polyester Business team took part in a canvas painting activity, blending creativity with teamwork.

The session offered a platform for self-expression, encouraged imaginative thinking, and provided a relaxing break from daily work routines. Laughter, colours, and ideas flowed freely as employees supported and inspired one another, strengthening bonds across teams.

Beyond the artwork, the activity promoted teamwork, reduced stress, and created an engaging, fun-filled environment that left everyone feeling energised and connected to their creative sides.



Polyester Business Team at the Canvas Painting Activity

A Celebration of Togetherness and Flavour

Mango Festival at its Peak

By: Farwa Farrukh and Chaudry M. Arif | Polyester and Soda Ash Business

In June 2025, LCI's Polyester Business celebrated Mango Day, bringing summer, flavour, and community together. Employees enjoyed juicy mangoes, refreshing shakes, and shared laughter while embracing the cheerful yellow theme. Fun games, quizzes, and light-hearted competitions encouraged participation across teams, making the day both engaging and memorable.

The celebration extended to the Soda Ash Business, where employees and their families gathered in a festive setting. A mango-themed culinary experience and a thoughtfully arranged dinner added warmth and charm, highlighting the season's richness.

More than just a sweet treat, Mango Day fostered team spirit, connection, and a sense of community, proving that even small celebrations can create lasting memories and brighten the workplace.



Soda Ash Business Team at the Mango Day Event



Polyester Business Team at the Mango Day Event

Moments of Connection Beyond the Workplace

Fun Fusion Event at Khewra

By: Anum Safdar | Soda Ash Business

Alongside continuous progress and purposeful work, creating opportunities for employees to connect beyond their daily routines is equally important. With this objective in mind, the Soda Ash Business team at Khewra organised Fun Fusion, a thoughtfully curated employee engagement initiative designed to foster participation, collaboration, and a positive workplace culture. The event offered employees a refreshing break from routine while encouraging meaningful interaction in an informal setting.

A variety of interactive and fun-filled games formed the highlight of the event, offering exciting prizes that encouraged participation, healthy competition, and team spirit. Employees from across departments participated enthusiastically, contributing to a lively and energetic atmosphere that reflected strong cross-functional camaraderie and collective spirit.

Overall, Fun Fusion successfully strengthened interpersonal connections and boosted morale across teams. The enthusiasm witnessed throughout the event underscored its positive impact and reaffirmed the organisation's commitment to employee well-being, engagement, and a collaborative workplace culture.



Soda Ash Business Team Enjoying at the Fun Fusion

Beats of Connection

Polyester's Business Drum Circle Session

By: Farwa Farrukh | Polyester Business

During the Quarterly Town Hall in July 2025, the Polyester Business team participated in a drum circle, transforming a simple introduction into a shared experience of creativity and collaboration.

Colleagues explored rhythm, experimented with beats, and encouraged one another, fostering team synergy, communication, and engagement.

The session created a joyful, energetic atmosphere and left lasting memories of connection, laughter, and shared engagement.



Polyester Business Team Enjoying the Drum Circle Event

Creating Good Times Together

Celebration and Community Engagement at the Company Colony

By: Chaudry M Arif | Soda Ash Business

Independence Day Celebration Unity, Pride, and Family Spirit

Winnington Club hosted a vibrant Independence Day celebration at the Company Colony, bringing together employees from the Soda Ash Business and their families for an engaging and memorable experience. The festivities began with a colorful cycle rally for children, promoting physical activity, enthusiasm, and a sense of national pride.

This was followed by a spirited car rally, with participants decorating vehicles in patriotic colours, creating a festive atmosphere throughout the colony. Families also enjoyed a variety of activities and games, fostering connection and shared enjoyment among all age groups.

The celebration concluded with a spectacular fireworks display, marking the occasion with excitement and collective pride. This thoughtfully organized event reflects Winnington

Club's commitment to community engagement, family participation, and nurturing unity and belonging within the LCI community.



Soda Ash Business Team on Independence Day

Tambola Night Fun and Fellowship

Another well-organised event was the Tambola Night at the Company Colony that brought together employees from the Soda Ash Business and their families with an engaging and enjoyable recreational experience. The event provided a welcoming platform for social interaction, creating a relaxed and vibrant setting for connection and fellowship.

Multiple rounds of Tambola were conducted seamlessly, generating enthusiasm and friendly competition among participants. Attractive prizes encouraged active participation, while the inclusive arrangement ensured enjoyment across all age groups. The evening offered families an opportunity to unwind, connect, and strengthen relationships within the community.

This event reflected Winnington Club's ongoing commitment to promoting social well-being, family engagement, and a strong sense of community, contributing positively to the quality of life within the colony.



Soda Ash Business Team at the Tambola Night Event

Pehchan Volunteer Programme

Compassion in Action

By: *Adiha Sohail | Corporate Function*

Through the Pehchan Volunteer Programme, LCI employees consistently embody the spirit of giving back by extending their time, energy, and compassion to those who need it most. Throughout the year 2025, this collective commitment translated into a series of deeply meaningful initiatives, where volunteers came together not just to support causes but to touch lives, strengthen communities, and create moments of hope that truly reflect the Company's dedication to building a better world.

Beach Cleanup Activities

This year, the Pehchan Volunteer Programme brought LCI's commitment to environmental stewardship to life through impactful beach cleanup drives. With the collective effort of 57 dedicated volunteers, an impressive 328 kilograms of waste was collected and directed towards responsible cleanup and recycling, an inspiring step towards restoring our shores and giving back to the planet we call home.



Beach Cleanup Activity by Chemicals & Agri Sciences Team in June 2025



Beach Cleanup Activity by Pharmaceuticals and Agri Sciences Business Teams in September 2025

Cleanup and Tree Plantation Drive at Lalazaar Park

Under the Pehchan Volunteer Programme, the Agri Sciences Team organised a Garbage Collection and Plantation Drive at Lalazar Wild Park, Nathiagali. The initiative focused on promoting environmental awareness, restoring the park's natural beauty, and encouraging responsible waste management.

The volunteers collected and sorted over 1,200 kilograms of waste from park trails, resulting in a visible improvement in cleanliness. The activity concluded with volunteers planting 10 indigenous saplings, reaffirming LCI's commitment to biodiversity, sustainability, and a greener future.



Tree Plantation and CleanUp Activity by Chemicals & Agri Sciences Business in July 2025

Tree Plantation Drives with QAYIM

Volunteers from the Chemicals & Agri Sciences Business led a meaningful tree plantation initiative in collaboration with Quaid's Afforestation and Youth Impact Movement (QAAYIM), at PECHS Foundation College, planting 100 saplings to support environmental restoration. This effort contributed to improving soil health, strengthening the local ecosystem, and reaffirming LCI's ongoing commitment to sustainability, community well-being, and a greener future.



Tree Plantation Drive by Chemicals & Agri Sciences Business in October 2025

Tree Plantation Drive and Awareness Walk at Sheikhupura Plant

To mark World Environment Day, volunteers from the Polyester Business organised a tree plantation drive and awareness walk at the Sheikhupura Office. The initiative aimed to promote environmental responsibility, with participants also pledging to reduce plastic usage in their daily lives—reinforcing the global theme “Beat Plastic Pollution” and LCI’s commitment to a cleaner, greener future.



Tree plantation and Awareness Walk by the Polyester Business in June 2025

Mental Health Awareness Session and Activity with Kiran Foundation

Volunteers at the Head Office came together to engage with children from the Kiran Foundation through a hands-on model-building activity using sticks, encouraging creativity, connection, and teamwork. As part of the visit, volunteers also toured the DCTO Campus, Lyari and participated in a short awareness session, reinforcing the importance of mental well-being, empathy, and meaningful engagement.



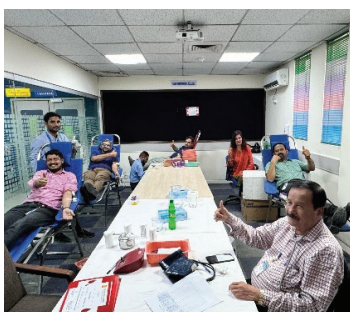
Model-building Activity, Corporate Function, CHAG and Pharmaceuticals Business, October 2025

Blood Donation Drives

In collaboration with the Fatimid Foundation, Pehchan Volunteers came together throughout the year to support life-saving blood donation drives. Through this collective effort, 91 pints of blood were donated, each contribution carrying the power to save lives and offering hope to as many as 273 individuals in need.



Blood Donation Drive, Corporate Function, CHAG and Pharmaceuticals Business, January 2025



Blood Donation Drive, Pharmaceuticals Business, June 2025



Blood Donation Drive, Animal Health Business, November 2025

Clothing Donation Drive with Alkhidmat

The Annual Clothing Donation Drive took place Company-wide, In collaboration with Akhuwat Foundation, to support vulnerable communities during the winter season. Through this initiative, 255 kgs of clothing were collected, helping make someone's winter warmer while reflecting LCI's commitment to care, compassion, and social responsibility.

Zain Ahmad Khawaja

Head of IT

I am the youngest of five siblings, and growing up in Lahore taught me early how to balance discipline with ambition. My life revolved around studies and sports. Badminton, football, cricket and squash. In 2004, that passion took me to India to represent my country, an experience that shaped my confidence and resilience. In 2009, I joined AkzoNobel as an IT Trainee Officer. Since then, life has unfolded in every possible way. I got married, became a father, lost a parent, and pursued higher education. Through all those changes, the one constant in my life was the organisation. It gave me stability, encouragement, and space to grow when everything else was shifting.

“The Company stayed constant, but the people helped me evolve.”

What truly shaped me were the people, mentors who gave sincere feedback, colleagues who trusted me, and teams that valued integrity and innovation. Their honesty helped me evolve not just professionally, but personally. Today, I try to give back by sharing candid feedback and supporting others in their growth.

I have made lifelong friends here and experienced the true power of diversity and inclusion. I genuinely believe we can only grow when we treat people the way we ourselves want to be treated.



Syed Ahmer Salman Ali

Head of IT Operations

I have spent 27 years in IT and witnessed technology transform from floppy disks to AI. But the most meaningful evolution in my career wasn't technological; it was personal. After 22 fulfilling years at my previous organisation, deciding to leave was the hardest professional decision I have ever made. I stepped into that change with uncertainty and anxiety. But when I joined LCI in November 2022, those fears disappeared far quicker than I expected. The transition was smooth because of the people. Across departments and businesses, I found colleagues who were welcoming, supportive, and genuinely kind. That experience reaffirmed something I have always believed: people define a Company's culture.

“Technology changes fast, but trust is what truly builds teams.”

If there is one lesson my career has taught me, it is that trust is the cornerstone of any successful team. Trust enables collaboration, learning, and shared purpose. Without it, progress is limited.

Outside of work, I consciously disconnect by listening to audiobooks, taking a digital detox, and spending quality time with my family: my father, wife, two daughters, and son. That balance keeps me grounded and grateful for the journey.



Yousaf Rehman

Head of Enterprise Resource Planning

For a long time, I believed professionalism meant staying quiet and fitting into the room rather than shaping it. Over time, I learned that being authentic doesn't weaken your position in corporate spaces; it strengthens it.

I have learned to be vocal and not loud, but honest. To speak with clarity, even when it's uncomfortable. Authenticity, for me, means showing up as myself while still respecting the organisation, the role, and the people around me. It means asking questions, offering perspectives, and standing by my values without turning conversations into confrontations.

“When you lead with authenticity, trust follows and relationships grow.”

The most meaningful relationships I've built at work did not come from hierarchy or titles. They came from trust. And trust grows when people know what you stand for. When you say what you mean, listen with intent, and stay consistent in your actions, relationships naturally deepen. Being authentic has helped me build bridges across teams and functions. It is allowed difficult conversations to turn constructive and professional respect to turn into genuine connection. I've learned that people may not always agree with you but they will remember how real you were.

In a world of carefully curated corporate personas, choosing authenticity is a quiet form of leadership.



Nawair Ishfaq

Manager - SAP Finance and Controlling

My journey at LCI, which began on July 1st, 2014, has shown me that true impact comes from empathy, trust, and the courage to uplift others. When people feel valued and heard, they grow beyond roles and titles. From day one, LCI surrounded me with incredible people whose belief and support shaped my growth.

Over time, I have learned that discipline and consistency quietly create impact—simply showing up every day and giving your best generates real value. Failures and rejections, though challenging, became opportunities for reflection, pushing me to think deeper and grow stronger. Looking back, every hardship has passed, leaving behind experience, clarity, and the confidence to move forward.

“Success is
about inspiring
belief—first in
people, then in
possibilities.”

LCI grows like a rainforest: diverse, resilient, and deeply rooted in its people.



Summer Soiree

Mango Festival

By: Anas Iqbal | Pharmacy

As I reflect on my time at LCI, one day stands out as a true highlight, the epic Summer Soiree. It was a day that left an indelible mark on my career, a day that I will treasure forever.

The warm sunshine cast a golden glow on the lush green lawns as I stepped into the premises. The air was electric with excitement, and the tantalising aroma of different fruits and refreshments wafted through the air, making my stomach rumble with anticipation. The theme was 'Summer Blast,' and blast it did with a bang, a splash, and a whole lot of crazy!

The soiree was a masterful blend of fun, games, and laughter, with our talented seniors taking the lead. We had an amazing lineup of activities from thrilling games like 'Tug of War' and 'Musical Chairs' to hilarious challenges like 'Guess the Tune' and 'Lip Sync Battle'. I still chuckle thinking about our fearless seniors, attempting a rock song in the Lip Sync Battle! And let us not forget the 'Fun Trivia' session, where we tested our knowledge and won some awesome prizes!

The 'Talent Show' was very entertaining, with our seniors showcasing their skills in singing, comedy, and magic. We were all in splits with the hilarious



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stand-up comedy, and the magic show left us all amazed. I remember feeling awestruck by the incredible performances, thinking, 'Wow, I am working with such talented people!'

But what made this day truly unforgettable was the company, friends, seniors, and juniors, all coming together like a big, happy family. We laughed, joked, and had a blast together, creating memories that will stay with us forever.

The evening ended with a bang, literally! We had a crazy DJ spinning some epic tunes, and we partied under the starry night sky, feeling like we are on top of the world. The LCI team handed out some amazing goodies, and we all went home with huge smiles on our faces.

Kudos to the LCI team for throwing an epic party that will be remembered for ages from the bottom of my heart. This day was a turning point for me, it helped me break the ice, make new friends, and create a network of amazing people who have become like family. It is a memory I will treasure forever, a reminder of the power of connection and the joy of shared experiences.

Here is to many more memories, laughter, and adventures together.

Stay Connected

LCI shares its story, inside and outside the organization.
Follow, engage, and build relationships.

Where to



/LuckyCoreIndustries

Leadership Talks,
Company Films,
Campaigns



/LuckyCoreIndustries

Employee Stories, Engage
Reels, Achievements

Click on the icon

Why Follow

Every follow, like, and share helps amplify LCI's

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organisation, across all social media platforms.
be part of the journey!

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Thought Leadership,
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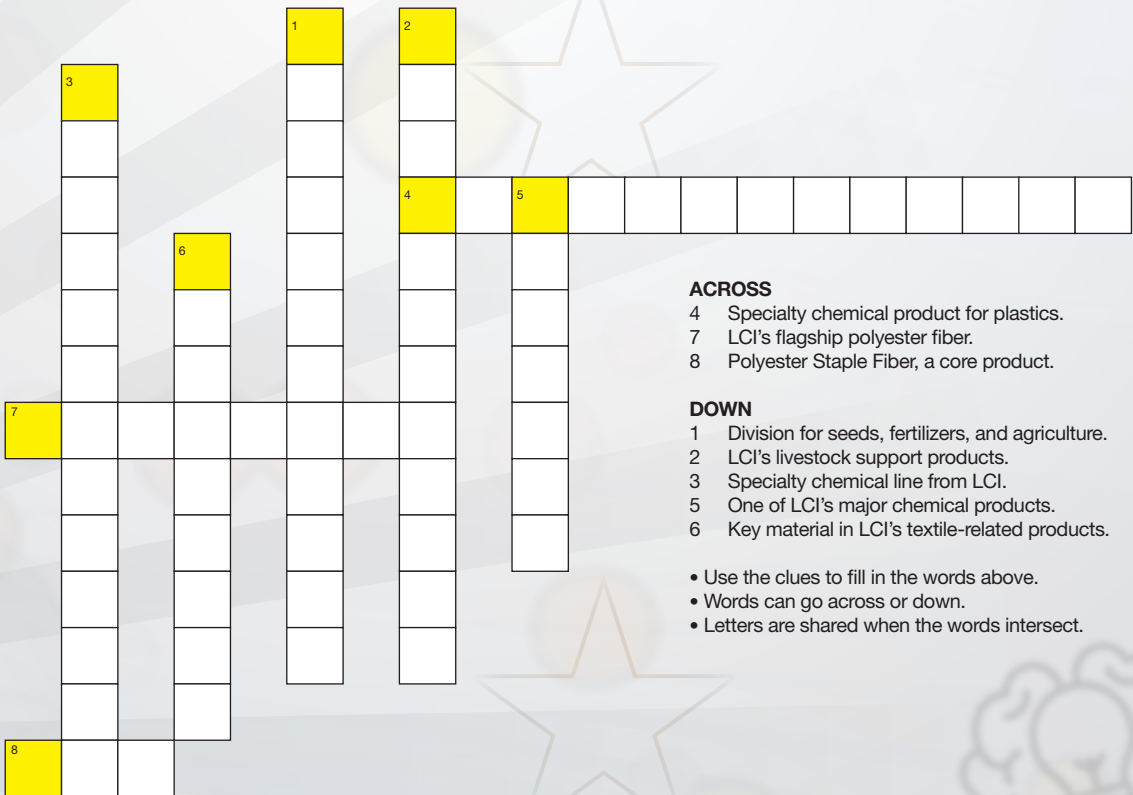
s impact and reach. Be part of our digital story!

Pause. Play. Engage.

Crossword Puzzle

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| Q | B | U | L | P | R | B | Q | X | N | Q | Q | L | L | A | P | B | P | L | T |
| C | F | K | H | H | H | R | O | W | V | N | O | K | U | U | R | K | O | M | X |
| S | H | B | U | B | J | A | C | I | W | H | F | U | B | I | Z | J | L | O | F |
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Make Word Puzzle



ACROSS

- 4 Specialty chemical product for plastics.
- 7 LCI's flagship polyester fiber.
- 8 Polyester Staple Fiber, a core product.

DOWN

- 1 Division for seeds, fertilizers, and agriculture.
- 2 LCI's livestock support products.
- 3 Specialty chemical line from LCI.
- 5 One of LCI's major chemical products.
- 6 Key material in LCI's textile-related products.

- Use the clues to fill in the words above.
- Words can go across or down.
- Letters are shared when the words intersect.

Answer the Riddles

Can you solve them all?
Challenge yourself and unlock the answers! Drop your guesses, and let us see whose the Riddle Master

1

I have hands but no arms, a face but no eyes.
I tell you something important; you should always be wise.

What am I?

2

I follow you wherever you go,
But disappear in the darkest glow.
I grow tall when the sun is low,
Yet vanish when there is no light to show.

What am I?

3

The more of me you take, the more you leave behind.

What am I?



Himra Mursil
Chief People Officer
Lucky Core Industries Limited

[➔ Click here](#) to watch.



Asif J.
Chief Executive Officer
Lucky Core Industries Limited

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Vice President, Animal Health Business
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Watch past episodes of
The Core!

Best Photograph of the year.

Saqib Hussain

Group Product Manager

Chemicals & Agri Sciences Business





Feathered Guardian of the Bridge
Location: London



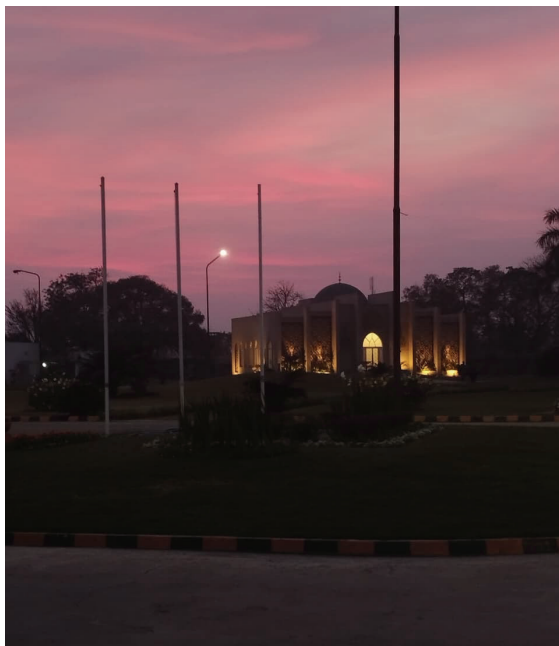
Saqib Hussain
Group Product Manager
Chemicals & Agri Sciences Business

Between Mountains and the Infinite
Location: Izmir



Muhammad Azhar Malik
Senior Officer Mines
Soda Ash Business

A time traveler's swing
Location: Khewra



Fehar Abdul Rafae
Manager Purchase
Polyester Business

The beautiful mosque
Location: Sheikhpura



Muhammad Amjad Tariq
Senior Officer Materials
Polyester Business

A workplace surrounded by clarity and calm.
Location: LCI Polyester Plant, Sheikhpura.



Haris Ali Khan
Assistant Manager Creative & Brands
Corporate Function

A call from mountains
Location: Nathiagali, Murree



Pernia Hassan
Manager Creative & Brands
Corporate Function

Symmetry of reflections
Location: Karachi



Baber Iftikhar
Officer Production
Soda Ash Business

Heights beyond the clouds
Location : Kumrat Valley

A Publication of the Corporate Communications
& Public Affairs Function

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