

USGROUP



# 2025 Sustainability REPORT

Doing Well by Giving Back

[www.usgroup.org](http://www.usgroup.org)

---

# Table of Contents

Chapters	Page No.
<b>1 – About US Group</b>	
• Our Story & Businesses	5
• Leadership Commitment	8
• Corporate Governance	12
• Stakeholder Engagement	14
• Material Topics	21
• Memberships & Associations	23
<b>2 – About This Report</b>	
• GRI Reporting Framework	28
• Report Highlights	29
• Sustainability Challenge 2025	31
<b>3 – Targets &amp; Performance in 2025</b>	
• Social	37
• Environmental	42
• Economic	46



<b>Chapters</b>	<b>Page No.</b>
<b>4 – Product Sustainability</b>	
• Product Sustainability - US Apparel	51
• Product Sustainability - US Denim Mills	54
• Sustainable Product Innovation	57
<b>5 – Changing Mindsets</b>	
• People Empowerment at US Group	60
• Sustainability Activities	63
<b>6 – CSR</b>	
• Focused, Measurable Impact	66
• Driving Long-Term Change	67
<b>7 – GRI Content Index</b>	68
<b>8 – Annexures</b>	69



---

CHAPTER

1

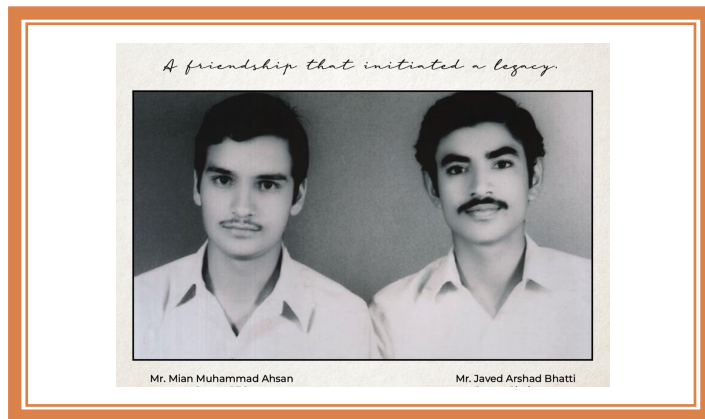
About  
US Group

# Our Story and Business

GRI 2-1, 2-6, 418-1

In 1975, two best friends, **Mr. Javed Arshad Bhatti** and **Mr. Mian Muhammad Ahsan**, united by a shared passion for textiles, founded what would become US Group. They named their venture US

Group, inspired by their firstborn children, Umer and Siddique. From their first small workshop in Lahore, Pakistan, they built with purpose, setting a course that would shape a thriving legacy.



Over the years, that small beginning has taken shape into a diversified organization headquartered in Lahore, with a presence across global markets. As the business expanded, our mission at its core remained unchanged — **doing well by giving back.**



Today, our work spans fabrics and apparel, brought together through a closely connected manufacturing ecosystem. From fabric making at US Denim Mills (Private) Ltd. and US Dyeing & Finishing Mills (Private) Ltd. to apparel production, including workwear through US Apparel & Textiles (Private) Ltd. and Stylers International (Public) Ltd., each function reflects consistency, care, and control.

With scale has come responsibility. Sustainability is not something we treat separately; it is part of how we think, plan, and operate. Across our facilities, this means reducing our impact, improving efficiency, and investing in cleaner, more

responsible ways of working, while continuing to create long-term value.

What began in Pakistan now reaches far beyond it. Our products move across North and South America, the United Kingdom, Europe, and Australia, carrying with them not just quality, but the trust we have built over time. Our customers rely on us not only for what we make, but for how we work, and protecting that confidence shapes every part of our business.

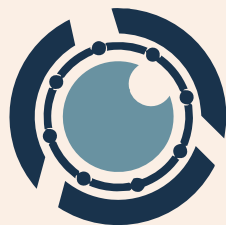
As we look ahead, we remain focused on building a business that continues to grow with purpose—responsible in how it operates, resilient in how it evolves, and meaningful in the value it creates.





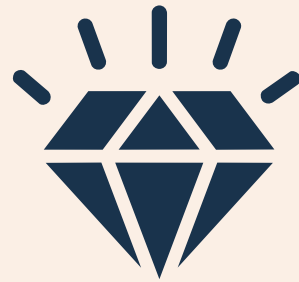
## Our Mission

Doing Well By Giving Back



## Our Vision

We aspire to grow by protecting our core business and moderately diversifying in attractive segments while implementing good governance for long-term sustainability of the organization.



## Our Values



Integrity



Care



Innovation



Collaboration



Agility



# Leadership Commitment

GRI 2-22



**JEHANZEB KHAN**  
*CEO AJ Holdings*

“At US Group, sustainability is embedded in how we operate and grow; it is not a separate initiative. In 2025, we showed that disciplined climate action, stronger governance, and operational performance can progress together and reinforce one another. As we move into the next phase of our strategy, we remain focused on profitable growth, underpinned by responsible innovation, transparency, and close collaboration across our value chain, while continuing to reduce our environmental footprint and pass these benefits on to our customers.”



**IRFAN NAZIR AHMAD**  
*CEO Fabrics Business*



“Our Fabrics Business operates at the heart of resource intensity: energy, water, chemicals, and materials. This reality gives us both responsibility and opportunity. We have taken decisive steps toward decarbonization and resource efficiency through biomass transition, water recycling, and process optimization. While volume growth presents cost pressures, we remain committed to improving value efficiency alongside environmental performance. The path forward is clear: we remain committed to smarter energy use, disciplined cost control, and continued investment in circular and low-impact product mix.”





**HAFIZ MUSTANSER AHMED**  
*CEO Apparel Business*

“In Apparel, we are accelerating renewable energy adoption, smart automation, and integration of preferred sustainable materials, while strengthening full traceability and climate accountability across our operations.

Going forward, we are embedding decarbonization, circular design thinking, and responsible sourcing deeper into product development and costing, while aligning our upstream supply chain with evolving global ESG and human rights standards. In parallel, we remain disciplined on productivity, speed-to-market, and cost competitiveness to ensure sustainable value creation for our partners.

Our direction reflects the priorities of leading global brands — science-based actions to drive positive impact on climate, fiber transparency, responsible chemical management, social compliance integrity, digital traceability, and measurable impact reporting, positioning us as a trusted long-term partner in a margin-sensitive and accountability-driven industry.”





## ABDUL JABBAR ATHAR

*Director Corporate  
Projects & Sustainability*

“Sustainability at US Group is built on the belief that long-term success depends on creating value for people, the environment, and the communities we serve.

Over the years, our approach has evolved from individual initiatives into an integrated part of how we operate and make decisions. By improving workplace conditions, reducing our environmental footprint, and investing in the communities around us, we have worked to turn this belief into meaningful action. The progress reflected in this report is the result of the dedication of our people, strong partnerships, and continued investment in better systems, technologies, and capabilities.

These achievements show that sustainability and business performance go hand in hand. While we are proud of the progress made, we recognize that this journey continues. We remain committed to creating lasting value for our business, society, and future generations.”



# Corporate Governance

GRI 2-11



## Governance and Accountability Framework

US Group’s governance ensures strategic oversight, accountability, and long-term value creation across business, society, and the environment.



### Board of Directors

- CEO serves as Chair of the Sustainability Steering Committee, guiding sustainability risk and opportunity management.
- Governed under Companies Act, 2017 and Listed Companies (Code of Corporate Governance) Regulations, 2019.
- Provides oversight on financial performance, risk management, ethical conduct, and sustainability integration.
- Appoints CEO and senior leadership based on competence, strategic alignment, and Group values.



### Sustainability Steering Committee

Meets quarterly to provide direction and oversight on key sustainability matters.

#### Responsibilities include:

- Reviewing sustainability strategy and alignment with business objectives.
- Tracking progress on climate, resource efficiency, and social performance targets.
- Assessing regulatory developments and customer requirements.
- Evaluating sustainability risks, impacts, and opportunities across operations and the value chain.
- Approving sustainability disclosures and reported performance.



## Operational Oversight

### **Director of Projects and Sustainability:**

Integrates sustainability across projects and functions.

### **General Manager of Sustainability:**

Leads corporate sustainability team and coordinates unit-level Sustainability Councils, which meet monthly to track performance, implement initiatives, and escalate issues.



## Continuous Improvement

- Corporate Projects & Sustainability monitors global best practices, regulations, and customer expectations.
- It updates policies, targets, and action plans based on insights.
- It also tracks performance through monthly reviews and reports to senior management and the Steering Committee.



## Reporting and Transparency

Sustainability reports are reviewed by the Director of Projects and Sustainability and approved by the Board of Directors, ensuring accuracy, completeness, and transparency in line with governance and disclosure expectations.



# Stakeholder Engagement

GRI 2-29



## Creating Mutual Value with Stakeholders

At US Group, sustainable growth is built on collaboration and shared vision. Long-term success emerges from aligning the expertise, commitments and aspirations of all who contribute to our business.

01



**Owners**

- Provide more than capital: trust, time, and strategic vision.
- Enable long-term growth, resilience, and innovation.

02



**Customers**

- Guide our decisions through insights, feedback, and evolving needs.
- Inspire adoption of global best practices and continuous improvement.



03



**Suppliers and Vendors**

- Deliver high-quality, cost-efficient raw materials to stay competitive in global markets.
- Serve as innovation partners, introducing advanced technologies that enhance productivity, reduce waste, and accelerate sustainability.

04



**Contractors and Service Providers**

- Support safe, efficient infrastructure and responsible resource management.
- Provide audits, expertise, and guidance, ensuring compliance, transparency, and operational excellence.

05



**People**

- Our most valuable asset, bringing vision to life and nurturing stakeholder relationships.
- Drive long-term sustainability, culture, and performance.

**Ecosystem Impact**

These partnerships form an interconnected ecosystem where shared responsibility and collaboration generate enduring value for stakeholders, communities, and the future.

**How We Engage**

In 2025, we engaged customers, suppliers, academia and communities to share knowledge, strengthen capabilities, and advance ethical, responsible, and innovative practices across our value chain.



## Customer Visits

- Global brands engaged closely with US Group facilities to assess production, sustainability, and safety practices.
- Highlights include Jack & Jones and Kontoor evaluating production capabilities; Primark reviewing sustainable cotton initiatives; Levi's assessing safety and quality protocols.
- Strategic partnerships strengthened through visits by Target, The Sting, H&M, Zara, and Marks & Spencer, focusing on sourcing alignment, CSR, and resource efficiency.

## International Team Visits

- US Group conducted 22 major global engagements across the USA, Europe, Asia, and the Middle East in 2026.
- Key activities included Kingpins New York (Spring/Summer 2026 launch), Mills Weeks with Levi's, JCPenney, American Eagle Outfitters, and Tommy Hilfiger, and global showcase of "The RAW Edition" collection.
- Engagements emphasized product innovation, sustainability, performance finishes, and future business planning.

## Academia and Training

- Students from Schools from Lahore University of Management Sciences (LUMS), Lahore School of Economics (LSE), Superior University, Pakistan Institute of Fashion and Design (PIFD), Kinnaird College, Sharif Medical

College, and Aitchison Junior School participated in factory tours, sustainability programs, and operational workshops.

- Average training hours per employee: 11.72, covering lean manufacturing, workplace safety, leadership, and compliance.
- Initiatives included fire drills with Rescue 1122, LOTO training, anti-harassment and workplace ethics programs with FOSPAH and M&S, Women Mentorship Program, and VFAHT health sessions.
- 133 employees trained in operational excellence frameworks such as Overall Equipment Effectiveness (OEE) and Six Big Losses, enhancing shop-floor productivity.

## Supplier Engagement

- Capacity-building sessions held with 25 key suppliers, including Interloop, Nishat Mills, and Archroma, supporting SBTi readiness and regulatory compliance.
- Environmental screening conducted for all suppliers; 84% of respondents initiated gender diversity programs.

## Collaborations and Community Initiatives

- Strategic MOUs and partnerships expanded US Group's impact beyond manufacturing.



- Key collaborations include Sundas Foundation (blood donation drives) and Engro (supply chain operations).
- Artisan Collaboration – In partnership with Indus Heritage Trust, US Group is empowering artisans to showcase traditional skills on denim. This initiative bridges heritage craft with contemporary denim innovation,

celebrating cultural craftsmanship while creating unique, globally relevant product expressions.

- Health and awareness campaigns provided eye care, diabetes screenings, and other medical services to hundreds of workers and their families.

### What We Did This Year

This year, our sustainability journey took on a new momentum. What began as a series of ideas and intentions has, over time, been shaped by our own experiences, learning what works, rethinking what doesn't, and finding creative solutions to the challenges we've encountered along the way.

Across US Group, sustainability is now part of how we think and operate. Our monthly challenges were designed to identify gaps and uncover opportunities for improvement across key sustainability areas. In doing so, they turned everyday actions into real impact, with teams driving meaningful changes in resource use and community efforts. By staying



## Embedding Sustainability as a Mindset and Lifestyle

US Group fosters a culture of sustainability beyond operations, encouraging employees to integrate sustainable practices into daily life. Internal initiatives include monthly Sustainability Challenges covering:



Actions included mapping processes, establishing baselines, conducting hotspot analysis, setting priorities, and developing short, medium and long-term roadmaps with measurable impact. Example: Sustainable Transport efforts reduced estimated emissions by 13,909 kg CO<sub>2</sub>e per month through carpooling and vehicle consolidation. Scope 1 and Scope 3 emissions were calculated to inform further efficiency measures.

- Inclusion Initiatives – Launched Women’s Common Room and on-site daycare to support female employees.

- Disability Advocacy – Partnered with Deaf Reach for sign language training and career pathways for the deaf community.
- Mental Health & Literacy – Employee Assistance Program and financial literacy sessions empowered over 50 women beyond production roles.
- Youth Engagement – Students from LUMS, PIFD, and Aitchison College participated in on-site research and sustainability-themed activities, including poster competitions.



**Conferences, Vendors & Industry Engagement**

- **Water Conference** – US Group organized a Water Conference to strengthen internal collaboration on water stewardship. Stakeholders reviewed performance, shared best practices, and identified new opportunities for conservation and reuse.
- **Supplier Engagement** – In 2025, structured sustainability and capacity-building sessions were

conducted with over 25 key upstream suppliers across yarn, fabric, dyes, chemicals, accessories, and packaging. Notable partners included TATA Pakistan, Reliance Cotton Spinning, Interloop Spinning, Nishat Mills, Diamond Fabrics, Artistic Milliners, Meko Denim, Sapphire Finishing Mills, Masood Textile, Engro Polymers, Archroma, CHT Pakistan, and others.

**84%**

implement gender diversity initiatives

**97%**

maintain Occupational Health & Safety policies

**37%**

publish sustainability reports

**56%**

calculate GHG emissions

**76%**

work on water management

**77%**

implement waste management practices

**89%**

maintain chemical management systems

**77%**

hold international certifications

- **Kaizen Conference** – Promoted continuous improvement and cross-functional learning. Teams shared initiatives, operational improvements, and received awards for exceptional performance.

- **Industry Participation** – Active presence at Kingpins Show for supplier evaluation and innovation scouting. Memberships maintained in global sustainability initiatives, including GRI and SBTi, supporting standardized impact measurement and climate alignment.



## Emerging Priorities

Our ongoing engagement highlighted a few clear priorities:



### Climate and Resource Stewardship

Stakeholders expect stronger climate action, including reductions in Scope 1, 2, and 3 emissions, with increasing alignment to frameworks such as the Science Based Targets initiative (SBTi). Alongside this, there is growing emphasis on improved resource efficiency and more robust environmental data, supported by internationally recognized standards such as ISO 50001 and ISO 14064-1/3 certifications.



### Traceability and Responsible Supply Chains

There is increasing demand for end-to-end transparency across supply chains, covering raw materials, sourcing practices, and compliance with environmental and social standards. Regulations such as ESPR and Digital Product Passport (DPP) are driving greater traceability and product-level data, while mechanisms like CBAM are reinforcing the need for more accountable and low-carbon supply chains.



### Circularity and Local Impact

Expectations are expanding towards circular practices, better waste and wastewater management, and greater investment in local communities and infrastructure. This is increasingly shaped by frameworks such as Extended Producer Responsibility (EPR), which emphasize lifecycle accountability and stronger links between environmental performance and community impact.

By pairing dialogue with action, we are strengthening trust, improving performance, and ensuring our progress reflects the expectations of our stakeholders.



# Material Topics

GRI 3-2

As part of our ongoing commitment to addressing the most relevant sustainability topics, US Group maintains a defined set of material issues identified through previous materiality assessments

conducted in collaboration with key stakeholders. These material topics remain unchanged, reflecting their continued importance to both our business and our stakeholders.



The following topics continue to be considered material to our business and serve as the foundation for our sustainability strategy, targets, and performance monitoring.

Sr.	Material Topic	Responsible Function
1	Economic Performance	Finance & Internal Audit
2	Anti-Corruption	Legal
3	Energy	Engineering
4	Emissions	Operations
5	Occupational Health and Safety	Compliance
6	Human Rights and Compliance with Laws	Operations & Compliance
7	Sustainable Materials	Sourcing
8	Water and Effluent	Engineering & Compliance
9	Waste and Circular Economy	Finance & Administration
10	Gender Diversity	Operations
11	Employment, Training, and Development	Human Resources
12	Supplier Assessment	Sourcing
13	Biodiversity	Administration
14	Local Communities	Administration
15	Procurement Practices	Sourcing



# Memberships & Associations

GRI 2-28

## Industry, Business, and Trade Associations



Sustainability, Reporting, and Due Diligence Platforms



Environmental and Responsible Sourcing Initiatives



# Impact



Support responsible sourcing, labor standards, and environmental stewardship.



Enhance transparency, benchmarking, and alignment with global sustainability frameworks.



Reinforce collaborative action and credible disclosure, advancing US Group's sustainability journey.



---

CHAPTER

2

About  
This Report

# This Sustainability Report includes all entities of US Group.

US Group reports its sustainability performance annually for the period from **January 1, 2025**, to **December 31, 2025** (calendar year). In contrast, Stylers International Public Limited reports both its financial and ESG information for the period from July 1, 2024, to June 30, 2025 (fiscal year), in accordance with the guidelines of the Securities and Exchange Commission of Pakistan (SECP).

**US APPAREL  
& TEXTILES**

**US DENIM  
MILLS**

**US DYEING &  
FINISHING MILLS**

**STYLERS  
INTERNATIONAL  
LIMITED**

For any questions about the report,  
please contact

**Mr. Abdul Jabbar Athar,**

Director of Corporate Projects and  
Sustainability, at

[usgsustainability@usgroup.org](mailto:usgsustainability@usgroup.org)

# GRI Reporting

GRI 2-3

Over the past six years, our GRI-aligned reporting reflects our commitment to transparency and sustainable growth. By sharing our progress and challenges, we provide clarity to stakeholders and support industry learning, making our reporting not just a disclosure but a tool for continuous improvement and collective progress.



We adhere to a multi-tiered reporting schedule that includes:

- Annual reports providing a comprehensive overview.
- Quarterly updates to track key performance indicators.
- Monthly reviews during “Performance Review Meetings” to monitor progress.
- Additional reports, as needed, to meet organizational and stakeholder expectations.

By integrating data-driven insights with structured reporting, we enhance our sustainability strategy, ensuring long-term value creation for both our business and our stakeholders.

**Publication Date: 23 May, 2026**

# Report Highlights

**Reduced  
Scope 1 and 2  
emissions by**  
**47%**  
from 2022 baseline

We significantly lowered absolute greenhouse gas emissions across our operations, advancing our alignment with Science-Based Targets. This reduction reflects a combination of energy efficiency measures, cleaner energy adoption, and ongoing efforts to optimize processes.

[Read more on page 34](#)

Through improved monitoring and efficiency measures, we reduced reliance on groundwater across our facilities. This supports more responsible water use while strengthening long-term water stewardship practices.

[Read more on page 44](#)

**Reduced  
groundwater  
extraction by**  
**6%**  
from 2022 baseline

**Achieved**  
**86%**  
**reduction in**  
**TRIR compared**  
**to 2022 baseline**

We strengthened safety systems and preventive risk management practices across sites, supported by over 60 internal safety audits and more than 950 safety actions implemented. These efforts contributed to a significantly safer working environment.

[Read more on page 38](#)

Our continued focus on inclusive hiring and workplace practices led to a measurable improvement in gender diversity. This reflects our commitment to building a more balanced and representative workforce.

[Read more on page 40](#)

**Achieved**  
**10%**  
**gender diversity**  
**across the Group**

**Trained over**  
**133**  
**employees in**  
**operational**  
**excellence tools**

We expanded workforce capability through training in 6 Big Losses and Overall Equipment Effectiveness (OEE). These programs are helping teams identify inefficiencies, reduce losses, and improve overall operational performance.

[Read more on page 46](#)



# Sustainability Challenge 2025

Sustainability Challenge 2025 provided a clear and structured framework to guide sustainability efforts across the Group. By bringing seven target areas under three pillars—social, environmental, and economic—it aligned priorities across units and connected them more directly to day-to-day operations.

**3** PILLARS  
**7** AREAS

Grounded in our E2SG approach—integrating environmental, economic, social, and governance priorities into core business performance—the Challenge marked a shift from a utility-driven approach to a more process-led model. Instead of managing energy, water, and waste as standalone areas, sustainability was embedded into operational systems and everyday decision-making.

Each focus area was supported by defined KPIs and dedicated programs, strengthening accountability and enabling more consistent, outcome-driven execution across the business.



**Social**



**Environmental**



**Economic**



# What This Looked Like Across Our Units



## Energy & Emissions:

- US Dyeing & Finishing Mills installed a 15 T/H biomass boiler, cutting steam generation costs by ~25% (USD 750,000 investment).
- US Apparel's sBU UK/EU eliminated coal, saving PKR 21.9 million annually and reducing greenhouse gas emissions.
- US Denim Mills' biomass boiler operations produced 93,217 tons of steam, reduced 11,939 tCO<sub>2</sub>e.

## Water & Waste Management:

- US Denim Mills' wastewater Recycling Plant (85 m<sup>3</sup>/hr) reached full capacity in Jan 2025, recycling 539,231 m<sup>3</sup> and reducing freshwater use by 50.4%. Wastewater carbonization recovered 710 tons of sulphuric acid.



## Renewable Energy:

- Stylers International's 364 kW solar extension generates 310,302 kWh/year, increasing renewable share by 5.7% and avoiding 155 tons of CO<sub>2</sub>e annually.
- 631 kW rooftop solar system at US Apparel's sBU UK/EU (Unit 1R) avoided 34,031 kg of CO<sub>2</sub>e.





**Social & Workplace Initiatives:**

- Ergonomic interventions reduced fatigue-related breaks by 10% and posture discomfort by 5–10%.
- Employment of persons with disabilities in US Apparel's sBU UK/EU increased from 16 to 62 (0.25% → 0.95% representation).

**Digitalization & Automation:**

- Laundry Operations: 65% equipment efficiency, 34% downtime, targeting 75% efficiency.
- Automation increased cutting output by 136%, raising automation share from 11% to 25% and adding 488,551 garments/year.



**Quality & Business Impact:**

- US Apparel's sBU USA reduced the not-shipped rate from 3.62% to 2.86%, avoiding 82,641 garments and saving USD 743,773 (PKR 208.3 million).

**Operational Efficiency and Process Innovation:**

- In Stylers International's laundry operations, flash steam recovery saved 388 MWhe, 303 tons of steam, 97 tons of CO<sub>2</sub>e, and PKR 1.5 million annually. Pressure-reducing valve reuse saved 838 tons of steam, 209 tons of fuel, ~350 tons of GHG, and PKR 1.85 million (PKR 40,000 investment).
- Laundry process improvements reduced chemical use by 60% (1,502 kg potassium permanganate), and less-water washes cut water use by ~60%.



# Progress Summary



## Social



Improve TRIR by



Inclusivity & Diversity up to

Target

30%

20%

Performance

86%

10%



## Environmental



GHG Emissions Reduction by



Water Reduction by



Chemical Intensity Reduction by

Target

30%

40%

10%

Performance

47%

6%

5%



## Economic



Productivity Improvement by



Reduction in waste with zero landfill

Target

10%

10%

Performance

5%

-10%

---

CHAPTER

3

# Targets & Performance

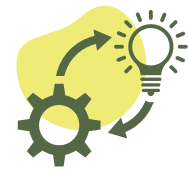
## A Structured Beginning (2019)



In 2019, we formalized our sustainability journey by identifying nine key target areas and introducing Sustainability Challenge 2022—our first structured sustainability challenge—using 2019 as

the baseline. This marked a shift from individual initiatives to a more focused approach, helping us define priorities and begin tracking progress more systematically.

## Learning and Evolving (2022)



By 2022, we concluded our first Sustainability Challenge, marking an important milestone in our journey. While progress was achieved across several areas, the process also revealed gaps in execution, alignment, and measurement. These insights became a turning point—helping us better understand what drives meaningful progress and where our approach needed to evolve.

narrowed to seven and reorganized under three defined pillars—social, environmental, and economic—creating a more integrated and structured framework, with the addition of US Dyeing & Finishing Mills, Stylers International (Units 1 & 2), and US Workwear. Using 2022 as a baseline, this phase brought greater clarity and alignment to how we set and pursued our targets. The introduction of dedicated programs and an expanded set of 40 KPIs (up from 26) further strengthened accountability and shifted the focus more firmly towards execution and outcomes.

Building on these learnings, we launched the Sustainability Challenge 2025 in the same year. The nine target areas were

## Where We Stand Today (2025)



In 2025, we concluded Sustainability Challenge 2025 and began to see the results of a more focused and structured approach. Progress in areas such as workplace safety and greenhouse gas emissions reflect the impact of sustained

effort, while outcomes in resource efficiency and diversity point to where further focus is needed. Together, these results give us a clearer view of what is working, what needs strengthening, and how we move forward from here.

# Social ..



## Workplace Safety (TRIR)

### Key Challenges We Faced in 2025

In 2025, maintaining consistent safety performance became more complex as operations expanded and production volumes increased. Ensuring uniform safety practices across multiple sites, strengthening workforce awareness, and shifting from reactive to preventive safety management were key challenges during the year.



Integrity



Care



Innovation



Collaboration



Agility

### How We Addressed the Challenges

Our response focused on strengthening systems while embedding safety into everyday behavior, guided by our core values.

We reinforced **integrity** by strengthening our Group-wide OHS audit framework and improving transparency through structured reporting and incident analysis. With **care**, we expanded safety trainings, emergency drills, and health awareness initiatives, including mental well-being programs to support employees holistically.

Through **innovation** and **collaboration**, we introduced cross-unit audits and leadership GEMBA walks, bringing teams closer to operations and enabling faster identification and resolution of risks. Strengthening **agility**, we enhanced safety communication through dashboards, alerts, and lesson-sharing mechanisms—supporting quicker response and continuous improvement across sites.



**What We Achieved**

Our efforts have contributed to a stronger, more proactive safety culture across our operations, supported by improved systems, leadership engagement, and workforce awareness.

- **86%** reduction in Total Recordable Injury Rate (TRIR).
- **61** mean days between incidents (MDBI) (improved by 9 days (compared to 2022)).
- **950+** safety actions implemented.
- **60** audits conducted across 10 sites.

**Way Forward**

Building on progress since 2019, we aim for Zero LTI by strengthening prevention, accountability, and engagement across all levels and our supply chain. We are advancing a proactive, behavior-led safety culture with early risk identification, leadership ownership, and data-driven prevention, while deepening focus on occupational health, ergonomics, mental well-being, and supplier and worker engagement.



**Voices from the Shopfloor**

"Safety at work today feels more organized and proactive than before. There's a stronger focus on preventing risks through regular checks, training, and improved machine safety. Workers are also encouraged to openly report issues instead of staying silent."

**AZHAR AMANAT**

"Safety today feels more inclusive and supportive compared to before. Women's needs, like proper PPE and clean facilities, are now better considered. We also feel more confident speaking up, and concerns are taken seriously and addressed."

**AIMEN JAVED**

"I reported one unsafe condition to the compliance team, and it was resolved promptly. The issue was an obstruction near an emergency exit, which was identified as a safety risk. Once reported, it was taken seriously and cleared immediately."

**SAMEER RIAZ**

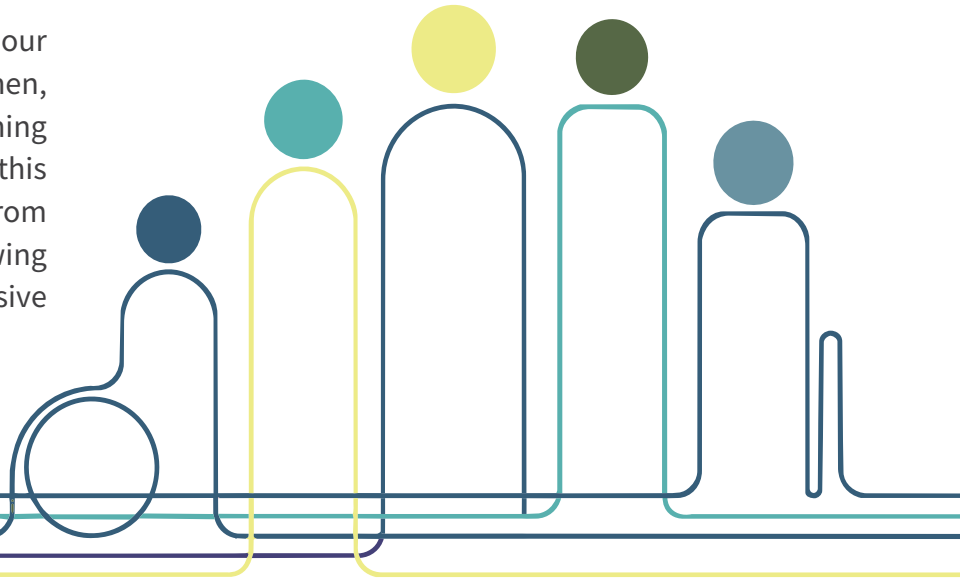
"With the compliance team and committees in place, several concerns around sanitation and hygiene are being addressed more systematically and communicated clearly. Committees like WMC (Worker Management Communication), HSE, and the Food Hygiene and Management (Canteen Committee) have helped improve coordination and response to issues."

**SHAHNAZ BIBI**

## Diversity & Inclusion

### A Journey That Started Small

In 2019, female participation across our workforce stood at just 2%. Since then, we have made steady progress, reaching 10% in 2025. While still a small share, this shift reflects a meaningful change from where we began and signals growing momentum towards a more inclusive workforce.



### Why Progress Has Been Slower Than Expected

Improving gender diversity in a manufacturing environment is not without its challenges. Cultural norms, the labor-intensive nature of textile operations, and higher attrition among female employees continue to limit participation.

While we had set an ambitious target of reaching 20% female representation under the Sustainability Challenge 2025, these structural barriers made it difficult to achieve at the pace we had planned.

### What We Have Focused On

Our efforts have been centered on creating an environment where more women can not only join but also remain and grow within the organization.

Since 2019, we have worked to improve access, strengthen workplace support systems, and encourage greater participation of women across roles. Alongside this, we continue to build a more inclusive culture, one that supports retention and enables long-term growth.



**Our Key Initiatives**



**Empowerment & Awareness**

Women Empowerment and Emotional Intelligence sessions are conducted across units year-round to support skill-building and personal growth.



**Health & Well-being**

Annual Breast Cancer awareness and medical check-ups help ensure the health of our female workforce.



**Grievance & Safety Awareness**

Regular sessions on grievance handling and harassment reporting mechanisms strengthen workplace safety and support.



**Facilities & Support**

Daycare facilities are available across three units, with expansion plans underway at US Denim Mills. Additional support includes female common rooms in selected units and a sanitary product vending machine at US Denim Mills.

**Where We Are Today**

The progress made so far reflects both effort and learning.

While we have not yet reached our target, the progress achieved provides a stronger foundation to build on.

**2% → 10%**  
 increase in female workforce participation (2019–2025)



**Creating an Inclusive Workplace**

While improving representation remains a priority, inclusion at US Group is equally about creating opportunities for people of all abilities to participate meaningfully in the workplace.

In 2025, we took a significant step forward by expanding opportunities for differently abled individuals across our

operations. A total of **240** differently abled employees were part of our workforce during the year, reflecting a growing commitment to building a more inclusive and accessible environment.

This progress is not defined by numbers alone, but by the diversity of individuals and abilities being welcomed into the organization:



**95** employees with hearing impairment



**117** employees with reduced mobility



**12** employees with visual limitations



**5** employees with prosthetic limbs



**4** employees with amputations



**1** employee with locomotor disability



**6** employees with other conditions

These efforts are supported by ongoing improvements in workplace accessibility, awareness, and support systems, ensuring that inclusion is not limited to hiring but extends to how individuals are integrated, supported, and enabled to grow.

“US Group is committed to equality for all individuals, irrespective of background, orientation and appearance.”

**TANWEER ALAM**  
DIRECTOR HR

# Environment



## Greenhouse Gas (GHG) Emissions

### Progress in Emission Reduction

US Group has achieved a substantial reduction in its greenhouse gas (GHG) emissions intensity. From 2019 to 2025, net GHG emissions fell from 2.91 kg CO<sub>2</sub>e per KGp to 1.11 kg CO<sub>2</sub>e per KGp; a 62% reduction over six years. Emissions per unit of energy consumed also improved, dropping from 0.27 kg CO<sub>2</sub>e/KWhe to 0.13 kg CO<sub>2</sub>e/KWhe, a 50% decrease. These results reflect both increased energy efficiency and a cleaner energy mix.

### Operational and Environmental Impact

This reduction demonstrates production growth is no longer tied to environmental impact. Efficiency gains, optimized processes, and cleaner energy enabled expansion while lowering carbon intensity.

### Key Enablers

Achieving these milestones was supported by strategic initiatives:

- Adoption of renewable energy, reducing fossil fuel dependency
- Energy efficiency upgrades across manufacturing units
- Process optimization in production operations
- Reduced reliance on carbon-intensive energy sources
- Continuous monitoring and management of energy consumption

## Impact on Business, Customers, and the Environment



### Environmental

Reduced GHG emissions contribute to a smaller carbon footprint and climate mitigation.



### Business

Efficient energy use and optimized operations support cost management and long-term sustainability.



### Customer

Strengthened credibility with global brands increasingly prioritizing climate action and responsible sourcing.

## Water Stewardship

### Context: Pakistan's Water Landscape

Operating in an “Extremely High Risk” water environment, as classified by the Aqueduct Water Risk Atlas, US Group recognizes the critical importance of responsible water management in the textile sector.

### Our Approach

Water stewardship at US Group focuses on reducing water consumption per unit of production while improving reuse and treatment systems. The Group continuously evaluates water use across processes and non-process areas, identifying inefficiencies and optimizing usage, in alignment with Sustainability Challenge 2025, targeting a 40% absolute reduction in water extraction.



**Alternative Water Management Solutions**

To address water challenges, US Group has implemented:

- Effluent Treatment Plants (ETP)
- Water recycling technologies
- Rainwater harvesting systems
- Efficient process water management

Notably, a wastewater recycling plant (**85 m<sup>3</sup>/hr**) reached full capacity in 2025, recycling **539,231 m<sup>3</sup>** of water and cutting freshwater extraction by **50.4%** at the unit.

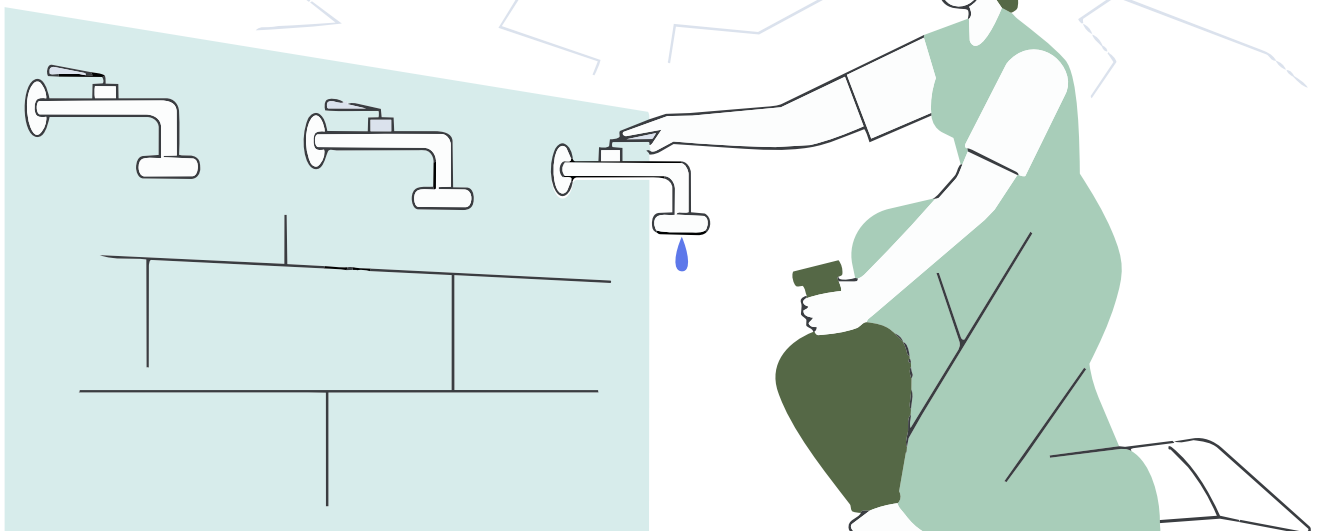
Average monthly water extraction of

**83,540 m<sup>3</sup>**

highlights strong scale-up potential.

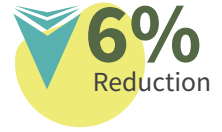
**Community Impact**

US Group installed RO plants to provide clean drinking water to employees and surrounding communities, improving public health and reducing waterborne diseases. RO reject water reuse reinforces environmental and social impact by lowering freshwater extraction and minimizing wastewater discharge.

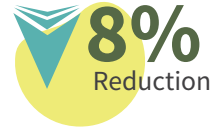


**Operational Water Reuse Initiatives**

Bleaching stage reuse:  
**172 m<sup>3</sup>/day**



Sodium rinse reuse:  
**246 m<sup>3</sup>/day**



Post-stone wash reuse:  
**154 m<sup>3</sup>/day**



RO reject water reuse systems further support irrigation and firefighting applications, enabling reuse of

**30–40 m<sup>3</sup>/day.**

## Chemical Management

### Current Status

Chemical management at US Group has reached full compliance, achieving **100%** adherence in 2025. Chemical consumption intensity improved from 389 g/kg in 2022 to **368 g/kg** in 2025, progressing toward the strategic target of 350 g/kg. Advanced digital platforms, including In-Check, Clean Chain, and BHive, enable real-time tracking of chemical use, compliance, and supply chain inputs.



### Key Challenges

- High chemical intensity in dyeing, bleaching, and washing.
- Specialized customer formulations limiting standardization.
- Green chemistry adoption constrained by higher costs.
- Capital-intensive investments for advanced technologies.
- Balancing cost competitiveness with sustainability goals.

### Industry Leading Practices

US Group maintains leadership in chemical management through:

- Automation in laundry operations for precise chemical dosing.
- Process innovations reducing chemical consumption by up to 60% in targeted initiatives.
- Wastewater carbonization reducing chemical dependency.
- Full compliance with ZDHC standards.
- Continuous workforce training and awareness programs.

### Safety and Governance

Chemical safety is governed through a robust distributed model, with functional heads accountable for compliance. Core practices include:

- Adherence to ZDHC MRSL standard Comprehensive storage and handling protocols.
- Advanced secondary containment to prevent spills.
- Digital monitoring platforms for compliance.
- Regular training and development programs.

This integrated framework ensures safe, compliant, and environmentally responsible chemical management.

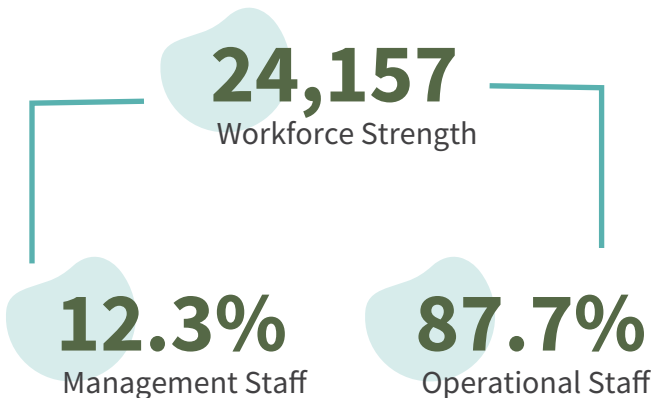


# Economic

## Productivity and Workforce Strength

### Workforce Scale

As of 2025, US Group employs 24,157 individuals, up from 20,358 in 2022. The workforce is predominantly permanent, supporting continuity, skill retention, and operational stability. Operational staff accounts for 87.7% of employees, while management represents 12.3%, reflecting a production-focused structure.



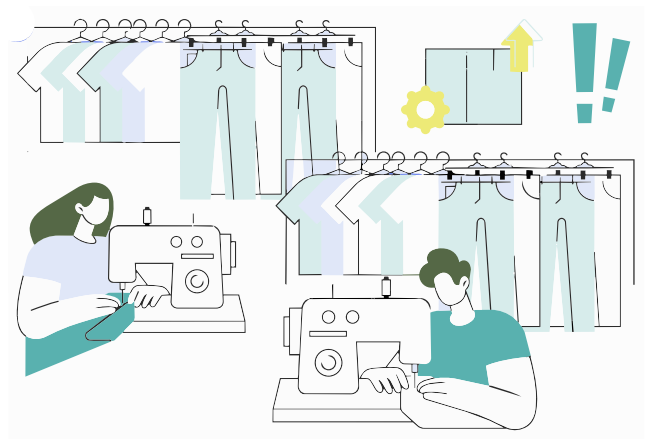
### Skilled Labor and Training

Continuous investment in workforce capability ensures technical and operational competence. During the reporting period, employees completed an average of 11.72 training hours across:

- Lean manufacturing
- Workplace safety
- Leadership development
- Compliance and operational excellence

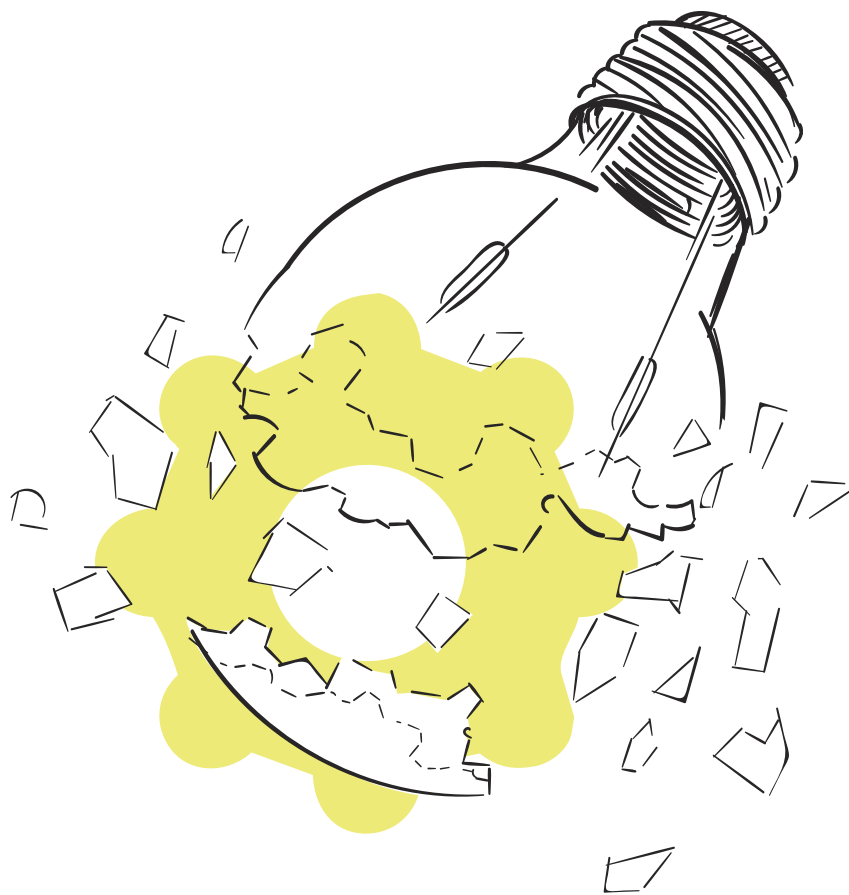
Specialized programs trained 133 employees in Kaizen, Overall Equipment Effectiveness (OEE), and process optimization. These initiatives foster a culture of continuous improvement, enhancing productivity and operational efficiency.

### High-Volume Operational Capability



US Group’s vertically integrated model and skilled workforce support large-scale production. Output grew from 36 million KGp in 2019 to **55 million KGp in 2025** (51% growth), meeting global demand across North America, South America, the UK, Europe, and Australia. Volume-driven growth emphasizes the need for continued focus on cost efficiency and value optimization.

## Waste Reduction and Resource Efficiency



### Waste Reduction Initiatives

US Group advances waste-to-value and circular economy projects, including:

- Conversion of stone sludge and biomass ash into ~3,000 PSI pavement blocks.
- Biomass boiler dry-ash bricks in Fabric operations.
- Reducing not-shipped rates from 3.62% to 2.86%, preventing 82,641 garments from waste, saving USD 743,773 (PKR 208.3 million).

### Recycling and Circularity

- Upcycling 14+ waste categories, including ETP sludge and biomass ash.
- Partnerships to enhance material recovery.
- Digital traceability for waste streams.
- Reusable containers to reduce non-textile waste.

### Fibre-to-Packaging Circularity

- Increasing recycled content in packaging.
- Eliminating unnecessary plastic lamination.
- Introducing biodegradable solutions.
- Exploring sustainable alternatives like hemp, regenerated fibers and recycled elastane.





### Waste Management Approach

- Hazardous waste (ETP sludge, chemical drums) managed via approved incineration.
- Non-hazardous waste (biomass ash, pumice stones) directed to landfills with alternative reuse options explored.
- Effluent treated through ETPs before reuse/discharge.
- Process optimization minimizes waste at source.

### Waste Types and Trends

Generated waste includes textile scrap, biomass ash, pumice stones, PIW, PCW, ETP sludge, chemical drums, non-textile operational waste, and effluent. Waste intensity increased to **609 g/kg in 2025** from 500 g/kg in 2019, reflecting higher process complexity and evolving customer requirements. Circular solutions remain a key focus.



---

CHAPTER

4

**Product  
Sustainability**

# Balance for Better

Sustainable denim creates value across the value chain, improving efficiency and reducing costs for manufacturers, strengthening brand trust and demand for sellers, and offering durable,

responsible choices for consumers. At the same time, it lowers environmental impact by reducing water use, emissions, and pollution, making it a smarter, future-ready way of doing business.



## Integrating Sustainability into Product Development

Sustainability is embedded throughout our products lifecycle, guiding design, material selection, and manufacturing. As of 2025, over 90% of materials meet sustainable criteria, with BCI cotton

consumption in Apparel increasing by over 26% compared to 2022. The Group is also integrating alternative fibers such as hemp, regenerative fibers, and recycled inputs.



# Product Sustainability - US Apparel

We take a focused approach to product sustainability, guided by the materials we source and the processes we apply. Across programs, we are scaling solutions that reduce impact while maintaining performance and quality.

## 1. Material-based Approach



- **30%** of programs use recycled cotton, reducing reliance on virgin cotton
- Supports circular material usage within the denim value chain



- **70%** cotton sourced from sustainable origins (African, Australian, etc.) across **100%** of products
- Exploring linen integration into the product portfolio



- **72%** of products made with sustainable fibers in **2025**
- **30%** of products include linen, viscose, Tencel and Lyocell as alternatives to cotton
- **42%** of products incorporate recycled fibers, including cotton and polyester



2. Process-based Approach



- **100%** PP-free production eliminates hazardous chemicals in washing
- **100%** stone-free washing reduces water use, waste, and machine abrasion



- **100%** PP-free requirement across all products
- Laser adopted as the preferred dry process
- Encouraging use of stone-free enzyme, wet ozone, and acid wash with thermoball



- Focus on minimizing water usage through low-water and waterless processing
- Encourages PP-free and stone-free production across vendors
- **5%** of products manufactured with zero water and chemical processing



3. Impact on Sustainability Program



- Reduced reliance on virgin raw materials through recycled cotton integration
- Elimination of hazardous chemicals through PP-free processes
- Lower water usage and solid waste through stone-free washing

- Improved material traceability across the supply chain
- Reduced water consumption through process optimization
- Elimination of hazardous chemicals from production

- Third-party monitoring ensures accountability of sustainability initiatives
- Raw material traceability maintained through transaction certificates
- Water usage monitored through vendor-level audits
- PP elimination verified through evaluation of wash processes



# Product Sustainability – US Denim Mills

## Sustainable Product Portfolio

At US Denim Mills, sustainability is embedded across both material selection and manufacturing processes, enabling us to deliver responsible denim solutions aligned with global environmental standards.

### 1. Material-based

01



#### Natural & Alternative Fibers

Linen, Hemp, Jute, Bamboo, Banana, Pineapple, Corn

02



#### Sustainably Sourced Cotton

Organic Cotton, Regen Cotton, CMIA Cotton, PCW Cotton, PIW Cotton

03



#### Regenerated & Innovative Fibers

Tencel™, Naia™, Circulose®

04



#### Recycled & Engineered Materials

Recover Cotton, Recycled Polyester, Tex2Tex, Eco Tex, Trutemp, PSCP

This diversified raw material strategy supports circularity while reducing dependence on virgin resources.

### 2. Process-based

We complement responsible material sourcing with low-impact manufacturing technologies:



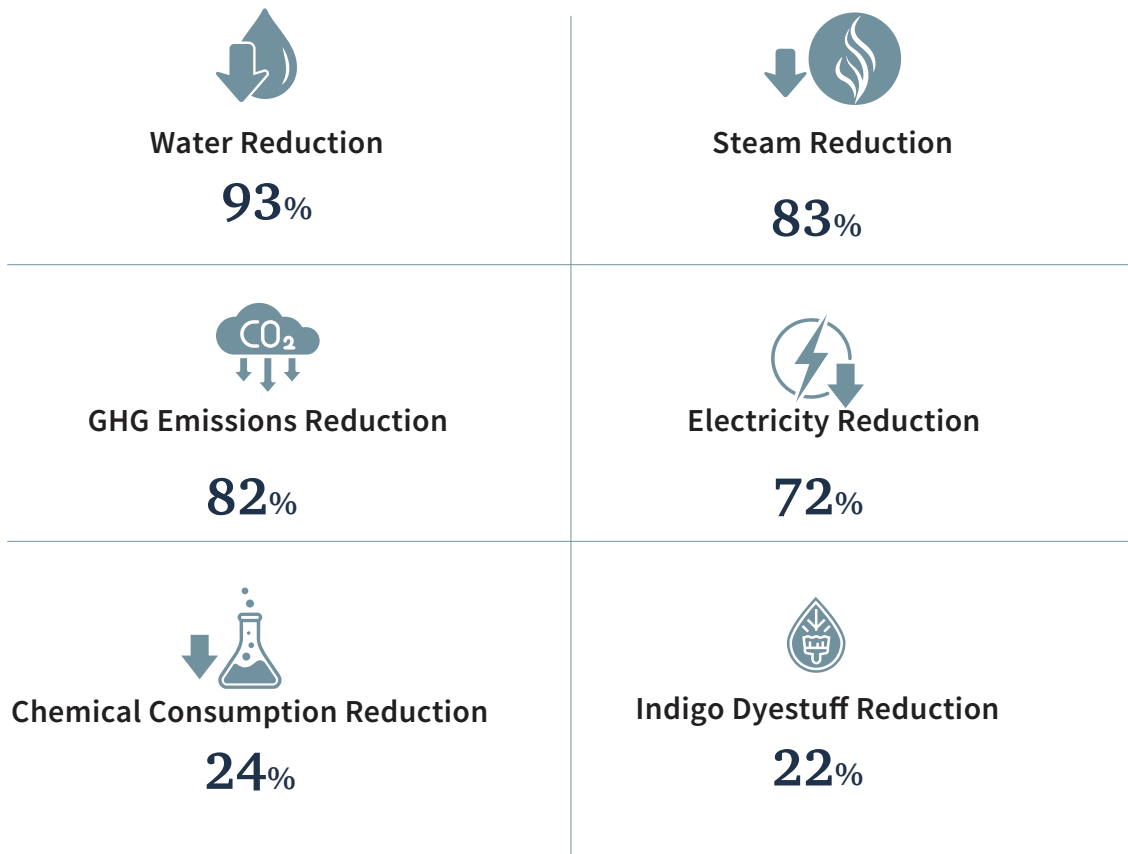
**A. Rapid Clean**

An advanced finishing technology designed to reduce water consumption and pollutant discharge in traditionally

resource-intensive processes, contributing to lower greenhouse gas (GHG) emissions.

**B. Eco Zero Dyeing**

A next-generation dyeing technology delivering significant resource efficiencies:



- Rinse cycle reuse achieved up to 15% freshwater reduction post-stone wash, while selected denim finishes

enabled up to **50–60%** water reduction without additional cost.

**Contribution to Sustainability Performance**

Our integrated approach has significantly strengthened our overall sustainability performance:

- **30%** reduction in GHG emissions (vs. 2022 baseline: 11.5%).
- **41%** reduction in water extraction (vs. ~30% in 2022).
- **14%** reduction in chemical use per kg of production.
- **100%** compliant chemical usage (vs. 16% in 2022).

- **Zero** workplace accidents (vs. 6 incidents in 2022).

- **98.36%** of materials sourced from sustainable or recycled inputs (2026) (vs. 81.5% in 2022).

## Customer Preferences and Market Drivers

Global apparel brands increasingly prioritize sustainability as a core business requirement. Our product offerings align with these expectations by delivering:

- **Environmental Benefits:** Reduced water, energy, and chemical usage.
- **Circularity:** Integration of recycled and regenerative materials.

- **Compliance:** Alignment with international standards and certifications.

- **Performance:** Maintaining durability, quality, and authentic denim aesthetics.

These attributes enable brands to meet regulatory requirements, achieve climate targets, and respond to rising consumer demand for responsible fashion.

## Alignment with Brand Requirements

Our developments are closely aligned with specific sustainability benchmarks set by global partners:

- **H&M:** ≥20% PCW cotton, Eco Zero dyeing, recycled polyester, bio-based elastane, 5% Circulose®, high organic cotton content
- **C&A:** BCI cotton, ≥20% PIW cotton, recycled polyester
- **Hugo Boss:** Regen cotton, BCI cotton
- **GUESS:** ≥35% blend of organic and PCW cotton
- **Inditex:** ≥80% organic cotton
- **Levi's:** ≥5% PIW cotton, high BCI cotton content

- **Koton:** CMIA cotton, recycled cotton
- **American Eagle:** ≥20% PIW cotton

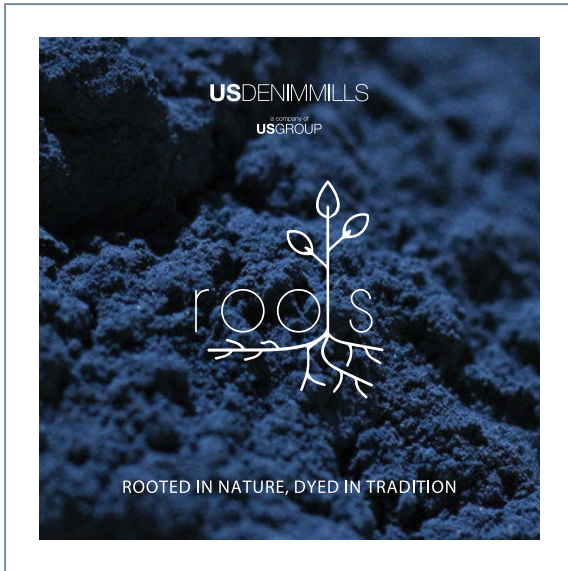
This structured approach enables US Denim Mills to not only reduce its environmental footprint but also actively support global brands in achieving their sustainability commitments.

Sustainable denim creates value across the value chain, improving efficiency and reducing costs for manufacturers, strengthening brand trust and demand for sellers, and offering durable, responsible choices for consumers. At the same time, it lowers environmental impact by reducing water use, emissions, and pollution, making it a smarter, future-ready way of doing business.



# Sustainable Product Innovation

Our Fabric Collections like ROOTS Capsules showcase blends of regenerative cotton with Tencel, linen and hemp, combining sustainability with design and commercial viability.



# Renewable Energy and Operational Impact



Renewable energy consumption rose from **8%** in 2019 to **48%** in 2025, driving emissions reduction, energy efficiency, and cost optimization. Examples include:

- **Flash steam recovery system:** saved **388 MWhe** and **PKR 1.5 million** annually.
- **Pressure-reducing valve repairs:** saved **838 tons** of steam and **PKR 1.85 million** annually.



# Solar Energy and Other Renewables

By 2025, an additional 977 kW of solar capacity was added to the existing installed capacity of 6.7 MW across Apparel units; including 631 kW at Stylers (Unit 1) and 431 kW at US1-R, reducing reliance on grid and fossil fuel-based energy.



# Audits, Assessments and Certifications

US Group demonstrates leadership in environmental, social, and regulatory compliance:

- US Denim Mills: A-Rating, Inditex “Green to Wear” audit
- Stylers International: B Rating, CDP
- ISO 14001 certifications and strong Higg FEM performance
- BSCI ‘A’ Rating, Marks & Spencer Green Rating

- Regulatory reviews: EPA emissions and groundwater protection
- Customer evaluations: Levi’s vendor assessments and brand audits

These initiatives highlight transparency, accountability, and continuous improvement, strengthening US Group’s position as a responsible global partner in textiles and apparel.



---

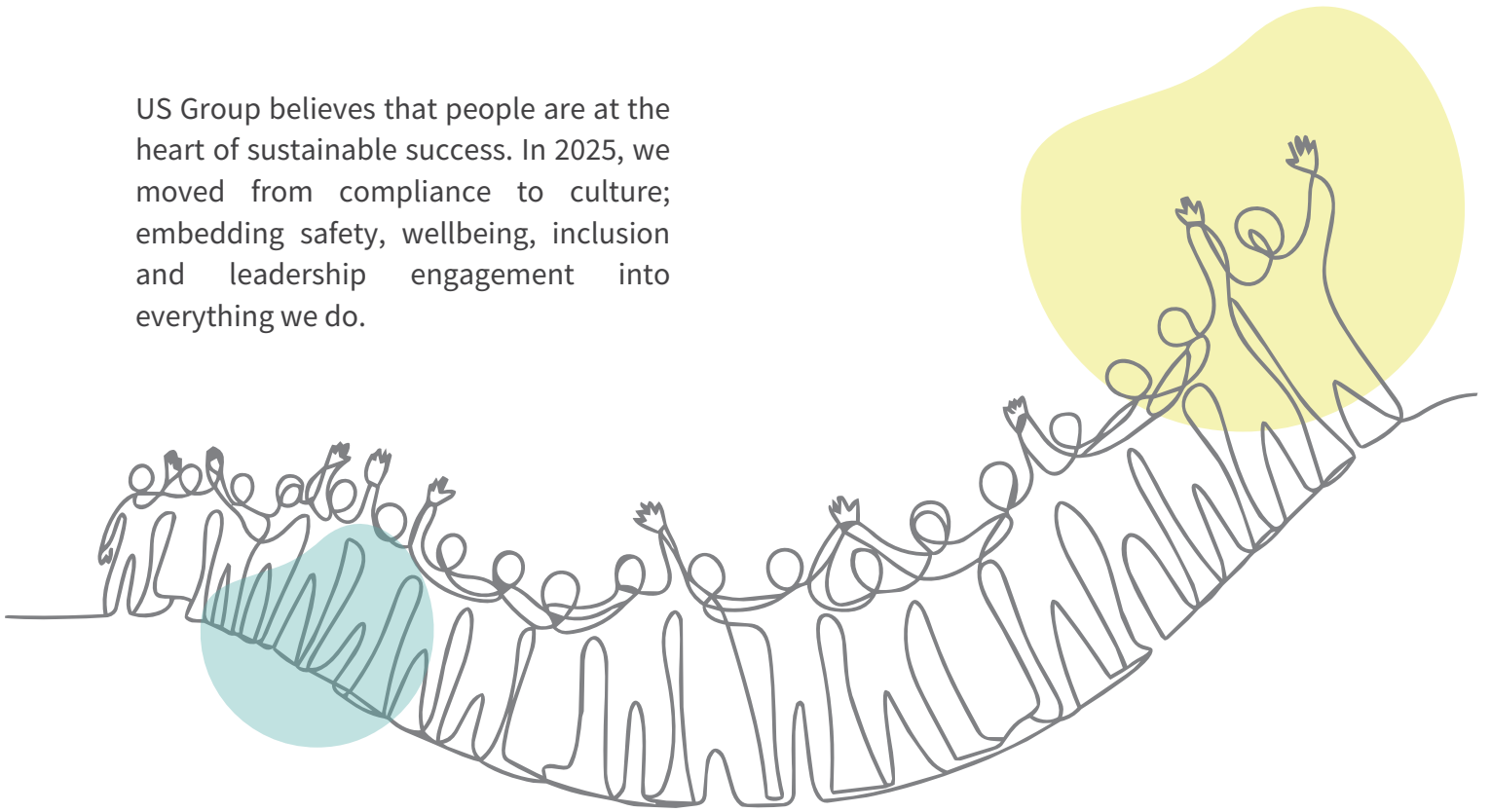
CHAPTER

5

# Changing Mindsets

# People Empowerment at US Group

US Group believes that people are at the heart of sustainable success. In 2025, we moved from compliance to culture; embedding safety, wellbeing, inclusion and leadership engagement into everything we do.



## Integrity: Setting the Baseline



### Integrity

- Developed a Group-wide OHS audit framework, conducting **60 site audits** and **30 cross-functional audits**.
- **952 actions** captured through audits prevented unsafe acts and conditions.
- Introduced OHS Roadmap, leading indicators and KPIs aligned with evolving business needs.
- Strengthened incident reporting, including classification, root cause analysis, and sharing lessons learned.



Care: Prioritizing People



Care

- Expanded mental health and wellbeing programs, promoting psychological safety and reducing burnout.
- Conducted safety trainings, emergency drills and health awareness initiatives, including women’s health and occupational health.
- Advanced diversity, equity, and inclusion, empowering women and differently-abled individuals through inclusive recruitment, training, and career development.

Innovation: Go to the Real Place

- Launched Executive Leadership GEMBA walks to engage directly with employees on the floor.
- GEMBA actions drove safety projects, feedback loops, and recognition of safe behaviors, fostering trust and accountability.



Innovation

Collaboration: One Team, One Goal



Collaboration

- Implemented cross-unit audits and peer learning across HR, Engineering, Legal, Finance, and external partners.
- Supported Pakistan Safety Accord readiness: 7 of 10 factories inspected for fire, electrical, and structural safety.
- Engaged with ILO, customers and stakeholders, sharing learnings and advancing social performance across the industry.

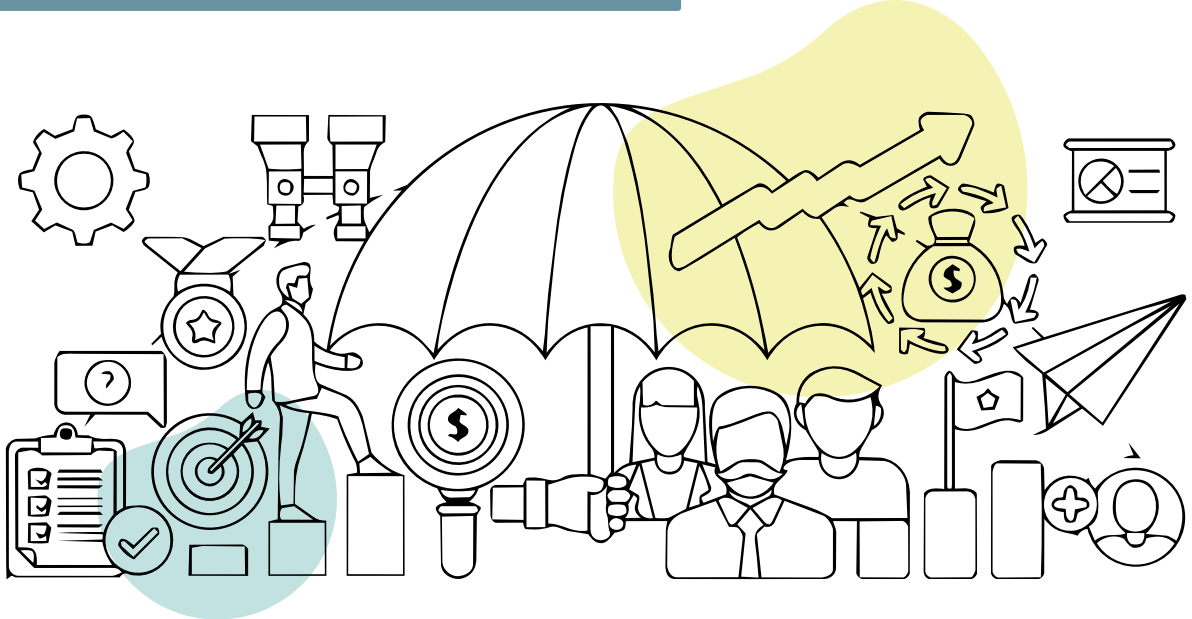
## Agility: Towards Zero Injuries and Illnesses



### Agility

- Transitioned to a centralized OHS model, standardizing safety practices, sharing lessons, and improving risk awareness.
- Strengthened training on hazard recognition, occupational health, and emergency response, enhancing workforce resilience.

## From Compliance to Culture



- Integrating safety leadership, mental health, inclusion, and learning systems created a virtuous cycle of empowerment.
- Employees feel secure, valued, and invested, driving engagement,

- performance, and a positive reputation.
- These practices demonstrate that empowering people is both a moral commitment and a business catalyst, central to sustainable value creation.

# Sustainability Activities

## Sustainability Week 2025

Sustainability Week 2025 marked five years of embedding sustainability into the way we operate, decide, and grow.

The week opened with a CEO-led flag hoisting, followed by a clear articulation of our sustainability vision. Across all Business Units, focused sessions translated strategy into aligned action.



### Balance for Better

2025's theme reflected a shift towards balance; aligning growth, responsibility and innovation, as we approached the final year of our Sustainability Challenge 2025.

2023: Fostering Innovation  
 2024: Learn, Unlearn and Lean  
**2025: Balance for Better**

“Fostering Innovation by **Learning, Unlearning, and Leaning** towards achieving **Balance for Better.**”

## Driving Alignment

Leadership convened to review progress, address challenges, and define priorities for the next phase. Business Units shared outcomes, insights, and forward plans grounded in execution.



## Looking Ahead

Sustainability Week continues to drive alignment, strengthen accountability, and accelerate progress; embedding sustainability as a core way of working.

### Strategic Collaborations for Health & Well-being

We partnered with leading healthcare institutions to expand access to essential medical services and strengthen employee well-being across the Group.

Through targeted camps and awareness initiatives, including blood donation drives, eye health programs, and comprehensive medical screenings; we enabled early detection, preventive care, and informed health choices. These collaborations delivered critical services such as hepatitis screenings, vaccinations, diagnostic testing, and specialist consultations.

From large-scale health camps to focused wellness sessions, each initiative reflects a consistent approach: making healthcare accessible, proactive, and impact-driven.

---

CHAPTER

6

**CSR:  
Strengthening  
Communities**

# Focused, Measurable Impact

In 2025, US Group aligned its CSR efforts around a single purpose: creating lasting, measurable impact in the communities where it operates. Rather than isolated activities, initiatives focused on healthcare, education and environmental well-being, ensuring every effort delivered tangible results.



## Healthcare

- Three large-scale medical camps served **500+ beneficiaries**, providing consultations, diagnostics, and essential medicines.
- Mobile healthcare reached **135 individuals** with lab and ultrasound support; 350 patients received treatment for general and viral illnesses.
- Preventive care included vision support for **24 students** and **25 seniors**.
- **135 blood units** were mobilized, saving 70 lives, particularly for thalassemia patients.
- Basic Life Support training enhanced emergency readiness for employees and communities.

Total healthcare impact: **1,000+ individuals**



## Education & Youth Development

- Renovated a government school science lab, benefiting **50+ students** at a time.
- Safety and hygiene initiatives strengthened learning conditions for female students.
- Industry-academia engagement reached **10 institutions** and **200+ students**, providing real-world exposure.

Total direct impact in education: **250+ students**



## Environmental & Water Initiatives

- Upgraded RO facilities improved access to safe drinking water for communities and students.
- Collaboration with municipal authorities established structured waste management systems.

**National Impact: Naimat Saleem Trust (NST)**

For over **28 years**, NST has transformed lives across Pakistan through healthcare,

education, food security, and shelter. In **2025:**



**Total Commitment**

PKR **1.31 Billion**  
towards programs addressing pressing social needs.



**Healthcare**

PKR **326 Million** provided treatment to **869,000 patients** and strengthened hospital infrastructure.



**Food Security**

PKR **306 Million** delivered **2.74 million** meals and **11,000** ration bags to flood-affected families.




**General Welfare**

PKR **291 Million** supported **750 families** with living, healthcare, education, and marriage needs; additional **PKR 20 million** reached **4,800 individuals**.




**Islamic Centers**

PKR **211 Million** supported Masjids, Madrassas, and community programs in Pakistan and Nepal.



**Education**

PKR **153 Million** supported **142,185** students and institutional development.



**Shelter & Housing**

PKR **21 Million** invested in shelter and housing initiatives across Punjab, supporting the construction, renovation, and maintenance of homes for **392 families** and **1500 individuals**.

**Driving Long-Term Change**

Through integrated action, US Group and NST are moving beyond isolated initiatives to community-centered, measurable impact. Every intervention

strengthens resilience, restores hope, and builds foundations for a sustainable, inclusive future.



---

CHAPTER

7



Scan or Click to access

GRI  
Content Index

---

# CHAPTER

# 8



Scan or Click to access

# Annexures

---

# LOOKING AHEAD TO 2030

Sustainability is a journey of continual learning, innovation, and progress. Each milestone we reach deepens our understanding of how to create lasting value for our people, the environment, and the communities we serve.

As we look towards 2030, we are building on the foundation established through Sustainability Challenge 2025 with a new set of targets and priorities that will guide the next phase of our journey. Drawing on the lessons of the past several years, we will continue to strengthen accountability, invest in innovation, and embed sustainability more deeply into the way we operate—ensuring that our progress remains measurable, meaningful, and enduring.

**USGROUP**