



I'SCORE 2024-25

A Year of Progress and Purpose





Welcome to the second edition of the SITECH Newsletter for the financial year 2024-25. This issue brings together the many milestones, achievements, and memorable moments from across our entities. From business highlights to cultural celebrations, it reflects the dedication, innovation, and teamwork that continue to drive SITECH forward. Thank you to everyone who contributed their stories, updates, and visuals. Your continued involvement makes this newsletter a true reflection of our shared journey. Wishing you an insightful and inspiring read.

Warm regards,

Qurat-Ul-Ain

Business Development, SITECH

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Message from The
Group CEO SITECH

Aqeel Ahmed

It is with great pride and enthusiasm that I welcome you to this edition of SITECH's Annual Newsletter. As we continue to advance deeper into the very core of our organization, we stand united at the forefront of innovation, engineering excellence, and industrial growth. SITECH today stands tall across diverse sectors including Steel and Alloys, Large Scale Manufacturing, Oil Refinery, Precision Manufacturing, Chemicals, and Mineral Exploration. Our mission extends beyond words; it reflects a steadfast commitment to creating meaningful impact on both national and global scales.

From shaping indigenization through advanced steel production to driving progress with sophisticated refinery processes and precision manufacturing technologies, our purpose remains clear: to empower industries, strengthen economies, and promote self-reliance through indigenization. We take pride in building local capabilities, fostering innovation, and contributing to industrial exports.

At the heart of SITECH lies our core philosophy, I'SCORE: Integrity, Strategy, Creativity, Ownership, Resilience, and Excellence. These values define who we are and guide every decision we make, every goal we pursue, and every milestone we achieve. I am deeply proud of the collective achievements of our teams across all divisions and equally inspired by the opportunities ahead. Together, we will continue to redefine boundaries, set new benchmarks, and build a stronger, more self-sustaining future for SITECH and the nation.

Corporate Highlights

SITECH Group Launches Its First Official Website: A DIGITAL MILESTONE

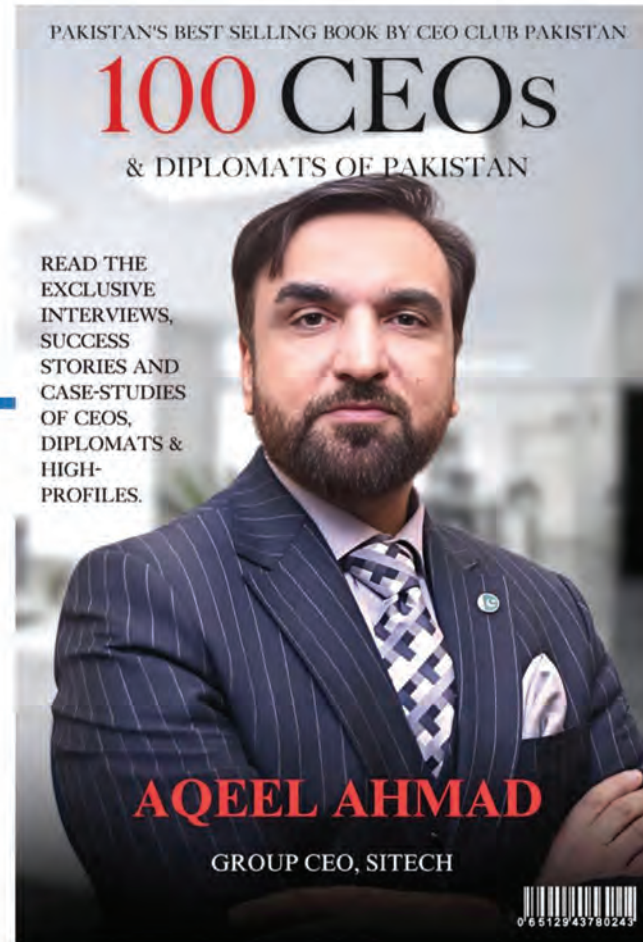


SITECH Group proudly announces the launch of its first official corporate website — sitech.com.pk — marking a major milestone in the Group's growth as one of Pakistan's foremost industrial conglomerates.

This new platform unites SITECH's diverse business verticals — from oil refining and large-scale manufacturing to machine tools, chemicals, steel, and mining — into a single, accessible digital presence. Visitors can now explore detailed information about SITECH's operations, products, services, and career opportunities through a modern, user-friendly interface.

Developed through close collaboration between the Business Development and IT teams, the website is the result of dedicated teamwork. Shazma Ali led content development and design coordination to ensure brand consistency and clarity, while Abdur Rehman managed the technical development, backend integration, and system stability. Support from Bilal Ahmed and Qurat Ul Ain during testing and deployment helped guarantee a seamless launch experience.

This milestone website reflects SITECH's commitment to innovation, transparency, and engagement. It strengthens connections with customers, partners, and future talent paving the way for continued growth and digital leadership in Pakistan's industrial sector.



SITECH CEO Aqeel Ahmed Honored in CEO Club Pakistan's "CEO Today" Magazine at CEO Summit Islamabad

SITECH's CEO, Mr. Aqeel Ahmed, has been featured in CEO Club Pakistan's prestigious "CEO Today" magazine, with the recognition presented during the CEO Summit held in Islamabad. This honor highlights his outstanding leadership and SITECH's significant progress in promoting indigenization across Pakistan's industrial sectors. At the summit, CEO Club Pakistan commended Mr. Ahmed for his visionary leadership and strategic direction that have positioned SITECH as a growing force in the national industrial landscape. Since its inception in 2022, SITECH has emerged as a key player in driving innovation and self-reliance in critical sectors including defense and manufacturing.

Under Mr. Aqeel Ahmed's leadership, SITECH is steadily advancing toward its goal of becoming one of Pakistan's top industrial conglomerates by 2028. His inclusion in "CEO Today" reflects not only individual recognition but also the company's commitment to aligning with national priorities and enabling sustainable industrial growth through innovation and collaboration.



SITECH Driving Industrial Indigenization & Innovation at Pakistan's Biggest CEO Summit

SITECH proudly sponsored the SITECH CEO Summit Karachi 2025, hosted by CEO Club Pakistan & World CEO Forum. Held on February 27, 2025, at Karachi Marriott Hotel and themed "Building Trust for Growth," the event brought together over 500 industry leaders — including CEOs, Chairmen, Directors, Business Executives, Ambassadors, Entrepreneurs, and Policy Makers — to discuss corporate leadership, innovation, and the future of industrial indigenization.

Mr. Aqeel Ahmed, Group CEO of SITECH, took center stage as a Distinguished Speaker and Co-Partner, reinforcing SITECH's unwavering commitment to advancing industrial indigenization and corporate excellence in Pakistan.

During the summit, Mr. Aqeel Ahmed called on industrialists and business leaders to join SITECH in driving innovation across manufacturing, mining, machine parts manufacturing, agriculture, biomedical, and space technology sectors through strategic collaborations and advanced solutions.



SITECH Group Celebrated WORLD DAY FOR SAFETY AND HEALTH AT WORK 2025

SITECH Group celebrated the World Day for Safety and Health at Work to reinforce its commitment to safe, healthy, and sustainable workplace practices across all its entities. The observance featured a series of activities, including HSE talks, awareness sessions, safety meetings, banner displays, tree plantation drives, and employee health checkup camps. These efforts aimed to cultivate a culture of Zero Harm, promote employee well-being, and encourage environmental stewardship. SITECH extends its appreciation to all employees, HSE teams, and management for their active participation and dedication to building a safer, more resilient future.





SITECH LEADERSHIP CONFERENCE

SITECH held its Leadership Conference 2024, a two-day event focused on reflection, recognition, and strategic direction.

Day 1 featured the celebration of SITECH's 3rd anniversary, a moment of pride shared across the organization. The day concluded with the annual dinner, attended by an esteemed chief guest, adding significance to the occasion.

Day 2 marked the official launch of SITECH's new corporate website, a key milestone in the company's digital evolution. The day continued with impactful presentations from Managing Directors, highlighting strategic goals and achievements. A panel discussion with corporate clients provided valuable perspectives on collaboration and growth opportunities.

The conference concluded with an award ceremony recognizing outstanding performance across teams and business entities, reinforcing SITECH's commitment to excellence and innovation.



SITECH Launches "Bethak" Series

SITECH launched its first Bethak session, an informal discussion initiative aimed at fostering open dialogue beyond the office walls. Held by the HR team at an open-air café, the session featured conversations over tea and pakoras, centred on embedding a growth mindset within the company culture. The discussion led to the creation of the SITECH Mentorship Program, pairing senior leaders with young talent—marking a meaningful first step in this new engagement platform.



HR Awareness Sessions: Building a Culture of Transparency and Compliance

SITECH's Head of HR led interactive awareness sessions across all entities, aimed at strengthening understanding of company policies, employee rights, and workplace responsibilities. These sessions encouraged open dialogue, allowing employees to ask questions and receive real-time clarifications. The initiative reinforced SITECH's commitment to building a transparent and compliant work culture. High levels of engagement highlighted employees' interest in staying informed and involved, contributing to a more empowered and accountable workforce.



SITECH Orientation Program

SITECH conducted an orientation program for new team members at its Taxila factory and offices, offering insights into operations, workplace culture, and safety protocols. The day concluded with a team visit to Khanpur Dam, providing a relaxed setting for informal networking and team bonding. The program served as a warm welcome and a strong start for the newest additions to the SITECH family.



HR Excellence Roundtable 2025

SITECH's HR team gathered for the HR Excellence Roundtable 2025, aimed at strengthening alignment between HR strategies and business goals. Key discussions focused on policy awareness, people-first practices, and building high-performance cultures. The event encouraged knowledge-sharing across entities and highlighted the role of HR in driving organizational growth. It concluded with a networking lunch, reinforcing SITECH's commitment to continuous improvement in human capital development.



SITECH Graduate Development Program 2025

SITECH took part in the open job fair at FAST University, engaging with aspiring graduates and young professionals. The event served as a platform to introduce the SITECH Graduate Development Program 2025-26 and collect applications from potential candidates. The team shared insights into career opportunities, company culture, and growth pathways, strengthening SITECH's presence among future talent.



SITECH HR Manual Rollout

SITECH officially launched its comprehensive HR Manual, marking a key milestone in standardizing and streamlining HR practices across the organization. The document serves as a central reference for policies, procedures, and employee guidelines. To celebrate the rollout, a cake-cutting ceremony was held, recognizing the HR team's dedication and collaborative efforts in developing this important resource. The initiative reflects SITECH's ongoing commitment to transparency, consistency, and organizational excellence.



INDEPENDENCE DAY

SITECH commemorated Pakistan's 77th Independence Day with a patriotic event at its head office, featuring vibrant green and white décor and a strong spirit of unity.

The celebration included a tribute to the nation, followed by a team potluck showcasing traditional dishes. A voting contest added a fun element, with one team member recognized for the best dish.

The event highlighted SITECH's ongoing commitment to fostering national pride and a collaborative workplace culture.



SITECH Participates in Pinktober Awareness Session at NORI Hospital

As part of Pinktober, SITECH participated in a breast cancer awareness session organized by NORI Hospital for female professionals. Led by Dr. Humera Mahmood and her team, the session emphasized early detection and care strategies.

SITECH team members also toured the hospital's advanced oncology facilities, reinforcing the importance of awareness and preventive healthcare. The company appreciates NORI's continued efforts in promoting cancer awareness across Pakistan.

SITECH Annual Team Trip to Ayubia

SITECH employees participated in the annual team trip, which featured a scenic hike along the Ayubia Pipeline Track. The outing offered a refreshing break and an opportunity to connect in a relaxed, natural setting. The day included breakfast and lunch at a local resort, followed by interactive team-building games such as "musical chairs" and "guess what he drew." Winners were awarded gifts and certificates, adding a fun and competitive spirit to the event. The trip also included a special moment to celebrate the Group CEO's third work anniversary, making the day even more memorable for the team.



International Women's Day Celebration

SITECH celebrated International Women's Day with a vibrant, multi-city program honoring the contributions of women across the organization. The day began with a special address by the CEO to female employees at the head office, setting an empowering tone for the celebration.

Activities included high tea in Islamabad, breakfast in Taxila, and a trip to Mangla Dam featuring water sports, a raft lunch, networking sessions, and a cake-cutting ceremony. This year's global theme, "Accelerate Action," was reflected in the spirit of every gathering.

Women from SITECH offices in Karachi, Lahore, Islamabad, and Taxila participated, turning the celebration into a powerful expression of unity, recognition, and forward momentum.

Hiking & Brunch

SITECH team members came together for a refreshing outdoor activity, starting the day with a scenic hike along Islamabad's Trail 5. The experience offered a chance to unwind, connect, and enjoy nature outside the usual work setting. Following the hike, the team gathered at the SITECH head office for a relaxed brunch. The event blended wellness, team bonding, and informal conversations—contributing to a more energized and connected workplace culture.



BUILDING THE BACKBONE OF EVERY INDUSTRY

SITECH's Large Scale Manufacturing business has been shaping Pakistan's industrial landscape for over five decades. Combining design, mechanical, foundry, and forge capabilities, it delivers world-class engineering solutions for sugar, cement, hydro-mechanical, oil & gas, railways, and road construction sectors, driving sustainable industrial growth and development.



Message from the MD



Athar Baig

Outgoing Managing Director
LARGE SCALE MANUFACTURING

Irfan Samdani

Incoming Managing Director
LARGE SCALE MANUFACTURING

It is a great honor to serve as Managing Director of Large Scale Manufacturing. Known as the "Mother of all industries," - a leading state-owned manufacturer, supports various industries and infrastructure reforms through dynamic engineering. For 50 years, it has driven growth by delivering turnkey projects in Sugar, Cement, Petrochemical, and Energy sectors locally and abroad. Embracing new technologies, we now expand into Hydro Power EPC projects, leveraging our expertise and innovation. With CPEC driving industrial growth, LSM is aligning with Pakistan's economic expansion. Our dedicated team remains committed to our goals, and we look forward to continuing our services with client support.



ASME/NBI CERTIFICATION ACHIEVEMENT

LSM has proudly qualified for U, U2, S, PP, NB & R Stamps/Designators for 2024. This certification—critical for participation in the coded vessel industry—distinguishes LSM as one of the few organizations with such a wide scope of recognition. An appreciation ceremony was held to honor the team's hard work.



LSM Showcased Oil & Gas Capabilities at ARMOC 2025

Large Scale Manufacturing (LSM), Taxila, participated in ARMOC 2025 to showcase its expertise in precision-engineered pressure vessels and oil & gas equipment. As a key contributor to Pakistan's energy infrastructure, LSM demonstrated its commitment to delivering reliable and innovative solutions. The event provided an excellent platform for industry engagement and highlighted LSM's role in advancing industrial growth and national self-reliance.

Collaboration with SITERM on Multifuel Boiler Solutions

LSM signed an NDA with SITERM ISI SANAYI / SITERM HEAT IND. INC., an international EPC company, to explore collaboration in the design and development of biomass and cold mass boilers. As part of its drive toward sustainable and efficient energy solutions in Pakistan, LSM is venturing into multifuel boiler technology and evaluating global design and EPC partners. This strategic move reflects LSM's commitment to pioneering advanced boiler solutions in the local market and strengthening industrial innovation and self-sufficiency.



LSM Participated in 9th International Foundry Congress & Exhibition (IFCE 2025)

LSM participated in the 9th International Foundry Congress & Exhibition (IFCE 2025), held on January 29–30, to showcase its expertise in foundry technology and innovation. As a leading force in the industry under the SITECH umbrella, LSM used the platform to engage with industry leaders and explore new opportunities for collaboration—reinforcing its role in advancing technological progress in Pakistan's manufacturing sector.



MoU with MPPL to Advance Pre-Fabricated Building Solutions

A strategic Memorandum of Understanding (MoU) was signed between LSM and ERDC-Metal Paint Products (Pvt) Ltd (MPPL), facilitated by SITECH, at LSM premises. This collaboration aims to revolutionize pre-engineered and pre-fabricated building solutions in Pakistan. By combining expertise, both organizations are set to drive innovation in construction, deliver high-quality solutions, and accelerate industrial growth through cutting-edge technology, marking a significant step toward a more resilient and self-reliant industrial landscape.





LSM Successfully Developed Pelton Turbine Runner for Khatai Hydro-Power Project

LSM's Foundry and Forge Works successfully developed a Pelton Turbine Runner for the 3.2 MW Khatai Hydro-Power Plant, AJK Government, marking a first-of-its-kind achievement in Pakistan. Executed under the leadership of SITECH management and the guidance of Head FFW, Muhammad Amjad Hussain Sabir, the project showcased LSM's technical capability and craftsmanship across the full development cycle: from manual pattern making and casting simulation to material development using a conventional Electric Arc Furnace, precision casting with minimal machining, and heat treatment. This milestone reinforces LSM's commitment to national service, industrial support, and the advancement of indigenization.



LSM Exhibited at the 56th PSST Convention 2024

LSM successfully participated as an exhibitor at the 56th Pakistan Society of Sugar Technologists (PSST) Convention held at Pearl Continental Lahore. The event provided LSM an important platform to engage with industry experts, technologists, and key stakeholders in the sugar sector. During the convention, the team held in-depth discussions on emerging trends, sector challenges, and future projects, while identifying new business opportunities. LSM appreciates the strong interest in its innovative solutions and the positive feedback received. The organization looks forward to strengthening these relationships and fostering further collaboration in the sugar industry.



Upgradation of Tube Wells and Pumping Stations

In a major energy efficiency initiative, 8 tube wells and 3 pumping stations that were outdated and consuming excessive electricity were prioritized for overhaul. Four tube wells have already been replaced with energy-efficient submersible motors, and upgrades on the pumping stations are currently underway. This strategic move not only modernizes our water management system but is also projected to yield significant cost savings—estimated at Rs. 14 million annually.

Commercial Business Unit (CBU) Initiatives

Infrastructure & Facilities

A strategic renovation of the old dispensary building has led to the establishment of a new marque. This formerly obsolete structure is now a source of sustainable revenue, generating substantial annual rent and offering a 20% rebate to LSM employees on bookings.



Agri-Land Utilization

Large Scale Manufacturing has taken a forward-thinking approach to its unused land, developing 85 acres into vibrant agricultural zones with fruit orchards and flower beds. An "Orange Orchard" was successfully cultivated on 1.5 acres of previously barren land within the colony, contributing to both the aesthetic and ecological value of the area.



Recreational Facilities Upgrade

The Mess and Officers' Club have undergone thoughtful renovations to improve employee well-being and create more engaging communal spaces.



Refurbishment of 3-Ton Electric Arc Furnace

The refurbishment of our Electric Arc Furnace has significantly enhanced operational efficiency:

- Electricity consumption decreased from 800 kWh/ton to 700 kWh/ton
- Annual savings estimated at Rs. 12.5 million
- Tap-to-tap time reduced from 2.5 to 2 hours
- Number of heats increased from 2 to 3 per 8-hour shift—a 50% productivity gain

This improvement supports a sustainable production model and sets a new benchmark for resource utilization.



Scrap-to-Product Revenue Model

Our strategic transformation of scrap material into high-value products continues to yield strong financial returns:

- Aluminum Billets (G-40): 3,310 MT, generating Rs. 660M in sales and Rs. 72.8M in profit
- Aluminum Ingots: 180 MT, Rs. 98M in sales, Rs. 65.7M profit (including \$250K export revenue)
- Brass Ingots: 22 MT, Rs. 35M in sales, Rs. 16.5M profit
- Copper Ingots: 18.8 MT, Rs. 45.5M in sales, Rs. 23.5M profit
- Cast Iron Chips to Blocks: 1,300 MT converted into a substitute for pig iron, saving Rs. 130M. This sustainable model continues to drive both environmental stewardship



KPI WORKSHOP

This full-day session, hosted at the LSM Officers Club, focused on developing, cascading, and calibrating KPIs across departments. Conducted by the MD and Head of HR, the workshop empowered department heads with the tools to drive performance alignment and transparency.

ERP Phase-I Go-Live

Successfully launching ERP Phase-I on the target date marks a significant digital milestone for LSM. Under the visionary leadership of Managing Director Mr. Ather Baig, and through cross-departmental collaboration, the system went live seamlessly—ushering in a new era of data-driven operations and efficiency.



Flow-HCM Go-Live Ceremony

Head of HR, Ms. Ghazala Kanwal, led a bold transformation from paper-based HR systems to Flow-HCM—a fully digital ERP platform. In just 3 months, the HR team transitioned operations, culminating in a celebratory Go-Live event recognizing the team's commitment and excellence.



Life Saving Rules Training

A comprehensive training session on Life Saving Rules was conducted by HSE Officer Mr. SamiUllah Jan, with participation from 167 employees. This critical session focused on equipping employees with the knowledge to stay safe on the job, covering 10 core principles such as PPE usage, work permit protocols, lockout/tagout procedures, safe lifting, and emergency preparedness.



Lean Manufacturing Workshop

Led by Mr. Mubashar Ilyas and Mr. Anas Ahmed (AMs Mechanical Works), this targeted session introduced 35 officers to the principles of Lean Manufacturing. Key topics included eliminating the eight forms of waste (transportation, inventory, motion, waiting, overproduction, overprocessing, defects, and underused talent), with the goal of streamlining processes and maximizing value.



Group HR Team Visit and Team-Building Retreat

LSM welcomed HR teams from across the Group for a business orientation and collaborative HR knowledge-sharing session. The day concluded with a surprise retreat to Khanpur Dam, featuring boat rides and an evening dinner—deepening professional bonds in a relaxed setting.



Trainings & Professional Development



The Large-Scale Manufacturing (LSM) division maintained a strong focus on continuous learning and professional development as a core enabler of operational excellence and sustainable growth. Throughout the year, a structured training framework was implemented to enhance workforce competencies, address evolving industrial requirements, and align employee skills with organizational objectives.

These initiatives, delivered through a blend of in-house expertise and external professionals, were designed to strengthen technical proficiency, improve process efficiency, ensure compliance with safety and quality standards, and develop managerial and leadership capabilities. Collectively, the training and development efforts reflect LSM's commitment to building a skilled, adaptable, and future-ready workforce.

Some of these trainings are:

6 Jan	Life Saving Rules (LSR)
15 Jan	Lean Manufacturing Techniques
21 Jan	Attendance
22 Jan	HR Dash Board Flow HCM
28 Jan	Contract Management
3 Feb	Production Management
11 Feb	Implementation of Industry 4.0 & Process Automation
17 Feb	Modern Coating Techniques for Molding of ferrous and Nonferrous castings
21 Feb	Planning Software - Primavera P6 Inventory control systems
24-25-26	Security Awareness (Physical & Cyber Security)
3 Mar	Modern Coating Techniques for Molding of ferrous and Nonferrous castings
7 Mar	Advanced communication and Presentation Skills
12 Mar	Current process and conversion to ERP-system
21 Mar	PPSD software
8 Apr	Resource Planning & Management
11 Apr	Quality Control/Assurance
14 Apr	Business ethics/Labour laws
18 Apr	Familiarization with different Modes of Project Management
	Data Visualization Software - Power Bi
24 Apr	Design of forming/forging dies, jigs & fixtures with GD&T.
28 Apr	Protection Schemes of overall electrical circuit of workshops
	Structural design and analysis software STAAD Pro
2 May	Development of complex shape castings
7 May	Vibration Analysis for Machinery
15 May	PMP Training
22 May	ISO 9001-2015
26 May	Secondary Metallurgy
30 May	Advance Supply Chain Management
5 Jun	CNC Rotor For Pattern Making
11 Jun	Costing Techniques
16 Jun	ISO 45001:2018 Occupational Health & Safety Management
23 Jun	Board Management





CHILDREN'S PARK INAUGURATION

As part of our colony's green space expansion, a state-of-the-art children's park was inaugurated. This initiative reflects LSM's commitment to creating a safe and joyful environment for employee families.



Independence Day

LSM celebrated Pakistan's Independence Day with great patriotic enthusiasm, marked by full participation from both staff and workers. A range of commemorative activities was organized across the premises, creating an atmosphere of national pride and unity. Employees came together to Honor the spirit and values of independence, reflecting a shared commitment to the country and its ideals.



Umrah & Hajj Draw

In a spiritually uplifting program, LSM held a draw for pilgrimage sponsorships. One employee was selected for Hajj and two for Umrah through a company-supported fund, exemplifying our values of care and respect for faith.



Family Festival

An evening of music, food, and fun brought together employees and their families in a vibrant celebration of community spirit. The musical night served to rejuvenate morale and strengthen bonds within the LSM family.



Pinktober Awareness Campaign

A special cancer awareness event was held for 50+ women, including professionals and staff from lower-income communities. The session, led by Dr. Afshan Mir and specialists from POF/HIT, emphasized early detection and prevention, with free consultations and open dialogue.



International Women's Day

This year's observance focused on workplace inclusivity. The company inaugurated a new daycare center and women's common room to support female employees, reaffirming our commitment to empowering women in the workplace.



Iftar Dinner & Post-Eid Celebration

A community-focused iftar dinner at the Officers Club brought employees and families together in the spirit of unity and respect. A follow-up post-Eid brunch for HODs provided a relaxed setting for team bonding and celebration.

BUILT FOR STRENGTH

As Pakistan's leading alloy and special steel producer, SITECH's Steels and Alloys Business integrates upstream, downstream, and quality assurance facilities to deliver 75,000 MT annually. With over 350 steel grades and a strong presence across automotive, defense, construction, and engineering sectors, it continues to serve as the trusted backbone of Pakistan's steel industry.



Message from the MD



Sajid Hussain

Managing Director
Steel & Alloys

It is a privilege to address our valued stakeholders through this edition of the newsletter. At Steel & Alloys, we take pride in being a trusted name in the production of high-quality steels and special alloys that support the nation's industrial backbone. Our journey has always been guided by a clear vision to blend innovation with craftsmanship, ensuring products that stand the test of time. We continue to upgrade our facilities, embrace modern technologies, and refine our processes to deliver excellence at every stage of production. As we move forward, our focus remains on building stronger relationships with our customers, fostering a culture of continuous improvement, and contributing to the country's industrial growth. Together, we aim to shape a future defined by quality, reliability, and progress.

NEW CUSTOMERS ADDED TO THE BUSINESS PORTFOLIO

M/s Varzene - Turkey

An export order valued at EUR 179,294 was finalized in April 2025 with M/s Varzene, marking the addition of a new international customer and product line under BU-I. The order includes 24 metric tons of VIM+VAR ingots in steel grades 4340 and 18-8 PH, reflecting growing demand for specialized high-performance alloys in the global market.

M/s Horizon Steel (Pvt) Limited

A domestic supply contract has been secured with M/s Horizon Steel (Pvt) Limited for 500 metric tons of billet in Steel Grade SR-24, valued at PKR 79.25 million. The order is scheduled for fulfillment within June 2025, reinforcing the Division's position as a reliable billet supplier in the local steel industry.



Steel & Alloys Division Secures Commission-Based Railway Contracts Worth Over USD 1 Million

The Steel & Alloys Division has successfully secured commission-based business with Pakistan Railways through participation in two key tenders—T.E. No. 03/P-2/02-0/1-2024 and T.E. No. 03/P-3/00-0/1-2024—opened on September 5, 2024, and February 26, 2025, respectively. Financial proposals submitted by the division were formally accepted on January 1 and May 13, 2025. As a result, the division has received a Purchase Order (PO) for the supply of 113 axles valued at USD 78,960, while a Letter of Credit (LC) has been established for an additional PO worth USD 1,010,640 for railway wheels, with execution currently pending. On successful completion of these deliveries, the division is expected to earn a commission of 2.5%, totaling USD 27,213 (approximately PKR 7.64 million)—all with zero monetary investment. This achievement marks another step in leveraging strategic partnerships to drive revenue through low-risk, high-return engagements.



Steel & Alloys Division Explores New Business Avenue in Railway Fastening Systems

In a strategic move to diversify its commission-based portfolio, the Steel & Alloys Division has successfully secured representation rights from an international manufacturer of the W-14 Rail Fastening System (Vosloh Clip). The manufacturer has authorized the division to act as a local agent for tender participation in Pakistan, with a commission set at 5% of the total order value. The first tender under this arrangement was opened on June 2, 2025. Notably, this business initiative entails zero monetary cost for the division, further enhancing its low-risk, high-reward model. Simultaneously, feasibility studies are underway for the potential local development of the W-14 fastening system, opening possibilities for future manufacturing opportunities and deeper market penetration.



Steel & Alloys Targets Entry into High Tensile Wire Rod Market for Railway Sleepers

As part of its ongoing product development initiatives and efforts to expand its footprint in the railway sector, the Steel & Alloys Division has set its sights on supplying High Tensile (HT) Wire Rods (Ø10mm), a critical component used in the production of pre-stressed concrete sleepers. A strategic meeting with WM-CSF (Sukkur) and a comprehensive visit to the sleeper manufacturing facility laid the groundwork for this venture. The division has submitted a bid in a recent tender for the supply of 500 MT of HT wire, valued at PKR 160 million, with an initial strategy focused on fulfilling demand through imports. Quoted at PKR 320 per kilogram, the expected profit margin could reach PKR 62 million upon contract award. In the long term, successful entry into this market may pave the way for in-house production of HT wire rods at the Steel & Alloys Division, reinforcing self-reliance and value addition.



Expanding Horizons: Non-Ferrous Scrap Converted to High-Value Exports

Venturing into new markets, the Division has successfully launched exports of non-ferrous products derived from scrap materials. Approximately 24 metric tons of copper scrap were refined into ingots and exported to the UAE, generating USD 235,714 (around PKR 66 million) in revenue. In addition, an export order for 18 metric tons of brass tubes—valued at USD 110,700 (approximately PKR 31 million)—has been secured with a prominent UAE-based company. The brass consignment is now ready for shipment, underscoring the Division's growing capability in value-added exports and sustainable resource utilization.



G2G Agreement with Pakistan Railways

Pakistan Railways has finalized a government-to-government (G2G) agreement for the sale of condemned wagons to the Steel & Alloys Division. As part of this collaboration, the Chief Controller of Purchase visited the division to finalize procedural details. The initiative has proven mutually beneficial—enhancing Pakistan Railways' scrap revenue while significantly boosting sales volume for the Steel & Alloys Division. Orders worth approximately PKR 1,200 million have been secured against an FY-25 target of PKR 330 million. Additionally, old dues amounting to PKR 174 million from Railcop have been adjusted through this scrap procurement, alongside the receipt of PKR 431 million in cash payments against PSDP projects. The lifting of condemned wagons is currently underway.



Allied Engineering Sector - FY Snapshot

During the fiscal year, the Allied Engineering Sector successfully supplied 200 metric tons of CC billets to a prominent chain manufacturer catering to the sugar industry. In parallel, the Division has been actively engaging with clients in the sugar sector through quotations and negotiations for shaft requirements. While competition from low-cost Chinese materials remains a challenge, strategic positioning and focus on quality continue to strengthen our foothold in this sector.

Automotive Sector – FY Performance Highlights

New Product Launches

- Introduced SWRH 47B & SR-24 grades for OEM components.
- Launched 60SiCr7 & AISI-5160 grades for the aftermarket (leaf spring applications).

Sales Milestone Achieved

- 643 metric tons sold of newly launched grades.
- Generated revenue of PKR 150 million.

Segment Performance

- Strong growth in the motorcycle sector (Atlas Honda up 20%, ~1.2 million units).
- Helped offset challenges in the tractor segment.

Target Achievement

- Automotive Sector expected to close FY at ~95% of the PKR 7 billion sales target.



Steel and Alloys Entity Observes Pinktober Month with Visit to Kiran Hospital

As part of Pinktober Month, the Steel and Alloy entity, along with female staff from oil refinery entity and Precision Manufacturing, visited Kiran Hospital on Thursday, October 31, 2024. The visit was aimed at promoting awareness about breast health and the importance of early detection. Medical experts at Kiran Hospital briefed participants on the rising risk of breast cancer and emphasized the role of regular screenings, especially mammograms, in saving lives. The session also highlighted the importance of healthy lifestyle practices such as weight management, physical activity, and stress control, in reducing risk and supporting recovery. This awareness activity was part of a group-wide initiative across SITECH entities, reinforcing the message that early detection, education, and preventive care are key to the fight against breast cancer.

INNOVATION, PRECISION AND POWER

SITECH's Precision Manufacturing Business is Pakistan's leading manufacturer of precision engineering goods, combining six decades of expertise with advanced technology. Through CNC machining, forging, heat treatment, and die casting facilities, it delivers reliable solutions for automotive, industrial, and textile sectors while promoting sustainability and skill development in manufacturing.



Message from the MD



Syed Zafar Ali

Managing Director

PRECISION MANUFACTURING

It is a privilege to represent Precision Manufacturing Entity, one of the leading engineering and manufacturing enterprises in Pakistan with a proud legacy of precision, performance, and reliability. Since its inception, the Precision Manufacturing entity has played a vital role in supporting the country's industrial and technological development. Over the years, we have built a strong foundation of engineering expertise that has recently been transformed into an advanced manufacturing facility through a highly skilled workforce committed to excellence. Today, Precision Manufacturing entity continues to evolve as a forward-looking organization, embracing modernization, innovation, and global collaboration. Our focus is on delivering high-quality, value-driven solutions that meet the growing needs of our customers, both locally and internationally. We believe in fostering partnerships that encourage technology exchange, enhance industrial capacity, and contribute to sustainable economic growth. Guided by a clear vision and a culture of continuous improvement, Precision Manufacturing entity remains dedicated to being a trusted partner in Pakistan's industrial progress and a symbol of national engineering strength.

Business Highlights:



KSA DELEGATION VISITS PRECISION MANUFACTURING ENTITY AND SIGNS STRATEGIC AGREEMENT

A high-profile delegation from the Kingdom of Saudi Arabia (KSA) visited the Precision Manufacturing entity for a comprehensive inspection of its manufacturing and training capabilities. The delegation was warmly welcomed by officials from the head office and division heads of the Manufacturing Department. The visit began with an introductory meeting, followed by a detailed tour of the Skills Development Institute and various manufacturing units. The delegation gained valuable insights into the entity's technical capacity and commitment to skill development. The highlight of the visit was the signing of a strategic agreement between the Precision Manufacturing entity and the KSA delegation. This landmark development marks a significant step in strengthening industrial cooperation and advancing bilateral relations between the two nations.



Armed Forces Officials Visit Precision Manufacturing Entity to Review its Capabilities

Officials from the Armed Forces visited the Precision Manufacturing entity for a detailed inspection of its manufacturing and training capabilities. The delegation was briefed by the core heads of the Manufacturing Division, who provided an overview of the entity's operations and technical strengths. The visit included a comprehensive tour of the manufacturing facilities, with a special focus on the Armament Department and machines produced by the entity. The engagement concluded with the exchange of official shields, symbolizing mutual respect and collaboration. This high-level visit reflects the trust and recognition Precision Manufacturing entity has earned as a strategic partner in national defense manufacturing.

Nigerian Delegation Visits Precision Manufacturing Entity for Strategic Armament and Manufacturing Discussions

A delegation from Nigeria visited the Machine Tools entity to explore potential collaborations in armaments and machine tool manufacturing. The visitors were warmly received by officials from the entity and began their engagement with an in-depth briefing session. Discussions focused on the range of armaments and industrial tools produced by the Precision Manufacturing entity, highlighting its advanced capabilities and technical expertise. A key focus of the visit was the entity's ability to offer competitive solutions in comparison to the international market. The visit marked a promising step towards strengthening industrial ties, with both sides exploring avenues for future cooperation in defense and manufacturing sectors.



Precision Manufacturing Entity Signs Business Agreement with Tabani Group to Expand Overseas Outreach

A strategic business agreement was finalized between the Precision Manufacturing entity and Tabani Group of Industries, aimed at boosting international business development. Tabani Group will serve as a key partner in securing overseas deals for the Precision Manufacturing entity.

The agreement was officially signed by the CEO of Tabani Group - Mr. Hamza Tabani, and MD Precision Manufacturing - Mr. Abid Mumtaz Malik in a formal ceremony. As a gesture of appreciation, the CEO of Tabani Group was presented with a handcrafted metal model of the RPG-7 by the MD of the Precision Manufacturing entity. This partnership marks a significant step in enhancing the entity's global footprint and creating new opportunities in the international defense and industrial sectors.



Uzbek Delegation Visits Precision Manufacturing Entity for Strategic Discussions

A delegation from Uzbekistan visited the Precision Manufacturing entity to explore areas of mutual interest and potential collaboration. The Managing Director of the entity engaged in productive discussions with the guests, focusing on shared opportunities in the defense manufacturing sector.

The delegation was given a comprehensive briefing on the capabilities, operations, and strategic direction of the Precision Manufacturing entity, with particular attention to armaments-related initiatives. The visit reflects growing international interest in the entity's expertise and its role as a reliable industrial partner in the region.





COMMUNICATION SKILLS TRAINING CONDUCTED FOR INTERNEES AND DAE STUDENTS AT PSDI

The Skill Development Institute (PSDI) of the Precision Manufacturing entity organized a one-day training session focused on communication skills for internee and DAE students. The session was held at the PITP lecture room as part of the institute's commitment to enhancing workplace readiness among trainees. The training was delivered by Mr. Khursheed Alam from the PITAC Regional Office, Karachi, and included practical activities to reinforce learning outcomes. The initiative reflects PSDI's ongoing efforts to support professional development and soft skill enhancement for emerging talent in the technical field.



PSDI Organizes Competency Mapping Workshop for Cross-Functional Teams

The Skill Development Institute (PSDI) conducted a workshop on Competency Mapping aimed at strengthening organizational capability through structured skill assessment. Participants included officers from the HR, Purchase, Civil Works, and Finance departments. The session featured an interactive lecture followed by a practical exercise, enabling participants to better understand the application of competency frameworks within their respective functions. The workshop reflects PSDI's ongoing commitment to building a high-performance workforce through targeted learning and development initiatives.



Head Office Leads Awareness Session on Group-Wide Policies at Precision Manufacturing Entity

A policy awareness session was conducted at the Precision Manufacturing entity by the SITECH Head HR, Ms. Neelofer Laden, aimed at reinforcing understanding of group-wide HR policies. The session focused on promoting alignment, consistency, and compliance across all departments, while highlighting the role of unified policies in enhancing operational efficiency and organizational culture. It was an interactive session attended by senior management and departmental representatives, fostering open dialogue and engagement on key HR matters.



Students from Benazir Bhutto University Visit Precision Manufacturing Entity for Industrial Exposure

A group of 40 students from Benazir Bhutto University visited the Precision Manufacturing entity as part of an industrial exposure initiative aimed at bridging academic learning with real-world manufacturing practices. The visit began with a presentation introducing the entity's operations, followed by an interactive Q&A session. Students were then taken to view product displays at PITP halls and received an overview of the manufacturing capabilities across SITECH industries. The visit concluded with a guided tour of the production facilities, offering students firsthand insight into large-scale industrial processes and engineering applications.



Students from Ordnance College Malir Cantt Visit Precision Manufacturing Entity for Industrial Exposure

The Precision Manufacturing entity welcomed a group of over 50 students and faculty members from Ordnance College Malir Cantonment, Karachi, for an educational visit focused on technical familiarization and industrial learning. The visit commenced with a presentation by the Head of Business Development, providing an overview of the entity's operations and manufacturing expertise. Students were then taken on a guided tour of Shop 1 and Shop 2, where they observed various stages of the production process. The Armaments Department drew particular interest, with students gaining insight into the manufacturing of RPG-7 systems and mortars of different calibers. The visit provided valuable real-world exposure to the students, reinforcing their academic knowledge with practical understanding of industrial and defense manufacturing environments.



New Managing Director Syed Zafar Ali Introduced at Precision Manufacturing Entity

On March 17, 2025, Syed Zafar Ali officially assumed the role of Managing Director of the Precision Manufacturing entity. In line with long-standing tradition, the outgoing MD, Maj Gen Abid, formally introduced the new MD to all division and department heads during a session held at the entity. The introduction marked a smooth leadership transition, with the new MD extending greetings to the officers and sharing his best wishes for continued collaboration and progress. The occasion reflected the organization's commitment to continuity and leadership development within its senior management structure.



Lecture on Change Management Held at Precision Manufacturing Entity Under New Leadership Initiative

As part of a leadership-driven initiative under the directives of the new Managing Director, Syed Zafar Ali, a lecture on "Change Management" was organized at the Precision Manufacturing entity. The session featured Mr. Tahir Javed, CEO of Hunar Foundation, who was invited to share insights on navigating organizational change and fostering adaptability. The event opened with a brief address by the MD, emphasizing the relevance of the topic in the current organizational landscape. The lecture was attended by officers from departments including HR, Finance, Accounts, Manufacturing, and Sales & Purchase, and served as a platform to encourage forward-thinking and transformation readiness across functions.



Inauguration of Renovated Medical Center Held at Precision Manufacturing Entity

The Precision Manufacturing entity held an inauguration ceremony for its newly renovated Medical Center, a project initiated under the leadership of former Managing Director Maj Gen Abid Mumtaz Malik (Retired). Recognizing the long-standing need for upgrades, the previous MD had directed the Admin Department to carry out essential repairs and renovations to restore full medical services for both officers and workers. The ceremony marked the formal reopening of the facility, with the inauguration jointly led by the former and current MDs. The event included a visit to the refurbished hospital, where leadership reviewed the improvements and interacted with staff and patients. The revitalized Medical Center stands as a testament to the organization's commitment to employee welfare and healthcare accessibility.



MoU Signed Between PSDI, Hunar Foundation, and Shajar e Umeed to Strengthen Technical Training Collaboration

An MoU was signed between the Professional Skill Development Institute (PSDI) of the Precision Manufacturing entity, The Hunar Foundation, and Shajar e Umeed Trust, establishing a framework for collaboration in technical training and financial support. Under the agreement, PSDI and The Hunar Foundation will work jointly to enhance vocational training initiatives, with Shajar e Umeed Trust providing financial assistance to support program development and delivery. The MoU was formally signed by the Managing Director of the Precision Manufacturing entity and the Chairman of The Hunar Foundation. This partnership aims to foster capacity building, promote technical education, and strengthen industry-institution linkages to benefit emerging skills professionals across sectors.



PRECISION MANUFACTURING ENTITY HOLDS ANNUAL YOUNG-SHUHADA CEREMONY TO HONOR ITS MARTYRS

The Precision Manufacturing entity commemorated its Annual Young-e-Shuhada ceremony with solemn respect and national pride at the organization's Shuhada Monument. The event honored the sacrifices of the martyrs associated with the entity. The ceremony began with the laying of a floral bouquet at the monument by the Managing Director, followed by the recitation of the Holy Quran and a collective prayer for the martyrs and the continued prosperity of the organization. The observance served as a heartfelt tribute to those who served the entity with dedication and sacrifice, reaffirming the organization's commitment to remembering and honoring their legacy.



Farewell and Welcoming Ceremony Held for Outgoing and Incoming MDs at Precision Manufacturing Entity

On March 21st, a farewell and welcoming ceremony was held at the Precision Manufacturing entity to honor the outgoing Managing Director, Maj Gen Abid Mumtaz Malik (Retired), and to welcome the new MD, Syed Zafar Ali. The event began with a joint visit by both MDs to Shop 1 and Shop 2, where the outgoing MD addressed the workers, encouraging continued dedication and commitment. The new MD was formally introduced during the visit, marking a smooth leadership transition. As the ceremony concluded, officers extended their farewell to the outgoing MD with a gesture of appreciation, highlighting the respect and goodwill earned during his tenure.



Precision Manufacturing Entity Observes Safety and Health at Work with Tree Plantation Drive

In line with its commitment to workplace safety and environmental responsibility, the Precision Manufacturing entity organized a Health and Safety at Work ceremony featuring a tree plantation activity. The initiative was led by the Health and Safety Department.

The Managing Director, along with officers from various departments, participated in the event. During the ceremony, the MD emphasized the importance of environmental conservation and sustainable practices in the workplace. Each officer planted a tree on behalf of their respective division, symbolizing collective responsibility toward a healthier and greener work environment.



Precision Manufacturing Entity Observes Young-e-Tashakur in Celebration of National Victory

Following Pakistan's successful defense in response to cross-border aggression on May 7, 2025, the Machine Tools entity organized a Young-e-Tashakur ceremony to express gratitude and national pride. Held at the Shuhada Yadgar, the ceremony featured Quran recitation and a special prayer for the country's continued security. Nationalistic spirit filled the air with the singing of the national anthem and patriotic slogans. The Managing Director of the Precision Manufacturing entity delivered a brief address, highlighting the enduring spirit of resilience, unity, and the importance of national preparedness in the face of challenges.

DRIVING CHEMICAL EXCELLENCE

SITECH's Chemical Business provides high-quality chemical solutions for industrial and manufacturing sectors. Upholding international standards and driven by R&D, it delivers products such as Ethanol, Liquid Carbon Dioxide, and Fresh Baker's Yeast, advancing sustainability, efficiency, and technological growth across industries.



Message from the MD



Abdus Samad Goraya
Managing Director
Chemicals

The team at the Chemicals division is excited for a promising future that this complex holds. Teamwork and creativity, remains the hallmark of Chemicals division as we embark on a journey which is based on the principle of maximum utilization of the existing assets as well as the intellectual worth. I am pleased to share that our company has made significant progress through multiple improvements in Product development, enhanced efficiencies and employee engagement. All of this has been driven by the dedication and hard work of our team. Our commitment to innovation, customer satisfaction, and sustainability has enabled us to strengthen our position as we embark on an exciting journey. I would like to express my gratitude to our employees, customers, as well as our sponsors, especially SITECH, for their unwavering support and trust. As we continue to navigate the challenges and opportunities in our industry, I am confident that our collective efforts will drive long-term growth and success.

Business Highlights

Animal Dry Yeast Trials Conducted

The Chemical Division successfully completed the trial production of Animal Dry Yeast, followed by sampling across various farms. These trials were part of our strategic initiative to diversify our product range within the agro-feed segment. The product has shown promising results, with positive feedback received from multiple end users, indicating strong potential for future commercial engagement.



Autolyzed Yeast Development Ready for Commercial Testing

The Division has achieved a significant milestone by successfully developing Autolyzed Yeast in its in-house laboratory. This product, commonly used in animal nutrition and food applications, is now fully prepared for pilot testing on a commercial scale. This advancement reflects our continued focus on innovation and value-added product development.



Enhanced Fresh Yeast Trials Received Positive Client Response

In our efforts to improve product quality and client satisfaction, the Chemical Division conducted trials of an upgraded version of fresh yeast directly at client premises. The trials yielded excellent performance results, and the response from clients was highly encouraging, reinforcing the effectiveness of our R&D enhancements.

Timely Delivery of NC Products Demonstrates Operational Excellence

Demonstrating our commitment to service reliability, the Division successfully ensured the timely delivery of NC products as per schedule. This accomplishment highlights our operational efficiency and dedication to fulfilling customer commitments without compromise, strengthening long-term client confidence.

HR & Development Roundup

Welcoming New Members to Our Leadership Team

On May 19, 2025, the Chemicals Division warmly welcomed two new additions to its leadership team. Mr. Afraz Aslam joined as General Manager, Admin & Security, and Mr. Azam Basharat assumed the role of Head of Human Resources. Both were graciously received by the worthy Managing Director and the Chemicals team, marking a promising step forward in strengthening the division's organizational and administrative capacity.

Celebrations & Culture

Chemicals



Team Spirit on Display at Intra-Departmental Cricket Tournament

The Chemicals Division organized a friendly intra-departmental cricket tournament aimed at promoting teamwork, camaraderie, and employee well-being. The event saw enthusiastic participation from multiple teams across departments, creating a vibrant and energetic atmosphere. The winning team was awarded prizes in recognition of their performance, with the event concluding on a high note of unity and sportsmanship.

Eid Package Distributed to Chemicals Division Employees

In celebration of Eid, the Chemicals Division successfully carried out the distribution of Eid packages to all its employees. This initiative was a gesture of appreciation and festive goodwill, reflecting the Division's continued commitment to employee welfare and fostering a culture of care and inclusivity within the organization.



FUELING GROWTH, DELIVERING RELIABILITY

SITECH's Oil Refinery Business, Pakistan's first deep conversion refinery, operates with advanced Vacuum Ejector and Thermal Cracking Units. Producing a diverse range of fuels including Euro-V gasoline, diesel, kerosene, and furnace oil, it ensures energy efficiency, reliability, and national energy security.



Message from the MD



Suleiman Qaiser

Managing Director
Oil Refinery

Oil Refinery, a Division of SITECH producing fuel for the Defence & Industrial Sector of the country. Oil refinery plants process light condensate being produced in lower Sindh as same are not compatible to be processed at other local refineries which are based on mid-east crudes. Our management is continuously working on the upgradation of the units to meet compliance of products and at the same time improving their profitability. In the light of its Vision, Oil Refinery's Gasoline Project is in the phase of pre-commissioning and likely to start production of Euro-V Gasoline. We are also working to improve the process by upgradation of digitalization and its ERP systems. Additionally, Oil Refinery is also strengthening its HR system and continuously working for the welfare and engagement of its employees so that they can work wholeheartedly for the achievements of organizations goals. In short, Oil Refinery is continuously working as per Vision for upgradation and continuous improvement in order to play a role in the development and progress of our beloved Pakistan.

HR & Development Roundup



Achi Adat Worker Training

Over 120 workers attended a 2-day training on personal and workplace discipline by Expert House. Led by Mr. Ahmed Raza Naqvi, the sessions emphasized positive habits and responsibility. Interactive content made the training engaging and impactful for all participants.



World Safety Day

Observed with full participation at both sites, including a teleconference between locations. Director Admin and HSE heads led sessions on policy compliance and life-saving rules. This reinforced commitment to safety culture across the organization.

Trainings & Professional Development

Oil Refinery



OIL REFINERY has arranged a comprehensive range of trainings for its workforce. These programs spanned technical, safety, HR, leadership, and digital skills — conducted in partnership with top institutions such as IBA, LUMS, PIM, NED, SGS Pakistan, and more. Over 30 distinct trainings were conducted, fostering individual development and organizational capacity.

• Operational Excellence	July 23-25, 2024
• Fireman Course	July 22 to August 09, 2024
• ISO-17025	August 07-09, 2024
• Presentation Skills with Impact	August 15-16, 2024
• Problem Solving & Decision Making	August 15-18, 2024
• Building Blocks of Human Resource Management	August 19-22, 2024
• Financial Modeling & Business Valuation	August 28-30, 2024
• Advance MS Excel	September 01 to October 31, 2024
• NEBOSH-IGC	September 24 to October 06, 2024
• Advance MS Excel	September 23 to November 22, 2024
• World Class Manufacturing Management	September 30 to October 01, 2024
• Building Team Excellence	October 22-23, 2024
• Modern Secretarial Practices	November 07-08, 2024
• Negotiation & Conflict Resolution Skills	November 19-20, 2024
• NEBOSH-IGC - November	November 12-23, 2024
• Skills in Supervision - November	November 25-26, 2024
• Developing Future Leaders - December	December 9-15, 2024
• IOSH Managing Safely	December 07-09, 2024
• Human Resource Management	January 13-15, 2025
• Maintenance Management Operational Technical Project & Safety Management	January 29-30, 2025
• Communication for Organizational and Personal Effectiveness	January 21-24, 2025
• IOSH Managing Safely	January 18-20, 2025
• Data Driven Storytelling and Visualization	January 25, 2025
• Assessor Training Course ISO/IEC17025-2017	January 27-31, 2025
• Leadership Grid	February 11-14, 2025
• ISO 45001-OH&S Lead Auditor	February 10-14, 2025
• Operational Excellence - February	February 10-12, 2025
• Fundamentals of Chemical Engineering for Oil & Gas Industry	February 24-26, 2025
• Leadership for Senior Executives	April 06-12, 2025
• Data Analyst	April 13 to July 13, 2025

Business Highlights

Q1 (Jul-Sep 2024):

OIL REFINERY registered six (06) new customers for product upliftment — one (01) Oil Marketing Company and five (05) Traders.

Q2 (Oct-Dec 2024):

Another six (06) new Traders were registered for petroleum product upliftment this quarter.

Q3 (Jan-Apr 2025):

Nine (09) new customers joined, including two (02) Oil Marketing Companies and seven (07) Traders.

HR & Development Roundup



ATA RECOGNITION SESSION

A recognition session was held at the OIL REFINERY to honor all employees involved in ATA 2024. Leadership appreciated round-the-clock efforts, and a hi-tea was arranged to celebrate the success. This boosted morale and reinforced the value of teamwork.



Admin Staff Acknowledgement

Sanitary staff were honored for clearing plant areas of wild growth to prevent fire hazards. Director Admin hosted the session and appreciated their hard work and preventive foresight. Their dedication directly contributed to operational safety.



Annual Dinner with SITECH Management

An annual dinner at Beach Luxury Hotel brought together SITECH and refinery HODs. The event fostered camaraderie, inter-departmental dialogue, and appreciation of achievements. It also provided a platform for informal exchanges with leadership.



Leadership Development Workshop

Held in-house and led by Brig. (R) Ahmad Fraz Butt, the session focused on leadership tools and examples. The MD also shared insights on industry leadership, inspiring attendees with real-world references. Participants gained practical ideas to lead their respective teams.



SAP Go-Live Celebration

The successful launch of SAP software was celebrated at the Sports Complex. A hi-tea and brief ceremony marked the digital milestone, led by the IT Department. This event symbolized progress in the refinery's digital transformation journey.



SITECH Excellence Award Celebration:

Employees celebrated the FY 2024 Excellence Award with great enthusiasm. The MD delivered an uplifting message, highlighting every individual's contribution. It was a moment of pride and collective motivation.



Management Meeting with DG COP SPD

OIL REFINERY and SITECH leadership met DG COP SPD at Chaupal Restaurant, Karachi. The event provided a space for high-level dialogue on future collaboration. It concluded with a dinner that reinforced professional relationships.



HR Policy Discussion by SITECH

A policy session briefed staff on recent updates to HR practices and regulations. The discussion clarified implementation processes and encouraged employee feedback. This helped ensure smooth adoption of organizational standards.



First Environmental Campaign

OIL REFINERY's HSE team launched its first environmental awareness week across both sites. Activities included tree planting, education on pollution, and waste management drives. The campaign successfully promoted a culture of sustainability and responsibility.



Eid Day Plant Visit by Management

Refinery management visited staff working during Eid at both plants. They shared tea and sweets, acknowledging and appreciating their dedication. The visit reinforced respect and encouragement for frontline teams.



Town Hall Gathering at Victoria Banquet

This inclusive gathering welcomed employees and their families for an evening of celebration. Games, music, speeches, and awards for FY 2024 high achievers were featured. It concluded with a festive dinner, strengthening community spirit.



INDEPENDENCE DAY CELEBRATION

Flag-raising ceremonies were held at both sites, attended by senior leadership and shift staff. The national anthem was played, and a message from the Joint Chiefs of Staff Committee was shared. The event concluded with cake cutting and light refreshments, with participants dressed in green and white.



Yoga for Wellness – First Session

A calming yoga session was organized at the Sports Complex to promote mental and physical well-being. Led by a professional instructor, employees took part in breathing, stretching, and stress-relief techniques. The session created a peaceful atmosphere and promoted employee mindfulness.



Birthday Celebration – MD Dr. Suleman Kaiser

The birthday of MD OIL REFINERY was celebrated at OIL REFINERY Mess. Staff gathered to offer their good wishes and present a warm token of appreciation. The event highlighted the close-knit culture and respect among teams.



Pre-Sports Activities Week

A week of engaging physical and recreational games was organized for employee participation. Activities included pushups, pullups, running, table tennis, snooker, and an open mic session. This initiative aimed to boost energy and camaraderie before the annual Sports Gala.



Sports Gala 2024

Spanning 44 days, Sports Gala 2024 saw participation from 453 employees in various disciplines. Highlights included 18 cricket teams playing 38 matches, 85 table tennis matches, and 39 snooker matches. Tug of war, 100m races, and pushups also featured — with prizes awarded to all winning and runner-up participants.



Sports Gala Finale – ERP Strikers Win

The cricket final between ERP Strikers and Ops & Tech (Markhor) capped off the Sports Gala. ERP Strikers claimed the victory, and a prize ceremony was held to celebrate all top performers. The finale reflected strong sportsmanship and reinforced teamwork values.



Farewell Cricket & Snooker Tournament

A friendly tournament was held in honor of Col. Israr, the outgoing Commanding Officer of OIL REFINERY-II. Cricket and snooker match fostered collaboration between PSM and refinery teams. The event also served as a heartfelt farewell and tribute to his leadership.



Women's Day Celebration

Women employees were honored during a special program at OIL REFINERY-II. Prizes were distributed in appreciation of their contributions to the refinery's growth and success. The celebration encouraged empowerment and inclusion across all levels.



Yoga for Wellness – Second Session

A second yoga session was conducted, this time led by Dr. Vinesh Arya, Hatha Yoga Specialist. Employees participated in energizing poses, breathwork, stretching, and laughter therapy. Seventeen employees attended, embracing mindfulness and relaxation practices.



Employee Farewells

A series of farewell events were organized to bid farewell to long-serving colleagues, including Mr. Riaz, Mr. Ebadullah Ghazi, Mr. Azam Zuberi, Mr. Qurban, Mr. Noman, Brig. Ateeq, Mr. Anwer, Mr. Sohail Ismail, and Mr. Javaid Shukra. Each event featured either a tea, lunch, or dinner, accompanied by the presentation of certificates and souvenirs. These gatherings served as a heartfelt tribute to their dedication and lasting contributions to the organization.



Message from the MD

SCIENCE BENEATH THE EARTH

SITECH's Mineral Business leads in the exploration, processing, and refinement of high-value minerals and metals. Through advanced technology and continuous R&D, it ensures consistent quality, operational excellence, and sustainable growth. Focused on meeting domestic demand and reducing import reliance, the business strengthens Pakistan's industrial foundation and contributes to the nation's resource self-sufficiency.



**Mujeeb
Ur Rehman**
Managing Director
Mining

It gives me great pride to share the vision and progress of our mining and mineral company, established in 2022 under the domain of NCA. Our mission is to harness the nation's mineral wealth to meet both strategic and commercial needs, contributing to Pakistan's journey toward self-sustainability. By fulfilling the indigenous demand for essential minerals and metals, we aim to conserve valuable foreign exchange while creating employment opportunities for skilled and unskilled workers, particularly in remote regions. At present, the company is engaged in extracting and processing minerals such as Magnetite, Ilmenite, Garnet, and Zircon from the placer sands of Gilgit-Baltistan. We have successfully upgraded the quality of these minerals to meet international standards and remain committed to continuous enhancement for greater value addition. Looking ahead, we plan to expand into projects such as gold extraction from placer deposits and the upgradation of rock phosphate and chromite, further strengthening Pakistan's mineral base and supporting the country's industrial and economic growth.

Business Highlights



Erection & Commissioning of KVP Plant Khaplu Valley

The Mining Division successfully completed the erection and commissioning of its first mineral separation plant at Khaplu Valley. This milestone marks the beginning of advanced mineral processing where valuable minerals are now being separated from placer sand on-site.



1st Trial Production at KVP

Following the successful setup, the first trial production at the KVP site was carried out. The trial demonstrated operational capability and set the stage for consistent performance in the next phases.



Re-opening of KVP Site & Commercial Production Launch

The KVP site reopened in March after the winter closure, with seasonal staff onboarded to resume operations. Full commercial production commenced in April 2025, marking a critical step in scaling up mining output.

HR & Development Roundup



World Day for Safety and Health at Work

KVP observed the World Day for Safety and Health at Work with a site-wide event emphasizing the importance of workplace safety. All staff and officers actively participated in promoting a safe and healthy work environment.

Articles



Building Future Leaders: Lessons for Pakistan from Global Talent Strategies

Sobia Niaz

Deputy Manager Finance & Accounts
Large Scale Manufacturing

In Pakistan, it's become a familiar sight: companies advertise promising graduate trainee programs, internships, or apprenticeships with the hope of attracting young talent. These initiatives often start well, offering university graduates a taste of corporate life and entry-level positions hint at career growth. Yet, after this initial phase, many organizations fall into a common trap – they fail to provide a clear, structured pathway for long-term development.

As a result, these young professionals, after acquiring practical knowledge and experience, begin searching for meaningful career advancement.

When they do not find it within their current company, despite their loyalty and growing skill set, they understandably look elsewhere. The company, having invested in their early training, loses potential future leaders just when they are ready to contribute at a higher level.

Globally, however, many successful multinationals have avoided this pitfall by adopting robust career-building strategies. Take Nestlé, for example. Known for its structured graduate programs, Nestlé doesn't stop at entry-level development. It provides continuous learning, leadership exposure, and cross-functional training, ensuring employees evolve into well-rounded professionals. Their investment pays off — Nestlé consistently ranks among the world's most trusted brands, with a highly engaged workforce that drives profitability and shareholder value.

Similarly, L'Oréal, a global beauty giant, treats its graduate hires not just as workers but as future leaders. Through their "Management Trainee Program" fresh graduates are given rotational assignments across marketing, supply chain, and operations. This broad exposure not only accelerates their growth but aligns them with the company's long-term goals. L'Oréal's strong market performance, brand loyalty, and innovative culture are direct results of this forward-thinking approach to talent management.

Unilever also serves as a prime example. Their "Future Leaders Program" not only equips employees with technical and leadership skills but actively involves them in high-impact projects early on.

Employees see their personal growth tied directly to the company's success, creating a natural alignment between individual ambition and corporate objectives.

What these companies understand — and what many in Pakistan have yet to fully realize — is that career development is not a one-time event; it must be an ongoing journey between the employee and the em

ployer. Organizations must offer clear growth pathways, mentorship, and recognition for talent to truly flourish. When employees see a future within their organization, they are more likely to go the extra mile, innovate, and remain loyal.

It is also essential to have systems that reward performance transparently. Just as in leading global firms, there should be mechanisms to identify high-potential individuals and promote them while providing constructive development opportunities for those not yet aligned with corporate objectives. This creates a self-sustaining leadership pipeline — where the best rise naturally, and every employee understands their value.

Pakistani companies, particularly in manufacturing, FMCG, and services sectors, must internalize these lessons. By moving beyond short-term graduate intakes and towards comprehensive career development frameworks, they can retain top talent, enhance profitability, and strengthen their position in an increasingly competitive market.

Ultimately, the choice is clear: either continue to lose trained employees to competitors, or invest in building a loyal, skilled, and motivated workforce that will drive long-term success. The future belongs to organizations that treat their graduates not as temporary hires, but as future leaders.

The Strategic Role of Administration – A Modern Perspective on Facilities Management

Brig (R)
Ahmad Fraz, SI (M)

Director Admin
Oil Refinery



Introduction

For years, administration in many organizations has been seen as a behind-the-scenes role—responsible for troubleshooting, maintenance, and logistical support. But this narrow view is outdated. Administration is much more than fixing problems; it is about creating an environment where employees can thrive, workspaces are optimized, and processes run smoothly. In today's fast-paced business world, a modern approach to administration—one that aligns with the principles of Facilities Management—is not just useful but essential.

The Traditional View of Administration

In most organizations across Pakistan, administration is often viewed as a reactive function—a department that deals with complaints, manages repairs, and keeps the lights on. This approach limits the potential of administration, turning it into a firefighting unit rather than a strategic asset. When administration is confined to daily troubleshooting, it misses the opportunity to shape the organization's future.

Administration as Facilities Management – A Modern Approach

Facilities Management is a fresh take on administration. It goes beyond basic tasks, focusing on three key elements:

People: Creating a safe, productive, and comfortable environment for employees.

Place: Managing workspaces efficiently and ensuring they support the company's goals.

Processes: Streamlining operations, improving efficiency, and maintaining compliance.

Organizations that embrace Facilities Management recognize that administration is not just about fixing problems but about creating a space where business goals can be achieved without friction.

Strategic, Tactical, and Operational Integration of Administration

Strategic Level: Administration should be part of long-term planning—designing workspaces, implementing sustainability, and ensuring that facilities align with the company's vision.

Operational Level: This is where administration handles day-to-day tasks—maintenance, repairs, and employee support. But even here, it should be proactive, not just reactive.

The Risks of a Narrow Approach

A narrow view of administration confines it to an operational role, limiting its ability to influence organizational success. When administration is disconnected from strategic and tactical planning, it leads to fragmented communication between departments, creating silos where information is lost. Administrative teams become reactive rather than proactive, struggling to address issues without a clear understanding of the organization's broader objectives. This not only restricts problem-solving capacity but also results in missed opportunities for cost savings, improved efficiency, and employee satisfaction.

Adopting an Integrated Approach Practical Steps

Establish Administration as a Strategic Function: Organizations must recognize administration as a key component of Facilities Management, ensuring that it is part of long-term planning discussions. This includes its involvement in workspace design, sustainability planning, and strategic decision-making.

Empower Tactical Management: Administration should be empowered at the tactical level with the authority to manage vendor relationships, optimize space utilization, and ensure compliance. This ensures that administrative decisions align with organizational goals.

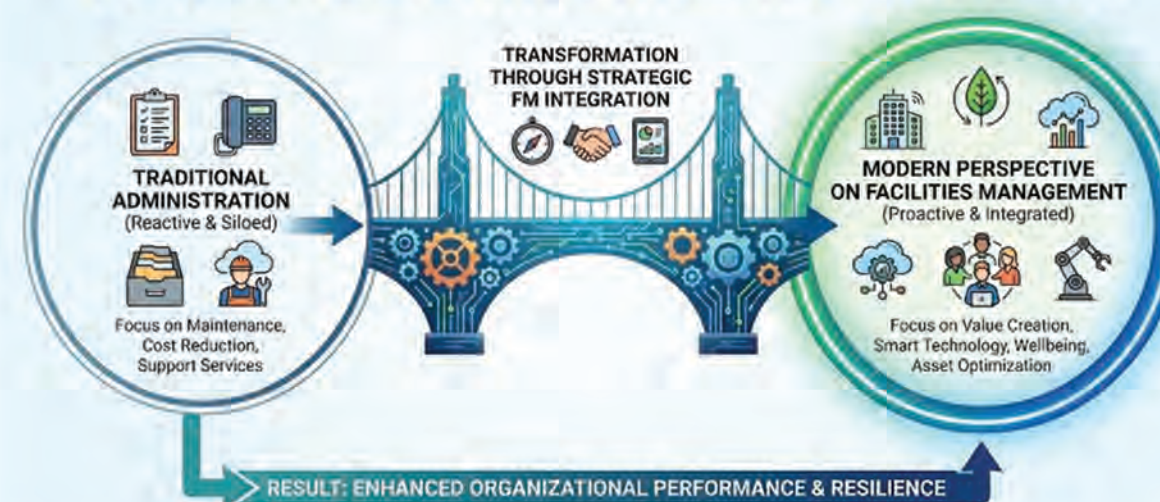
Foster Proactive Operational Management: At the operational level, administrative teams should not only handle day-to-day issues but also adopt a proactive approach—anticipating problems, maintaining assets, and enhancing employee support.

Enhance Communication Across Levels: Clear and consistent communication must be maintained between strategic, tactical, and operational levels. This prevents misunderstandings, aligns objectives, and ensures that strategic goals are effectively executed.

Invest in Training and Development: Organizations should invest in training programs that enhance the strategic thinking and problem-solving skills of administrative teams, preparing them to engage in decision-making processes.

Administration is more than a problem-solving unit—it is a vital part of Facilities Management that can drive success. Organizations must rethink how they view administration, making it a strategic asset rather than just a support function. By doing so, they can create more efficient, sustainable, and employee-friendly environments.

THE STRATEGIC ROLE OF ADMINISTRATION – A MODERN PERSPECTIVE ON FACILITIES MANAGEMENT



Articles

The Art of Plant Commissioning & Operations

Sohail Malik

Section Head GPP operations
Oil Refinery



Engineering and operations often wear the label of being rigid and robotic—more machine than human. To the outside world, our work may seem like a world of bolts, circuits, and checklists—devoid of flair, emotion, or elegance. But beneath the steel and equipment lies something deeper: a profoundly human pursuit that demands intuition, trust, collaboration, and the seamless integration of diverse knowledge areas. Plant commissioning and operation is where this hidden orchestra comes alive—where technical brilliance meets human passion to keep a facility breathing and thriving every single day.

Commissioning and operation are far more than just mechanical routines—they're a symphony of human effort and technological precision. A carefully choreographed dance between engineers and machines. A crescendo that doesn't stop at startup, but continues with every shift, every challenge, every success.

Picture the scene: the air hums with anticipation as the team gathers around gleaming equipment—each component the result of countless hours of design, review, fabrication, and assembly. There's a quiet reverence, a mutual recognition of the thousands of decisions and skilled hands that brought this moment—and every operational moment—to life.

It all begins not with a roar, but with a whisper—the soft hum of motors, the hiss of valves opening, the gentle stirrings of a plant awakening for the day. As dawn spills golden light across the industrial landscape, the first subtle notes of progress emerge, promising what's to come.

With precision, engineers guide the process: energizing systems, tuning flows, calibrating instruments, and aligning teams. Radios chirp in bursts of focused dialogue. Screens flicker with live data. Observations are logged in real time. Every action is deliberate, every second part of a larger, living composition.

Amid the rhythmic clank of compressors and the steady thrum of pumps, another kind of energy pulses through the plant—one born not of power lines, but of people. Pride, focus, and a shared sense of purpose light up the floor. In this charged atmosphere, even routine tasks feel significant. Checklists become commitments. Spreadsheets tell stories.

And then, the harmony builds. Systems that once ran in isolation begin to align. Pressures stabilize, temperatures hold, flows balance. And finally—it happens—the plant breathes with confidence, delivering its product. It's a moment of quiet triumph, a tangible reminder that imagination, when backed by discipline and determination, can move mountains.

The celebration may be modest—engineers are practical, after all—but there's power in those moments between alarms and reports. A knowing glance, a nod of satisfaction. Everyone presents understands: they've done more than meet targets. They've brought stability to complexity. They've turned raw potential into reality.

Because in the end, commissioning and operation go far beyond KPIs, punch lists, and protocols. They are acts of belief—belief in systems, in teamwork, and in the unseen beauty of doing things right. They are where rigor meets rhythm, where knowledge meets intuition, and where people breathe life into steel and circuitry—day after day.

