

APRIL 2026

# Pulse

In-house Newsletter



**25<sup>TH</sup>**  
**Anniversary**  
**of Mid-Country**  
**Refinery**

**A SILVER MILESTONE**  
**A WINNING LEGACY**

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# MESSAGE FROM THE MANAGING DIRECTOR

As we step into the new year, I find myself reflecting, with immense pride and gratitude, on the extraordinary dedication that each one of you brings to PARCO every single day. This edition of PULSE captures a quarter defined by commitment, achievement, and the kind of collective effort that truly sets us apart as an organization.

This quarter, we reached a milestone that calls for a celebration. The Silver Jubilee of our Mid-Country Refinery — 25 years of uninterrupted operational excellence — is a testament to the talent, perseverance, and institutional pride that have shaped PARCO since MCR's commissioning in 2000. This anniversary is not simply a date on the calendar; it is a reflection of who we are as a company and the standard we hold ourselves to. As we honor this legacy, I encourage each of you to carry that same spirit of excellence forward — into every project, every decision, and every challenge ahead.

This quarter also reminded us, powerfully, that our greatest asset is our people. We celebrated our long-service employees — individuals whose dedication has been the bedrock of PARCO's progress — and invested in the wellbeing and vitality of our people through sports events and facilities that bring our workforce together. We also recognized the promise of the next generation through the Employees' Children Education Awards. Together, these moments underscore the vibrant, people-first culture that makes PARCO more than a workplace.

As we look ahead, we do so with a clear vision. The energy sector we operate in is evolving rapidly, and the road forward calls for resilience, agility, and the kind of thoughtful resolve that I know this organization possesses. The challenges are real — but so is our capacity and determination to meet them. I have every confidence that the PARCO family will continue to navigate this landscape with the same steadfastness and professionalism that have always defined us.

To every member of the PARCO family — thank you. Your hard work, commitment, and belief in what we are building together make all the difference. Let us carry this momentum forward, honor the legacy we have built, and set new benchmarks worthy of the next 25 years.

Warm Regards,  
**Irteza Ali Qureshi**



# COVER STORY

## A Silver Milestone: A Winning Legacy

The year 2000 marked a turning point in Pakistan's energy landscape with the commissioning of PARCO's Mid-Country Refinery (MCR). Conceived at a time when the nation's refining capacity was limited, MCR emerged as a bold and forward-looking project — one that would go on to redefine scale, efficiency, and capability within the sector.

**Today, as PARCO celebrates 25 years of MCR, this Silver Jubilee stands as a powerful reflection of vision realized, challenges overcome, and excellence sustained.**



A quarter century on, MCR is not simply a refinery — it is a symbol of what disciplined ambition and collective effort can achieve. Behind its scale and complexity lies the work of thousands of individuals whose dedication, skill, and perseverance have shaped its journey across every shift, every unit, and every year.

From its inception as Pakistan's largest and most modern refinery, MCR has continuously evolved to meet the nation's growing energy demands. Its expansion to a capacity of approximately 120,000 barrels per day reflects not only operational growth but strategic foresight — an ability to scale in step with the country's development.

From commissioning of Diesel Hydro-Desulphurization (DHDS) Plant, Asphalt Air-Blowing Unit (AABU), Local Crude Decanting Facility (LCDF) to capacity enhancements, MCR has been at the forefront of technological advancement and progress, enabling the production of cleaner, environmentally improved fuels aligned with Euro compliant standards. This commitment to modernization and sustainability underscores PARCO's role as a responsible energy leader.

Beyond infrastructure and innovation lies MCR's most defining strength — its reliability. For 25 years, the refinery has consistently delivered, ensuring a stable supply of essential fuels that power industries, transport networks, and everyday life across Pakistan. This dependability has cemented its position as a cornerstone of the country's energy landscape.



## The People Behind the Performance

While technology and scale define the refinery, it is people who define its success.

Over the past 25 years, engineers, operators, technicians, and support teams have contributed to building and sustaining MCR's performance. Their expertise, discipline, and commitment have ensured not only operational continuity but also continuous improvement in processes and standards.

This collective effort — often behind the scenes — is what has enabled MCR to maintain its consistency and evolve with stability. The Silver Jubilee is as much a celebration of people as it is of progress.



## A Celebration Befitting the Legacy

Milestones of this magnitude deserve to be celebrated with meaning and pride — and the Silver Jubilee Gala rose to the occasion.

The Silver Jubilee Gala brought together PARCO's leadership, the dedicated teams of MCR, and distinguished guests to mark this milestone with the recognition it deserves. The evening was a tribute — not only to the refinery as an institution, but to the individuals who have shaped its journey across every department, every shift, and every year of operation. The event captured a deep sense of unity and shared achievement. Stories were revisited, milestones honored, and contributions recognized — creating a moment that connected generations of employees who have all played a role in shaping this remarkable journey.

The gala was a reflection of the excellence and pride that have come to define MCR — and a fitting send-off into the next chapter of the Refinery's journey.



## Looking Ahead

Completing 25 years represents a proud achievement — and an inflection point for what lies ahead.

With a strong operational foundation, modernized infrastructure, and an experienced workforce, MCR is well-positioned to navigate the evolving energy landscape. The focus ahead remains on enhancing efficiency, adopting improved technologies, and aligning with emerging environmental and industry standards.

The journey forward will be shaped by the same principles that defined the first 25 years: discipline, innovation, and commitment to excellence.

## Stamped in History: The Silver Jubilee Stamp

In a gesture that elevates this anniversary beyond the corporate calendar, Pakistan Post Office issued a commemorative postage stamp in honor of 25 Years of MCR Operations. It is a distinction reserved for occasions of great national significance.

The concept and narrative, shaped by PARCO's Corporate Communications Department, draw on the imagery and history of the Mid-Country Refinery to reflect its enduring legacy and importance to the nation.

The stamp bearing the Mid-Country Refinery stands as a permanent record of MCR's place in Pakistan's industrial landscape. The postage stamp serves as both a tribute and a reminder— a tribute to the visionaries, engineers, and workers who turned an ambitious dream into a national asset, and a reminder of Pakistan's capacity to build and sustain world-class industrial infrastructure.

As MCR enters its next quarter-century, it does so from a position of strength — with a modernized facility, a proven workforce, and an institutional legacy. The Silver Jubilee marks a moment of momentum, setting the stage for what lies ahead. Building on 25 years of excellence, MCR looks toward a future shaped by innovation, resilience, and even greater contributions to Pakistan's industrial progress.

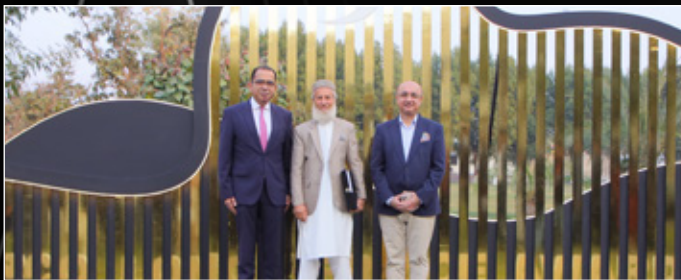


# CORPORATE NEWS

## Honoring Dedication: Long Service Awards 2025

At PARCO, traditions of recognition matter. The Long Service Awards 2025 celebrated the dedication, loyalty, and lasting contributions of employees who have shaped PARCO's journey over the years.

The celebrations began at Corporate Headquarters, Karachi, where 85 employees were honored for their commitment and service. The spirit of recognition continued at the MCR, where 120 employees were celebrated in a ceremony graced by Mr. Irteza Ali Qureshi, Managing Director PARCO, who welcomed the Chief Guest, Mr. Ahmed Hayat Lak, Managing Director, OGDCL.



These milestones reflect more than years of service – they represent the commitment, resilience, and professionalism that keep the nation’s energy lifeline running and continue to drive PARCO’s success forward. At PARCO, we take pride in celebrating the people whose dedication powers our achievements year after year.



## Employees' Children Education Awards

On the International Day of Education, PARCO celebrated the academic achievements of employees' children through the Employees' Children Education Awards, honoring excellence and reinforcing its belief in the transformative power of education.

Ceremonies at CHQ, Karachi, and Mid-Country Refinery brought together students, parents, and leadership, with 49 awards presented at CHQ and 110 at MCR for outstanding academic performance.

Mr. Irteza Ali Qureshi, Managing Director, addressed the CHQ event, while Mr. Jawad Ahmad Aleem, Deputy General Manager Operations, spoke at MCR, highlighting the importance of perseverance and continuous learning.

Through this initiative, PARCO reaffirmed its commitment to nurturing talent, supporting education, and inspiring future leaders to achieve more.



## Inauguration of Utility Boiler at MCR

Following the successful commissioning of the 4<sup>th</sup> Utility Boiler at MCR, Mr. Irteza Ali Qureshi, Managing Director PARCO, formally inaugurated the facility in February 2026.

The 65 TPH high-pressure boiler is now fully integrated with the refinery's utility systems, providing enhanced reliability and additional steam generation capacity to support current and future operational requirements.

The project represents another step toward strengthening MCR's operational efficiency and long-term sustainability.



## Inauguration of HSD Tank at MCR

After the successful commissioning of the new HSD storage tank (945-TK55) at MCR, Mr. Irteza Ali Qureshi, Managing Director PARCO, inaugurated the facility in February.

The new tank was constructed to support increased HSD production after the refinery's capacity expansion, ensuring reliable and sustainable operations.

With a storage capacity of 25,000 m<sup>3</sup> (21,250 MT), it provides additional ullage of approximately 2.78 days at maximum throughput, supporting efficient management of higher production and sales. It is connected to MFM, JIMCO, and the truck loading facilities via dedicated pipelines.

The additional capacity provides operational flexibility for tank inspections per American Petroleum Institute (API) standards while enhancing product management, operational resilience, and supporting sustainable growth aligned with national energy requirements, thereby strengthening PARCO's operational resilience.



## Groundbreaking Ceremony for Residential Blocks at MCR

PARCO reached a significant milestone in its commitment to employee welfare with the groundbreaking of two new residential apartment blocks at the MCR Housing Complex.

This strategic expansion includes the Executive Block (G+5) with 24 modern units, and the Jinnah Block (G+3), adding a further 16 units. Groundbreaking was performed by Mr. Irteza Ali Qureshi, Managing Director PARCO, with the Managing Director of OGDCL as special guest, and attended by senior leadership and key stakeholders.

Once completed, these developments will significantly enhance the housing capacity at Mid-Country Refinery Housing Complex.



## NED Educational Visit

Students from the Mechanical Engineering department at NED University of Engineering and Technology recently participated in an educational visit to a pumping station (PS-1) as part of their academic learning experience.

The visit began with a comprehensive safety orientation and an overview of pipeline operations, helping students understand the importance of safety protocols in industrial environments. This was followed by insightful discussions on maintenance strategies for both rotary and static mechanical equipment, along with an introduction to asset integrity management practices that ensure reliability and long-term performance of plant systems.

A key highlight of the visit was the practical exposure to industry-standard reliability and safety analysis tools. Students explored methodologies such as Failure Mode and Effects Analysis (FMEA), Fault Tree Analysis (FTA), and Cause & Effect (Fishbone) diagrams. They also gained valuable understanding of essential engineering documentation, including Process Flow Diagrams (PFDs) and Piping & Instrumentation Diagrams (P&IDs), and their application in real-world operations.

The experience was further enriched by a guided tour of the Motor Control Center (MCC) and various plant areas, allowing students to connect theoretical knowledge with on-site practices.

Overall, the visit provided meaningful insights into plant maintenance and operations, supporting students in tackling complex engineering problems and enhancing their practical understanding of mechanical engineering systems.



## Budget Performance Tracker

The Budget Performance Tracker Dashboard, integrated with live SAP S/4HANA Finance Module, was successfully deployed and went live in January. Developed by the IT Digitalization Team in collaboration with the Finance FP&A Team, this interactive BI dashboard provides automated, real-time visibility of budget versus actual OPEX performance, enabling management to monitor financial performance across divisions with improved transparency and accuracy. With built-in filtering, slicing, and drill-down capabilities, users can quickly analyze financial data and gain actionable insights.



By leveraging live SAP integration, the solution automates budget reporting and eliminates manual processes, ensuring consistent and system-driven financial insights. This initiative supports the organization's digital transformation vision, enabling faster analysis, improved reporting efficiency, and stronger financial governance through data-driven decision-making.

# Stations & Terminals Loss/Gain Intelligence Dashboard

The Stations & Terminals Loss/Gain Dashboard, integrated with the SAP BW/4HANA IS-OIL module, successfully went live in February. Developed in collaboration between the Pipeline Oil Movement team and the IT Digitalization team, the dashboard provides automated daily and monthly monitoring of product loss and gain across stations and terminals, improving operational visibility for products such as MOGAS, HSD, SLOP, and Transmix.

With role-based access and live SAP integration, the solution enhances transparency and supports quicker, informed decision-making for pipeline operations.



# Technical Flyer: Dead Legs in Piping Systems

In line with the Leadership Competency Model (LCM) trait of Building High-Performing Teams, which promotes knowledge sharing and continuous learning, the PS-4 team initiated a knowledge sharing effort by developing a Technical Flyer, prepared in alignment with applicable international standards and industry best practices.

Dead legs in piping systems can pose significant risks to asset integrity, corrosion management, and product quality if not properly identified and managed. The flyer provides practical guidance on the identification and classification of dead legs, along with examples relevant to pipeline and terminal facilities.

It also highlights associated hazards and risks, recommended inspection and flushing frequencies, and key actions required for establishing an effective Dead Leg Integrity Management Program. This initiative aims to enhance awareness, strengthen process safety practices, and support proactive integrity management across operations.

### Dead Legs in Piping System – A Hidden Process Safety Threat

**Technical Background:**

**Dead Legs:** The components of a piping system that normally have no flow, low flow, or intermittent or occasional flow for more than three consecutive months.

**Operational Dead Legs:** Operational dead legs are segments that are not physically isolated but experience very low or intermittent flow, creating corrosion-prone conditions. (e.g. Bypass Piping & Relief Valve Inlets).

**References / Applicable Codes & Standards:**

1. PARCO-PLD-AI&I-SOP-002 (Inspection of AG / UG Piping Wall Thickness)
2. API RP 2611 - 2011 (Inspection of In-Service Terminal Piping)
3. API TR 1189 - 2025 (Internal Corrosion in Pipeline Facilities)
4. PPTS Operator Advisory: New Findings on Releases from Facilities Piping
5. API 570 – 2024 (Piping Inspection Code: In-service Inspection, Repair, and Alteration of Piping Systems)

**Examples of Dead Legs:**

- Level Brides
- Blanked / Blinded Branches
- Bleeders
- High Point Vents
- Instrument Connections
- Relief Valve Inlet & Outlet Header Piping
- Control Valve Bypass Piping
- Drains
- Pressurized Dummy Support Legs
- Sight Pots
- Sample Points
- Piping that is no longer in use but still connected to the process

**Examples of Dead Legs in Pipeline Division:**

KMK Station Bypass Line at KMK Stations, KMK & WOP Interconnection Lines, KMK Drain Valves, Corrosion Coupon Drain Lines (Operated on Bi-annual frequency), Bypass Piping of Valve Assemblies & PCV Bypass Piping.

[For more insights and deeper understanding, please click here.](#)

**Hazards / Risks:**

Accelerated corrosion, microbial growth, under-deposit corrosion, lime blockages (wax, scale formation etc.), inspection blind spots, temperature differentials & LoPC (Loss of Primary Containment).

**Recommended Inspection & Flushing Frequency:**

Element	Inspection & Mitigation Method	Recommended Frequency
Dead Leg	Thickness Measurement	Every 3 Years (per API)
	Flushing Plan	Quarterly (per API)

**What Can We Do?**

Dead legs are a silent but significant risk. They promote corrosion, increase degradation and can lead to catastrophic LoPC if not proactively managed. A structured program should be developed for dead-legs management, including:

- Development & Update of Company SOPs.
- Development of Dead Leg Register & Dead Leg Integrity Management Plan (SR 74-25-03A HAZOP Report Rev 0 – PARCO TS-1, Rec. # 06)
- A schedule for periodic flushing / line sweeping of dead legs.
- Review & analysis of dead leg inspection results as per anticipated corrosion mechanisms & rates.

**Important Notes**

**API PPTS Operator Advisory – 2009-5: New Findings on Releases from Facilities Piping**

Analysis based on 180 release incidents:

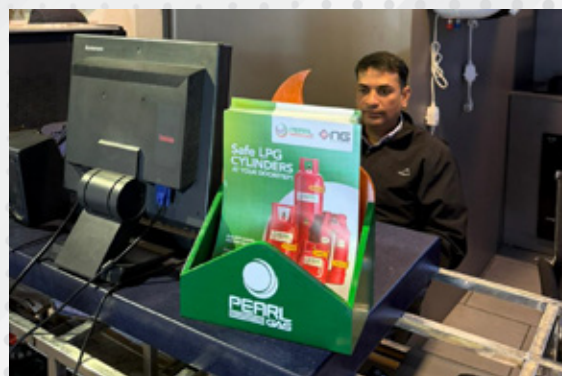
- 85% of dead leg incidents resulted from internal corrosion.
- 90% of these incidents occurred in crude oil systems.
- 92% of the releases involved dead legs that had not seen flow for at least one year.

A dead leg today can become tomorrow's leak, eliminate what you don't need, inspect what you must keep.  
 Authored By: Muzamil Rasheed

# PPGL Enhances Brand Visibility

PARCO Pearl Gas Private Limited (PPGL) collaborated with Nas Gas to enhance brand visibility at the retail level. As part of this initiative, PPGL merchandise—including branded standees and promotional collateral—was placed at Nas Gas outlets to create greater brand presence and awareness among customers.

The placement of these materials at key retail touchpoints helps reinforce the Pearl Gas brand while effectively communicating its services to a wider audience.



## Pearl Gas Launches “Flavors & Flames”

Pearl Gas launched an exciting new food-cooking series titled “Flavors & Flames”, celebrating the joy of cooking with the reliability of Pearl Gas. The series features a variety of delicious recipes prepared using Pearl Gas, showcasing how everyday meals can be transformed into delightful culinary experiences.

Each video is shot in a fun, engaging, and visually appealing style, making it enjoyable for viewers while also being informative. Designed specifically for digital audiences, the series are being shared across YouTube, Instagram, and TikTok, allowing viewers to easily access recipes, cooking tips, and inspiration for their own kitchens.



## Pearl Gas Lights Up Late-Night Cravings with New DVC

Pearl Gas has launched its third digital video commercial (DVC), highlighting the convenience of having an LPG cylinder ready whenever hunger strikes-even late at night. The new campaign focuses on those spontaneous late-night cravings, showcasing how Pearl Gas ensures uninterrupted cooking and energy supply, so no meal plans-or midnight snacks-ever have to wait.

The DVC emphasizes Pearl Gas’s commitment to reliable home delivery and operational efficiency, making it easier for households to enjoy their favourite meals at any hour. With its signature blend of engaging visuals and relatable scenarios, this latest campaign reinforces Pearl Gas as a trusted partner in every kitchen, keeping the flame alive when it matters most.



## Sustainable Energy in Action

Parco Pearl Gas Pvt. Ltd. successfully designed and installed a Large Bulk LPG Vapor Withdrawal System for Agri Auto Industries Limited, enabling the reliable operation of natural gas—based appliances on LPG and ensuring uninterrupted energy supply and operational continuity.

Under a comprehensive Equipment and LPG Supply Agreement, Parco Pearl Gas delivered an end-to-end solution, including large bulk LPG storage tanks and high-performance vaporizers, tailored to the client's operational requirements.

Through this initiative, Agri Auto Industries Limited transitioned from diesel to LPG, optimizing fuel costs and improving energy efficiency. By facilitating this shift from a high-emission conventional fuel to a cleaner energy source, Parco Pearl Gas is supporting environmentally responsible and sustainable industrial operations.



## PPGL Onboards Nehal Lubricants as Value-Added Distributor

PARCO Pearl Gas Private Limited (PPGL) continued to strengthen its consumer network by onboarding Nehal Lubricants as a Value-Added Distributor, further expanding the company's reach and service capabilities.

Nehal Lubricants brings with it, strong market presence, operational capability, and local market understanding, which plays an important role in supporting PPGL's mission of delivering safe, dependable, and uninterrupted LPG supply. As a Value-Added Distributor, the company will facilitate product availability, strengthen customer engagement, and contribute to expanding PPGL's footprint in the region.



## PARCO Triumphs at the 75<sup>th</sup> Annual Flower Show 2026

PARCO is proud to announce its First Position win in the "Large Office Gardens" category at the 75<sup>th</sup> Annual Flower Show, organized by the Horticulture Society of Pakistan (HSP) in February 2026. This prestigious award highlights PARCO's unwavering commitment to environmental aesthetics and horticultural excellence.

To honor this achievement, Mr. Irteza Ali Qureshi, Managing Director PARCO, awarded the gardening team for their dedication and hard work.



## Induct Yourself as a Trainer Program

As a part of PARCO Academy of Competency Enhancement (PACE), PARCO launched the "Induct Yourself as a Trainer" program, the first initiative of its kind designed to harness internal expertise and build a self-sustaining learning culture. Subject Matter Experts were identified through a structured selection process, ensuring high quality knowledge sharing across the organization.

The program kicked off with impactful sessions:

- **Advanced Excel, CHQ** – Shoaib Rizvi, Finance
- **Advanced Excel, MCR** – Moiz Ali, Finance
- **Power BI, CHQ** – Armaan Bari, IT
- **Interviewing Skills** – Zohaib Hassan, HR

With many more sessions in the pipeline, this initiative is not just about conducting trainings but also to empower employees, encourage expertise, and embed a culture of continuous learning across PARCO.



## Inauguration of the Uphill Logistics Complex

Mr. Irteza Ali Qureshi, Managing Director PARCO, inaugurated the new Uphill Logistics Complex at the PS-1 Korangi Uphill Area on January 1, 2026. Spanning approximately 50 acres, this state-of-the-art facility represents a significant milestone in strengthening PARCO's operational support through the development of quality infrastructure.

The complex integrates essential business functions, including a high-capacity Warehouse, Pipeline Maintenance Workshop, Transport building and various Admin stores.



## PARCO's Elevate Trainee Batch

A fresh wave of talent joined PARCO as the new Elevate trainee batch of 2026, selected through a rigorous multi-stage Talent Hunt Program. The trainee batch consists of a highly capable and diverse group of engineers.

The 26-day onboarding program, held at MCR in January, included 7 sessions with senior leadership, 12 detailed orientation sessions, and plant visits provided a well-rounded and practical exposure. A dedicated meet-and-greet evening was organized with refinery leadership allowing for meaningful interaction and relationship building.

As the traineeship rolls out in the coming months, trainees will dive into hands-on projects, technical learning, and mentorship, building essential skills while learning to collaborate, innovate, and make an impact from day one.

This initiative reinforces PARCO's commitment to developing talent, fostering continuous learning, and preparing a future-ready workforce.



## PARCO Wins Eight CSR Awards at National Summit 2026

The summit recognizes organizations that demonstrate outstanding commitment to Corporate Social Responsibility, bringing together leaders dedicated to advancing sustainable development and improving quality of life across Pakistan. At this year's ceremony, PARCO received accolades in the following categories:

- Collaborative CSR & Multi-Stakeholder Partnerships
- Education & Scholarships
- ESG & Sustainability Leadership
- Green Energy Initiatives
- Public Health & Safety Programs
- Strategic CSR Integration
- Vocational Training
- Women Welfare, Empowerment & Development



These recognitions highlight PARCO's continued commitment to community development, environmental stewardship, and the strategic integration of CSR across its operations. The awards were received by Ms. Sharon Dias, General Manager, Group Corporate Affairs.

# EMPLOYEE ENGAGEMENT

## New Golf Range Opens at CHQ Uphill Area

In February, Mr. Irteza Ali Qureshi, Managing Director PARCO, inaugurated a new Mini-Golf Range at the CHQ Uphill Area, further expanding the recreational options available to employees.

The facility features a 100-yard covered range with four dedicated practice stations, fully equipped with golf kits and practice balls. To encourage participation across all skill levels, professional coaching support is also available for beginners and enthusiasts alike. This addition provides a convenient space for employees to stay active and unwind, reinforcing PARCO's focus on employee well-being, promoting a healthy lifestyle, and work-life balance.



## 2<sup>nd</sup> Inter-Division Table Tennis Championship 2026

Building on the success of the inaugural championship in 2025, PARCO proudly hosted the 2nd Inter-Division Table Tennis Championship 2026, featuring 74 employees from 13 divisional teams.

The tournament reached its fever pitch at the finals on January 28, 2026, witnessed by Parconians across the company. Mr. Irteza Ali Qureshi, Managing Director, graced the occasion as Chief Guest and lauded the players for their skill, sportsmanship, and high standard of play.

### Category Winners

- **Men's Singles:** Mr. Saqib Naim (Admin Division)
- **Women's Singles:** Ms. Lamia Mansoor (Pipeline Division)
- **Men's Doubles:** Mr. Fakhir Sohail & Khalil Bugti (PAPCO)
- **Mixed Doubles:** Mr. Muhammad Zubair and Ms. Lamia Mansoor (Pipeline Division)



Overall Team Results: Pipeline Division retained their championship title, while Admin Division and PAPCO shared the runners-up honors.

The event concluded with a prize distribution ceremony, awarding Gold, Silver, and Bronze Medals, along with prestigious team trophies. The championship encouraged camaraderie, team spirit, and a vibrant corporate culture, celebrating the talent and enthusiasm of Parconians.

## MCR Inter Departmental Cricket Tournament 2025-26

The MCR Inter Departmental Cricket Tournament 2025-26 organized by Admin MCR, brought together 6 enthusiastic teams from across the Refinery, creating an atmosphere full of energy, sportsmanship, and healthy competition. Throughout the tournament, spectators witnessed several exciting and closely contested matches that kept everyone engaged.

This year's grand finale was played between the Maintenance Team and the Process Team, both of whom displayed remarkable teamwork and determination. The final match turned out to be a thrilling contest, with both sides delivering an impressive performance on the field.

After an exciting match, the Maintenance Team emerged victorious, continuing their excellent run in the tournament. The team captain, Muhammad Khalid Ali, was awarded Player of the Final and Muhammad Imtiaz was declared Player of the Tournament in recognition of their outstanding performance throughout the event.

With this victory, the Maintenance Team led by Team Manager Mr. Zabardast Khan achieved an impressive milestone by winning the MCR Cricket Tournament for the third consecutive time, highlighting not only their sporting excellence but also the strong team spirit within the departments.



## Tetra Wicket Cricket Tournament 2026

PARCO Officers Club (POC) successfully organized the Tetra-Wicket Cricket Tournament in the month of February with great enthusiasm and active participation from members. Players of all age groups took part, with well-structured categories ensuring inclusivity and healthy competition. The matches were filled with energy, teamwork, and sportsmanship, leading to thrilling and closely contested finals.

The tournament concluded with a prize and shield distribution ceremony, recognizing winning teams and outstanding performers for their achievements. The event not only promoted a strong sports culture within the community but also strengthened camaraderie, teamwork, and a sense of unity among members.



## The PARCO Super League (PSL-2): Celebrating Sportsman Spirit and Teamwork

**35 matches. 10 teams. One unforgettable tournament.**

The second edition of the PARCO Super League (PSL-2) commenced with great enthusiasm, setting the stage for weeks of exciting cricket, teamwork, and cross-functional engagement across the Company. Building on the success of its inaugural season, PSL-2 brought together employees from diverse departments into ten competitive teams through a dynamic and transparent open auction system, adding a strategic edge to team formation.

Promoting inclusivity and equal opportunity, the tournament featured eight Men's teams and two Women's teams, reflecting PARCO's commitment to diversity in sports. Over the course of four action-packed weeks, beginning January 16, 2026, a total of 35 thrilling matches (32 Men's and 3 Women's) were played at the iconic Dr. Shahid K. Hak Cricket Stadium, located in the CHQ Uphill area. Around 200 enthusiastic employees participated, demonstrating remarkable skill, dedication, and sportsmanship.



The grand finale turned into a lively celebration for the entire PARCO community, as employees and their families gathered to witness high-quality cricket in a festive atmosphere. The Men's Final featured a gripping contest between the Fazilpur Falcons and the Machike Mustangs, culminating in a standout performance by the Fazilpur Falcons, who clinched the championship title in style under the captaincy of Ghavir Imran—bringing the tournament to a memorable and well-deserved close.

In the Women's Final, Faisalabad Phoenix team—led by Sadia Amir—delivered an outstanding display of teamwork and dominance to secure victory against the Korangi Warriors, proudly lifting the title as Women's Champions of PSL-2.

Mr. Irteza Ali Qureshi, Managing Director PARCO, commended the players for their exceptional sportsman spirit, commitment, and competitive excellence throughout the tournament. The event concluded with a prize distribution ceremony, where winning teams and standout performers were recognized with trophies, special awards, and cash prizes.

PSL once again proved to be more than just a cricket tournament—it was a unifying platform that fostered camaraderie, healthy competition, and a vibrant organizational culture, leaving participants and spectators eagerly looking forward to the next tournament.



## Code of Conduct Sessions at PARCO

PARCO marked a significant milestone with the launch of its Code of Conduct & Ethics, reinforced through a series of walk-through sessions conducted across all PARCO locations nationwide. A total of 9 interactive sessions, both virtual and in-person, were conducted by Mr. Ismail Tahir, Head HR Risk, Ops & Digitalization, and Ms. Naila Malick, Consultant, with strong support from the Legal and IT teams.

The sessions focused on real-life application of the Code, ethical decision making, encouraging dialogue, and clarity around ethical dilemmas. A key highlight was the in-person Q&A at CHQ, led by Barrister Naeem Shahid, Manager - Legal Department, whose insights enriched the learning experience.

The sessions culminated in a formal organization-wide acknowledgment of the Code, marking a historic first for PARCO with the successful implementation of a digital sign-off by all employees, reinforcing collective ownership and commitment to the highest standards of ethics and integrity.



## The PACE Journey

Building on the momentum established earlier this year, the PARCO Academy of Competency Enhancement (PACE) continues to strengthen the culture of learning across all grades. With a mix of expert-led and in-house programs, PACE focuses on leadership development, ethical awareness, and inclusive practices.

Since June, 54 programs have engaged 3,072 participants, delivering 16,868 man-hours of learning. Key initiatives include Leadership Programs through LUMS (Authentic Leadership at the Top & Building High-Performance Teams), First-Time Managers through PSTD, in-house Leadership Competency Model sessions, mandatory programs, and DE&I: Inclusion Through Action.

By translating learning into practical impact, PACE is empowering employees to lead, collaborate, and perform better every day, embedding a culture of continuous growth and capability building across PARCO.



## Grand Bingo Night

On Eid-ul-Fitr, MCR Management from the platform of PARCO Officers Club hosted a Grand Bingo Evening with over 450 attendees. The event fostered a sense of community and inclusivity among employees and families, featuring an exciting Bingo session and engaging games for all ages. The lively atmosphere and enthusiastic participation made it a memorable evening.

A delightful dinner enhanced the celebrations, while the well-organized arrangements created a warm and festive ambiance. The MCR Management appreciated the organizing team for putting up an excellent show.



## Khatam-ul-Quran Event

On the eve of 27th Ramadan, a Khatam-ul-Quran gathering was held during Taraweeh prayers at the MCR Masjid. A beautiful recitation of the Holy Quran, alongside heartfelt prayers, created an atmosphere of peace, reflection, and unity. It was a truly memorable night that strengthened everyone's connection with their faith.



# SUSTAINABILITY INITIATIVES

## PARCO Partners with SOS Village Khairpur

PARCO partnered with SOS Children's Villages Pakistan to support the construction of a new family home at SOS Children's Village Khairpur. This initiative aims to provide a safe, nurturing, and family-like environment for vulnerable children.

The partnership was formalized through the signing of a Memorandum of Understanding (MoU) in the presence of Mr. Irteza Ali Qureshi, Managing Director PARCO and Mr. Javed Jabbar, Chairman, SOS Children's Villages Sindh—marking the beginning of a meaningful and long-term collaboration.

Currently, SOS Children's Village Khairpur is home to 168 children, cared for by 15 dedicated SOS Mothers who provide stability, compassion, and a strong sense of belonging. Through this initiative, PARCO continues to invest in brighter futures—creating not just infrastructure, but hope, opportunity, and lasting impact for generations to come.



## PARCO partners with The Hunar Foundation

PARCO, in collaboration with The Hunar Foundation (THF), celebrated the graduation of 20 students from Ibrahim Hyderi who successfully completed their six-month long skills training.

The ceremony marked a significant milestone for the graduates and was attended by distinguished guests, including Mr. Mahmood Alam Jamot, Member of Provincial Assembly (MPA), and Mr. Nadeem Ajwad Chishti, Head of Corporate Affairs & CSR at PARCO—reflecting a shared commitment to youth empowerment and community development.

Building on the success of this partnership, PARCO has extended its support by sponsoring an additional batch of 20 students, reaffirming its dedication to expanding access to vocational training opportunities each year. Through such initiatives, PARCO continues to enable sustainable livelihoods and a self-reliant future for communities.



## Coastal Conservation & Community Development

In commitment to climate action and community development, PARCO recently planted 3,000 mangroves along Karachi's coastline in collaboration with the Pakistan Coast Guards (PCG) and Clifton Urban Forest—creating a blue carbon sink expected to absorb considerable amount of CO<sub>2</sub> annually. This effort supports marine biodiversity, enhances coastal resilience, and reflects our focus on nature-based sustainability solutions.

Additionally, in collaboration with PCG, PARCO supported the upgrade of a Government School in Ibrahim Hyderi, creating a more inspiring learning environment for children.

PARCO and PCG are collaboratively organizing Health Camps in underserved areas of Karachi improving access to essential healthcare services for underprivileged communities.



## PARCO Invests in Grassroots Football

Aligned with Sustainable Development Goals to promote good health and wellbeing, PARCO sponsored a football tournament organized by the Baloch Mujahid Football Academy in March, Ibrahim Hyderi, Korangi, nurturing local talent and creating meaningful opportunities for young athletes to grow, compete, and excel.

The tournament brought together 36 teams from across Karachi, providing a platform for young athletes to showcase their talent and highlight the importance of grassroots sports development. The event was inaugurated by the Mayor of Karachi, Barrister Murtaza Wahab Siddiqui, and was also attended by MNA Mr. Mahmood Alam Jamot. Representing PARCO, Mr. Nadeem Ajwad Chishti, Head of Corporate Affairs & CSR, was also present at the occasion.



## Driving Inclusion Through Mobility

In a step towards inclusive education and community support, PARCO provided a van to ease the daily commute of differently abled students at MARSE (Mehran Association of Rehabilitation and Special Education). The initiative ensures safe and reliable pick-up and drop-off services, enabling students to attend school consistently and participate fully in their educational and rehabilitative programs.

By facilitating access to education and mobility, PARCO continues to demonstrate its commitment to empowering vulnerable communities and promoting equal opportunities.



## PARCO Supports Skills Development in Rajanpur

As part of its commitment to education and community upliftment, PARCO has upgraded a state-of-the-art IT Lab and Beautician Lab at Government Sanat Zar (Social Welfare & Bait-ul-Maal Department) in Rajanpur.

This initiative underscores PARCO's focus on bridging the digital divide and creating meaningful opportunities for young women by providing access to modern technology and specialized vocational training resources.

The inauguration ceremony was attended by the Honorable Commissioner, DG Khan Division, Mr. Ishfaq Ahmed Chaudhry; Mr. Nadeem Ajwad Chishti, Head Corporate Affairs and CSR, PARCO; Brig (R) Rizwan Maqbool, DGM (Operations Security MCR & PPGL), PARCO; along with members of the PARCO CSR team.



# THOUGHT LEADERSHIP

## The "Good Enough" Breakthrough

**Why perfectionism is the silent killer of progress.**

We admire perfection. The flawless presentation. The error-free report. The pitch that lands exactly right.

But here's what perfection doesn't tell you:

**Every perfect outcome you admire was once a "good enough" draft someone had the courage to share.**

The "Good Enough" Breakthrough challenges the myth that excellence requires completeness. It argues the opposite: **progress loves speed, not perfection.**

A decent plan executed today beats a brilliant plan executed next month. Always.

**Consider:**

The competitor who launched "good enough" and improved in market while you perfected in a vacuum.

The colleague who shared a rough draft, got feedback early, and delivered stronger while you polished alone and missed the mark.

The team that iterated weekly while you waited for the "perfect" quarterly release.

**Perfectionism isn't discipline. Its fear dressed in fancy clothes.**

Fear of judgment. Fear of failure. Fear of "not ready."

**The antidote:**

Share something "unfinished" this week. A half-formed idea. A draft in progress. A question without an answer. Watch how others help you build it better than you ever could alone.

**Done beats perfect. Always has. Always will.**

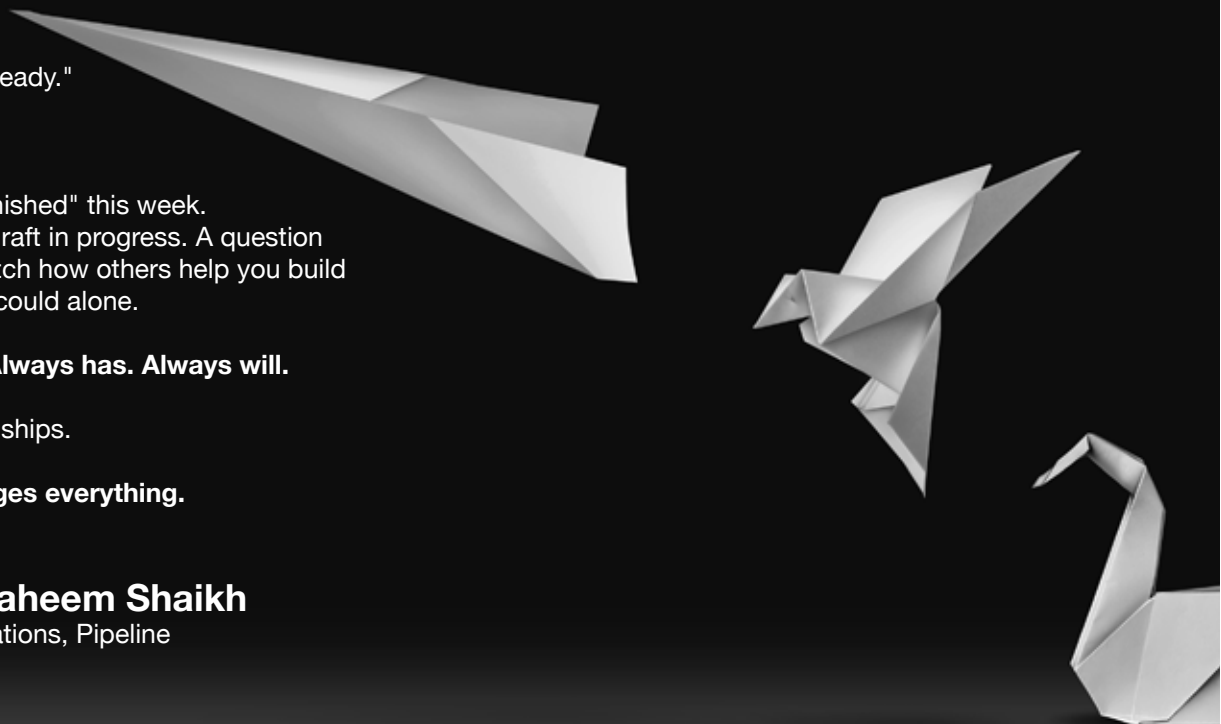
Because perfect never ships.

**"Good enough" changes everything.**

Authored By:

**Muhammad Ibraheem Shaikh**

Engineer III, S&T Operations, Pipeline



# Navigating Energy Stability in Uncertain Times

Global energy flows are influenced not just by markets, but by political dynamics.

Recent developments across the Middle East have once again highlighted how closely global energy security is tied to regional stability. Events in one part of the world can quickly ripple across international markets, influencing crude prices, shipping routes, insurance costs, and investor sentiment.

For the energy industry, these moments highlight that supply chain stability can never be taken for granted. It must be consistently strengthened through preparedness, efficiency, and strategic foresight.

## Why Does the Middle East Matter So Much?

The Middle East remains one of the world's most critical energy hubs. **A significant portion of global oil exports passes through the Strait of Hormuz**, one of the most strategically important maritime corridors for international trade.

Even the possibility of disruption along such routes can create immediate volatility in energy markets. In many cases, the perception of risk alone is enough to influence prices and reshape market expectations.

For energy-importing economies, these fluctuations carry tangible economic consequences. They can affect inflation, industrial costs, fiscal planning, and overall economic stability.

## What Does This Mean for Energy Companies?

Geopolitical developments in the downstream energy sector evaluate not only operational effectiveness but also an organization's capacity for resilience.

In stable environments, **efficiency strengthens operational performance; in volatile conditions, it safeguards organizational resilience.**

Every carefully planned shipment **reduces the risk of disruption**. Every efficient refinery process improves cost management. Every diversified supply partnership reinforces long-term energy security.

Companies can remain stable and resilient during crises **only if they plan ahead, optimize operations, and build strong systems and partnerships in advance.**

## How Can Energy Security Be Strengthened?

The evolving global landscape is prompting countries and companies to rethink their approach to **energy security**. Strategies such as **diversified supply chains, strategic storage capacity, and stronger regional cooperation** are increasingly becoming integral to long-term planning.

This shift does not indicate an immediate move away from traditional energy sources. Rather, it represents a broader effort to **ensure reliability** and stability in a world where geopolitical developments can rapidly impact global markets.

## What Does Leadership Look Like in Times of Uncertainty?

For organizations in the energy sector, responsibility extends beyond production and distribution. During periods of uncertainty, **reliability becomes the hallmark of true leadership.**

Companies that maintain consistent supply, uphold operational excellence, and communicate transparently help stabilize markets and strengthen stakeholder confidence.

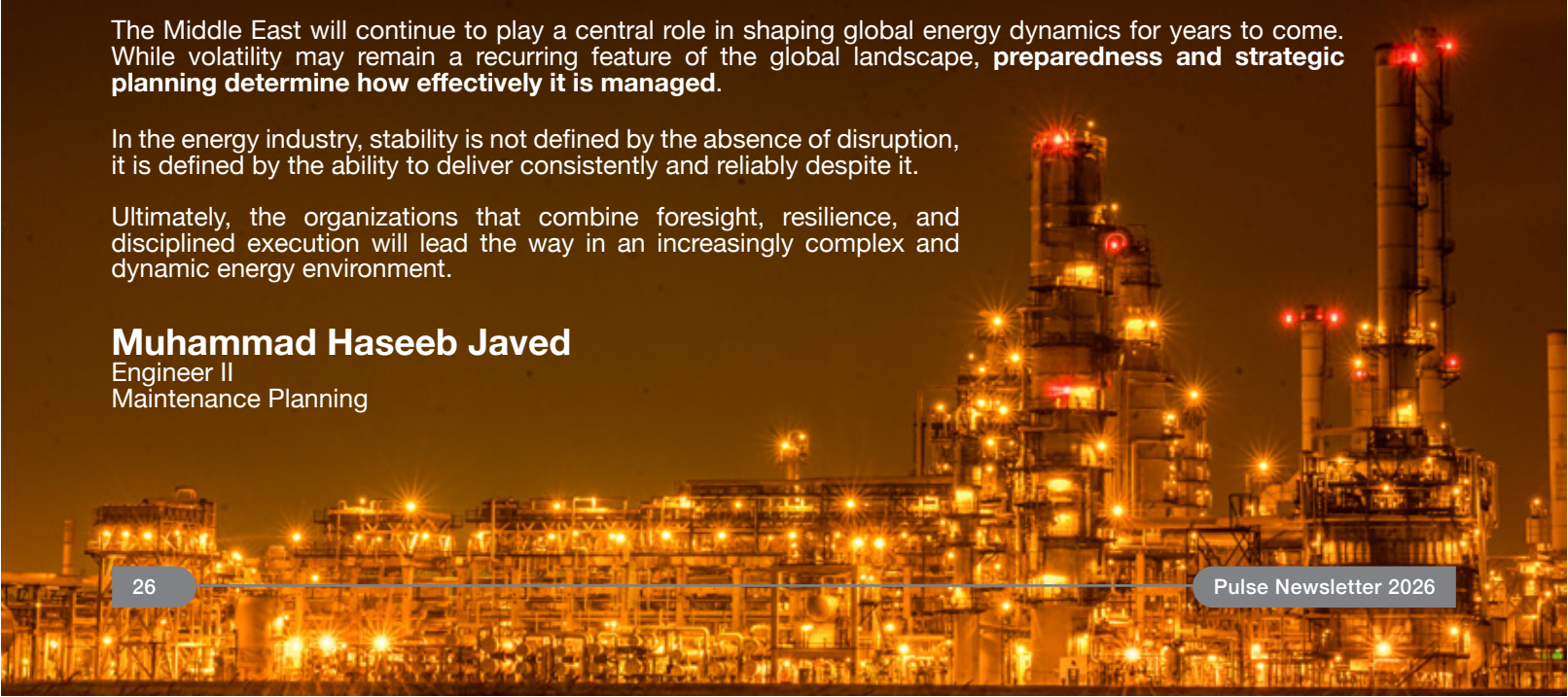
The Middle East will continue to play a central role in shaping global energy dynamics for years to come. While volatility may remain a recurring feature of the global landscape, **preparedness and strategic planning determine how effectively it is managed.**

In the energy industry, stability is not defined by the absence of disruption, it is defined by the ability to deliver consistently and reliably despite it.

Ultimately, the organizations that combine foresight, resilience, and disciplined execution will lead the way in an increasingly complex and dynamic energy environment.

## Muhammad Haseeb Javed

Engineer II  
Maintenance Planning

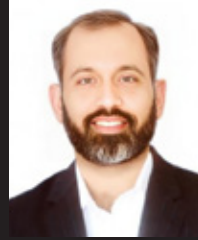


# ACHIEVEMENTS



**Mr. Tahir Jabbar**  
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Authored a research study titled, "Drivers of Employee Resistance to Digitalization in Production Operations: A Study of the Oil & Gas Sector of Pakistan", which has been published in the International Journal of Economics, Commerce and Management (IJECM), United Kingdom, Volume 14, Issue 1 (January 2026), with an impact factor of 8.4+53.



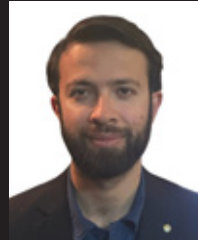
**Mr. Muhammad Asim**  
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Attained the Certified Maintenance and Reliability Professional (CMRP) certification from SMRP, USA.



**Mr. Asad Ur Rehman**  
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Earned the Certified AI Human Resource Professional credential, reflecting a strong commitment to continuous learning in modern HR practices.



**Mr. Waqas Ahmed Khan**  
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