OCTOBER 2026

PULSE

IN-HOUSE NEWSLETTER

PARCO



GROWING TOGETHER

ACHIEVING TOGETHER

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MESSAGE FROM THE

MANAGING DIRECTOR



As we mark another milestone in PARCO's journey, I find myself reflecting on a simple truth: our greatest achievements are never the work of one team or one department. They are the result of people working together, growing together, and ultimately achieving together.

We celebrated our 79th Independence Day with the pride and unity that this nation deserves, and it was a timely reminder that the same spirit of collective resolve which built Pakistan is the spirit that continues to build PARCO. That same spirit has been evident across the organization this quarter, as teams continued to deliver outstanding results in a challenging operating environment.

Our Pipeline Division recorded one of its most successful years, achieving record-breaking throughput despite flood-related disruptions, global uncertainties, and evolving market dynamics. We also witnessed exceptional commercial performance, including record monthly sales in July. These achievements reflect the dedication, professionalism, and collaboration of teams across the organization.

PARCO also had the honor of hosting Mr. Ali Pervaiz Malik, Federal Minister for Petroleum, presenting the company's excellence in operational performance and strategic initiatives, underscoring PARCO's role in supporting the country's fuel supply through its integrated refining, transportation, storage and marketing operations.
While these achievements are significant, PARCO's success is not measured by performance alone. This quarter, we took meaningful steps to invest in our people and our culture. The launch of the Women of PARCO campaign reflects our commitment to an inclusive, empowering workplace where every individual can contribute and grow. Alongside this, the inauguration of our new Wellness Centre and Corporate Lawn reflects our belief that a thriving organization begins with the wellbeing of its people by creating spaces where PARCONIANS can connect, recharge, and build a stronger sense of community.

Together, these moments capture what this edition of PULSE is truly about: an organization that grows stronger not despite its challenges, but because of how it meets them, through unity, resilience, and a shared sense of purpose.
As we look to the months ahead, I have every confidence that this same spirit of unity, resilience, and collaboration will carry us toward even greater milestones. To every member of the PARCO family: thank you for your dedication, your resilience, and your unwavering commitment to this organization and to Pakistan.

Together, we will continue growing, achieving, and moving forward.

Warm Regards,

Irteza Ali Qureshi

COVER STORY

Federal Minister for Petroleum Visits PARCO Corporate Headquarters

Mr. Ali Pervaiz Malik, Federal Minister for Petroleum, along with Mr. Hamed Yaqoob Sheikh, Secretary Petroleum visited PARCO Corporate Headquarters on August 27. They were received by Mr. Irteza Ali Qureshi, Managing Director PARCO, along with other senior company executives.

During the visit, the Managing Director delivered a comprehensive presentation highlighting the company's key achievements, operational performance and strategic initiatives. The briefing covered the Mid-Country Refinery, pipeline operations, marketing activities and planned projects, underscoring PARCO's role in supporting the country's fuel supply through its integrated refining, transportation, storage and marketing operations. The presentation was well received by the Minister.

The Minister also visited the Uphill area, where he viewed the newly developed facilities, including the Dr. Shahid K. Hak Cricket Stadium, Golf Range, PARCO Logistics Complex, fuel station and other infrastructure improvements. He also visited the PARCO Corporate Wellness Centre and appreciated the management's efforts to promote employee well-being through sports, recreation and opportunities for a healthy lifestyle.





CORPORATE NEWS

APPEC 2026 – Strengthening Global Partnerships

PARCO participated in the Asia Pacific Petroleum Conference (APPEC) 2026, held in Singapore from 7 to 10 September 2026. The delegation was led by Mr.Irteza Ali Qureshi, Managing Director PARCO, alongside the Marketing and Commercial team.

This year's conference was particularly significant for PARCO, providing an opportunity to engage and thank our crude oil suppliers for their invaluable support over the past six months amid an exceptionally challenging geopolitical and supply environment.

As one of the region's premier energy industry forums, APPEC brought together leading voices from the global energy industry and provided an important platform for engagement with crude oil producers, traders, refiners and market experts, while offering valuable insights into evolving global and regional energy dynamics.

Key themes this year included supply chain disruptions, energy security, evolving trade corridors and managing heightened market volatility. Discussions also highlighted the growing importance of supply and sourcing optionality, evolving shipping dynamics, refining margins and Asia's continued importance in global energy demand.

For PARCO, these discussions were especially relevant as traditional energy supply chains face unprecedented challenges, increasing the need for resilient, diversified, and flexible sourcing strategies.

Participation at APPEC 2026 reaffirmed PARCO's commitment to maintaining strong relationships with its global energy partners, staying abreast of regional and international market developments, and ensuring that our crude procurement and refining strategies remain aligned with an increasingly dynamic global energy landscape.



Setting Standards: Highest Ever Monthly HSD Sales

The Marketing and Commercial Division achieved its highest-ever monthly High-Speed Diesel sales in July 2026, recording 284,627 MT and surpassing the previous record of 279,217 MT set in October 2025.

This achievement is particularly noteworthy given the challenging market environment marked by economic pressures, liquidity constraints across the downstream sector, fluctuating demand patterns, price volatility, and operational complexities. At a time when such conditions would typically dampen sales performance, PARCO delivered a record-breaking result.

The milestone reflects a combination of sound commercial strategy, disciplined execution, effective cross-functional coordination, and the collective resolve of the team to overcome difficult market conditions.



Pipeline Division Sets New Benchmarks

FY 2025-26 will be remembered as a landmark year for PARCO's Pipeline Division. Despite flood-related disruptions, global uncertainties, and evolving market dynamics, teams across the network delivered a record-breaking performance while maintaining safe and reliable operations. The Division achieved several historic milestones, including 5.64 MMT in KMK Pumping, 5.37 MMT in WOP Pumping, 4.32 MMT in MFM Pumping, and 4.30 MMT in MFM Delivery.

Behind every milestone stood the collective efforts of teams across Oil Movement, Operations, Maintenance, M&C, Security, and various support functions. Their dedication, collaboration, and operational discipline enabled the Division to overcome challenges and consistently deliver results.

These achievements represent more than record numbers. They reflect the resilience of PARCO's people, a commitment to operational excellence, and a shared determination to keep the network moving.



PARCO Celebrates Pakistan’s 79th Independence Day

PARCO celebrated Pakistan's 79th Independence Day with patriotic fervor across its locations. At Corporate Headquarters (CHQ), employees gathered to honor the nation's journey and achievements. The celebrations began with a flag-hoisting ceremony, followed by a coordinated guard of honor that inspired national pride. Mr. Irteza Ali Qureshi, Managing Director PARCO, delivered a stirring address honoring the sacrifices of the nation's founding fathers and underscoring PARCO's enduring responsibility to fuel national growth. He encouraged employees to renew their commitment to operational excellence, sustainability, and national progress, reaffirming PARCO's role as the nation's vital energy lifeline.

The same spirit was evident across PARCO's other locations. At the Mid-Country Refinery (MCR), the MCR Housing Complex was specially decorated for the occasion. Employees and their families attended a flag-hoisting ceremony led by Mr. Amar Abbas, GM Refinery, and Mr. Nasir Wains, Manager Administration. A smartly turned-out Security Department contingent saluted the flag at the MCR Auditorium as the national anthem played. Students from The City School (PARCO Chapter) then presented national songs, a tableau, and a cultural performance, followed by the distribution of shields and gift hampers to participants. The PARCO Officers Club also hosted a lively Independence Day gathering featuring bingo, bringing the MCR community together in a spirit of unity and national pride.







At PPGL, celebrations at the Operating Office and Filling Plant were held with equal enthusiasm, uniting employees in a shared spirit of patriotism and teamwork. Teams across the network reflected on their vision for a prosperous Pakistan and emphasized the role of collaboration, unity, and collective growth in building a stronger future for both the country and PARCO.

Across CHQ, MCR, and PPGL, the celebrations concluded with a shared commitment to work together for a prosperous and united Pakistan.









PARCO Receives 21st Consecutive Environment Excellence Award

Pak-Arab Refinery Limited (PARCO) has been recognized at the 23rd Annual Environment Excellence Awards (AEEA) 2026, organized by the National Forum for Environment & Health (NFEH), receiving the Environment Excellence Award for the 21st consecutive year.

The award was presented by Syed Nasir Hussain Shah, Sindh Minister for Local Government, to Mr. Sohail Akhtar Hashmi, General Manager – Corporate Planning & Technical Services, who received it on behalf of PARCO.

The continued recognition reflects PARCO's sustained commitment to environmental stewardship, regulatory compliance, and the integration of sustainable practices across its operations. Receiving the award for more than two decades is a testament to PARCO's consistent focus on environmental performance and its ongoing efforts to contribute to Pakistan's broader sustainability and climate objectives.



PPGL Participates in Pakistan Energy Conference 2026

PARCO and PPGL participated in the Pakistan Energy Conference 2026, organized by the Petroleum Institute of Pakistan, in Islamabad. The event brought together key stakeholders, industry leaders, and professionals from across Pakistan's oil, gas, and energy sectors.

The PPGL team set up an exhibition stall, engaging with industry stakeholders and showcasing the company's contribution to Pakistan's evolving LPG landscape.

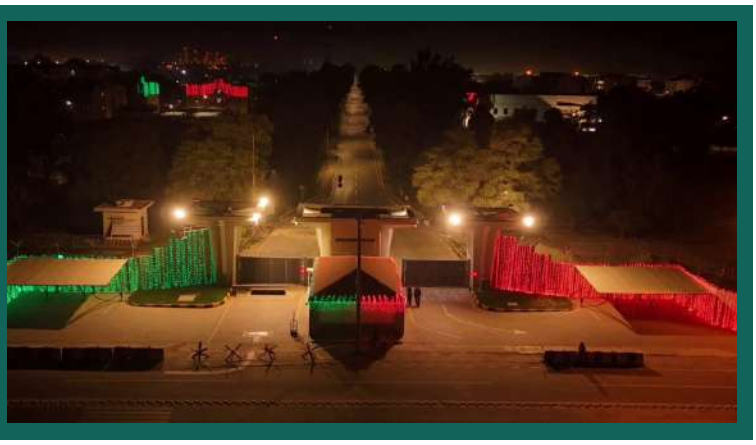
A key highlight of the conference was a keynote session on the challenges and future roadmap for Pakistan's downstream oil and refining sectors. Mr. Yasser Effendi, CEO PPGL, participated in the discussion, sharing valuable insights on the opportunities and challenges shaping the future of Pakistan's LPG industry.



Makkah Joint Defence Agreement Celebrations at PARCO

The signing of the historic Makkah Joint Defence Agreement by Pakistan, Saudi Arabia, and Türkiye on August 7 was marked by celebrations across the member countries, with prominent landmarks illuminated in the national colors and flags of the three allied nations. Reflecting the significance of the occasion, PARCO also illuminated its facilities at Corporate Headquarters and Mid-Country Refinery in the colors of the national flags as a show of solidarity and celebration.





MCR Hosts PFL Delegation

The Mid-Country Refinery (MCR) hosted a delegation from Pak-Arab Fertilizer Limited (PFL) for a knowledge-sharing visit focused on Health, Safety and Environment (HSE) practices, technical learning and development, and operational excellence.

During the visit, the PFL delegation engaged with MCR stakeholders to exchange insights on HSE management, safety culture, operational controls, technical competency development, training needs assessment, on-the-job training, and learning effectiveness. Discussions also covered maintenance strategies, heavy turnaround planning, inventory management, plant PM/CM compliance, and the practical application of safety measures in day-to-day operations



A comprehensive site tour provided the delegation with first-hand exposure to key refinery operations and the implementation of HSE, maintenance, and technical learning practices across MCR. The engagement fostered cross-industry collaboration, mutual learning, and the exchange of best practices, enabling both organizations to draw valuable insights for enhancing workforce capability, plant reliability, and operational excellence.

Olive Technical Delegation Visits MCR

The technical team from M/s Olive Technical visited Mid-Country Refinery, building bridges through industrial collaboration. The visit allowed the technical team and engineers an opportunity to explore best practices in equipment reliability and discuss the intricacies of large-scale turnaround activities. Through plant walkthroughs, the team gained practical insights into everyday safety protocols and operational efficiency. The visit strengthened professional ties and allowed for potential future technical cooperation.



PPGL X The Vertical

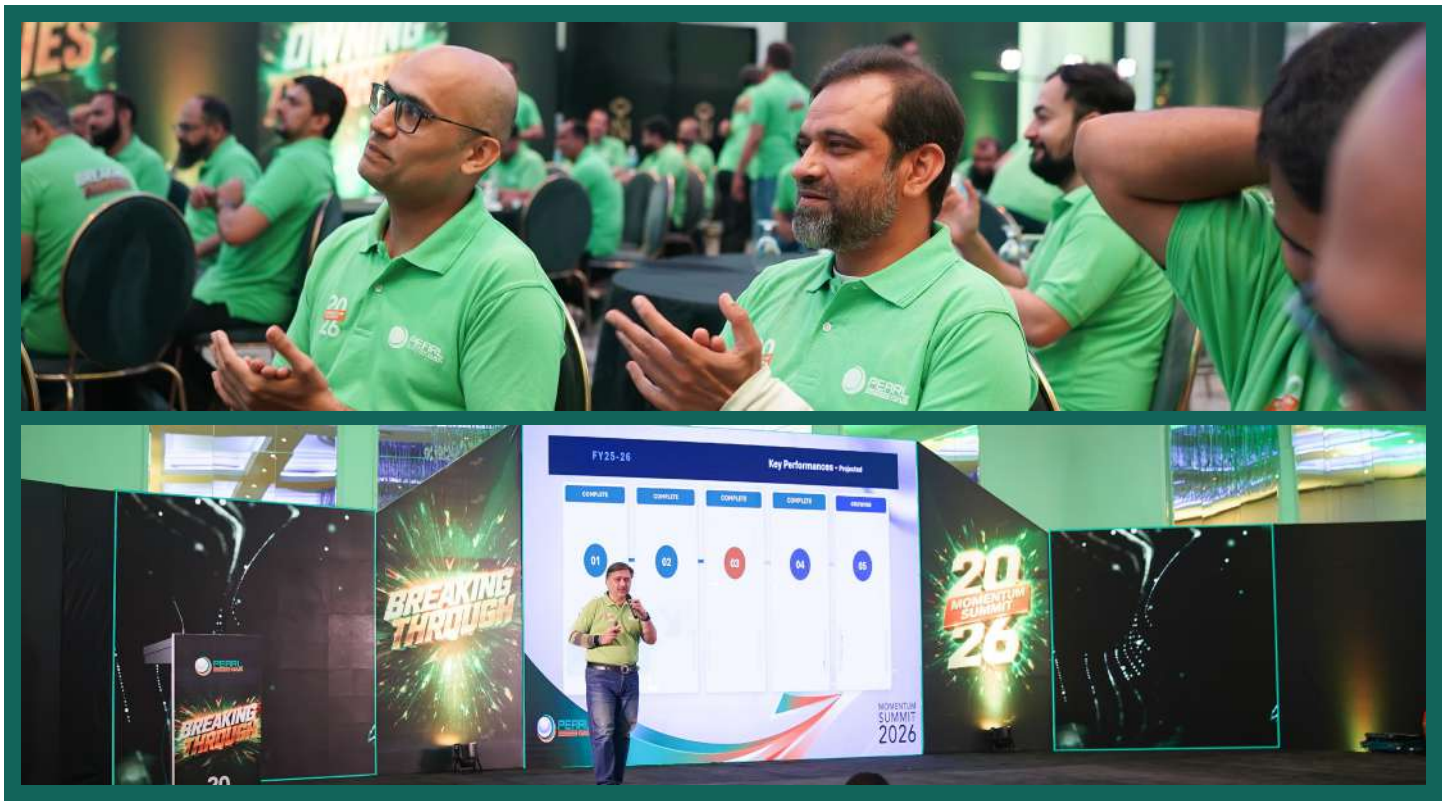
PPGL signed a Memorandum of Understanding (MoU) with The Vertical, under which PPGL will provide tailored B2B LPG solutions to support the company's operational requirements.

The signing ceremony, held at the PPGL Operating Office, was attended by senior leaders and representatives from both organizations, reflecting a shared commitment to collaboration, operational excellence, and long-term value creation.



PPGL Momentum Summit 2026

PPGL held its annual momentum summit 2026, “Breaking Through” to celebrate the company milestones and strengthen the team spirit. The conference was held in Lahore, which featured insightful departmental presentations and engaging team-building activities. Additionally, recreation activities which included a trip to Lahore's historical sites, dinner and a day at shooting range was also arranged.



Young Professionals Driving New Perspectives

Constituted in February 2026, PARCO's Disruption Opportunity Team (DOT) brings together 17 young professionals from across divisions to formally integrate next-generation thinking into leadership framework and to create a structured channel through which emerging talent can contribute towards shaping the Company's future.

Over the past six months, DOT members have engaged with different functions across PARCO and its group companies to develop a broader understanding of the Company's business and operations. The journey included detailed sessions and on-ground visits to MCR, PPGL and PAPCO, along with engagements across other functions. These interactions enabled the team to identify initiatives focused on efficiency, long-term sustainability and employee experience.

The team presented its initial findings and proposed initiatives to management. DOT is now moving into its next phase, where the identified opportunities will be further refined, additional initiatives incorporated, and the portfolio finalized for management approval.

Following approval, the focus will shift to developing cross-functional teams, defining ownership and preparing implementation roadmaps. The initiative reflects PARCO's commitment to fostering innovation, developing future leadership and continuously exploring opportunities to strengthen the organization.



PARCO Ignite Internship Program 2026

The PARCO Ignite Internship Program 2026 welcomed 27 interns at MCR and 3 interns at PPGL, marking the start of an immersive journey designed for learning and understanding PARCO’s businesses and operations.

The Ignite Program orientation ensured on-site exposure, team building exercises, and a chance to connect with leadership including DGM Refinery, employees and young leaders powering the Company. In addition to that, the interns visited the Mid-Country Refinery and the WOTS-3 Mahmood Kot Pipeline Station.

Learning was complemented by connection. A team-building bowling activity allowed interns to build relationships, unwind, and connect beyond the workplace. The experience culminated in an engaging commitment wall activity, where interns captured what they hope to learn, achieve, and contribute during their time at PARCO.



Inauguration of Corporate Wellness Center

PARCO established a state-of-the-art Wellness Center at CHQ, marking a major milestone in the company's commitment to employee health, fitness, and wellbeing.

The facility features top-tier amenities having two independent, fully equipped gym areas for male and female employees. Qualified fitness trainers are available to provide personalized fitness coaching and safety guidance. Additionally, quarterly interactive Q&A sessions are arranged for employees to seek practical guidance on exercise, nutrition, posture, injury prevention, and sustainable lifestyle practices from fitness experts.

A dedicated indoor game facility is also located inside the center to encourage teamwork and recreation. This wellness initiative reflects PARCO's core belief that a healthy workforce is the backbone of a thriving organization.



Inauguration of New Corporate Lawn

On July 17, Mr. Irteza Ali Qureshi, Managing Director PARCO, officially inaugurated the new corporate lawn at CHQ. Designed as a multi-functional green space, the lawn aims to enhance employee well-being and provide an eco-friendly venue for outdoor corporate events, aligning with the company’s broader sustainability initiatives.

The ribbon-cutting ceremony was led by Mr. Irteza and attended by the top management and employees. The new green space focuses on employee wellness and sustainable corporate infrastructure featuring pop up sprinkle water system, bollard lights and blue fountains.



CPD Strengthens Project Governance

PARCO continues to strengthen its capital investment process through its Project Governance and Assurance Framework, ensuring major projects are subject to independent review and evidence-based decision-making.

During the quarter, Project Shams, PARCO's initiative to solarize key stations and terminals, achieved two significant milestones: the Independent Gate Review (IGR-3) and the subsequent Toll Gate Meeting. These reviews assessed the project's readiness for investment approval, examined key technical, commercial, operational, financial, and HSE considerations, and provided assurance on project maturity and risk management.

The successful completion of these governance milestones reinforces PARCO's commitment to disciplined capital stewardship, effective risk management, and informed decision-making as Project Shams progresses toward execution.



PAPCO Commissions 495 kW Solar System

Pak-Arab Pipeline Company (PAPCO) has successfully commissioned its first solar power system dedicated to plant operations at the WOTS-I facility in Port Qasim.

The 495-kW rooftop photovoltaic system spans 16 buildings and supplies clean energy for pumping and non-process operations, marking an important step in PAPCO's sustainability journey. Installed by Orient Energy Systems, the project was managed by PAPCO's Technical team from feasibility through commissioning.

Since becoming operational, the system has generated 439.1 MWh of clean energy, delivered electricity cost savings of millions, and avoided around 175.6 tonnes of CO_2 emissions. Its strong performance demonstrates the viability of industrial-scale solar solutions in PAPCO's operating environment and creates opportunities for similar initiatives across PAPCO and PARCO facilities.





Commissioning of 4th LPG Sphere (945-TK54)



The fourth LPG Sphere (945-TK54) at MCR was successfully commissioned, marking an important milestone in supporting the refinery's expanded processing capacity. Built to accommodate increased LPG production, the new sphere strengthens storage capability and contributes to reliable and sustainable operations.

With a working capacity of 696 MT, the sphere provides additional storage flexibility, including approximately 1.1 days of extra ullage at maximum refinery throughput. The added capacity also enables any of the existing LPG spheres to be taken out of service for inspection, maintenance, or repairs without impacting LPG availability or business continuity.

As part of the project, existing open-path gas detectors were relocated and the gas detection panel was upgraded to a modern Honeywell Touchpoint Plus system. The integrated upgrade enhanced system reliability, strengthened HSEQ compliance, reduced obsolescence risks, and ensured the long-term effectiveness of the LPG storage area's gas detection system.

Fall Arrest System Installation at LCDF-MCR

Following the successful implementation of fall arrest systems at the TLG Dipping Shed, AABU Gantry, and TLG Filling Bays, the Engineering Services & Projects Department (ES&PD), MCR, has completed the installation of a similar system at the Local Crude Decanting Facility (LCDF).

The permanent fall protection system enhances the safety of personnel performing routine work at height and complements existing safe work procedures and personal protective measures. The project reflects ES&PD's proactive commitment to mitigating workplace risks through practical and sustainable engineering solutions, while further strengthening safety standards across refinery operations.



EMPLOYEE ENGAGEMENT

Women of PARCO

Seen. Celebrated. Remembered.

Across industries and around the world, more women are entering the workforce and stepping into leadership roles, and they are changing how organizations think, decide, and deliver. Yet the path is rarely level. Women continue to navigate higher expectations and steeper obstacles, at work and beyond it, and they do so with remarkable determination.

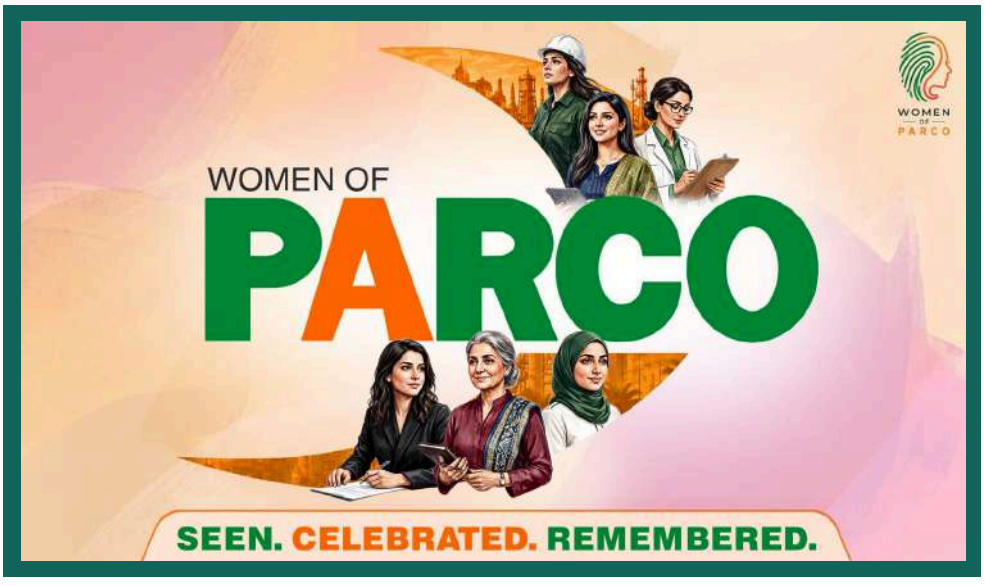
At PARCO, these contributions are recognized and valued. Women across the organization lead teams, shape strategy, tackle complex technical challenges, and drive excellence across functions and locations. Their work is integral to PARCO's success and continued growth.

To celebrate and recognize these contributions, the Company launched Women of PARCO initiative, a flagship platform dedicated to elevating women across the organization while strengthening their visibility, wellbeing, engagement, and professional growth.

The platform began with a simple yet meaningful gesture: recognition. Carefully curated giveaways were distributed to women across every PARCO location, reaching both current employees and retirees whose years of dedication helped shape the foundation on which future generations continue to build.

The launch also brought together PARCO's leadership in support of the platform, reaffirming the Company's commitment to an inclusive workplace where women are empowered to grow, lead, and succeed.

A video series amplified the voices of women across PARCO, providing a platform to share their career journeys, challenges, achievements, and defining moments. These stories of leadership, innovation, perseverance, and professional excellence showcased the experiences of the people behind PARCO's success. Through employer-brand storytelling, they also offered the wider talent community an authentic glimpse into the culture, values, and opportunities that define the organization.



More than a celebration, Women of PARCO is a long-term commitment to creating opportunities, enabling growth, and strengthening inclusion across the Company. The platform serves as an umbrella for a range of initiatives focused on six key areas:

- Learning & Development
- Career & Leadership Growth
- Networking & Engagement
- Recognition & Visibility
- Workplace Enablement
- Wellness & Wellbeing

Through these initiatives, PARCO aims to create an environment where women are empowered to realize their full potential, contribute meaningfully, and thrive at every stage of their professional journey.



Dars ul Quran at MCR

A Dars-ul-Quran session was held in the month of August at the PARCO Housing Colony, bringing together residents in a spiritually uplifting environment. The gathering was well-attended and provided an opportunity for meaningful reflection and community bonding. Participants appreciated the insightful discussion and expressed keen interest in organizing similar sessions in the future to continue strengthening spiritual awareness within the colony.

Celebrating Impact That Moves PARCO Forward

The SPOT Awards shine a spotlight on the people and teams who turn ideas into meaningful impact. This edition recognized the teams behind the 4th LPG Sphere and the Digital Training Library projects, which strengthened storage resilience, made learning more accessible, and advanced innovation, performance, and frontline excellence.

During the first quarter of FY 2026-27, 12 SPOT Awards were presented across the Refinery Division. The awards acknowledged operational improvements, innovative solutions, and contributions that enhanced safety, reliability, and efficiency, and recognized employees who demonstrated exemplary workplace behaviors and commitment beyond their regular responsibilities.

At PPGL, SPOT Awards were presented to individuals whose dedication, teamwork, and collaboration contributed to the successful execution of the PPGL Momentum Summit 2025-26. Colleagues from different departments went above and beyond their regular duties to ensure event's success.

More than a recognition program, the SPOT Awards celebrate the spirit of initiative, collaboration, problem-solving, and continuous improvement that drives PARCO forward.



Ten Pin Bowling Event at MCR

An exciting company bowling competition was arranged bringing together employees from various departments for an evening of friendly competition, helping to strengthen workplace relationships in a relaxed setting. Prizes were awarded to top performers, making it a memorable and successful event that highlighted the vibrant spirit of our organization.



THOUGHT LEADERSHIP

The Stoic Advantage: An Ancient Philosophy for High-Pressure Decisions



> **If you are distressed by anything external, the pain is not due to the thing itself, but to your estimate of it; and this you have the power to revoke at any moment.**
>
> *— Marcus Aurelius, Meditations*

What a two-thousand-year-old philosophy can teach today's leaders about staying calm, thinking clearly, and handling pressure well.

Nearly two thousand years ago, a Roman emperor sat in a military tent on the empire's northern frontier, jotting down notes to himself between battles and outbreaks of plague — not for an audience, just to stay clear-headed while running an empire under constant pressure. Those private notes survive today as Meditations, one of the most quoted texts in modern leadership writing. The emperor was Marcus Aurelius, and the philosophy behind his notebook was Stoicism.

What Is Stoicism?

Stoicism began in Athens around 300 BC, founded by a merchant-turned-philosopher named Zeno of Citium. At its core is a simple but demanding idea: some things are within our control, and some things are not. Our judgments, choices, effort, and reactions belong to us. Almost everything else — other people's opinions, market conditions, what happened five minutes ago — does not. A well-lived life, the Stoics argued, comes from investing our energy entirely in the first category and making peace with the second.

That's a different idea from the everyday meaning of "stoic": gritted teeth, no visible emotion. True Stoicism isn't about suppressing feeling; it's about not letting an unexamined feeling make the decision for you. A Stoic still feels frustration, fear, or disappointment. The discipline is in choosing the response rather than defaulting to the reaction.

Notable Stoics

Three figures are usually credited with shaping the philosophy as we know it today. Seneca, a Roman statesman and advisor to Emperor Nero, wrote essays and letters on practical ethics that still read as strikingly modern. Epictetus, born into slavery, went on to become one of the most influential teachers of his era; his lectures, recorded by a student, form the basis of much of what we now call Stoic practice. And Marcus Aurelius, whose private notebook remains the most personal Stoic text we have.

Their influence didn't stay in antiquity. Centuries later, U.S. Navy Vice Admiral James Stockdale credited Epictetus's teachings with helping him survive more than seven years as a prisoner of war in Vietnam, several of them in solitary confinement. More recently, a wave of contemporary writers — Ryan Holiday chief among them — along with athletes and business leaders, have returned to these same texts, less as historical curiosities and more as a practical operating manual for high-pressure decisions. That's really what the rest of this article is about.

Remaining Calm — In Emergencies and Everyday Pressure

The Stoics practiced something called praemeditatio malorum, or "the premeditation of adversity": deliberately imagining what could go wrong before it does, so that if it does, it isn't the first time you're meeting it. That sounds pessimistic. In practice, it's the opposite: it's how you take the shock out of a shock.

This is close to how emergency responders and pilots are actually trained. The goal isn't to feel nothing when something goes wrong; it's to have already decided, in advance, what matters and what to do, so that in the moment there's a next right action instead of a spiral. The Stoic question becomes genuinely operational in a crisis: what here is actually within my control, right now? Answering it quickly is often what separates a contained problem from a compounding one.

Emotional Intelligence and Clarity of Thought

Modern psychology has a name for the skill the Stoics were describing two thousand years earlier: emotional intelligence. Noticing an emotion as it rises, understanding where it's coming from, and choosing a response rather than firing off a reaction: that's self-awareness and self-regulation, two of the central pillars of EQ, and it's also, almost word for word, the Stoic practice of examining an impression before agreeing with it.

The payoff is clarity. Anxiety, anger, and wounded pride are expensive. They consume mental bandwidth that could otherwise go toward actually solving the problem at hand. A mind that isn't busy defending itself is free to think. Marcus Aurelius used his journal for exactly this: not to record events, but to think on paper and clear his own head before decisions that affected an empire.

Better Negotiations, Better Conflict Resolution

Few settings punish emotional reactivity as quickly as a negotiation. The moment you need to win, need the other side to admit you're right, or can't sit with silence across the table, you've handed over leverage. Stoic composure helps here because it separates your sense of self-worth from the outcome of the deal. You can walk in knowing your own position and your own limits clearly, and negotiate from that footing rather than from a need to be liked or to win the moment.

The same logic holds for conflict at work. In one of the best-known passages in Meditations, Marcus Aurelius reminds himself each morning that he'll meet difficult, ungrateful, and self-interested people that very day, and that this is simply part of being around other people. The Stoic move isn't to try to control how a difficult colleague behaves; that's largely outside your control anyway. It's to control your own response, which, more often than not, is exactly what decides whether a conflict de-escalates or compounds.

The Leadership Case for Stoicism

Put these together and a pattern emerges. A leader who stays level-headed in a crisis, thinks clearly under pressure, negotiates from principle rather than ego, and handles conflict without escalating it isn't just easier to work with; they're who a team trusts when things get hard. People take their emotional cues from whoever is leading them, and a leader's composure — or the lack of it — tends to spread through a room faster than any memo does.



It's worth remembering that Marcus Aurelius wasn't writing Meditations as an academic exercise. He was leading an empire through war and plague and used this exact practice to do it without losing himself along the way. That's a fairly strong argument that Stoicism isn't an ancient curiosity; it may be one of the oldest leadership manuals we have.

Next time the pressure is on — a negotiation that isn't going your way, a crisis that needs a clear head, a colleague testing your patience — it's worth asking the Stoic question before reacting: what here is actually in my control? It's a small pause with a two-thousand-year track record.

Authored by: Fuad Ahmed Khan
Engineer II, Marketing and Commercial

SUSTAINABILITY INITIATIVES

Train Well, Live Well

As part of PARCO's continued commitment to promoting employee health and well-being, the Healthcare Services Department, in collaboration with the Administration Department, organized a Health Awareness Session titled "PARCO Wellness and Wellbeing – Train Well. Live Well" on July 2 at CHQ.

The session introduced employees to PARCO's newly built Wellness Center at CHQ. The awareness session was conducted by Mr. Salman Ghafoor Shaikh, Corporate Fitness Consultant, who shared practical guidance on incorporating exercise, movement, and healthier habits into everyday routines. The session demonstrated how employees can make effective use of the facilities available at the Wellness Center to work towards their individual fitness goals.

This initiative highlights PARCO's efforts in creating a workplace culture where employee wellness is encouraged and supported.



Celebrating World Firefighters Day

World Firefighters Day was celebrated at PS-3/WOTS-2 Shikarpur to recognize the dedication, courage, and invaluable contributions of firefighters, while reinforcing the importance of fire safety awareness among employees.

The event featured a briefing session on fire prevention and emergency response, followed by a practical fire safety demonstration showcasing the use of firefighting equipment and safe evacuation procedures. The event concluded with a tribute to the firefighting team, recognizing their courage, professionalism, and commitment to safeguarding lives and property. The occasion was marked with a commemorative cake-cutting and group interaction session.





World Hepatitis Day

A World Hepatitis Day awareness event was organized on July 17 2026 at PS-3/WOTS-2, Shikarpur, to promote understanding of hepatitis and reinforce the importance of preventive health practices.

Participants were briefed on the different types of hepatitis, their health impacts, and modes of transmission. The session also emphasized the importance of occupational hygiene as a key measure in preventing the spread of infectious diseases.

The event featured an awareness walk and an interactive quiz competition to encourage engagement and reinforce key health messages. Contractual staff actively participated in the activities, reflecting their commitment to workplace health and safety.



Empowering Youth for a Better Tomorrow

PARCO proudly celebrated the graduation of 20 students sponsored through its partnership with The Hunar Foundation on September 5, marking an important milestone in their journey towards skills development and economic empowerment. The ceremony was graced by Syed Agha Rafiullah, MNA and Mr. Mahmood Alam Jamot, MPA and attended by Mr. Nadeem Ajwad Chishti, Head CA & CSR PARCO and Mr. Tahir Jawed, CEO The Hunar Foundation. The occasion saw the handover of the sponsorship cheque for the next batch of students, reaffirming PARCO's commitment to creating a continuous pathway from learning to livelihoods.

Through targeted youth empowerment initiatives in Ibrahim Hyderi, PARCO continues to invest in technical and vocational education that equips young people with practical, market-relevant skills and greater confidence to pursue productive careers. By enabling access to quality skills training, PARCO is aiding individuals to gain education, opportunity, strengthen community resilience and create lasting social impact.



Advancing Teaching Excellence

PARCO, in collaboration with the Teachers Resource Centre (TRC), conducted two teacher capacity-building programs, in Karachi and Qasba Gujrat.

The programs brought together 36 teachers from PARCO Vocational Training Centre (VTC) for women at MCR, Dara Foundation Khar Garbi, Government Rana Liaquat Primary & Secondary Schools (Boys & Girls), and Bahr-e-Madina School at Ibrahim Hyderi Karachi. The training sessions focused on modern pedagogical practices, interactive teaching methodologies, and learner-centered approaches to help educators respond effectively to evolving learning needs.

Through engaging sessions, practical discussions, and innovative classroom strategies, participants explored ways to enhance student engagement, critical thinking, and improve learning outcomes.

The program concluded with a certificate distribution ceremony conducted by Mr. Nadeem Ajwad Chishti, Head CA & CSR, PARCO, recognizing the teachers' commitment to continuous professional development.





PAPCO Extends Healthcare Support to Community Members

PAPCO successfully organized two health camps in August, in collaboration with Transparent Hands and Layton Rahmatulla Benevolent Trust (LRBT). A General Health Camp at BHU Wahar, near PS-2 Bubak, provided medical consultations, diagnostic services, ultrasound facilities and health awareness sessions to 1,030 patients.

Complementing this initiative, an Eye Care Health Camp at RHC Khanpur, near WOTS-2 Shikarpur, was conducted in collaboration with LRBT, providing OPD and specialized eye care services to 1,100 patients. Together, the two camps benefited 2,130 community members, reflecting PARCO's continued commitment to improving access to quality healthcare and creating a meaningful impact.



Celebrating Independence Alongside Communities

PARCO marked Pakistan's 79th Independence Day alongside the communities served by the Disabled Welfare Association (DWA) and the Afzaal Memorial Thalassaemia Foundation (AMTF), reflecting the values of hope, resilience, dignity, and inclusion.

At the Disabled Welfare Association (DWA), Mr. Nadeem Ajwad Chishti, Head CA & CSR, PARCO, along with the CSR team, joined members of the community in an Independence Day gathering. The event was graced by Ms. Shaheena Sher Ali, Minister for Women Development, Government of Sindh, and featured a heartfelt national song performance that filled the occasion with pride and joy. PAPCO also contributed seven electric-powered wheelchairs to support greater mobility.

At the Afzaal Memorial Thalassaemia Foundation (AMTF), support was extended towards life-saving iron-chelation medication for 155 registered thalassemia patients. During the event, the Foundation acknowledged its longstanding partnership with PARCO by presenting a "Star of AMTF" plaque to Mr. Nadeem Ajwad Chishti.

The celebrations highlighted that the spirit of Independence Day extends beyond commemorating freedom to promoting inclusion, recognizing resilience, and creating opportunities for a more empowered Pakistan





Growing a Greener Future

As part of its environmental sustainability initiatives, PARCO and PAPCO, jointly continued their commitment to afforestation and environmental conservation by conducting plantation of indigenous trees at operational locations and selected government institutions.

Under the program, 11,500 trees were planted collectively, comprising 9,000 trees from PARCO and 2,500 trees from PAPCO, with procurement and plantation activities undertaken through coordinated efforts of the Administration and CSR teams.

PAPCO's plantation drive was held on July 22, at the newly under-construction Judicial Complex, Muzaffargarh, in collaboration with the Environmental Protection Agency (EPA), Muzaffargarh. The drive was inaugurated by the Honorable Session Judge Muzaffargarh, with 2,000 half-grown plants provided for plantation at the site. Across other government institutions, plantation activities were undertaken with the participation of teachers and students alongside station management at Government School in Shikarpur, further strengthening the program's community engagement ambit.



ACHIEVEMENTS



Ms. Sana Sharief

Accountant I, Finance Division, CHQ

Successfully completed ACCA Qualification awarded by the Association of Chartered Certified Accountants (ACCA), UK, and attained the FMVA® (Financial Modeling & Valuation Analyst) Certification from the Corporate Finance Institute (CFI).



Mr. Ahmad Jung

Management Executive I, Information Security, CHQ

Successfully completed the ISC2 certification in Cybersecurity from the International Information System Security Certification Consortium.



Mr. Rana Usman Tanveer

Engineer I, Technical Services Division, MCR

Achieved the qualification of "Certified Functional Safety Professional (CFSP Exida), Certified User for Aspen HYSYS and S&T Heat Exchanger Design & Rating from Aspen Tech University, USA.



Mr. Abdul Muqeet Aftab

Engineer I, Asset Integrity & Inspection, Pipeline, PS I

Successfully achieved an MBA/M.Phil. degree in Supply Chain Management from Iqra University Karachi.



Mr. Hamza Alvi

Engineer I, Mechanical Maintenance, MCR

Successfully earned the Machinery Lubrication Analyst Level II (MLA-II) certification from the International Council for Machinery Lubrication (ICML), achieving ISO 18436-4 Category II certification.



Mr. Inam Ul Haq

Engineer II, Mechanical Maintenance, MCR

Earned the Machinery Lubrication Analyst Level II (MLA-II) certification from the International Council for Machinery Lubrication (ICML), achieving ISO 18436-4 Category II certification.



Mr. Hassan Ahmed

Engineer II, Performance Management, CHQ

Gained the Financial Modeling & Valuation Analyst (FMVA) certification from the Corporate Finance Institute (CFI).



Mr. Rizwan Qasim

Engineer II, Technical Services Division, MCR

Earned the User in Aspen S&T Heat Exchanger Design & Rating Certification from Aspen Tech University, USA.



Mr. Bilal Fazal

Assistant Technologist II, Stations & Terminals Maintenance, MCR

Completed Bachelor of Science in Software Engineering from Virtual University of Pakistan graduating with an outstanding CGPA.



Mr. Waqas Ahmed

Assistant Technologist II, Electrical Department, MCR

Successfully completed Bachelor of Science (BSc) in Public Administration from the Virtual University of Pakistan, graduating with an outstanding CGPA.



Mr. Shazir Abbas

Assistant Technologist II, Lab Technical Services Division, MCR

Successfully completed Bachelor's degree in Chemical Engineering from Muhammad Nawaz Sharif University of Engineering and Technology, Multan.



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