



**LAKSON INVESTMENTS**

EQUITY | DEBT | PRIVATE EQUITY | VENTURE CAPITAL

**SUSTAINABILITY REPORT 2018**

**INVESTING RESPONSIBLY  
IN THE FUTURE**

## 01 Contents

**02**

About the Report

**03**

A Message from our CEO,  
Babar Lakhani

**05**

Company Information

**08**

Governance & Management

**17**

Business Review

**19**

Sustainability at LI

**25**

Human Resources &  
Going Forward

**30**

Corporate Social Responsibility

**32**

Awards & Recognition

## 02 About the Report

This report aims to highlight the efforts we have made as a company with respect to our environmental, social and governance (ESG) policy. As it is Lakson Investment's (LI) first published sustainability report, we have made an effort to collect information from 2015 onwards to show our genuine commitment over these years but also to set a benchmark with which to compare our progress in the coming times.

The purpose of this assessment is to compare the combination of the organization's ESG performance against established standards. In doing so, the report communicates information on our performance utilizing the Global Reporting Initiative (GRI) framework, version G4.0 and reflects our strong commitment to United Nations Sustainable Development Goals (UNSDG). An adherence to these global standards ensures that LI lives up to its commitments and from which our stakeholders can also monitor our progress on the promises we make to invest in their future.

LI plans to use the results and conclusions reached through this process to further improve its sustainability performance in the future.

**As a leading asset management company, LI is committed to ensuring that our business practices are safe, responsible, transparent and in accordance with our core values and business principles set on nationally accepted labor, environment and anti-corruption laws. We define corporate sustainability as working systematically to reduce negative and enhance positive impacts on people, society and environment. We further aim to unlock growth for society and LI by leveraging the core strengths of our business to address global challenges through innovation, investment and collaboration.**

## 03 Welcome to our latest Corporate Sustainability Report



### **Babar Lakhani**

Chief Executive Officer  
Lakson Investments Limited

*“Sustainable development values are by nature, an integral part of our business and they are increasingly becoming a key success factor for Lakson Investments (“LI”) as we begin to track those companies who respect similar goals such as ourselves.”*

We have been officially monitoring our environmental, social responsibility and governance performance (“ESG”) for almost 3 years but of course been mind-full of our overall responsibility since the firm started in 2009. Sustainable development values are by nature, an integral part of our business and they are increasingly becoming a key success factor for Lakson Investments (“LI”) as we begin to track those companies who respect similar goals such as ourselves.

As a financial service provider, we have the knowledge and experience to help individuals, institutions and businesses to understand and mitigate risk, protect their assets, and invest responsibly in the future.

Thus, we feel Sustainable development is inherent to our business, whether the solutions we find address problems arising from climate change, gender prejudice, an aging population or any other issue in society. To ensure success, we must understand our stakeholders and address their needs in a way that is sustainable for our businesses and for society.

This report recognizes our efforts towards corporate social responsibility (CSR) and also introduces our focus and strategy with respect to sustainability at LI. What started as just a CSR program continues to grow as it becomes a core pillar of the LI culture and integrates into our investment process such that our brand in the coming years is synonymous with Social Responsibility.

Sustainability is now part of our business strategy, our client value proposition and our daily operations.

Through our Green Office programme we have managed to create awareness for the environmental impact of our business and have taken necessary steps to reduce paper and water consumption along with developing a culture for recycling.

## 04 Welcome to our latest Corporate Sustainability Report continued

At the same time we have been focused on equal opportunities within the business and in 2017 improved our gender balance in leadership positions.

LI's ESG monitoring and reporting framework has been structured around Global Reporting Initiatives (GRI) Sustainability Reporting Guidelines for the financial services sector. The Lakson ESG department is responsible for identifying near and long-term strategic ESG initiatives aimed at encouraging continuous, incremental improvements in LI's ESG performance. We are committed to implementing sustainable considerations in the investment and research process through actions such as monitoring, reporting, training and implementing sustainable practices for companies in which our asset management department invests.

Along with our focus on ESG, we also aim to play our part in addressing specific goals listed in the United Nations shared Sustainable Development Goals. Our HR policies will guide our efforts with respect to gender equality and the empowerment of women in the workplace. In addition to this, our commitment to making charitable contributions and support towards the betterment of society will focus on targeted social development investments ensuring equitable quality education and poverty alleviation. The SDGs have the potential to strengthen relationships with key stakeholders, while better measuring and communicating the value of our program to help us identify and close new business opportunities.

As a leader in the Pakistani financial services sector, we face the forthcoming challenges such as sustainability and social development from a position of responsibility and opportunity. I hope that in reading this report, you will gain a clearer picture of LI, and our dedication to Sustainable Development.

I would like to sincerely thank our personnel, investors, customers and our partners for their commitment to Lakson Investments.

*“We are committed to implementing sustainable considerations in the investment and research process through actions such as monitoring, reporting, training and implementing sustainable practices for companies in which our asset management department invests.”*



**Babar Ali Lakhani**

CEO

Lakson Investments Limited

## 05 Company Information

### Board of Directors

#### Business Head Office:

Lakson Square, Building # 2,  
Sarwar Shaheed Road,  
Karachi – 74200. Pakistan  
Phone: +92.21 111.525.766  
Fax: +92.21 35687653

#### Registered Office:

14 – Ali Block,  
New Garden Town  
Lahore. Pakistan

#### Auditors:

Deloitte Yousuf Adil Chartered  
Accountants

#### Bankers:

Habib Metropolitan Bank &  
Bank Al- Habib

#### Company Secretary:

Salman Shafiq



Iqbal Ali Lakhani  
Chairman.



Babar Ali Lakhani  
Chief Executive Officer.



Amin Mohammed Lakhani



Daniel Scott Smaller  
(Independent)



Jacques John Visser  
(Independent)



Jamil A. Mughal



Mahomed J. Jaffer  
(Independent)



Zahid Zakiuddin  
(Independent)

## 06 Our Core Values



Our *investors'* interests always come first. We believe that if we serve our clients well, our own success will follow.

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*Integrity & honesty* are at the heart of our business. We expect our people to maintain high ethical standards.

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Our commitment to our clients, integrity, professional excellence, entrepreneurial spirit and *teamwork* will set us apart.

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Our Firm *shares* bonuses with all employees - not just top management, but also those who perform standard administrative and clerical duties.

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Our goal is to provide *superior returns* to our shareholders. Profitability is critical to achieving superior returns, building our capital, and attracting and keeping the best people.

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Our business is highly competitive and we will aggressively seek to expand our *client relationships*. However, we are always fair competitors and never denigrate other firms.

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Our mission is to deliver *superior performance* as measured by market share parameters, high-quality service and a portfolio of innovative yet tailored products across a range of investment disciplines and distribution channels. To provide a fulfilling, stimulating and supportive environment for our employees that fosters their personal growth and facilitates our productivity as a team.

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Our vision is to be a top quartile provider of investment solutions to both individuals and institutions. Through the success of our clients and employees we seek to *build sustainable and long-term shareholder value*, and to be an employer of choice in the asset management industry.

07 Fact & Figures

**Conflict Free**

No affiliation with any bank or broker, No in-house proprietary trading desk, No lending relationships with corporate clients, no investment banking activity



**4 of our 8 directors are independent**

**Rated 'AM2+' by PACRA**



**2018 - Approx PKR 30 billion in AUMs**  
35% from the affiliated companies/ group.



**Amongst the highest capitalized AMC's in Pakistan**



**Asset Management**  
over PKR 20bn in 6 CISs

**Investment Advisory**

PKR 10bn under fully discretionary LMA  
45 Families/ Institutions



**Private Equity & Venture Capital**

First AMC that has been granted PE License by SECP, launched the First PE Fund in 1Q2017.



## 08 Governance & Management

Lakson Investment Limited (‘the Company’) is committed to maintaining the highest levels of probity and behavior amongst its workforce, and takes very seriously any form of malpractice that is identified or uncovered. It is the responsibility of all employees to observe ethical standards and to report violations or suspected violations in accordance with this Whistleblower Policy. Anyone filing a complaint concerning a violation or suspected violation of unethical behavior must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Our Board of Directors and top management, starting with the CEO, demonstrate a strong commitment to encourage whistle blowing. Through an open door policy employees can share their questions, concerns, suggestions or complaints directly with Mr. Babar Lakhani, Chief Executive Officer of Lakson Investments Limited, personally or via email.

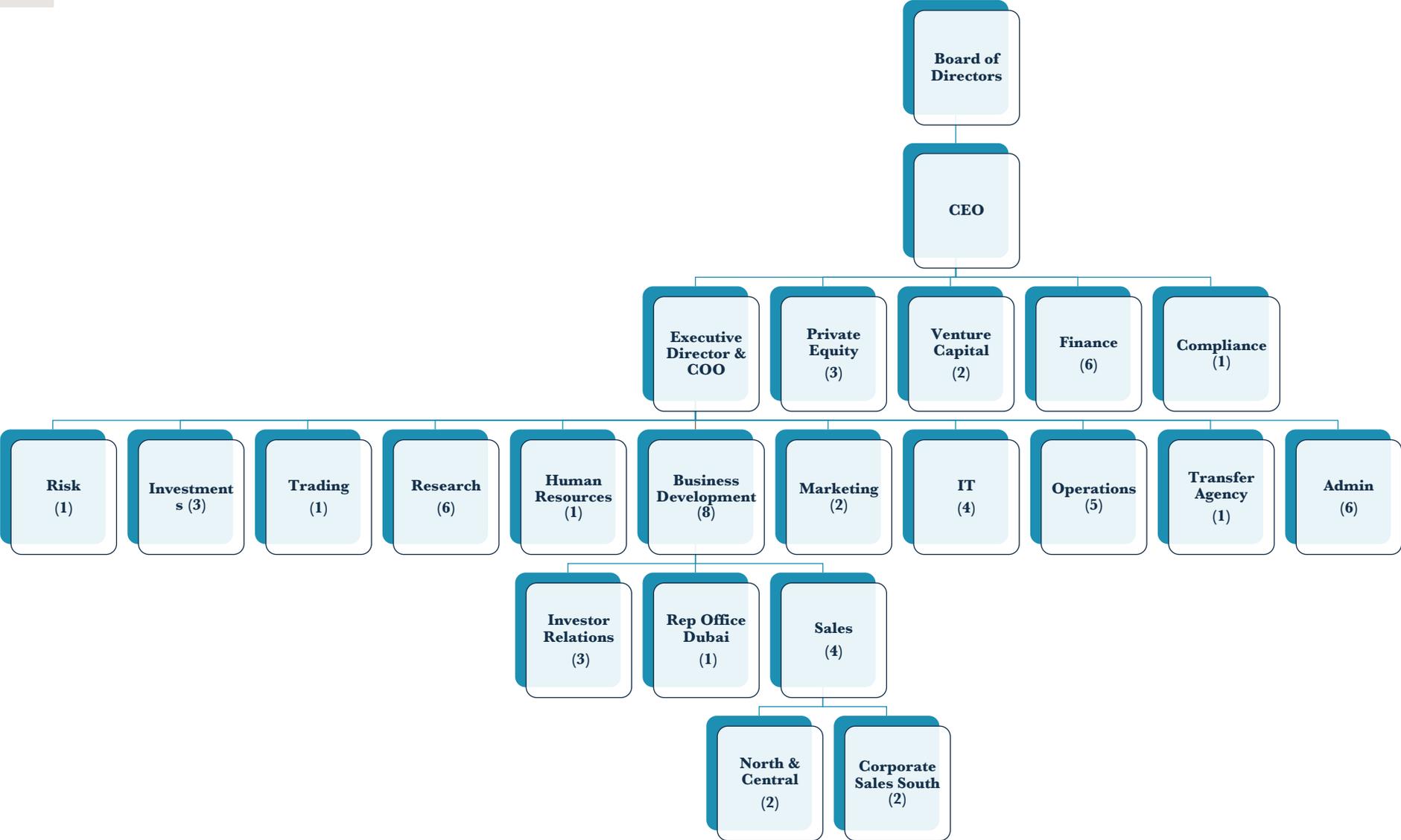
**LI generally defines “governance” as the set of processes, customs, policies, laws, and institutions affecting the way an organization:**

- **is directed, administered or controlled**
- **and relates to third parties.**

**LI considers “governance” in the following three aspects of its operations:**

- **how LI itself is governed,**
- **how the funds that it sponsors and manages are governed and**
- **how the publicly traded or private companies in which LI invests in on behalf of investors are governed.**

09 Organogram



## 10 Board of Directors



**Mr. Iqbal Ali Lakhani**  
**Chairman**

**BBA, Finance & Marketing,  
University of California-Berkeley**

- 36 years' experience
- Chairman, Lakson Group
- Century Paper & Board Mills Limited
- Tritex Cotton Mills Limited
- Merit Packaging Limited
- CyberNet



**Mr. Babar Ali Lakhani**  
**Chief Executive Officer**

**MBA, Brandeis University  
BA Finance, Bentley University**

- 19 years' experience
- CIO, Century Insurance Company Limited
- Investment Associate, High Street Advisors
- Research Analyst, Credit Suisse Equity Group (formerly Credit Suisse First Boston)



**Mr. Amin Mohammed Lakhani**  
**Director**

**MBA Finance & International  
Business; Wharton School of Business  
BS in Industrial Engineering;  
Stanford University**

- 29 years' experience
- CEO SIZA Foods Pvt. Ltd.
- Honorary Consul General of Singapore in Pakistan
- Founding member-Pakistan's chapter of Young President Organization

## 11 Board of Directors continued



**Mr. Daniel Scott Smaller**  
**Director (Independent)**

**MBA International Finance, University of Chicago**

**BA Economics & International Relations, American University**

- 35 years' experience
- Partner - Movement Capital
- Managing Director, Algebra Capital
- Head of Asset Management, MENA - Deutsche Bank, Dubai
- Head of Emerging Market Equity Sales, Deutsche Bank UK
- Head of EMEA Equity Sales, UBS UK
- Head of EM Equity, Citibank London



**Mr. Jacques John Visser**  
**Director (Independent)**

**BA, LLB & LLM**  
**(Banking & Capital Markets Law)**

- 20 years' experience
- National Partner, Dechert LLP (Dubai)
- Managing Partner, IFS Consultants
- Managing Director, Franklon Templeton Investments (Middle East) Ltd.



**Mr. Jamil A. Mughal**  
**Director**

**Business Planning Process Certification; Hamburger Marketing University**

**Bachelor of Engineering; Mehran University of Engineering & Technology**

- 20 years' experience
- Chief Marketing, Development & Supply Chain Officer, McDonald's Pakistan
- Director Marketing & Development, McDonald's Pakistan
- General Manager Real Estate Development & Marketing, McDonald's Pakistan
- President, Pakistan Food Association

## 12 Board of Directors continued



**Mr. Mohamed J. Jaffer**

**Director (Independent)**

**University of Dublin, Trinity College (B.A. (Mod) LL.B., 1952; Barrister-at-Law, 1954)**

- 50 years' experience
- Chairman, ICI Pakistan
- SECP nominee Director, Karachi Stock Exchange
- Advisory Board, HSBC (Pakistan)
- Member, Supreme Court Bar Association



**Mr. Zahid Zakiuddin**

**Director (Independent)**

**MBA Finance and Multinational Enterprise, Wharton School of the University of Pennsylvania**

**BA Economics, Columbia University**

- 30 years' experience
- Head of Placement & Relationship Management, Investcorp
- Head of Institutional Placement Group, Investcorp
- Chief of Staff, Investcorp
- Bank of America

### Board Composition

	2	2	2	2
	0	0	0	0
	1	1	1	1
	5	6	7	8

<b>Executive Director</b>	1	1	1	1
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<b>Non – Executive Director</b>	7	7	7	7
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<b>Female Representation on Board of Directors</b>	-	-	-	-
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## 13 Management Team



**Mr. Babar Ali Lakhani**  
**Chief Executive Officer**

**MBA, Brandeis University**  
**BA Finance, Bentley University**

- 19 years' experience
- CIO, Century Insurance Company Limited
- Investment Associate, High Street Advisors
- Research Analyst, Credit Suisse Equity Group (formerly Credit Suisse First Boston)



**Kashif Mustafa**  
**Executive Director & COO**

**Singapore Management University**  
**MA – Economics, SALU**  
**Certified IBF (Advanced), Singapore**  
**Cert Alternative Investments- Yale SOM**  
**B.Sc – Mathematics, SALU**

- 12 years' experience
- GM – Head of Business Development, Lakson Investments
- Head of Investment Advisory, Lakson Investments
- Vice President, Askari Investments



**Mustafa O. Pasha, CFA**  
**Head of Investments**

**CFA Charter Holder**  
**BA Economics, McGill University**

- 8 years' experience
- Fund Manager, BMA Funds
- Group Economist, BMA Capital
- Investment Analyst, BMA Funds



**Shahbaz Ashraf, CFA**  
**Head of Research**

**CFA Charter Holder**  
**MBA, IOBM**  
**BBA, IOBM**

- 10 years' experience
- VP-Head of Research, Arif Habib Limited
- AVP-Head of Research and Fund Manager Equities, Askari Investments
- Manager-Research, Foundation Sec
- Senior Research Analyst- Arif Habib Ltd
- Senior Research Analyst- Taurus Sec

## 14 Management Team continued



**Syed Saifullah Kazmi**  
**Regional Head**

**BA (Hons) Business Management, Kingston University, UK**

- 8 years' experience
- Fund Manager, Alfalah GHP Investment Management Ltd
- Fund Manager IGI Funds Limited
- Dealer-Capital Market, Faysal Bank Limited



**Hassan Bin Nasir**  
**Head of Fixed Income**

**MBA, Bahria University**  
**BBA, Bahria University**

- 8 years' experience
- Fund Manager - MCB Arif Habib Savings & Investments
- Fund Manager - Faysal Asset Management Limited
- Senior Manager Investments - BMA Funds
- Treasury & Insurance Officer - GSK



**Salman S. Hashmi**  
**Chief Financial Officer**

**CMA Finalist – ICMAP**  
**APFA – PIPFA**

**MS – Finance, MAJU**  
**MA – Economics, KU**

- 16 years' experience
- Deputy Manager – Finance & Internal Audit, Takaful Pakistan Limited
- Finance & Taxation Officer, JS AMC
- Accountant, Association of Builders & Developers
- Senior Auditor, Avais Hyder Nauman Rizwani Chartered Accountants



**Ana Mateen**  
**Head of Investor Relations**

**MBA – Marketing, Iqra University**

**Bachelor of Commerce, University of Karachi**

- 13 years' experience
- IGI Funds Limited
- Quincy Private Limited

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## 15 Management Team continued

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**Hina Siddiqui**  
**Head of Human Resources**

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**MBA – Human Resources,  
IoBM**

- 12 years' experience
- HR Business Partner, Faysal Bank Ltd
- KASB Bank



**Sameera Ali**  
**Manager Marketing**

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**BBA, Coe College, USA**

- 12 years' experience
  - Interflow Communications
  - Citibank
-

## 16 Compliance

### Our Best Practices



#### Policies

LI operates its Collective investment Schemes (CISs) in accordance with its constitutive documents as well in accordance with NBFC Rules & Regulations, Provision and Directives issued by SECP and internal set of Policies.

LI is governed by a series of policies and guidelines rooted in sound ethics that render LI to be in a position to confirm to stakeholders that LI itself maintains good corporate governance.

#### Governance

LI aims to benchmark the governance aspects of our funds (i.e., reporting, advisory, valuations and others), against other funds, as well as guidelines established by Securities Exchange Commission of Pakistan (SECP) to ensure LI keeps abreast of best practice governance trends in the asset management industry.

#### Regulations

LI also commit to conducting corporate activities in accordance with environmental preservation-related laws and regulations and are fully aware of the importance of corporate ethics and compliance.

#### Standards

LI relies on committee structures to ensure its most senior and experienced professionals focus on core business objectives and oversee key transactions made on behalf of unit holders /clients.

## 17 Business Review: Primary Products & Services

### Lakson Managed Accounts

Trusts /  
Endowments

Family Offices /  
High Net Worth

Institutional  
Investors

Retirement  
Funds

### Lakson Funds

#### Stocks

#### Lakson Equity Fund

Provides long term capital appreciation by investing in domestic equities.

#### Bonds

#### Lakson Income Fund

Provides competitive returns through a diversified portfolio of fixed income securities.

#### Cash

#### Lakson Money Market Fund

Provides stable returns through a liquid portfolio of short term investments.

#### Asset Allocation

#### Lakson Tactical Fund

Provides long term capital appreciation through a tactical allocation between equities and fixed income.

#### Islamic Asset Allocation

#### Lakson Islamic Tactical Fund

Provides long term capital appreciation through a tactical allocation between Shariah compliant equities and fixed income.

#### Lakson Private Equity Fund

Provides growth capital to rapidly developing businesses with a discernible competitive advantage, strong management and credible stakeholders seeking to grow their enterprises.

#### Lakson Venture Capital

Invests in Pakistan based opportunities. We concentrate on investments where technology can be leveraged to enable, enhance and disrupt existing business models or create new ones.

## 18 Business Review: Primary Products & Services continued

### Investor Segmentation

#### Investor Segmentation (as avg % of AUM)

	2015	2016	2017	2018
Individuals	18.86	17.03	20.57	19.47
Corporate	56.43	59.60	58.40	58.23
Insurance Companies	5.61	5.10	4.06	4.15
Banks	2.71	2.92	2.02	2.81
Retirement Funds	16.39	15.35	14.95	15.34

### Fund Performance

#### Return to Investors (as avg %)

	2015	2016	2017	2018
Lakson Money Market Fund	6.74	5.48	6.62	6.25
Lakson Income Fund	11.61	6.48	6.53	5.87
Lakson Equity Fund	0.46	9.03	-3.74	-1.44
Lakson Tactical Fund	1.84	4.12	-1.29	-0.21
Lakson Islamic Tactical Fund	1.25	2.30	-2.16	-0.21
Lakson Asset Allocation Developed Markets Fund	2.05	1.80	2.98	2.32

## 19 Sustainability at LI

### Policy Objectives

Our sustainability policy revolves around economic value creation, essentially through social and environmental gains across our stakeholder universe. We firmly believe in integrating our corporate philosophy and operational performance to meet the expectations of our stakeholders.



## 20 Sustainability at LI continued

### Environment Management Plan

LI defines environmental sustainability as efforts to reduce energy consumption, water usage, and carbon emissions and the promotion of strategies that progress towards encouraging these reductions. LI believes that taking financially responsible steps towards improving environmental sustainable operational practices at our managed properties represents positive and responsible corporate citizenship.

The Senior Management of LI are committed to establishing, promoting and maintaining a culture of sustainability within our business and with broader stakeholders.

#### **LI is committed to the following Sustainability Goals across its business:**

We will reduce the environmental impact of our business by promoting energy saving and reduction of CO2 emissions.

We will continuously work on water saving measures to carefully and effectively use limited water resources, as well as on reduction of waste and promotion of recycling through meticulously separating recyclable and non-recyclable materials.

We will establish an internal system to implement the initiatives based on this policy, and educate and train our officers and employees on ESG awareness.

We will work to continuously obtain environmental certificates and assessments, including green building certifications, and disclose their details.

We will endeavor to proactively disclose information on our ESG awareness to investors, clients and other stakeholders and encourage them to follow our lead through sharing of best practices.

We will exceed local environmental regulations where appropriate.

## 21 Sustainability at LI continued

### Green Office Programme

Lakson Investments partnered with Worldwide Fund for Nature (WWF) in 2017 to assess the impact of its business operations on the environment. From these engagements, LI signed on with WWF to implement the Green Office programme.

Green Office is an environmental programme targeted at offices and developed by WWF Finland. Its aim is to reduce greenhouse gas emissions and to decrease the ecological footprint of workplaces. Green Office motivates personnel to make environmentally friendly choices in their everyday life, improves environmental awareness and saves resources. The scheme benefits both the organization and the environment.

Through this initiative, a formal ESG policy was developed mapping out LI's strategy with respect to sustainability and a Green Team was developed to take ownership for the targets set that focused on reduction in paper and water consumption along with proper waste management and recycling. Environmental training sessions were conducted for the entire staff creating awareness for conservation of our planet's resources.

### Green Office Diploma



## 22 Sustainability at LI continued

### Green Office Programme

Our core focus was on reducing our paper and water consumption along with developing a recycling mechanism for any excess that we generate. Our consumption patterns with respect to our focus areas for 2018 are as follows:

#### Paper Consumption

Reams	Sheets	Avg No. of Employees	Sheets Consumption per Employee	Total Cost in PKR
2400	1,200,000	53	26,666	741,600

#### Water Consumption

Consumption in Ltrs	Total Cost in PKR
680,077	230,565

## 23 Sustainability at LI continued

### Green Office Programme

We also have been monitoring our energy and fuel consumption and have taken steps to achieve a significant reduction in electricity costs as shown below.

#### Energy Consumption in Rs.

	2015		2016		2017		2018
Electricity Expenditure	3,539,438	↓	2,389,124		2,493,547		2,571,434
Cost per employee	84,272	↓	53,092		↓ 53,054		48,518

#### Fuel Consumption in Rs.

	2015		2016		2017		2018
Fuel Expenditure	2,432,951		2,612,687		3,701,614		4,924,255
Cost per employee	57,927		58,060		78,758		92,910

Lakson Investments, Head Office, achieved a score of 65.6%, fulfilled the Green Office criteria and has been granted with the Green Office labeling rights. We now move forward in taking steps to better our environmental performance and maintain our Green Office certification.

## 25 Our People

### Human Resources & Going Forward

Lakson Investments employs 50 employees, who are all key to maintaining our competitiveness and delivering the best services. We are committed to providing a rewarding work environment that encourages collaborations and offers our employees opportunities to learn, grow and succeed at work and in life. And our commitment to this is clearly reflected in our Human Resources Policy Manual.

#### Our Team

	2015	2016	2017	2018
Full Time	42	45 	47 	51 
Part Time	-	-	-	2 

The year 2018 has seen some changes in HR which have been geared towards building sustainability into its own activities and processes so that it can play a major role in the structuring of the company's sustainability processes, practices and strategies.

**The policy manual of Lakson Investments has been revised and updated to ensure compliance on the following:**

- Equal opportunity employment
- National minimum wage policy and
- National child labour laws
- Formal whistle blowing policy

## 26 Our People continued

### Human Resources & Going Forward

We provide employees throughout our offices with a nurturing environment, high levels of work variety and excellent career development opportunities, including skills development and leadership training, job rotation and secondment programs, and a “promotion from within” policy.

#### Total Number of Employees by Gender & Location

	2015	2016	2017	2018
Karachi				
Male	32	36	38	42
Female	9	8	8	7
Lahore				
Male	1	1	1	1
Female	-	-	-	-
Islamabad				
Male	-	-	-	3
Female	-	-	-	-

## 27 Our People continued

### Human Resources & Going Forward

We have established a clear career progression structure under five tiers:

- 1) Associate and Operational Professional,
- 2) Managerial,
- 3) Senior Professional or Managerial,
- 4) Executive and
- 5) Senior Executive

### Employees by Age Bracket

	2015	2016	2017	2018
18 – 30	16	17	12	14
31 – 50	26	28	35	38
Over 50	-	-	-	1

Our Performance and Development Review System helps employees enhance their capabilities in line with their own career ambitions and the Group's business objectives. We aim to attract, motivate and retain the best people for our business operations. To achieve this, we provide a market competitive employment package consisting of monetary and non-monetary rewards for all our employees. Our comprehensive reward system offers group medical insurance protection, and retirement protection.

## 28 Our People continued

### Human Resources & Going Forward

We support our people in effectively managing their work and life commitments through initiatives such as annual and compassionate leaves. Promoting a corporate culture of open communication is one of the keys to sustaining our market position. We encourage staff at all levels to express their views and make suggestions through a variety of channels, including face-to-face meetings and “town hall” style gatherings with management. The HR department serves as a platform for discussing important issues such as training and development, working conditions, pay and benefits, and the provision of social and recreational facilities.

We are an equal opportunity employer. Our employment practices do not discriminate on grounds of gender, disability, pregnancy, family status, race, colour, religion, age, sexual orientation, national origin, trade union membership or other conditions recognized in law. Our HR Policy includes provisions that deal with discrimination, harassment, victimization in the workplace and initiatives to employ and encourage female employees to rise within the LI management.

We consider growth of our employees as the key to sustainable business growth. We continue to promote a learning culture by ensuring that staff at all levels are well-equipped to excel at work and in life.

### Representation of Females in Management

	2015	2016	2017	2018
Senior Management	4	4	3	2
Middle Management	4	2	2	2

## 29 Our People continued

### Human Resources & Going Forward

#### New Recruitments by Gender

	2015	2016	2017	2018
Male	2	10	6	8
Female	5	2	5	1

#### Training and Development Cost (Rs.)

	2015	2016	2017	2018
Cost	1,393,905	1,660,465	3,116,707	5,226,915

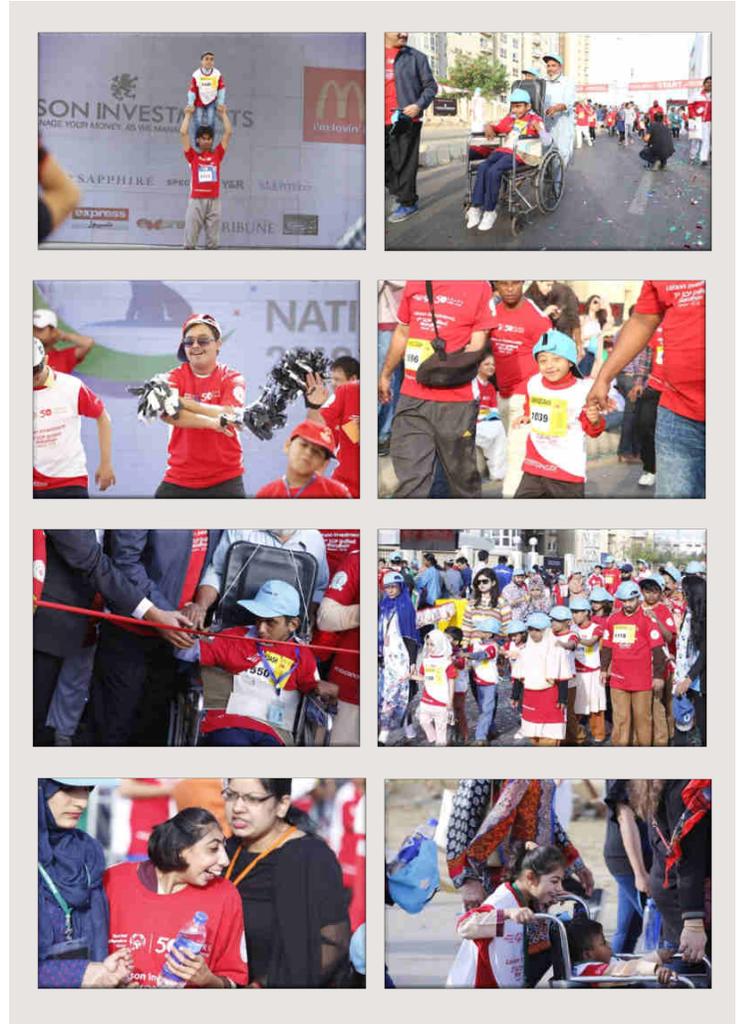
## 30 Corporate Social Responsibility

LI defines social responsibility generally as the obligation of a company to make decisions and take actions that will enhance the welfare of its own employees and to act in the interests of society as a whole. Socially responsible initiatives that relate to human rights, workplace, community and societal issues are embodied in Lakson Group Companies Corporate Social Responsibility annual reports and reflect what Lakson believes to be sound social standards for a business conglomerate.

As an organization, LI is committed to being a responsible member of the community and supports a range of programs and activities that enhance local, regional and global communities. We will continue to pursue actions that support this commitment across the business.

As an investment advisor, LI will be mindful of how third-party service providers, joint venture partners and companies in which it invests in on behalf of its investors address social responsibility and will take appropriate steps if it becomes aware of any cases where it believes satisfactory standards of “social responsibility” are not maintained.

Lakson Investments like the Group understands the importance of CSR and the positive role it can play in the community in which it operates. It is with this in mind that LI has chosen to partner with Special Olympics Pakistan (SOP).



## 31 Corporate Social Responsibility *continued*



SOP is dedicated to transforming the lives of children and adults with intellectual disabilities through the power of sports. SOP provides year-round training in more than 10 Olympics-type sports to empower and enable children and adults with intellectual disabilities to experience the joy and benefits of an inclusive life.

After the success of the first three LI sponsored marathons with approximately 2,500 participants, including 600 participants with disabilities, LI believes the unified marathon will create avenues of inclusion for people with and without disabilities in the future.

The 3<sup>rd</sup> Lakson Investments and SOP Unified Marathon took place on February 18, 2018 at the Moin Khan Academy in Karachi and was attended by over 3500 people.

In addition to this, LI's Head Office monthly rent is donated to the Hasan Ali Karabhai Foundation. The Hasan Ali Kara Bhai Foundation was established in 1954, and still assumes social responsibility on behalf of the entire Lakson Group.

The Foundation undertakes various financial aid programs and charitable contributions. It owns and operates a multi-storied office building in the centre of Karachi and the entire rental income from this property is being used for philanthropic purposes. The Foundations operates two eye hospitals – Lakson Medical Complex in Swabi & Sahiwal - aimed to cure eye diseases and to eliminate curable blindness in Pakistan.

### Community Investments (Rs.)

	2015	2016	2017	2018
Donations	6,650,000	2,660,000	1,000,000	2,000,000

## 32 Awards and Recognition

### Pakistan Credit Rating Agency (PACRA) 2017

- Lakson Investments Rated 'AM2+'

### Lakson Investments Special Olympics Pakistan (SOP) Unified Marathons 2016 - 2018

- Lakson Investments Lead Sponsor Support and Contribution

### Special Olympics World Games Los Angeles 2015

- Lakson Investments Contribution
-

## Contacts and further details

For further information, visit:

[www.li.com.pk](http://www.li.com.pk)

Or contact:

**Ms. Ana Mateen**

Head of Investor Relations

+ 92 21 3840.0400

[ana.mateen@li.com.pk](mailto:ana.mateen@li.com.pk)

**Lakson Funds**

[info@li.com.pk](mailto:info@li.com.pk)

**Lakson Venture Capital**

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**Lakson Private Equity**

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