

THE KEYNOTE

MAS GROUP

NEWSLETTER | 3rd Quarter 2015



MAS GROUP

Celebrating 4 Decades of Success

ZIC

All New ZIC X Series Now in Ergonomic Packaging



Hi-Tech Lubricants Limited

URL: www.hitechlubricants.com / UAN: 111-645-942

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EDITOR'S NOTE

Welcome to yet another business-tale presenting people driven culture of MAS. Thank you for sharing your encouraging feedback about the previous editions which really helps us a lot in improving our work and by bringing in colorful ways of sharing the business stories with our readers.

Apart from business share, market penetration, state of the art technologies & processes, and standardized best practices for doing business; what makes us really accomplished is the joyful smile of our People. Those who spend their day in and day out to bring new ideas of doing business and put their best efforts to achieve them. This typical edition of MAS Newsletter talks more about the life of People at MAS and the insights of the many flavors that combine us together as a winning team. Whether it's a business meeting to share future plans or volunteering for CSR Campaigns our people collaborate well and exceed the expectations. You will read and rather see the collectiveness of teams and the significant level of commitment of each member while you go through each section of this newsletter. Whether it's a scorching work temperature at Hi Tech Blending Plant or various Corrosion activities performed by the MAS Team at different projects, we make sure that everyone stays together to achieve more. And this uniqueness makes us stay at par with the competition.

I hope this edition will enable all the readers to feel the energy of togetherness as an integral part of life @ MAS. Please continue sharing your feedback and suggestions. My editorial team is more than welcome to make you a part of MAS newsletter with your creative write ups and new ideas that you may want to bring to the keen attention of our readers.

Shumaila Hameed

Shumaila Hameed
editor@masgroup.org





Left to Right: Mr Hassan Tahir (CEO) - Mr Tahir Azam (Director) - Mr Shaukat Hassan (Chairman) - Mr Basit Hassan (Executive Director) - Mr Ali Hassan (Executive Director)

MESSAGE FROM THE TOP

This is really energizing to share the progress of business regularly. And even more exciting aspect is to unfold the future of MAS Group by showing the vibrant and true picture of the business that once was considered as a dream. We plan, strategize, take action and make it happen. This is a simple yet solid way of doing business for people at MAS.

Let's talk about the creativity and innovative approach of business that took off HTLL from an ordinary partnership to the doorstep of being

Public Listed Company in Pakistan soon. It's a multitude of success factors counting to the milestones of business triumph. HTLL has been in the import and sale of synthetic Lubricants since 1997. During the last three years, the company's market share has increased significantly and overall market share is 7% with around 16% in passenger car motor oil (PCMO) segment whereas the future forecast to lead the competition is quite promising. One of the many reasons to achieve such a phenomenal growth trend has been the product quality and import of finished lubricants

from the principal I-e SK Lubricants of South Korea, having one of the world's largest petrochemical Complex with a market share of over 50% in synthetic lube base oil. Our new business venture with the hall mark of "Innovation at its best" will expand the business opportunities for beginners and mature investors also. And this will boost the competition in addition to multitude of opportunities for doing business in Pakistan as well as for the aspiring candidates to grow professionally.

MAS is a group of companies offering a diversified portfolio of business. We embrace the opportunity and collaborate to deliver the best and we make it sure to celebrate the success with our people. This is what makes us proceed consistently on the road of success.

Hassan Tahir

Mr. Hassan Tahir
CEO HTLL



PEOPLE

We make sure that people get-together on occasions & festivities round the year.

"Success seems to be connected with action. Successful people keep moving. They make mistakes, but they don't quit."

Conrad Hilton

MAS envisions its success contingent to the growth and development of its People. We realize that our corporate values enhance the cohesive working culture that best suits the demands of contemporary norms of professional environment. We believe in Integrity, Respect, Quality and Responsibility as the foundation of winning the hearts of our stakeholders. We ensure the best ethical practices across the borders of MAS all over the country through standardized patterns.



I started my career with HTLL and could not recall a day when i felt any less in terms of learning through exciting challenges & opportunities; my work has made me to grow both personally and professionally

Muhammad Anwar Sajjad
Deputy Manager Supply Chain C.P.D
With HTLL | Since 1996



During the recent years of phenomenal growth and development of business, the keen focus of management and the Board of Directors have been concentrated toward the professional and personal development of People at MAS.

Therefore this area has been marked as one of the critical success factors to bring MAS on

the bright horizon while competing with the market and by having the skillful repertoire of human resources.

The development of People at MAS offers a different flavor of professional development. These plans are carefully designed by analyzing the needs of people and blending it with the future needs of business.

During the past few years, MAS has offered development programs pertinent to sales and enhancing the skill level of our sales professionals to win the minds of customers and leaving a bright image of brand to increase the customer base.

Whether such programs have been executed locally or internationally; the HR team ensures the provision of top quality Facilitators to engage people and offers them a unique flavor of professional skill enhancement coupled with relationship building amongst different teams. All such initiatives are focused to build high performing teams where people with unique skill sets and having diverse exposure of their relevant functions get together for achieving common goals.

Apart from training & professional development of teams; people at MAS live their professional lives as a closely knitted family. We make sure that people get-together on occasions and festivities round the year.

The blend of engagement initiatives with CSR, professional development & networking, outbound team and technical skills enhancements are the progressive steps with a clear foresight to develop our people who are the success factor behind phenomenal achievements of MAS. We care for our people and believe in a long term investment. The only mantra is to share the success and gain double advantage of winning the hearts of our people.

The key objective of HR Division is to make sure that employees celebrate each day with their peers while working cohesively with each other which offer a fair amount of competition for a corporate win-win.



“Change will not come if we wait for some other person or some other time, we are the ones we've been waiting for, we are the change that we seek.”

Barack Obama

ILMGAH HIGHLIGHTS

Art is as natural as sunshine and as vital as nourishment.



"Every child is an artist. The problem is how to remain an artist once we grow up." Pablo Picasso

ART CHILDREN

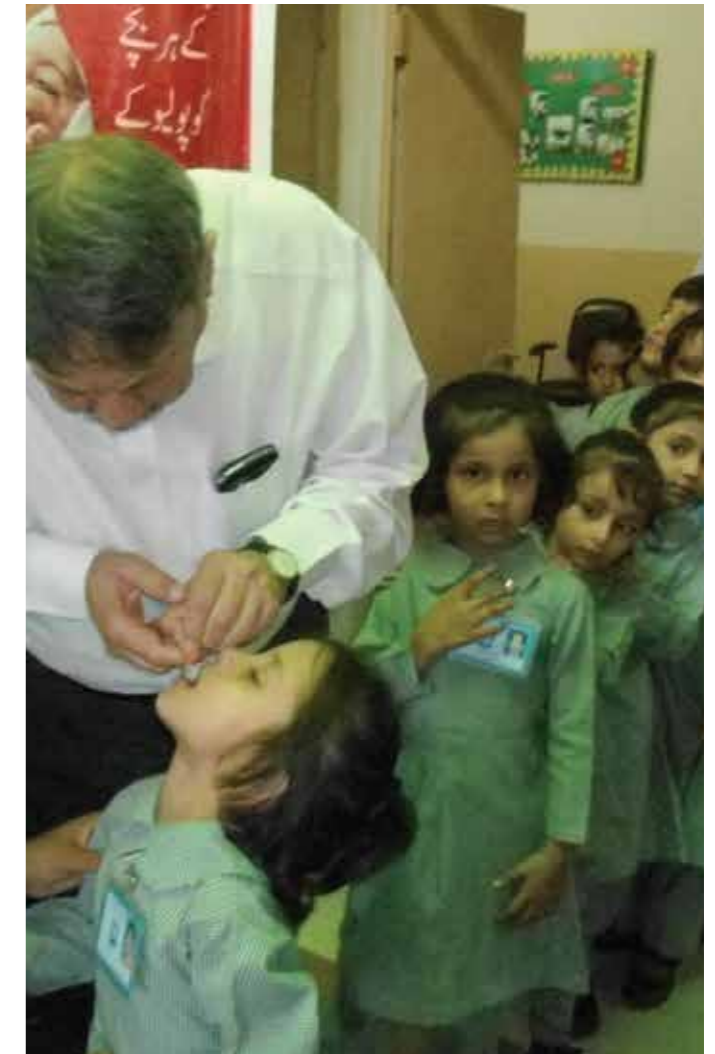
Teaching children about art is not just about showing them how to recognize a van Gogh or Picasso; it's about preparing young minds for a future of invaluable experiences. The Faculty of Iimgah, realizing the importance of creativity in children, celebrated Creative Art Day. The respective class teachers of Kindergarten brought to light some beautiful artwork created under their supervision by the little shining stars of Iimgah.

Creative Art Day is a regular feature in the curriculum of School. Iimgah believe that Arts and crafts activities help stimulate preschool child's imagination and creativity, helping with physical and mental development.



POLIO IMMUNIZATION DAY

HTLL in collaboration with Rotary International Club, Lahore, in the global fight to eradicate polio gave a visit to Iimgah on 17th September 2015. Mr. Shaukat Hassan Chairman Hi-Tech Lubricants Limited accompanied the Rotary members. They were received by Mr. Azhar Nawaz, the administrator of Iimgah along with Mr. Zalmi Azam Durrani, Director Hi-Tech Lubricants Limited. Students under age of 5 were given the polio vaccine by the Rotary team members. This CSR initiative was taken to recognize the country's continued commitment and progress towards ending this disease.





TRENTON'S MAJOR CLIENTS

- *BR Petrobras Oil & Gas BRAZIL Company*
- *Occidental Petroleum Corporation, USA*
- *Mesa Gas Company, USA*

MIAS and its **EXPANDING** **PORTFOLIO**

Thousands of miles of pipelines are now protected by Trenton systems throughout the world.

MAS associates (Pvt) Ltd. is proud to start its collaboration with world's renowned manufacturer of Anti-Corrosion Materials; Trenton Corporation.

Trenton Corporation offers a wide range of wax-based anti-corrosion products to protect

pipelines since 1949. They provide excellent anti-corrosion materials for a variety of environments. The products include a selection of Wax-Tape brand anti-corrosion wraps, Primers, Outer wraps and Hot-Applied Coatings that work to protect your resources.

WHAT MAKES TRENTON ANTI-CORROSION MATERIALS THE PRODUCT OF CHOICE?

- Minimal surface preparation
- Ease of application
- User friendly
- No special tool required
- Conformable to irregular surfaces
- Removable for inspection
- Compatible with other coatings
- No drying or curing time prior to backfill
- Environmentally friendly
- Cleans MSDS
- Non-carcinogenic



Participants of the training with Mr. Mobeen Hassan



Mr. Mobeen Hassan (right) giving his presentation



A click of MAS Team with Mr. Shafqat Ali and Mr. Mobeen Hassan



Mr. Safdar Ali Channa, Mr. Shafqat Ali and Mr. Mobeen Hassan

CORROSION AWARENESS SESSION - ISLAMABAD
Corrosion never sleeps; you can buy more time.

MAS associates organized a Corrosion Awareness Technical Seminar. The Presentation was to focus on Corrosion caused by "AC Interference" and "New & Old Sealing Systems for Monolithic Insulation Joints". The opening remarks were made by Mr. Imran Anjum Ch. (Deputy Manager Operations), who introduced the guest speaker of the seminar Engr. Mobeen Hassan of PST Global.

The seminar was well attended by the corrosion community from all the major E & P companies, Fertilizer and Refinery sector. A fairly interactive discussion took place followed by a question answer session. In the

end Engr. Shafqat Ali (General Manager) delivered the concluding remarks stressing the need to give due importance to corrosion in their existing installation / upcoming projects and to ensure that steps are taken to save & protect the national assets such as Gas/ Oil Transmission/Distribution, Plant pipelines, enhance its operational life and finally protect the environment. Also presented the shield to the Guest Speaker Engr. Mobeen Hassan and thanked him for showing up with active participation.

The session was followed by a splendid lunch. The guest thoroughly enjoyed the session and found it worthwhile.

MAJOR OIL & GAS DISCOVERIES IN PAKISTAN (AT A GLANCE)

1 MPCL has made a Gas Condensate discovery in Karak at Kalabagh-1 well in Punjab Province. A successful DST (Drill Stem Test) was carried out which flowed at a rate of 340 bbls per day condensate and 7.98 MMCFD of gas. Well also flowed 500 BOPD of crude oil.

2 PPL has made a Gas Condensate discovery in Gambat South at Kabir X-1 well in Sindh Province. A successful DST was carried out which flowed at a rate of 253 BOPD (Barrel Oil per Day) of condensate and 1.94 MMCFD (Millions of Cubic Feet per Day) gas.

3 UEPL has made a Gas discovery in Dabhi at Korari North-1 well in Sindh Province. A successful DST was carried out which flowed at a rate of 3.12 MMCFD of gas.

4 POGC has made gas discovery in at Rizq-1 well in Sindh Province. A successful DST was carried out which flowed at a rate of 10.69 MMCFD of gas.

5 MOL has made a gas condensate discovery in at Mardan Khel-1 well in KPK Province. A successful DST was carried out which flowed at a rate of 4,387 BPD of condensate and 51.05 MMCFD of gas.

6 OGDCL has made an oil discovery in at Palli Deep-1 well in Sindh Province. A successful DST was carried out which flowed at a rate of 1,095 BOP.



OIL
88,079.48
BBLs /DAY



GAS
4,161.85
MMCF/DAY

Lucky draw for the year 2014 has been one of the loveliest memories to recall. I was taken by surprise to get the news to earn Rs. 50,000 cash prize as a winner of Employee Annual Lucky Draw.

Faiza Ehsan
Sr. Coordination Officer
With MAS | Since 1997



HTBL PROGRESS IN PICTURES



Deep penetrating test of bottom plate tanks being done under the supervision of HTBL employees



Visit of HTBL consultant Petrochem Engineering Services (PES) at the Plant site



Inspection of Mechanical work taking place under the supervision of Third party inspector Mr. Ajmal Shah with the site engineer



Nouman inspecting the bottom plate thickness of the tanks

TRAININGS

You don't close a sale; you open a relationship if you want to build a long-term, successful enterprise

ENHANCING HTLL PRODUCT KNOWLEDGE

HTLL has improved its Product Design. For this purpose, HRD designed two-Day learning session on 'Enhancing HTLL Product Knowledge' for its sales team in the corporate office Lahore.

The purpose of the session was to give clear understanding to its sales team about technical aspect as well as thorough product knowledge. The training helped participants to unleash their tremendous selling potentials to stand-out amongst competitors.



Willpower is the key to success. Successful people strive no matter what they feel by applying their will to overcome apathy, doubt or fear.

Dan Millman

LIBERATING PASSION

HTLL believes that we have immense potential to grow our business exponentially. However, to realize this potential the company relies solely on functional teams operating Nationwide. To ensure that the Sales and Operations teams of HTLL maximize the impact they can have, HTLL organized a learning session on "Liberating Passion: How to Transform Disengaged Workforce into an Engaged and Passionate Workforce". The program was specially designed for the Assistant Managers (Sales

and Operation - Central). The session focused on maximizing the impact of Sales and Operations team by giving them an opportunity to grow.

The purpose of the training was to let the participants learn the importance of building passion for work to earn the competitive advantage. Because Passion is natural and when it is liberated, outstanding results soon follow.



Glimpse of training session



Due to business needs and my career interests; I have been rotated on my job and I consider it the best ever decision to excel in my career with right professional instinct.

Nafees Ahmed
Sr. Procurement Officer
With HTLL | Since 2012



DEPARTMENT HIGHLIGHTS

PLANNING & AUDIT

THE EXPERTS

Throw us to a pack of wolves and we will come out leading

Hi-Tech has evolved at great pace and to keep up, we envisioned the expansion and specialization of the Internal Audit department. To instill efficiency, segregation of tasks was established and hence the creation of Financial Statements Audit, Sales Audit and ISO Quality Management sub-divisions. Another vision was materialized by initiating the concept of monitoring organization wide performance by creating an integrated budgeting system and hence, the evolution from Internal Audit to Planning & Audit.

Specializing in Audit, Strategic Forecasting and Quality Management, a more recent addition to our versatile span of work is the adoption of Health, Safety and Environment standards (ISO 14001) by virtue of which, we will establish procedures to benchmark organizational health and safety and monitor compliance against the same.

Once entrusted with a limited mandate, P&A has grown into one of Hi-Tech's most creative, adaptive, dynamic, professional and effective Department.



"Successful people will always tell you you can do something. It's the people who have never accomplished anything who will always discourage you from trying to achieve excellent things."

Lou Holtz

INTERNAL AUDIT

From restructuring Hi-Tech's internal reporting in line with ERP standards to adding value in key areas including Sales, Inventory, Operational and Capital Expenditures including creation of various supporting systems and procedures. To ensure risk mitigation in expenditure incurrence, we are now pre-auditing all transactions. Further, to enhance value addition and close gaps between our systems and industry best practices, we have partnered our efforts with specialist consultants i.e. Ernst and Young.

BUDGETING

Creation, Implementation, Enhancement and monitoring of an organization wide integrated and fully automated in-house Budget Financial model that has a proven error rate of 0-2%. The overall initiative has infused "Planning" and "Shared Goals" as vital departmental elements across Hi-Tech. Further, the creation of in-house cost savings and business feasibility models and to satisfy critical information needs of the higher management we have developed state-of-the-art fortnightly and monthly reports.

SALES AUDIT

A profit center by nature, the Sales Audit department has added massive value by analyzing and rationalizing distributor incentives earned. For ease, we have developed a comprehensive web based "Claims Management System" which ensures timely and efficient audit and approval of distributor claims against schemes. Key benefits derived include cost savings and improved distributor relations.

QUALITY MANAGEMENT (ISO-9001:2008)

Exerting optimum efforts in revamping quality procedures of the ERP driven HI-Tech environment, we have been titled an 'ISO Model' by our external certification body.

No bigger excitement than expanding a department and then being promoted within a year to lead it with the perfect team on board.

Ali Khalid
Manager Planning & Audit
 With HTLL | Since 2014

Being inducted in Internal Audit after a tough interview at Hi-Tech, was literally a dream come true

Ahsan Iftikhar
Audit Executive
 With HTLL | Since 2014

Volunteering for the TCF Rahbar program took me to newer levels of personal development. Never felt so motivated before to become a role model.

Amir Hameed
Senior Market Audit Officer
 With HTLL | Since 2010



We don't need occasions to hang out and celebrate.

At P&A, we believe in shared and progressive learning where each resource is not only qualified but also trained adequately to ensure timely task completion and periodic enhancement. Our core strengths have always been the elements of creativity, planning and optimal output quality.

However, the aforementioned could never have been possible without developing a healthy and congenial working environment both within and outside the office. Regardless of the magnitude and volume of challenges we face, we stand united and positively motivated in our efforts to lift Hi-Tech to the apex of success.



Practical - Less about words, more about work

Believe in balancing Work and Fun

Trendsetters

Passionate - Strong at nerve, body and heart

Energetic - Young Blood



Our passion to be a team is not limited within Office bounds.



MID ANNUAL CONFERENCE

“A dream doesn't become reality through magic ; it takes sweat, determination and hard work.”

Colin Powell



HTLL gathered its top management for a Mid Annual Conference at the premises of its Corporate Office, Lahore. The three-Day Conference started from 10th to 13th August 2015. It gave a comprehensive mid-Year review and highlighted clear objectives for the current performance cycle of 2015. The major focus of the conference was to bring forward plans of actions to achieve the best by the end of the current year.

The functional heads of HTLL exhibited their concise and organized presentations to the Board of Directors focusing on the rightful agenda to maximize output in order to achieve favorable results by the end of 2015. The Conference advanced to the next level that provided engagement and external facilitation that focused purely on Distribution Management & Sales and Profit Optimization.

This dynamic training titled as “Enhancing Selling Power & Managing Stress” helped particularly sales personnel’s to improve their sales outcome by cultivating a positive mind-set and client-centered selling approach. It focused on the application of a consultative selling approach with the right set of selling skills to plan and control the sales cycle, building customer trust, addressing customers’ needs and making sales in the shortest possible time keeping in view service quality approach. Moreover, 2nd module of the training helped participants to learn techniques in order to reduce their sales pressures and stress.

The training was blended with high energy, exciting and challenging activities that made the Management to transform into a cohesive unit and learned to support each other to achieve common goals.

ZIC JEET HI JEET WORLD CUP DHAMAKA PRIZE DISTRIBUTION CEREMONY

Hi-Tech Lubricants Limited celebrated the splendid success of “ZIC JEET HI JEET WORLD CUP DHAMAKA” Trade Scheme and shared the delight of the blessed month of Ramadan with business partners. Hi-Tech Lubricants Limited hosted a Grand Iftar Dinner at Faletti’s Hotel, Lahore. This get together appreciated the efforts and contributions of retailers from Lahore, Gujranwala, Sialkot & Gujrat Region. The key highlights of the event were the vehicle winners M/s Makki Oil, Lahore & Star Oil, Gujranwala who won Suzuki Mehran & Suzuki Bolan respectively in a one month purchase scheme.

BOD Hi-Tech Lubricants limited Mr. Shaukat Hassan, Mr. Tahir Azam, Mr. Zalmai Azam Durrani Mr. Basit Hassan, Mr. Hassan Tahir and Mr. Ali Hassan were also present who distributed the gifts amongst the retailers.

Mr. Tahir Azam & Mr. Ahmed Shujah Country Head Sales ZIC also addressed the audience and prompted them to keep educating the end users about the unique feature of friction reducing thus enabling better protection with a soundless engine.



Central



South



North

ZIC IFTAAR

During the religious month of Ramadan, introspection and prayer MAS group arranges for its Work Family an Iftar get together every year. This year it took place at Faletti's Hotel on July 2nd, 2015. This was an opportunity for the family to get together and strengthen the bond. The event was attended by everyone from the group. What more could have been expected from this event where you have great food , friends and a part of your family together, where everyone offered the Maghrib prayers together side by side.



Informal Gathering of Employees during Iftar.

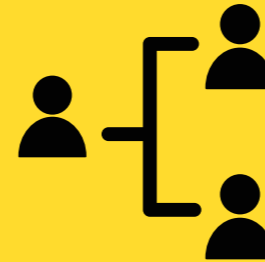


BUILDING A POSITIVE TEAM

Helping Your People be Happy and Engaged



Teams that are highly motivated and positive are not only fun to be part of, but they also accomplish far more than teams that are struggling with morale. This is why it's so important that, as a leader, you strive to build a positive team.



Teams often become more positive because they have a positive leader. This is why focusing on your own happiness, well-being, and emotional intelligence is the first step in creating a great team.



Research shows that positivity can make a real difference to people's success and well-being. Happy individuals are then more successful in many areas of their lives, especially in their careers, compared with individuals who struggle with happiness and positive thinking.

Studies show how much of an impact positivity has on people's ability to think creatively, progress their careers, cope with challenges, and work with other people. Positivity is an essential ingredient for success!



Martin Seligman, a leading positive psychologist, developed the PERMA Model to highlight the five essential elements that you need in order to be happy. PERMA is an acronym that stands for:

1. Positive emotion.
2. Engagement.
3. Positive Relationships.
4. Meaning.
5. Accomplishment/achievement.

Start by thinking about how you can increase each of these elements in your life. The more of these things you can bring to your life, the happier you'll be!

I value Job Satisfaction as one of the key ingredient for my success in professional career. The painstaking targets, sales volumes, team engagement and many other exciting to do's of my everyday job being a sales professional helps me earn the at-most amount of satisfaction as the best reward.

Syed Muhammad Iftikhar
 Sr. Manager Sales South Region
 With HTLL | Since 2009



Today the success of HTLL reminds me of words once said by Mr. Tahir Azam that "THERE WILL BE A DAY WHEN WE WILL SUCCEED" unveiling true commitment behind said words.

Khalil Ahmed
Administration Executive
With HTLL | Since 1995



Next, stop and think about the work that you do. Do you know what your strengths are? And how often do you get to use these strengths?

Our work is most satisfying when we can use our unique abilities in a way that makes a real difference to someone else, or to our organization.

First, conduct a Personal SWOT Analysis to discover your strengths. Last, work on your emotional intelligence . Emotional intelligence is a vital leadership skill, because it gives you an awareness of your own emotions, as well as for the feelings and the needs of others.

Emotionally intelligent leaders understand what their emotions are telling them, and, because of their inner strength and awareness, they don't take out their own negative emotions on their people. This is definitely a skill that you should cultivate if you want to lead a positive team!

REMOVING OBSTACLES TO POSITIVITY

Before you can encourage positivity in your team, you need to remove any obstacles to it. By doing this, you can ensure that your team won't start getting motivated and then run into a series of roadblocks; this start-and-stop progress is dispiriting, and it can quickly undermine your team's sense of motivation.

For your team members to be satisfied in their jobs, you must first remove the causes of dissatisfaction, and then add factors that contribute to satisfaction. Both of these steps need to take place for your team members to feel truly happy in their work!

The office itself is something that has the potential to destroy motivation and positivity. So, take steps to create a healthy workplace for your team. Look at the work environment; it should be comfortable, well-lit, clean, and safe. Other elements, such as life balance, employee recognition, and involvement, also play a big part in your team members' happiness (or lack thereof).

MANAGING POSITIVITY

Once you've removed obstacles that could slow your team's progress, it's time to start managing your team in a positive way. There are many ways to do this.

- 1 Teams that fully understand the purpose of what they do are usually more engaged than teams without this focus. This is why it's important to create mission and vision statements for your people. These statements are inspiring messages that express the deeper purpose of the work that you are doing.
- 2 Create a team charter to define each person's role, the group's projected outcome, and your own expectations. Team charters are useful for a happy team, because they provide focus and direction. After all, when your team members know what they're doing (and why), they can all move forward together, instead of pulling in different directions.
- 3 Next, look at the objectives that you've set for your team. Make sure that your team members' goals align with those of the organization by using Management by Objectives . Without this framework in place, your team members might feel unmotivated, simply because they're not sure what they should be doing, or because they don't understand how their role benefits the organization.
- 4 Keep your team informed about what's happening in the organization, as well as within the team; the more open and transparent you are, the easier it will be to build trust and create good relationships. Schedule regular meetings to discuss important updates or changes. This also gives your team members a chance to voice any concerns or issues that they're having with their work.
- 5 Find out what their biggest frustrations are at work, and discuss how you could eliminate them. Are the processes and procedures that they use working well? Do they have any trouble finding key information? By practicing Management by Walking Around on a regular basis, you can connect and communicate well with your team, and, by doing this, you can understand what's really going on.

REINFORCING POSITIVITY

Positivity is a habit, and the only way that you'll cultivate long-term positivity with your team is to reinforce it daily. This takes focus and self-discipline, but the benefits can be huge!

- 1 First, make an effort to build confidence in your team. Giving autonomy helps you get started with this, but you can also build confidence by celebrating the successes that your team members achieve. Another way to help your team is to encourage training and development opportunities, so that your people can build additional skills and knowledge.
- 2 As you've likely experienced in the past, one person's bad attitude can affect the entire group. If you have a team member who consistently thinks negatively, then you need to take action before he or she drags the group down.
- 3 Also, coach your people to use affirmations to be more positive. Affirmations are positive statements that help you overcome negative thinking. They're great for helping your team members overcome self-sabotaging thoughts and behaviors.

"Coming together is a beginning, staying together is progress and working together is success."

Henry Ford

A GLIMPSE FROM THE PAST



A glimpse from the past where Mr. Yu Xuan Project Director and his fellow colleagues from CDC China meets at a dinner with Mr. Shaukat Hassan, Director MAS Group to discuss various projects in 1994.

HI-TECH LUBRICANTS LIMITED COMPANY BEHIND ZIC



Hi-Tech Lubricants Ltd.

EMPOWERING A BETTER TOMORROW



CONSUMER CHOICE AWARD 2011-2014



ISO 9001:2008 CERTIFICATION



ENERGY AWARD 2012 (communication)



UNGC CHAMPION 2013-14

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"CAN DO BEST"





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