PDS

Global | Collaborative | Digital | Ethical



CONNECT

Edition-6 (October 2025 - December 2025)

Quarterly update on PDS's global initiatives, achievements, and sustainability journey.
Stay tuned for insights, stories, and milestones we've accomplished.

Leadership Speaks

As we step into 2026, our leaders envision PDS growing stronger through trust, entrepreneurship, and people at the heart of every success, driven by purpose, agility, and discipline.

As we reflect on 2025, I'm incredibly proud of the journey we've taken together at PDS. From our earliest days, what has distinguished this organisation is the way our teams have stood by one another, taken ownership of their businesses, and remained grounded in humility even as we scaled globally.

Celebrating our 25th year has been a powerful reminder that true progress is not measured by metrics alone, but by the values we uphold along the way. Our philosophy of empowering our people and fostering a sense of ownership has truly been the foundation of our success. This culture of trust, transparency, and teamwork continues to be the driving force behind everything we do.

The past year has brought its share of challenges, but we've overcome them by consistently raising the bar—and it's been inspiring to see how far we've come. Together, we've embraced change, driven innovation, and most importantly, stayed true to our core values.

For me, the excitement of the future comes from knowing that we're not just adding value to the organization, but also to the people we work with and the planet we all share. We will face challenges, no doubt. But with the strength of our culture, the support of our



partners and the dedication of our people. With this mindset, the possibilities for the year ahead are endless.

Thank you to our teams, partners, and clients for your trust and collaboration. Let's keep pushing forward in 2026, with the same passion and commitment that has brought us this far.

Here's to continued growth, success, and positive impact in the new year!

DR. DEEPAK KUMAR SETH
Chairman

As we conclude 2025 and celebrate the journey of PDS, I'm reminded of how far we've come and how rapidly the world around us is transforming. Yet, in spirit, I still see us as a startup, curious, agile, and driven by the belief that there is always a better way to build, create, and grow. That entrepreneurial mindset, experimenting boldly, learning continuously, and staying deeply connected to our purpose continues to shape how we think about the future.

Our industry is undergoing a significant shift. There is still widespread distress, many businesses are struggling, and consolidation is inevitable. In times like these, financial discipline becomes more critical than ever. At PDS, every decision must continue to be guided by cash flow, P&L, and the behaviors and values that shape the way we work. Staying sharply focused on operational excellence is the only way forward.

I often look back to our humble beginnings 25 years ago in Hong Kong—long meetings, building lasting relationships, and creating a foundation that still guides us today. Not many businesses can proudly say that after 25 years, we still think and operate with the hunger and agility of a start-up. PDS has always been built P&L by P&L - one leader, one business, one opportunity at a time. Over the years, this entrepreneurial foundation has helped us expand across markets, categories, and customers, while maintaining strong unit economics and building sustainable business models.

As we move ahead, our priority remains clear: delivering value to our customers, strengthening our risk management framework, and ensuring PDS remains an attractive destination for industry leaders who want to build and scale with purpose. With



clear plans and disciplined execution, we can continue to grow responsibly and sustainably.

At the heart of PDS is our philosophy: People Drive Success. The right partnerships, the best talent, and a culture built on trust and ownership have shaped who we are today one of the most respected and admired organizations in our industry.

Thank you to our teams, partners, and stakeholders for your unwavering commitment. Together, we will navigate the challenges ahead and continue building a future defined by resilience, innovation, and shared success.

PALLAK SETH
Executive Vice Chairman

PDS began with a simple but powerful mission to connect fashion brands with reliable sourcing partners across the globe and elevate regional manufacturers into international players. That mission has shaped our identity, guided our decisions, and continues to inspire our evolution.

My own journey with PDS has been deeply enriching and encompassing many milestones. We are not only a sourcing partner, but as a truly integrated Global Supply Chain Solutions Provider—spanning design, supply chain services, sustainability, and manufacturing. Today, we offer full-stack capabilities to some of the world's leading brands, powered by the commitment of more than 4,400 employees and 6,000+ factory associates worldwide. Their resilience and discipline have enabled us to maintain a strong market presence and build a robust foundation for the future.

As we step into the new year, many of the challenges of the past year will remain. Fashion cycles are shortening, customer expectations are rising, and regulatory pressures are increasing. This environment demands agility, operational excellence, and most importantly financial discipline. We will continue to make decisions grounded in cash flow, profitability, and long-term value creation, ensuring we stay resilient in an industry undergoing rapid consolidation and transformation.

Our priorities are clear. We will focus on scaling operations, increasing wallet share with key customers, driving cost synergies, and accelerating digitisation across decision-making. We have embarked on a focused AI journey to strengthen the performance of the PDS platform leveraging data and intelligence to deepen customer relationships, enhance operational excellence, and enable long-term, scalable value creation across the organisation. At the same time, we



will continue to deepen our commitment to sustainability, expanding design and product innovation, pushing sustainable materials and circular solutions, and stepping into home and lifestyle categories so we stay ahead as consumer expectations evolve. This isn't just a plan it's a playbook for building something that lasts.

Thank you to our teams, partners, customers, and stakeholders for your trust and collaboration.

Together, we are prepared not just for the challenges ahead, but for the opportunities they will unlock.

SANJAY JAIN
Group CEO

News at PDS

PDS Receives Gold Award for World Leadership

PDS has been awarded the Gold Award for World Leadership in RMG from India at the Apparel Export Promotion Council's Export Awards. The award was received by our Group Chairman, Dr. Deepak Kumar Seth and Mrs. Payel Seth, from the Hon'ble Vice President of India, C. P. Radhakrishnan. This honour reflects Dr. Seth's visionary leadership and the collective strength of the PDS Platform



PDS launches First Ever Vodcast: PDS Unplugged



A fun and insightful vodcast series with our leaders, which captures the raw, candid conversations related to the PDS journey and its people so far.

PDS UNPLUGGED Episode 1



A fun conversation on achieving the milestone of the 25th anniversary of PDS, sharing insight about the PDS journey and what the future holds.

Click here to watch the full episode- https://www.youtube.com/watch?v=NG6Ur1NbUs0

A Year of Global Progress and Partnerships



PDS expanded globally in 2025, strengthening brand collaborations and opening new growth opportunities, driven by our teams and partners, reaffirming our focus on innovation and responsible growth.

PDS at TEXCON25: Shaping India's Textile Future





PDS participated in TEXCON25, with Group CEO Sanjay Jain highlighting India's potential as a global sourcing hub and the role of digital visibility and collaboration in driving a competitive textile ecosystem.

Abhishek Nawani Appointed as CEO, Manufacturing

PDS has strengthened its manufacturing leadership with the appointment of Abhishek Nawani as CEO- Manufacturing, leading customer engagement and strengthening PDS's customer-focused and resilient manufacturing operations.

Read more - https://lnkd.in/gwJYzWqu



Norlanka's Verified GHG Emissions Reported for FY 2024–25

GREENHOUSE GAS VERIFICATION OPINION

Certificate Code: **CU853866CU-GHG-01.2025**

GHG statement in the reporting year 2024/2025 of

NORLANKA MANUFACTURING COLOMBO LIMITED

Rotunda Towers, No.109, Galle Road, Colombo 03, Sri Lanka.

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

GHG Protocol - Corporate Accounting & Reporting Standard

Control Union Certifications has inspected and verified the unit(s) of the above-mentioned client, in accordance with the standards mentioned and declares that

01	Scope 1 Emission	118.15 tonnes of CO_2e
02	Scope 2 Emission	651.13 tonnes of CO_2e
03	Scope 3 Emission	15,113.88 tonnes of CO_2e

Total Verified Greenhouse Gas Emissions: 15,883.16 tonnes of CO_2e

GHG statement covers the operations of twelve (12) months
from April 01, 2024, to March 31, 2025

Date of Verification
24 September 2025
Place and Date of Issue:
Colombo 07, 26 September 2025

CONTROL UNION VERIFIED
GHG PROTOCOL

Declared by

On behalf of the Managing Director

Umesh Hettiarachchi
Reviewer
Control Union Inspections (Pvt) Ltd
2nd Floor, BAM Musee Tower,
52 Sir Marcus Fernando Mawatha,
Colombo 07, Sri Lanka

CONTROLUNION
ENVIRONMENTAL SERVICES

This summary is not valid without the full Assurance Statement attached on pages 2 to 3 to which it applies.

NORLANKA

Norlanka has verified its Scope 1, 2, and 3 greenhouse gas emissions, providing a credible baseline to guide sustainability strategies and reduce its carbon footprint across operations and the value chain.

AN OVERVIEW OF KEY HIGHLIGHTS OF OUR BUSINESS VERTICALS





Reaktiv x Oti at Sainsburys Tu

In collaboration with Oti Mabuse, Poeticgem's latest Reaktiv drop at Tu Sainsburys, blends style and function. With power-meshed panels and compression leggings to sculpt and support, mix rich tones with blush and leopard prints from gym to downtime. Menswear was also introduced; it includes men's performance tops and joggers for strength and all-day comfort. The Reaktiv brand continues to be a success, amplified with a digital marketing campaign and PR support

Poeticgem launched their new AW collection "Rise by Zara McDermott"

Poeticgem has launched a new autumn-winter collection in collaboration with the reality TV star Zara McDermott.





Maybe Baby at Boots

Poeticgem continues its partnership with Boots, designing and manufacturing the exclusive baby and toddler collection, Maybe Baby. The new Spring range launched this month with the introduction of nursery lines. The collection focuses on comfort and wearability, fun prints and new knits. It also features key licensed characters, Bluey and Snoopy.

Key Achievements in 2025

Capability Strengthening

Established in-house technical excellence with Tesco-certified technologists and mill auditors, accelerating informed decision-making.

Quality Control Integration

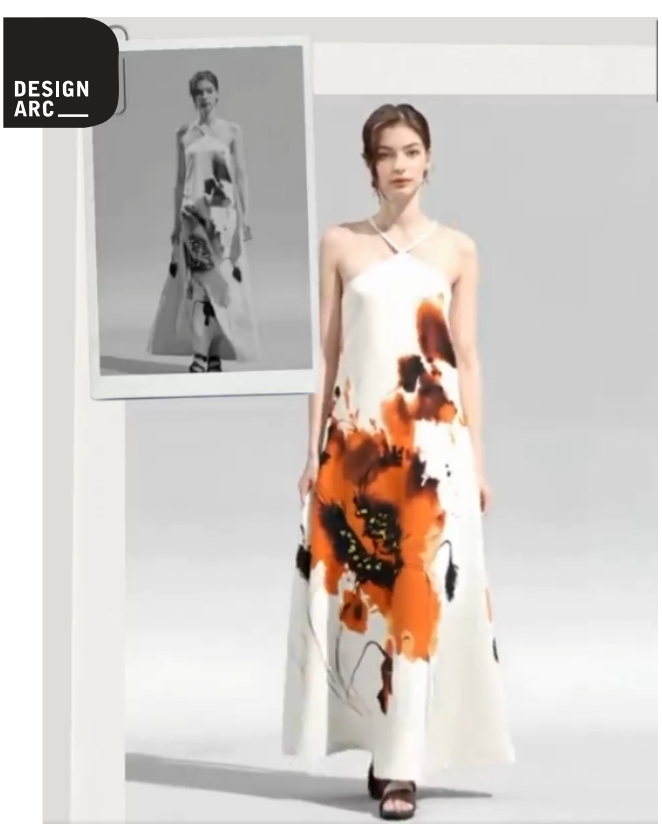
Integrated certified QC inspectors at key suppliers to drive consistent quality and supplier empowerment.

Customer Recognition

Recognised by Tesco, Primark, George, and TU for leadership in compliance, traceability, and performance standards.

New Customers & Product Expansion

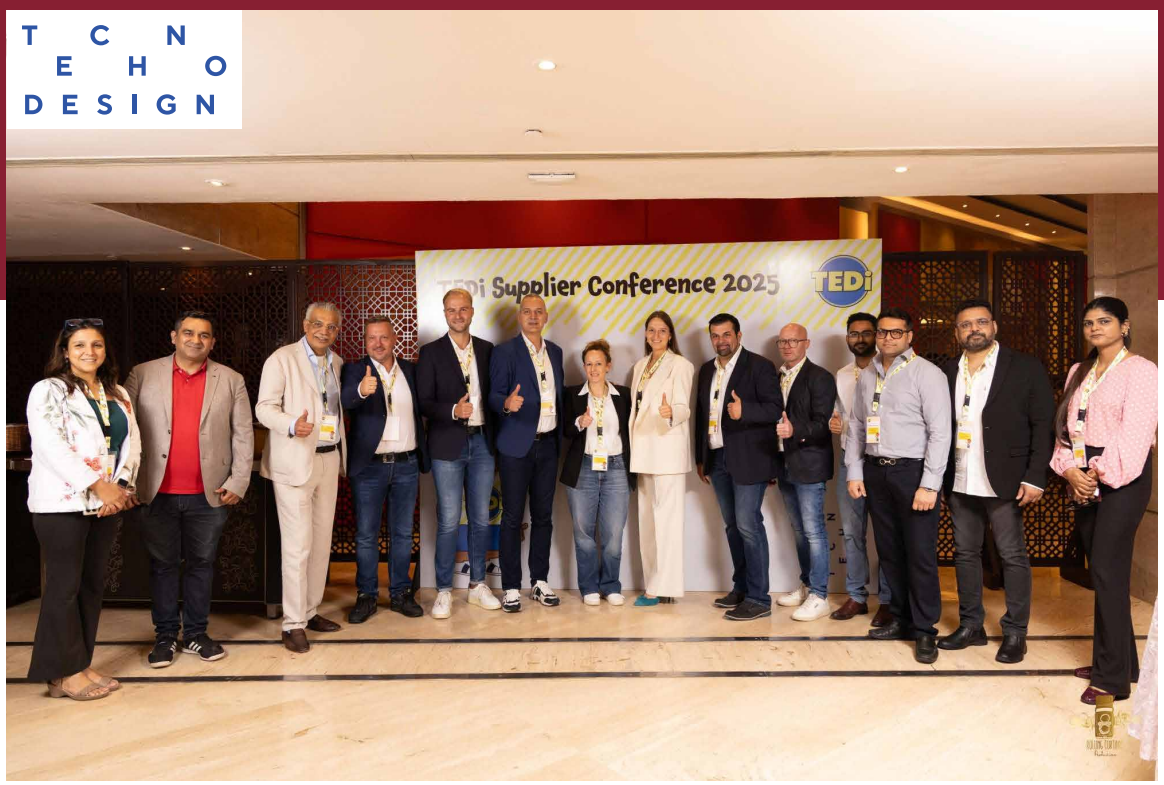
Successfully expanded into children's wear and athleisure across Boots, TU, and new partnerships with Next, George, and Tesco.



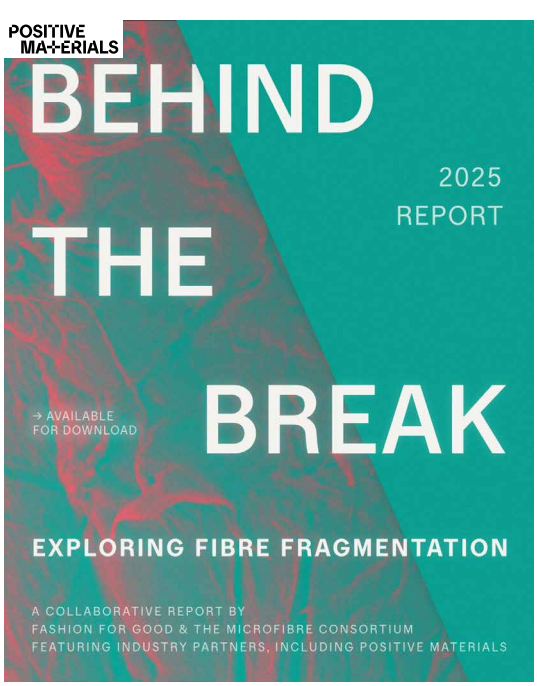
Design Arc Advances Virtual Sampling with 3D and AI Integration

Design Arc is integrating 3D sampling and AI model generation to enable virtual sampling and fittings, enhancing design efficiency and accuracy. And, this will strengthen design capabilities and enable more effective, future-ready solutions for customers.

TEDi Supplier Conference 2025 Strengthens India Partnerships



Rajive Ranjan, Founder and Managing Director, Techno Design, a part of PDS, share his insights at TEDi Supplier Conference 2025 held in India. This conference brought together leadership and partners to discuss innovation and future growth, reinforcing the vital role of Indian partners in supporting global expansion through collaboration and trust.



Behind the Break: Exploring Fibre Fragmentation Report Released

The Behind the Break: Exploring Fibre Fragmentation report, led by Fashion for Good and The Microfibre Consortium with industry partners including Positive Materials, is now available. The study offers practical insights into fibre shedding through multi-lab testing, helping inform better material choices and product development.

Positive Materials at Première Vision AW 26–27



Positive Materials was featured at Première Vision AW 26–27 Eco Innovations, showcasing circular materials, regenerative fibres, and sustainable colour technologies driving the future of responsible performance.

MANGO x Materra Launches Regenerative Cotton Denim



The MANGO x Materra collection features jeans made with regenerative cotton grown by farmers in India, combining responsible sourcing with modern design. The campaign highlights the role of regenerative agriculture in creating denim that delivers both style and positive impact.



Trailblazer Programme Returns for Third Edition

The Trailblazer Programme returned with its third edition, continuing to open doors for innovators shaping the future of fashion. Powered by PDS Ventures and Global Fashion Agenda, the initiative supported breakthrough ideas across nature-positive solutions, circular systems, and technology-led transformation.

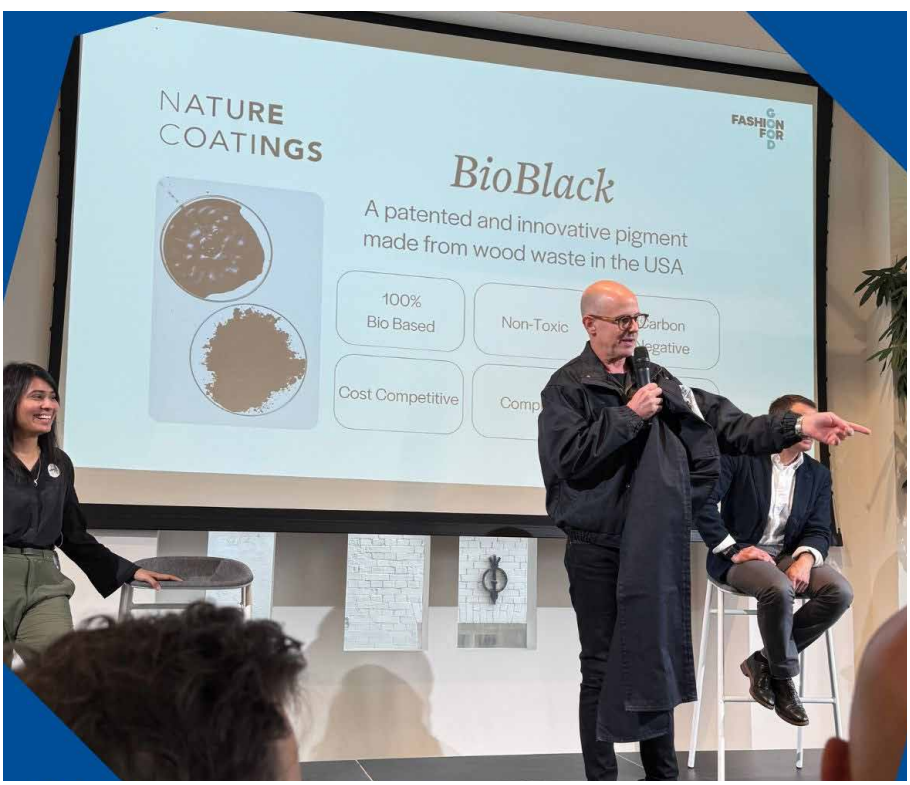
PDS Ventures Partners with BlueKaktus to Advance Digital Supply Chains



PDS announced a partnership with BlueKaktus, an AI-powered supply chain platform for the fashion industry. The collaboration brought together PDS Limited's global manufacturing and sourcing expertise with BlueKaktus' intelligent solutions to enable a smarter, more agile, and transparent fashion supply chain.

PDS Ventures Participates in Fashion for Good Innovation Fest, Amsterdam





PDS participated in Fashion for Good's Innovation Fest in Amsterdam, engaging with global brands and innovators on collaboration, AI-led innovation, and sustainable solutions, while showcasing portfolio advancements across materials, dyes, and textile recycling.

PDS Ventures Portfolio Featured at H&M Foundation Alumni Exhibition















Four PDS Ventures portfolio companies – **Ponda**, **DyeRecycle**, **Refiberd**, and **Resortecs** – were showcased at The Mills Fabrica as part of H&M Foundation's Global Change Awards Alumni Exhibition, celebrating a decade of innovation.

ESG

PDS Climate Targets Validated by SBTi



SBTi Services has validated PDS's greenhouse gas reduction targets, confirming alignment with science-based pathways under the Paris Agreement. This underscores PDS's commitment to sustainability, collaboration across its value chain, and its goal of achieving net-zero emissions by FY2050.

Awards & Accolades

Norlanka Wins Merit Award in Apparel Category at Presidential Environmental Awards 2025



Norlanka was recognised with a Merit Award in the Apparel Industry Category for its commitment to sustainable and conscious manufacturing at the prestigious Presidential Environmental Awards 2025.



PDS Annual Report Wins Gold at LACP 2025 Spotlight Awards

PDS's Annual Report FY 2024–25, "Weaving Threads of Trust", won the Gold Award at the LACP 2025 Spotlight Awards, highlighting the company's commitment to transparent and high-quality corporate reporting.

Building the Community

International Day of the Girl Child: Empowering Young Minds



Students at Soham School celebrated International Girl Child Day with speeches, songs, and activities, promoting gender equality and empowering girls.

Soham School Shines At Diwali Celebrations



Students lit up the celebrations with rangoli, lamps, and performances, embracing harmony, compassion, and eco-friendly values.

Young Writers Shine in Essay Competition





An essay writing competition encouraged students to express ideas creatively and confidently.

Students Showcased Their Creativity At Innovation Day




Students presented innovative models and creative ideas during Innovation Day. Mrs. Faiza Seth, Founder of Soham School, appreciated their efforts, encouraging curiosity, creativity, and learning beyond textbooks.

Joyful Christmas Celebrations



The school celebrated Christmas with carols, dances, skits, and crafts. The festivities promoted values of kindness, sharing, confidence, and public speaking among students.

Surprise Pizza Party For The Students









Pizza Day, organised by Mrs. Faiza Seth, Founder of Soham School, brought joy and excitement to students. For many, it was their first experience, creating a memorable day of happiness and togetherness.

Soham for All School of HOPE, Bangladesh



Celebrated the Spirit of Teaching

A joyful teacher's day celebration held at Soham School, to show respect, and appreciation for the teachers.

Health Awareness on Hepatitis for Parents

Parents gained valuable insights into hepatitis prevention, vaccination, and healthy practices through an expert-led awareness session.





International Day of the Girl Child Celebrated

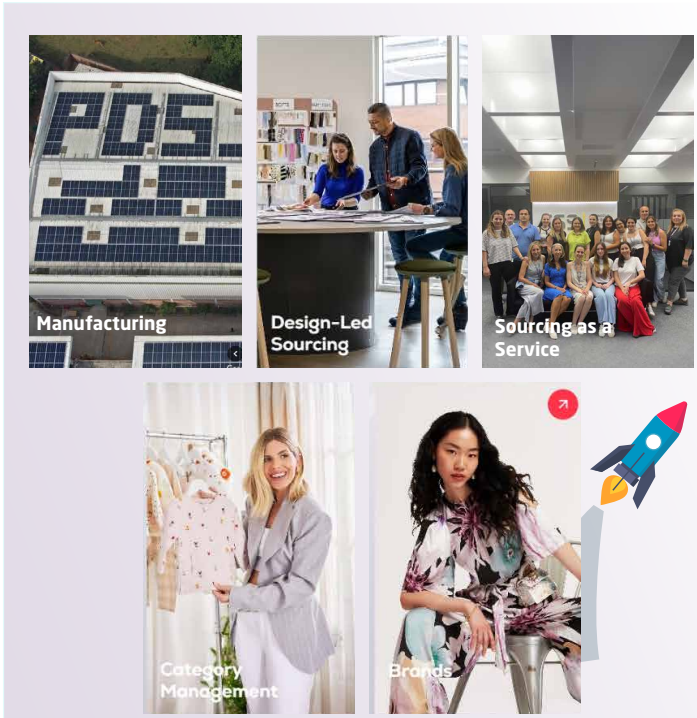
The event marked the active participation of girls in an engaging school celebration, highlighting empowerment and equality through meaningful activities and cultural performances.

Students Excel At Karate Belt Exam

46 students showcased their skills, discipline, and confidence in the Karate Belt Exam, earning promotions to the next belt level and marking a proud achievement.



The Wait Is Now Over! PDS Group's New Website Is Live.



Discover The New PDS Website: Reflecting Our Journey From Products To Services

We're pleased to announce the launch of the new PDS website. This update reflectes our transition from a product to a services company, whilst still retaining product excellence at the heart of what we do.

The new design highlights the strength of our group – bringing together all our subsidiaries, offices, and factories worldwide to showcase the scale and capabilities that make PDS unique.

Click here to explore: https://pdsltd.com/



Discover how our ecosystem of 50+ companies is shaping the future of fashion, and explore PDS Ventures' new website to see how we're investing in innovation across the value chain.

Click here to explore: https://pdsventures.com/

PDS

Global | Collaborative | Digital | Ethical

A key moment to connect, reflect, and share our growth story with stakeholders.
Stay tuned as we unveil future plans and strategic insights at this important gathering.

For any query or feedback please write to
corpcomm@pdsltd.com

Disclaimer: Certain statements that are made in the newsletter may be forward-looking statements. Such forward looking statements are subject to certain risks and uncertainties like significant changes in the economic environment in India and overseas, tax laws, inflation, litigation, etc. Actual results might differ substantially from those expressed or implied. PDS Limited will not be in any way responsible for any action taken based on such statements and discussions and undertakes no obligation to publicly update these forward-looking statements to reflect subsequent events or circumstances.

NEWSLETTER PUBLISHED QUARTERLY BY CORPORATE COMMUNICATION DEPARTMENT OF PDS